LOGICGATE

Diversity, Equity, Inclusion, & Belonging Report

2023

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At LogicGate, we believe that the strongest teams are made up of individuals who bring their different worldviews, backgrounds, ideas, and experiences to the table. Diversity, Equity, Inclusion, and Belonging (DEIB) is a priority for us at LogicGate and is essential to our success both internally and externally.

Diversity

noun

Everything that makes us unique, the seen and unseen.

Equity

noun

Quality of being fair and impartial.

Inclusion

verb

The act of inviting you to my group or community.

Belonging

feeling

The sense that you matter and can trust in being your authentic self.

Our DEIB Mission

To foster an inclusive work environment where all employees' differences are celebrated, their thoughts matter, and everyone feels safe to bring their authentic selves to work.

Acting with integrity, practicing humility, and supporting one another are integral in fostering an inclusive environment and driving business growth.

Our core values reflect our DEIB mission and are at the heart of everything we do - for each other, our customers and the Company. We embed our values with a lens toward DEIB into all of our critical employee life-cycle and talent activities and talent programs.

Be As One
Trust, collaborate, and support each other. Invest in our coworkers and customers.

Do the Right Thing
Act with integrity, even when no one is looking.

Empower Customers
Create solutions where customers win.

Embrace Curiosity
Always be learning. Be curious and share. Be humbled, but not embarrassed by mistakes.

Own It
Be self-driven, entrepreneurial, and efficient.

Raise the Bar
Challenge complacency and mediocrity. Be adaptable and agile.

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WHERE WE'RE FOCUSED

As LogicGate continues to evolve and grow, we are focused on three areas to drive progress on DEIB:

01   Increase and expand diversity in our workforce.

02   Foster and maintain an inclusive and equitable culture.

03   Enhance accessibility for customers on our platform.

"

"At LogicGate, we know that the many and different experiences, backgrounds, interests, and goals of our employees make us stronger together and lead to increased creativity and innovation. This directly impacts and influences our customer experience, which is essential to continued growth, long-term partnerships, and our path to becoming the GRC market leader."
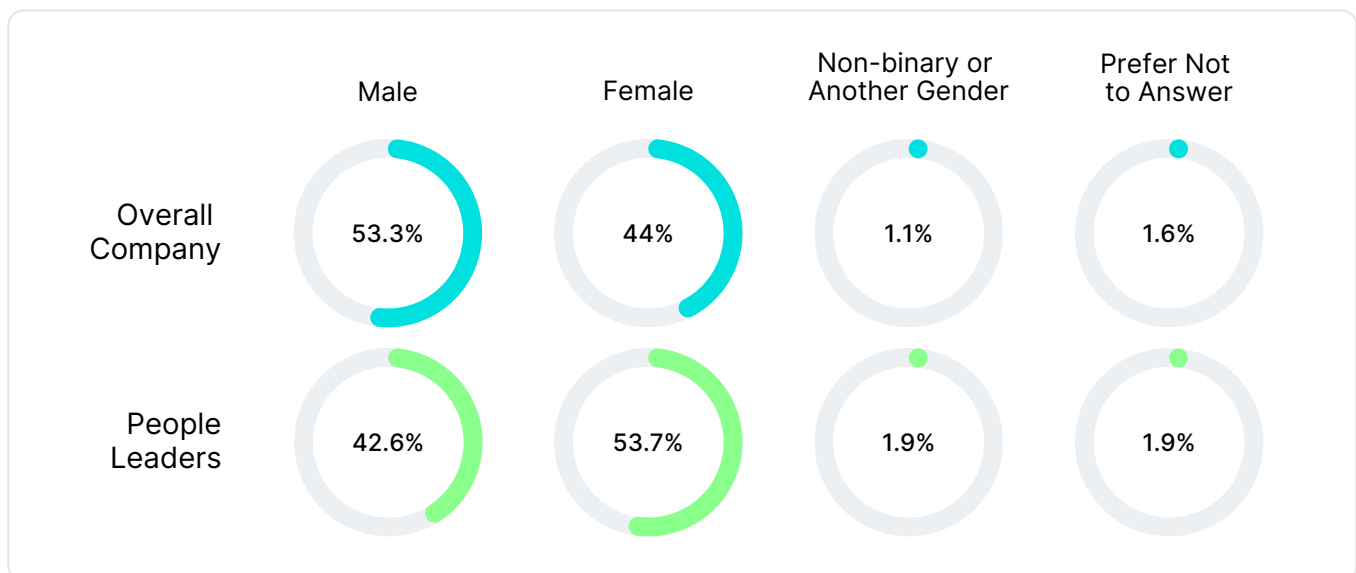
Matt Kunkel
CEO and Co-Founder, LogicGate

