



ON24

2023

Sustainability
Report

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About ON24

ON24 is on a mission to help businesses bring their go-to-market strategy into the AI era and drive cost-effective revenue growth. Through its leading intelligent engagement platform, ON24 enables customers to combine best-in-class experiences with personalization and content, to capture and act on connected insights at scale.

ON24 provides industry-leading companies, including 3 of the 5 largest global technology companies, 3 of the 5 top global asset management firms, 3 of the 5 largest global healthcare companies, and 3 of the 5 largest global industrial companies, with a valuable source of first-party data to drive sales and marketing innovation, improve efficiency, and increase business results. Headquartered in San Francisco, ON24 has offices globally in North America, EMEA, and APAC. For more information, visit www.on24.com.

\$163.7

Million, 2023 revenue

462

Employees

1,700+

Global customer base

200K+

Digital experiences / year⁽⁵⁾

1B+

Engagement minutes/ year⁽⁵⁾

~24M

Attendees / year⁽⁵⁾

ON24 core values

We believe our technology, people and culture are a key differentiator and competitive advantage. Making ON24 an organization in which we all want to work will allow us to continue to attract top talent, innovate, and deliver excellence to our customers. We do this by providing competitive compensation and benefits as well as opportunities for professional growth, challenging work, and fun in the workplace. We encourage our team members to share their feedback on what we can do better. Our culture is focused on customer success with a core belief that every ON24 team member has a customer, either internal or external. We also seek to promote an environment of candor, mutual respect, teamwork, innovation, humility, and giving back to the communities where we have employees, customers, and partners.



Our vision

1 Impact matters: We are dedicated to making sustainable and equitable choices that leave an impact we can be proud of. ON24 technologies help reduce the need for people to travel to in-person conferences and physical customer locations to conduct their business.

2 Sustainability: We aim to minimize our environmental footprint by operating in energy efficient offices, purchasing energy efficient equipment, and partnering with suppliers that share our commitment to sustainable practices.

3 Social impact: We value building a diverse team and fostering an inclusive culture. Respecting human rights is fundamental value of ON24.

4 Responsible governance: We are committed to ethical business practices and good corporate governance for the long-term success of our company and investors.



Our approach to sustainability

We are dedicated to making sustainable and equitable choices that leave an impact that we can be proud of. Our technologies help reduce the need for people to travel to in-person conferences and physical customer locations to conduct their business, ultimately helping the effort to reduce global emissions.

We are committed to fostering a sustainable business that benefits our customers, employees, investors, and communities. We are guided in our decision-making and in our disclosures by our stakeholders and third-party frameworks, including the Sustainability Accounting Standards Board (SASB) Software & IT Services standard.

Our executive team has leadership responsibility for setting our environmental, social, and governance-related strategy and goals. Operational responsibility resides with different function leads, such as our Chief Human Resources Officer for our human capital and our Chief Information Officer for data security. Our internal Environmental Working Group, which includes senior managers from various departments, assesses and monitors our environmental goals and impacts.

About this report

This report highlights our commitment to sustainability and provides information on our programs, policies, oversight, governance, and performance around the issues material to our company and our stakeholders. Unless otherwise specifically stated, this report covers ON24's performance and disclosures in the fiscal year ending December 31, 2023.

This report was prepared using guidance from the Task Force on Climate-Related Financial Disclosure (TCFD) and Sustainability Accounting Standards Board's (SASB) Technology & Communications – Software & IT Services Standard.

ON24 platform

ON24 is a cloud-based intelligent engagement platform that combines best-in-class experiences with personalization and content, to enable sales and marketing organizations to capture and act on connected insights at scale. The platform's portfolio of interactive and hyper-personalized digital experience products create and capture actionable, real-time data at scale from millions of professionals to provide businesses with buying signals and behavioral insights to efficiently convert prospects into customers.

Backed by an AI-powered Analytics and Content Engine (ACE), ON24 customers can leverage the platform to create engaging webinars that drive audience interaction and actionable insights, personalized content hubs that act as a resource center for audiences with on-demand webinars and multimedia assets, immersive virtual events that maximize engagement and ROI with interactive tools and analytics, and more.

