

Xactly Impact

OUR STORY

Our journey began in 2005 when our founder and CEO Chris Cabrera saw the promise of cloud computing in its beginnings. He passionately believed in his vision and led the Incentive Compensation Management industry from on-premise into the cloud. Our aim has always been to stay a step ahead of the market, which inspired our transition from ICM to SPM and the first [Intelligent Revenue Platform](#). With everything that we do, including our growing Environmental, Social, and Governance (ESG) efforts we are guided by our core C.A.R.E. values (Customer Focus, Accountability, Respect, and Excellence.)

XACTLY LOCATIONS

Los Gatos | Denver | Toronto | London | Bangalore | Tokyo | Paris

PHILANTHROPY

From the [XactlyOne](#) Foundation to [C.A.R.E. week](#), we are dedicated to our collective communities and unite to serve them. To date, 7,500 Xactlians have raised \$1.5 million and donated over 30,000 hours of volunteer service. Our 2022 C.A.R.E Week was a great success, with employees in eight countries donating their time and resources to nonprofits including Nephcure Kidney International, National Multiple Sclerosis Society, ALS Association, and Special Olympics.



CBID

Culture, Belonging, Inclusion, and Diversity (CBID) is a core focus of Xactly and manifests itself in a variety of ways under our leadership team. When we ended 2022, 34% of our US employee base was URT. Within the current workforce, we focus our efforts on building community within our employee affinity groups. Career progression is also core to our talent retention strategy.



ENVIRONMENTAL

We hold ourselves accountable for stewarding our natural resources with responsibility. Read our complete [ESG policy](#).

In 2022, Xactly signed the Vista Climate Pledge to reduce our emissions by 50% by 2030 and achieve net zero emissions by 2050.

As part of this pledge, Xactly is committed to the goals of measuring GHG emissions, setting GHG reduction targets, reducing GHG emissions annually, and offsetting GHG emissions for 2021. The results of our efforts include the following:



Reduce

- ▶ Xactly's digitization efforts have contributed to reducing Xactly's scope of waste. For example, the company-wide adoption of DocuSign has saved a total of **62,984** pounds of wood and **185,452** gallons of water (circa 2021).

Reuse

- ▶ The Laptop Repurpose Program has resulted in a large sum donated to the X1 Foundation, which is an Xactly Corporation-sponsored non-profit where employees are heavily involved in the choosing of community-focused non-profits serving those in need and/or fighting for just causes. A count from 2022 reported a total of **over \$28,000** had been raised through this upcycling program.



Recycle

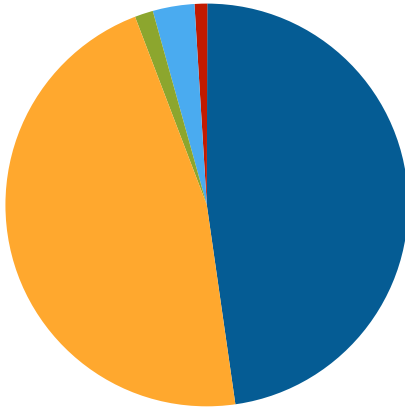
- ▶ With headquarters in California, employees have the option to divert their waste properly from the landfill. An approximation of 50% of waste accrued in California in 2019 was recyclable material - which equates to about **19,800** pounds diverted.



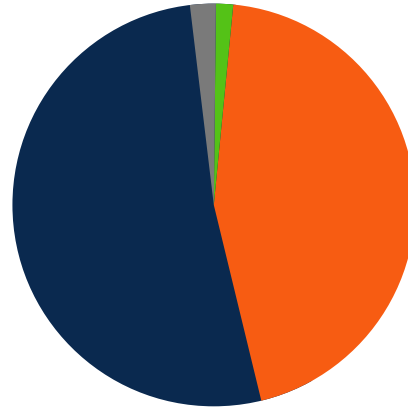
2021 XACTLY GREEN HOUSE GAS EMISSIONS

Emissions for Period (tCO ₂ e): January 1, 2021 - December 31, 2021	1546
% change from Previous Year	0%
% change from Baseline (Year 1) Year	94.7%

Emissions Breakdown



Breakdown by Scope



Data Source	tCO ₂ e	%
Air Business	739	47.8%
Electricity (Grid)	718	46.5%
Fuel	24.3	1.57%
Hotels	44.4	2.87%
Rail Business	5.84	0.378%
Road Business	1.87	0.121%
Waste	12.6	0.813%
Water	0.0663	0.0043%
TOTAL	1546	100%

Scope	tCO ₂ e	%
Scope 1	24.3	1.57%
Scope 2	690	44.6%
Scope 3	803	52%
Scope Other	28.3	1.83%
TOTAL	1546	100%

GOVERNANCE

100% of Xactly's employees have completed compliance training for:

- ▶ Workplace Harassment
- ▶ Global Data Privacy
- ▶ Anti-Bribery & Corruption Micro-Training

AWARDS

We pride ourselves on creating a positive environment in and outside the walls of Xactly. Our workplace, leadership, and product awards validate our efforts. [Here's the complete list.](#)



CUSTOMERS

Xactly works with **1200+ innovative companies** across varied industries and sizes. Our long-time customers have been able to transform their organizations using our Intelligent Revenue solutions. Read about their [success stories](#). We even get to help customers like [Blackbaud](#), a software organization that fuels nonprofits.

PARTNERS

Xactly is actively investing in its global alliance and partner community, with a particular emphasis on expanding its strategic relationships with Salesforce, Oracle, and Microsoft. With these partners, we focus on achieving both business-related goals together and goals that have meaning for the community.

- ▶ With Oracle, we migrated our private software cloud to OCI which expanded our global reach and improved solution performance for customers. As part of our 2022 RKO we raised **\$10,287 for Harbor House** to help survivors of domestic violence.
- ▶ Salesforce was our very first customer and partner. In 2019 we worked with them to host “Women on the Rise,” a fundraising and networking event on the 61st floor of the Salesforce tower as part of our annual user conference. We were able to raise **\$10,000 for Code.org** while empowering women in Tech. Our alliances are about more than just business, they are about working together for the greater good while achieving record-breaking results.



PRODUCT OVERVIEW

The Xactly Intelligent Revenue Platform helps organizations achieve an agile GTM by breaking down silos across teams to align people, processes, and technology across the revenue engine, leading to predictable, profitable, and resilient revenue. Leading organizations are unifying teams and building a GTM model with three primary areas:



Planning

Executive teams develop strategies based on data-informed decisions designed to reach corporate goals.



Performance

Execution teams implement plans that incentivize goal-oriented behaviors.



Prediction

Leadership teams monitor the execution, forecasting outcomes, and assess progress along the way.

ABOUT XACTLY

Xactly was founded by a sales leader, for salespeople everywhere. Xactly's AI-powered Intelligent Revenue Platform gives Revenue Operations teams the data they need to power sales leaders to plan with agility, motivate with intention and predict with conviction. We are on a mission to transform the sales industry with AI to power reps and leaders to deliver results regardless of circumstances. To learn more about Xactly and the latest issues and trends in intelligent revenue, follow us on LinkedIn, and visit www.xactlycorp.com.

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