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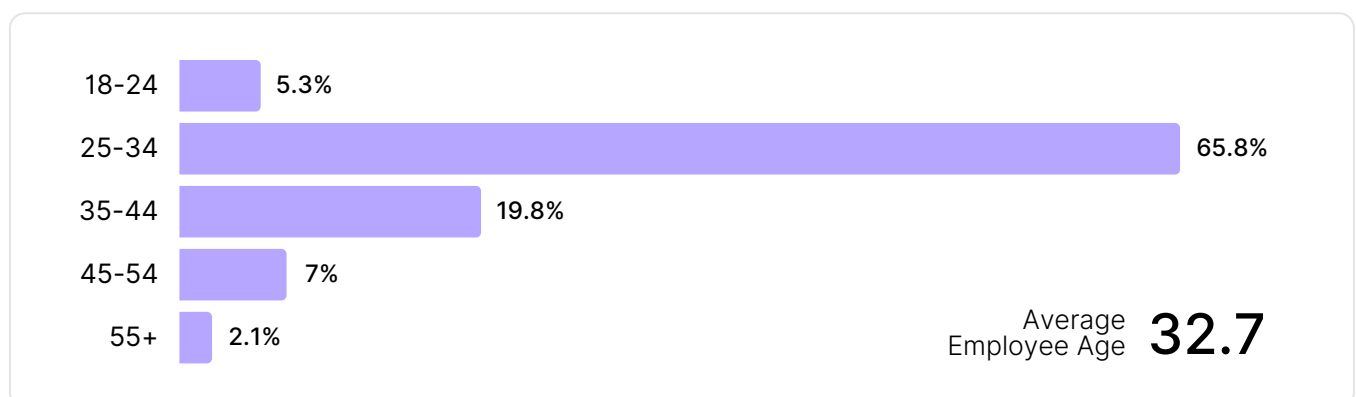# 01 INCREASE AND EXPAND DIVERSITY IN OUR WORKFORCE

To build the strongest teams, we know we need to celebrate and leverage the diversity of our employees. This includes integrating DEIB into the employee lifecycle, from recruiting and hiring practices to talent management programs.

Below is a snapshot of our current employee population. We're proud of the progress we've made in the representation of women in leadership positions and have room to grow when it comes to ethnic-racial representation within our workforce. In 2023, we're focused on expanding representation across our workforce to ensure our teams are comprised of individuals with diverse identities, experiences, and perspectives.
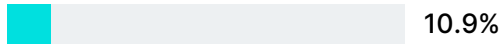
GENDER IDENTITY

	Male	Female	Non-binary or Another Gender	Prefer Not to Answer
Overall Company	53.3%	44%	1.1%	1.6%
People Leaders	42.6%	53.7%	1.9%	1.9%

AGE

Age	Percentage
18-24	5.3%
25-34	65.8%
35-44	19.8%
45-54	7%
55+	2.1%

Average Employee Age **32.7**

ETHNICITY

Overall Company
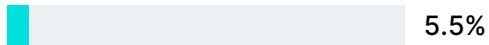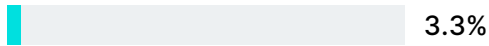
White
75%