The platform has earned accolades and recognitions including named [TrustRadius](#) "Most Loved" Award by customers in 2024 and a leader by [IDC](#) in its IDC MarketScape for Worldwide Virtual Event Application report. Industry analysts and customers have also recognized the ON24 market leadership with three [TrustRadius](#) "Best of Awards" wins across the categories of Event Management based on customer reviews, named a leader in [Research In Action's](#) Vendor Selection Matrix for Marketing Event Management, and a [2023 APPEALIE SaaS Award](#) for its demonstrated excellence and customer outcomes.



Product impact

ON24 brings people together virtually, allowing companies to reduce business travel and subsequent carbon emissions.

Our platform enables our customers to easily create, scale, and personalize engaging webinars, virtual events, and multimedia content experiences without the need to leave their homes.



Our people

Diversity, equity & inclusion

Diversity, equity, and inclusion (DEI) are integral to ON24's mission. At ON24, we are committed to creating an inclusive environment for all our employees. We strive to build a team of talented and collaborative employees who bring a diversity of backgrounds, skills, and experiences to the organization. This diversity makes us more creative, innovative, and customer-centric. Perhaps even more importantly, we must also have an inclusive workplace where everyone feels welcome to express their ideas to truly realize the benefit of this diversity.

ON24 is an Equal Opportunity Employer and does not discriminate on the basis of actual or perceived race (including hair texture and protective hair styles), color, national origin, ethnicity, ancestry, sex (which includes pregnancy; childbirth; breastfeeding; and medical conditions related to pregnancy, childbirth,

or breastfeeding), gender, gender identity and gender expression, religion, religious creed, disability (mental or physical) including HIV and AIDS, medical condition (cancer and genetic characteristics), genetic information, age (40 and over), marital status (including registered domestic partnership status), sexual orientation, military or veteran status, denial of family and medical care leave, or any other characteristic protected by federal, state, or local law.

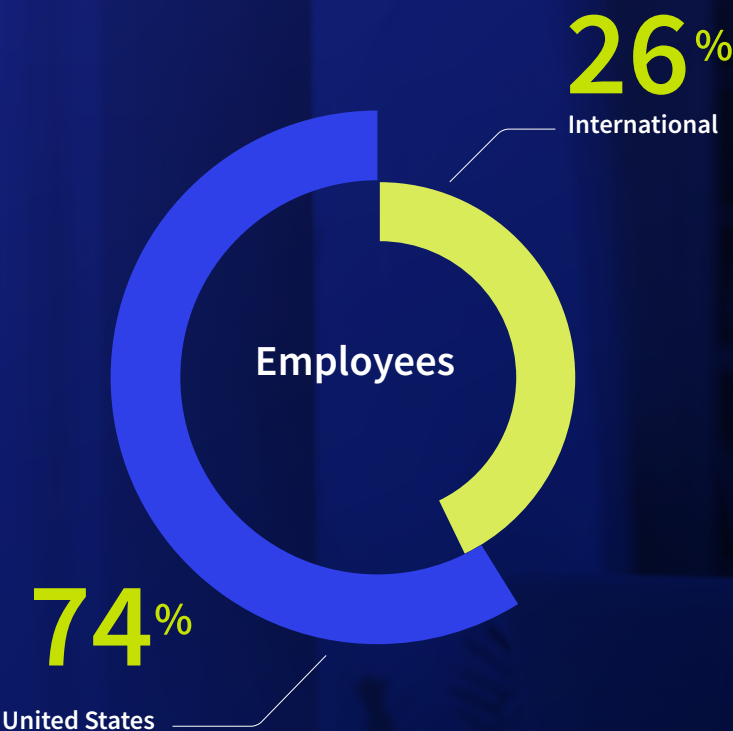
Our management team is committed to this approach and equitable treatment in all aspects of employment, including with respect to recruitment, hiring, placement, opportunities, promotion, transfer, training, compensation, benefits, and employee activities. Company-wide, we have incorporated unconscious bias training.

