

Phreesia

Sustainability Accounting Standards Board (SASB) Report



SASB Code	Metric	Fiscal Year 2022 Disclosure
Environmental Footprint of Hardware Infrastructure		
TC-SI-130a.1	Total energy consumed	Phreesia’s workforce has been fully remote since 2020, and Phreesia outsources all of its data center usage. As such, Phreesia does not currently report energy consumption information.
	Percentage grid electricity	
	Percentage renewable	
TC-SI-130a.2	Total water withdrawn	Phreesia’s workforce has been fully remote since 2020, and Phreesia outsources all of its data center usage. As such, Phreesia does not currently report water withdrawal or consumption information.
	Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Phreesia has consolidated all corporate data centers to utilize energy-efficient vendors and to run workloads in a dense manner, reducing excess energy usage.
Data Privacy & Freedom of Expression		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Phreesia’s products and services necessarily involve the use and processing of personally identifiable information, including Protected Health Information (“PHI”), as that term is defined under the Health Insurance Portability and Accountability Act (“HIPAA”). On behalf of and at the direction of healthcare services organizations, the Phreesia platform registers patients for visits and collects demographic information and other personal information. Phreesia may use service providers and other third parties to deliver services, support the product and help Phreesia meet its mission and objectives. Phreesia retains information as necessary to perform its contractual, legal and business obligations. Phreesia may also deliver targeted content to patients on behalf of healthcare services organizations, which may include materials related to treatments and therapies specific to patients’ health conditions. Phreesia uses aggregated, anonymized data to measure the effectiveness of such content. Phreesia is committed to ensuring that its data policies and procedures are consistent with applicable legal and regulatory requirements. For instance, Phreesia obtains the appropriate agreements, consents and authorizations, as legally necessary, in order to perform its services and activities as they relate to data. Phreesia also implements privacy and information security policies that govern the protection of sensitive data, consistent with applicable laws and industry frameworks.

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TC-SI-220a.2	Number of users whose information is used for secondary purposes	Phreesia uses anonymized client data to monitor product performance and usage, enhance and supplement product features, and for other lawful business purposes. Phreesia may also use anonymized data to collaborate with public health organizations or similar entities to support public health or research initiatives.
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with privacy	None
TC-SI-220a.4	(1) Number of law enforcement requests for user information; (2) number of users whose information was requested; (3) percentage resulting in disclosure	None
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	Phreesia delivers its core products and services to clients located in the U.S.
Data Security		
TC-SI-230a.1	Number of data breaches	In its fiscal year ended January 31, 2022, Phreesia had no breaches as defined under HIPAA.
	Percentage of data breaches involving personally identifiable information	N/A
	Number of users affected by data breaches	N/A

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TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	<p>Phreesia identifies and addresses risks using a layered approach from both a technical and governance perspective. Phreesia follows HIPAA security and privacy requirements along with NIST and ISO 27001 best practices. In addition, Phreesia undergoes rigorous third-party testing including:</p> <ul style="list-style-type: none"> • SSAE 18 SOC 2 Type II attestation • HITRUST Certification • PCI DSS Level 1 Service Provider Compliance • Sarbanes-Oxley (SOX) Compliance • Network Penetration testing • PCI Approved Scanning Vendor (ASV) testing <p>Phreesia requires and conducts regular additional internal and external testing of its security controls, above and beyond those mandated by compliance frameworks. Any risks are attended to by the Phreesia privacy, compliance and security teams, as appropriate.</p>
Recruiting & Managing a Global, Diverse & Skilled Workforce		
TC-SI-330a.1	Percentage of employees in the U.S.	67%
	Percentage of employees outside of the U.S.	33%
TC-SI-330a.2	Employee engagement as a percentage	See “Human Capital Resources” in Item 1. Business of Phreesia’s Annual Report on Form 10-K for the fiscal year ended 2022 for information regarding Phreesia’s culture and employees.
TC-SI-330a.3	Percentage of people managers with one or more underrepresented racial/ethnic backgrounds	22.9%
	Percentage of technical staff with one or more underrepresented racial/ethnic backgrounds	50.9%
	Percentage of all other employees with one or more underrepresented racial/ethnic backgrounds	32.6%
	Percentage of people managers who identify as female	47.0%

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	Percentage of technical staff who identify as female	25.7%
	Percentage of all other employees who identify as female	55.1%
Intellectual Property Protection & Competitive Behavior		
TC-SI-520a.1	Total monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	None
Managing Systemic Risks from Technology Disruptions		
TC-SI-550a.1	Number of (1) performance issues; (2) service disruptions; (3) total customer downtime	From time to time Phreesia experiences minor performance issues and service disruptions that affect the use of its products. These issues are rare, and the performance issues and service disruptions that Phreesia did experience in the fiscal year ended January 31, 2022 did not have a material impact on its business.
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	See Item 1A. Risk Factors of Phreesia’s Annual Report on Form 10-K for the fiscal year ended 2022 for information regarding the risk of service disruptions to our operations.

This report may include forward-looking statements relating to future events or Phreesia’s future performance. Actual results may differ materially from those described in the forward-looking statements and may be affected by a variety of risks and factors that are beyond Phreesia’s control. The forward-looking statements contained in this report are also subject to other risks and uncertainties, including those more fully described in Phreesia’s filings with the Securities and Exchange Commission (“SEC”), including in Phreesia’s most recently filed Annual Report on Form 10-K and quarterly reports on Form 10-Q and our other SEC filings. The forward-looking statements in this report speak only as of the date on which the statements are made. Phreesia undertakes no obligation to update, and expressly disclaims the obligation to update, any forward-looking statements made in this report to reflect events or circumstances after the date of this report or to reflect new information or the occurrence of unanticipated events, except as required by law.