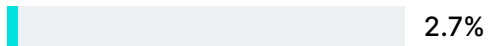**Asian**
10.9%

Hispanic or Latina/X/e/o
5.5%

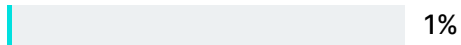**Black or African American**
3.3%

Multiracial
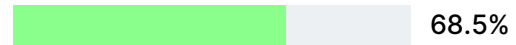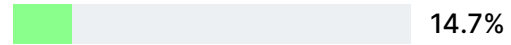2.7%

Native Hawaiian or Other Pacific Islander
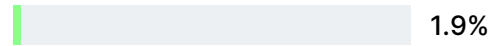1%

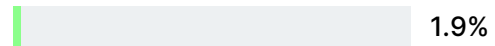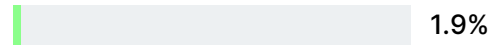**Prefer Not to Answer**
2.2%

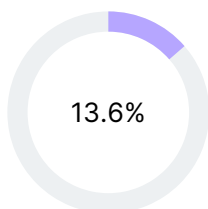## People Leaders

68.5%

14.7%

7.4%

1.9%

1.9%

1.9%

3.7%

ADDITIONAL REPRESENTATION

13.6%
LGBTQIA+
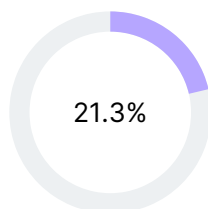
21.3%
Caregiver to
Child(ren) or Adult(s)
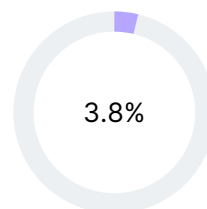
3.8%
Non-Native
English Speaker
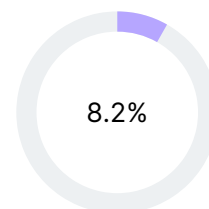
8.2%
Identified Having
a Disability