Recruitment, training & engagement

We are always looking for talented, passionate people who share our vision of helping businesses make engagement more human and actionable. We have a talent recruitment plan that considers the needs of each department. All positions are considered by the respective department heads and receive final approval from our Financial Planning and Analysis team. This process is reviewed internally at least quarterly. We also have a referral program, which helps us leverage our employees' networks and thus expand the reach of our recruitment efforts.

Professional development training offered to our employees is decentralized at the department level to best suit the needs of the individual employee and respective department. Regulatory and compliance training is centralized and organized by our respective Legal, Human Resources, and Information Security departments. To support our employees' development, we typically undertake annual reviews that assess performance. For any grievances, we have a formal process as described in our employee handbook.

As of December 31, 2023, ON24 had 462 full-time employees, with nearly 75% of those employees in the United States and slightly more than 25% in our international locations. ON24 is committed to complying with the regulatory labor practices in all jurisdictions where we operate.



Employee benefits

ON24 strives to create an environment for all employees to do their best work. We provide benefits designed to meet the evolving needs of our employees – tailored for each location. Examples of some of these benefits include:

- **Flexible and remote work arrangements:** ON24 prides itself on being a digital-first company. Most ON24 employees have the option to request where they work, subject to corporate and operational requirements.
- **Employee stock purchase plan and equity incentive plan:** ON24 offers an Employee Stock Purchase Plan (ESPP) to all full-time employees, subject to terms and conditions, in addition to an Equity Incentive Plan (EIP).
- **Pension:** ON24 offers employees the option to participate in a pension plan.
- **Time off policies:** ON24 offers paid company holidays, wellness days, and a flexible PTO policy.
- **Healthcare:** ON24 offers healthcare programs.
- **Parental leave:** ON24 offers paid parental leave to employees.
- **Commuter benefits:** ON24 allows US employees to set aside pre-tax dollars for qualified commuter expenses incurred during the plan year.
- **Employee assistance programs:** ON24 employees can receive emotional support, financial counseling, and legal guidance through our Employee Assistance Program (EAP).
- **Mental health:** ON24 employees can receive mental health support through our EAP, including in-person short-term counseling, text-based support, and on-line support groups. ON24 also offers wellness days to employees.
- **Ergonomics:** ON24 has an ergonomics consultant available to employees who need assistance with adjustments to their workstations.



Employee experience

ON24 uses our intranet as our primary channel to keep employees informed about what's happening at our offices around the globe. We also communicate through regular all-hands company meetings and monthly HR newsletters.

At ON24, we appreciate our employees and want them to know it! Our Above & Beyond Award program enables our employees to acknowledge their colleagues for outstanding service. We foster a collaborative culture, prioritizing team time and celebrating milestones. We encourage team lunches, offsites, and other gatherings.

Environment

We are committed to operating efficiently, sustainably, and responsibly, as laid out in our [Environmental Policy](#), which outlines our commitments to further environmental and sustainability efforts, inside and outside our company. We continuously seek to minimize the environmental impact of operating our offices through emissions reductions, energy savings, waste reduction, and water conservation efforts in partnership with building management. In all our global offices, we actively promote recycling and composting.

Our CEO and internal Environmental Working Group, which includes senior managers from various departments, assess and monitor our environmental goals and impacts annually.

As we do with our customers, we encourage our employees to have virtual interactions and eliminate unnecessary business travel, when possible, to reduce our environmental impact. ON24 aspires to comply with, and where applicable, exceed all guidelines and regulations.

Data center & infrastructure

We've chosen to partner with Google and Microsoft Azure as our cloud service platform providers because their commitments to sustainability will ultimately help us further reduce our carbon footprint. Google has [pledged](#) to run on 24/7 carbon-free energy on every grid where they operate by 2030 and has set a target to achieve Zero Waste to Landfill for their global data center operations. Microsoft Azure has [committed to](#) use 100% renewable energy by 2025, be water positive by 2030, and obtain a zero-waste certification by 2030.