WHERE WE WORK

34 States Represented

Legend: 1 — 113
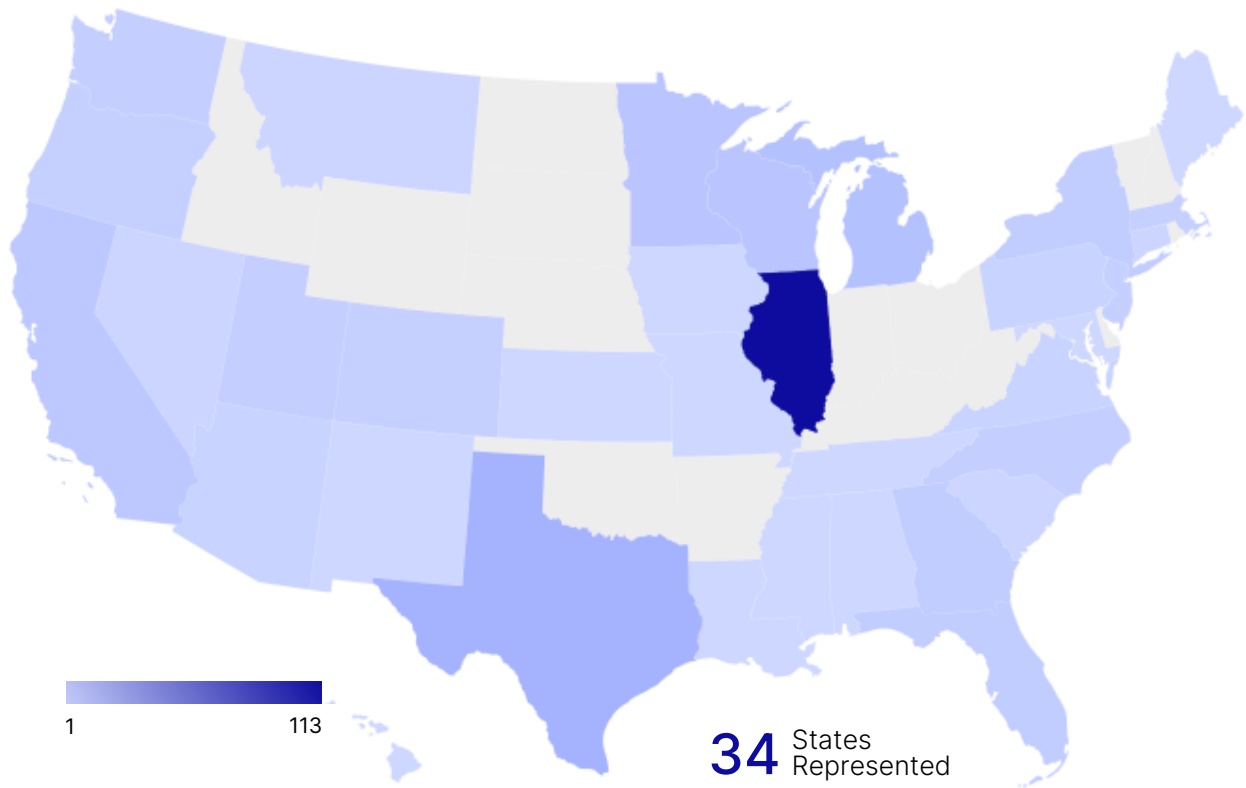
ABOUT THE DATA

Data for gender identity, ethnicity, and other representation was collected via a voluntary Workforce Census Survey conducted between January 1, 2023 - January 15, 2023. 184 of 239 (77%) full-time employees participated in the Workforce Census Survey.

Data for age and work location was collected via our HR information system for all full-time employees as of January 23, 2023.

'People Leaders' is defined as employees that directly supervise other employees.

In 2023, we are focused on enhancing our recruitment and talent management strategy and processes to increase diversity in our pipeline and promote development opportunities for all employees.

These enhancements include additional hiring manager training, the introduction of competencies, standardizing candidate evaluations, and establishing new strategic partnerships for some of our key talent acquisition efforts.

02 FOSTER AND MAINTAIN AN INCLUSIVE AND EQUITABLE CULTURE

We provide employees with a workplace where everyone feels valued, supported, and has opportunities to grow, learn, and do their best work.

Annual Survey Insights

We utilize the feedback and data collected from our annual DEIB Pulse and Employee Experience surveys to ensure we are continuing to practice our core values and make progress on DEIB and other initiatives.

Our 2023 focus areas, as determined by the results of our 2022 Employee Experience Survey, are:

91%
Favorable Score

When asked "Do you feel respected at LogicGate?"

+10%
Favorability YOY

When asked if 'LogicGate values diversity'.

01 Improving effectiveness of internal systems and processes.

02 Defining career and development opportunities for our employees

"

"LogicGate is at an exciting stage of growth where we truly get to speak on values and changes that are important to us in building out our culture. Folks have worked together to start creating safe spaces for community, where we connect with, learn from, and share pieces of ourselves with each other. What's also been uniquely LogicGate is the support leadership has shown towards our endeavors and the open dialogue we continue to have about ensuring DEIB is a sustainable effort for everyone."

Athena Lo
Manager, Product Design

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Investing in Learning and Development

We invest in continuous learning and development through our systems, approaches, and programs to build skills and provide experiences to grow. LogicGate's 70/20/10 learning model (70% Experiential, 20% Social, 10% Formal) allows us to make learning and development accessible and unique for each employee's needs.

LinkedIn Learning

Upon joining the company, LogicGate employees gain access to LinkedIn Learning's robust collection of learning resources allowing all the opportunity to learn whatever, whenever, and wherever.

Mentorship Program

Our internal Mentorship Program matches employees cross-functionally to focus on professional development, skill building, and other areas. Mentors are provided training and resources to support their journey.

Annual Learning & Development Stipend

All employees have access to an annual stipend to pursue educational development opportunities including workshops, certifications, and boot camps, that are aligned with their career journey goals.

People Leader Development

All People Leaders take part in a leadership bootcamp to enable them with the knowledge and skills they need to lead inclusive, high-performing teams across the organization. People Leaders collaborate together in monthly dedicated sessions to focus on their continued development and skill building.

Equitable Opportunities for All

LogicGate's Performance and Total Rewards approach provides clarity and alignment around recognition, career journey opportunities, and experiences for all. We made significant changes to these programs to better provide equitable opportunities across the company. This includes enhanced clarity on how individual and company performance impacts total rewards.