We've also chosen to utilize data centers that share our goal of minimizing our impact on the environment. Our EU-based data center uses 100% renewable energy, and one of our U.S.-based data centers is in a LEED Gold rated building, using 100% renewable energy.

Offices & sustainable Sourcing

ON24 aims to lease office spaces with high environmental standards. Our [company headquarters in San Francisco](#) is LEED Platinum rated and has a 2023 ENERGY STAR label. The building's electricity is powered by renewable resources and its systems are equipped with automated control systems. Property management has implemented capital upgrades

to reduce energy consumption and operating expenses. LED lighting systems have been installed throughout the building's common areas to increase energy efficiency and existing toilets, faucets, and showers have been upgraded with low-flow fixtures, performing above code requirements for water conservation.

Our [London office](#) has an EPC energy rating of A, and our [Sydney office](#) achieved a 5.5-star NABERS energy rating and a 5.0-star NABERS water rating.

We are reducing business waste by removing our reliance on paper and other single-use products in our offices and by choosing sustainable office supplies—such as those with certifications from the Forest Stewardship Council or the Staples Eco-IDTM—wherever possible. When purchasing office products, we consider the entire lifecycle of the products – from packaging and usage to disposal.

We have eliminated single-use plastic cups and utensils from ON24's offices and instead offer access to compostable and reusable kitchen supplies. Just as importantly, we are encouraging our teams to recycle paper, glass, hard plastic, aluminum, and cardboard and

to reject plastic water bottles in favor of refills from our on-site water coolers.

We use energy-efficient IT equipment and prefer to invest in products that use recyclable and/or renewable materials and carry reputable certifications or labels such as Energy Star. We reduce e-waste by internally recycling or refurbishing IT equipment, which includes laptops, monitors, docking stations, servers, networking appliances, storage devices, and power supplies and adapters. If we determine IT equipment is non-functional, then we send the equipment to be refurbished by our suppliers with whom we have extended warranties. When possible, we reuse IT equipment, however, if the equipment must be disposed of, we do responsibly using providers who have R2, e-Stewards, or other recognized certifications for environmentally sound electronic waste disposal.

As per the guideline set by the Basel Convention, we do not ship any e-waste to foreign countries. Additionally, we do not generally produce hazardous waste in operations except for e-waste.

Travel & Events

Our employees live and work around the globe. Most ON24 employees have the option to request where they work, subject to corporate and operational requirements. This flexibility has reduced our Scope 3, Category 7: Employee commuting emissions from 831 tCO2e in 2019 to 409 tCO2e in 2023.

For employees that choose to work in an office, they can take advantage of ON24’s Commuter Benefit Plan, which makes taking public transportation to work the more attractive and cost-effective option. All our offices are located near key stations and public transportation hubs, and many of our offices provide end-of-trip amenities like secure bike

storage, showers, and locker rooms.

We work hard to keep events more sustainable by conserving resources, reducing waste, and encouraging our attendees to do the same. Employees are encouraged to reduce nonessential business travel using technologies such as video conferencing.

Our carbon emissions

We are committed to reporting our emissions data on a routine basis to serve our customers and stakeholders and to make improvements to our sustainability efforts. We continue to evaluate emission reduction opportunities across our operations.

We utilized third-party software to run our greenhouse gas measurements using methodologies from the Greenhouse Gas Protocol’s Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

Emission Source	Emissions Inventory	
	Year (tCO2e)	
	2019	2023
Scope 1	18	8.6
Scope 2	232	379
Scope 3	5,789	7,434
- Category 1 Purchased goods and services	4,514	6,114
- Category 6 Business travel	444	911
- Category 7 Employee commuting	831	409
Total	6,039	7,822

Integrity

We are committed to ethical business practices and good corporate governance for the long-term success of our company and stakeholders.

Our Compliance Team, composed of our heads of Legal, Human Resources, and Finance, has responsibility for our business ethics programs and compliance. Our Board of Directors maintains oversight via its Audit Committee.

ON24 is committed to conducting business in an ethical and honest manner and preventing bribery and corruption. Our [Code of Business Conduct & Ethics](#) (our “Code”) and our [Anti-Bribery & Anti-Corruption Policy](#) are two policies that address our anti-bribery and anti-corruption compliance, including gifts and hospitality and conflicts of interest. All employees, at hire and on an annual basis thereafter, are presented with and are expected to internalize these policies and affirmatively indicate their acknowledgement of their importance.

ON24’s commitment to compliance with anti-bribery and anti-corruption laws extends to our vendors as well. Vendors agree to comply with anti-bribery and anti-corruption laws as a condition of doing business with ON24, as described in our [Vendor Code of Conduct](#).

Anyone can anonymously report any concerns they may have about misdeeds or ethical issues using our online reporting forms (available in English and Japanese), calling our globally accessible whistleblower hotline (available in local languages), or mailing a description. More information on submitting reporting can be found in our Code. Discrimination, retaliation, or harassment of any kind is strictly prohibited. Any issues raised

are logged in our compliance database where they are assessed, assigned for investigation, and tracked until resolved.

ON24 is committed to ensuring our employees understand our policies and procedures. As part of our employee onboarding program, and annually thereafter, we train employees about our Code, insider trading, information security awareness, privacy and data protection, and anti-bribery. We also train our employees on harassment prevention upon hire and on a bi-annual basis thereafter.

Privacy & Data Protection

At ON24, privacy and data protection are top priorities. The data we process from our customers is focused on business-related information such as a person’s workplace, job title, and email – the kind of information you would find on a business card, email signature block, or company webpage, and our customers decide what data we should process. We do not process sensitive personal information or special categories of data from our customers.

ON24 takes comprehensive technical and security measures to protect its infrastructure, network, and applications. While for obvious reasons the precise nature of our technical and security measures is confidential, a brief outline of our commitment to security of personal data is found in our [Online Privacy Policy](#) and [Platform Privacy Policy](#).

Our team of legal and information security professionals is tasked with maintaining compliance with policies, processing opt-outs, supporting customers (including by responding to data subject rights requests), and monitoring emerging legislation locally, nationally, and internationally.

Our General Counsel and Senior Privacy & Commercial Counsel, EMEA provide oversight for privacy and data protection matters on a worldwide basis, and our Chief Information Officer and Director of Information Security provide oversight for data security matters for all our operations.

We have a multitude of layered controls in place to maintain confidentiality, integrity, and availability of systems, data, and services based on the COSO framework. We have High Availability architecture with redundancy designed into each service layer, and we use enterprise-grade DDoS protection. We work with independent third-party auditors to perform SOC 2 Type II audits and external annual penetration testing against the ON24 platform. Our activities as a processor of personal data in providing the ON24 platform and services are certified under ISO/IEC 27001:2013 and 27701:2019. Our facilities are connected to multiple diverse Tier 1 internet backbones for redundancy. For more information see our [Security and Compliance](#) page.

An integral part of data protection also requires building and fostering a culture of security and privacy awareness. All ON24 employees and contractors with access to our systems are required to agree to security policies to obtain access to ON24's systems and must take part in mandatory privacy and data protection and security awareness training during onboarding and on an annual basis thereafter.

We are committed to helping our customers comply with the GDPR, UK GDPR, the CCPA and CPRA, and other applicable privacy and data protection laws. You can find out more by visiting our [Privacy Center](#).

We have clear and transparent privacy policies both in respect to our website (see our [Online Privacy Policy](#)) and the ON24 platform (see our [Platform Security Policy](#)).

Human Rights & Supply Chain

We are committed to engaging in business practices to combat slavery and human trafficking, and we are committed to ensuring transparency within our business. For more information on ON24's commitment to protecting human rights, please see our [Modern Slavery Statement](#) and our [Human Rights Policy](#), which outline our commitments to practices and policies that support dignity and respect for all.

Our [Vendor Code of Conduct](#) sets forth the minimum standards ON24 expects from our suppliers of goods and services, including standards for labor, the environment, and data security. ON24 values honesty, transparency, fair treatment, and respect for the law and expects vendors to reinforce our values by operating in compliance with these principles.

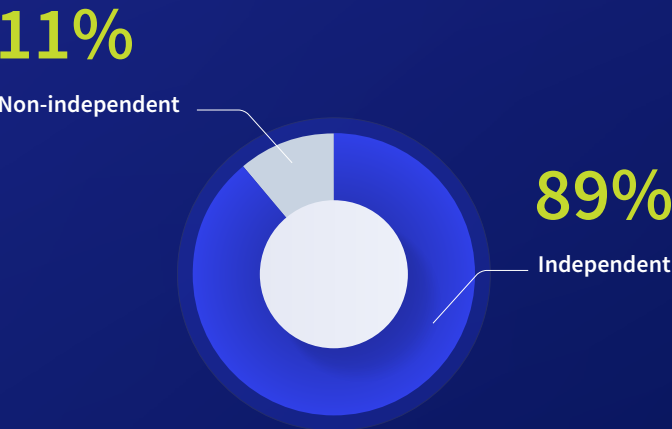
Corporate Governance¹

As an established group of industry leaders, ON24’s Board of Directors (Board) brings invaluable expertise to help propel ON24’s success. Our Board and our Nominating and Corporate Governance Committee believe the skills, qualities, attributes, and experience of our directors provide us with business acumen and a diverse range of perspectives to engage each other and management to effectively address our evolving needs and represent the best interests of our stockholders.

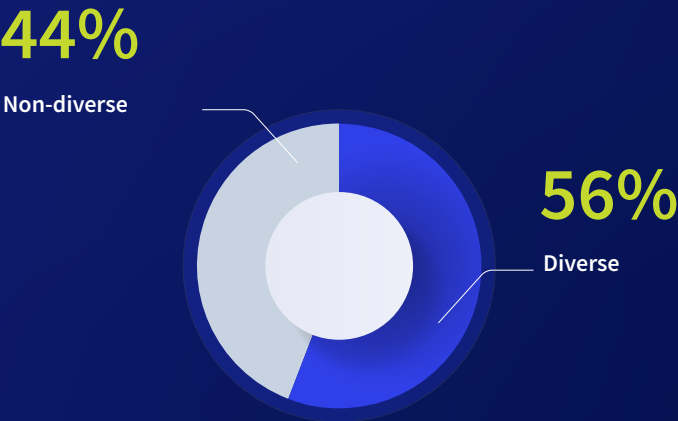
To that end, we are proud to have 56% of our Board identify as either a woman or person of color. In addition, our nine-person Board consists of eight independent directors. Additional information on our corporate governance is available on our [Investor Relations](#) page.

¹This section covers ON24’s disclosures as of the filing of our Proxy on April 25, 2024.

Independent board members



Board of director demographics



SASB Index

The table below provides ON24’s disclosures aligned with the recommended metrics for the Sustainability Accounting Standards Board (SASB) Technology & Communications – Software & IT Services Standard. All data represents full-year 2023 information as of December 31, 2023.

Accounting Metric	Code	Disclosure
Environmental Footprint of Hardware Infrastructure		
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	(1) 269,860 kwh (2) 82% (3) 80% Note: natural gas usage is only available for our San Francisco HQ, and our London office does not use natural gas, which represents 71% of our office footprint by square feet.
(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	Not reported
Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	We do not operate our own data centers. Please see the Environment section for more information on our relevant programs and selection of cloud computing providers that support our environmental ambition.

Accounting Metric	Code	Disclosure
Data Privacy & Freedom of Expression		
Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	For details, please see the Data Privacy & Security section of this report, our Online Privacy Policy , and our Platform Privacy Policy .
Number of users whose information is used for secondary purposes	TC-SI-220a.2	Not reported
Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Not reported
(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	Not reported
List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	Not reported
Data Security		
(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Not reported
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	For details, please see the Data Privacy & Security section of this report.

Accounting Metric	Code	Disclosure
Recruiting & Managing a Global, Diverse & Skilled workforce		
Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	We have 462 full-time employees. Of these employees, 366 are based in the United States and 96 (26%) are based in international locations.
Employee engagement as a percentage	TC-SI-330a.2	Not reported
Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-220a.3	Not reported
Intellectual Property Protection & Competitive Behavior		
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	Not reported
Managing Systemic Risks from Technology DisruptionsBehavior		
Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Not reported
Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	For details, please see our 10-K.
Activity Metric		
(1) Number of licenses or subscriptions, (2) percentage cloud-based	TC-SI-000.A	(1) >1,700 customers (2) 100%
(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	Not reported
(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	Not reported

TCFD Index

We are committed to providing transparency on our climate change risk management, governance, and performance. Our response to the Task Force on Climate-Related Financial Disclosures (TCFD) recommended disclosures is below.

Governance

Our senior management team and our internal Environmental Working Group are responsible for developing our environment programs. This includes our work to measure and reduce our greenhouse gas emissions. Our executive leadership is responsible for our risk management identification and mitigation, including climate-related risks such as extreme weather.

Strategy

As a cloud-based software company, we do not expect climate change would have a significant impact to our business and financial performance. However, we do recognize that the direct and indirect impacts of climate change could negatively impact our business.

The occurrence of any catastrophic event, including extreme weather events that may be exacerbated by climate change, could result in lengthy interruptions in our service. Even with our disaster recovery arrangements, our service could be interrupted. If our systems were to fail or be negatively impacted as a result of a natural disaster or other catastrophic event, our ability to deliver our solutions to our customers would be impaired or we could lose critical data.

Risk Management

Our senior leadership team and board of directors are very keen on managing and mitigating various risks to our business and financial performance, including climate change and other environmental risks.

Metrics and Targets

We monitor our carbon emissions. We do not currently have any carbon goals.

Company-wide emissions (tCO2e)	2019	2023
Scope 1	18	8.6
Scope 2	232	379
Scope 3	5,789	7,434
- Category 1 – Products & Services	4,514	6114
- Category 6 – Business Travel	444	911
- Category 7 – Employee Commuting	831	409
Total 1 + 2 + 3	6,039	7,822



| **ON24, Inc.**

| **50 Beale Street, 8th Floor**

| **San Francisco, CA 94105**

| **Corporate Responsibility**

If you have any questions regarding the Sustainability Report, please contact us at compliance@on24.com

| September 2024

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Disclaimers: Readers are cautioned that certain statements made by ON24, Inc (ON24) relating to environmental, social, and governance (ESG) matters, including those included on their corporate responsibility webpage or sustainability report (such statements, “ESG Statements”), may constitute “forward-looking statements” under applicable securities law. In some cases, such statements can be identified by words such as: “expect,” “convert,” “believe,” “plan,” “future,” “may,” “should,” “will,” and similar references to future periods. Forward-looking statements include express or implied statements regarding ON24’s ability to achieve its business strategies, growth, or other future events or conditions. Such statements are based on ON24’s current beliefs, expectations, and assumptions about future events or conditions, which are subject to inherent risks and uncertainties, including the risks and uncertainties discussed in the filings ON24 makes from time to time with the Securities and Exchange Commission. Actual results may differ materially from those indicated in forward-looking statements, and you should not place undue reliance on them. All statements are based only on information currently available to ON24 and speak only as of the date they are made. Except as required by law, ON24 undertakes no obligation to update any such statement.

The inclusion or absence of information in ON24’s ESG Statements should not be construed to represent any belief regarding the materiality or financial impact of that information.

ESG Statements may be based on expectations and assumptions that are necessarily uncertain and may be prone to error or subject to misinterpretation given the long timelines involved and the lack of an established single approach to identifying, measuring, and reporting on many ESG matters. Calculations, statistics, and certain facts included in ESG Statements may be based on third-party information, current estimates, assumptions, and projections and therefore subject to change. ON24’s ESG Statements have not been externally assured or verified by independent third parties.

ON24’s ESG Statements may contain links to other internet sites or references to third parties. Such links or references are not incorporated by reference into the applicable ESG Statement and ON24 cannot provide any assurance as to their accuracy. These ESG Statements represent current ON24 policy and intent and are not intended to create legal rights or obligations.