Performance & Promotion

We introduced performance ratings and calibration to contribute to a more consistent performance review process across the organization.

This introduction, along with the creation of employee development plans, contributes to enhanced objectivity within our promotion and performance processes for employees at all levels.

Career Journeys & Total Rewards

We implemented one career journey framework to create a consistent language of talent across the company, independent of function and job title. This framework supports our internal mobility and enables all employees to better understand career opportunities.

We formally aligned our total rewards offerings, including compensation and incentives, to career levels to support and drive equity within the organization and the external market.

"

"At LogicGate, we are proud of our strong culture, values and environment that enables all who come to work for and with us to excel, contribute, find opportunities and perform at their best. DEIB is not a one-time program or initiative and takes time, energy and investment coupled with consistent, purposeful intention, and education. We remain committed to continuing to evaluate, support and evolve our talent programs and work practices as we continue to grow and scale."

Caroline Werner
Chief People Officer

Focus on Employee Experience and Belonging

We foster and encourage an environment for all employees to have a positive experience, have opportunities to share their experiences, and give back. We are invested in offering inclusive benefits, ways to connect, and opportunities to give back to the communities in which we live and work.

Health and Wellness

We provide employees with a variety of benefits to choose from, enabling support when and how it is needed. Our Wellness Program provides opportunities to prioritize holistic wellness throughout the year through a variety of activities, challenges, and resources.

Connection

We stay connected through a variety of social interest channels, virtual water cooler chats, team-building activities, and monthly company-wide meetings. Our Executive Team prioritizes transparency through weekly company updates, small group coffee chats, and answering employee questions as part of our monthly Executive Team Q&A.

Giving Back

We have participated in a variety of company-sponsored initiatives, including assembling toiletry kits for the Night Ministry, adopting families for the holidays through Christopher House, and promoting breast cancer awareness as part of the Susan G. Komen Race for the Cure.

Employees can give back to the causes and communities they care about through 8 hours of paid volunteer time, which is a new offering in 2023.

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03 ENHANCE ACCESSIBILITY FOR CUSTOMERS ON OUR PLATFORM

Risk management is everyone's job, and that's why we're committed to ensuring Risk Cloud delivers an accessible, inclusive, and empowering experience for all their program stakeholders. Fostering a culture of risk is a top priority for our customers. As their preferred partner in governance, risk, and compliance (GRC) program management, it's our responsibility to help engage and support every risk owner in the most effective way possible.

Since our first WCAG compliance audit in the beginning of 2022, we worked hard to address accessibility gaps and implement strategies to improve platform accessibility in both the short and long-term.

Platform Security Enhancements

Guided by our WCAG compliance audit findings, design best practices, and direct feedback from our customers, we released several enhancements to improve Risk Cloud platform accessibility in 2022. These include:

- New, reusable components that we can use everywhere within Risk Cloud

- New component for inline notifications, correcting status messages to help make users aware of important changes in content

- Updated icon set and new text descriptions to icon images to clarify meaning and improve screen reader compatibility

- Added ARIA roles, states, and properties on content to meet accessibility standards and improve the content consumption experience when using assistive technology

- Removed redundant ARIA roles, states, and properties

- Aligned color use and contrast to WCAG standards to improve the platform experience

- Provided proper labeling for dialogs and inputs to better support screen readers

Risk Cloud Accessibility Roadmap

While we've made significant progress addressing our 2022 Web Content Accessibility Guidelines (WCAG) audit findings in the past 12 months, we've only just begun. In addition to our remediation efforts and accessibility program development, we are also pursuing our VPAT, or Voluntary Product Accessibility Template. A VPAT document details how products meet the digital accessibility standards under Section 508, WCAG 2.0, WCAG 2.1, and the European standard EN 301 549.

We're also developing our own strategies to address accessibility at every stage of the Application build process through design, engineering, and quality assurance testing. This includes continuously auditing the platform and monitoring our WCAG compliance throughout every release cycle.

Read more about why platform accessibility matters on our blog.
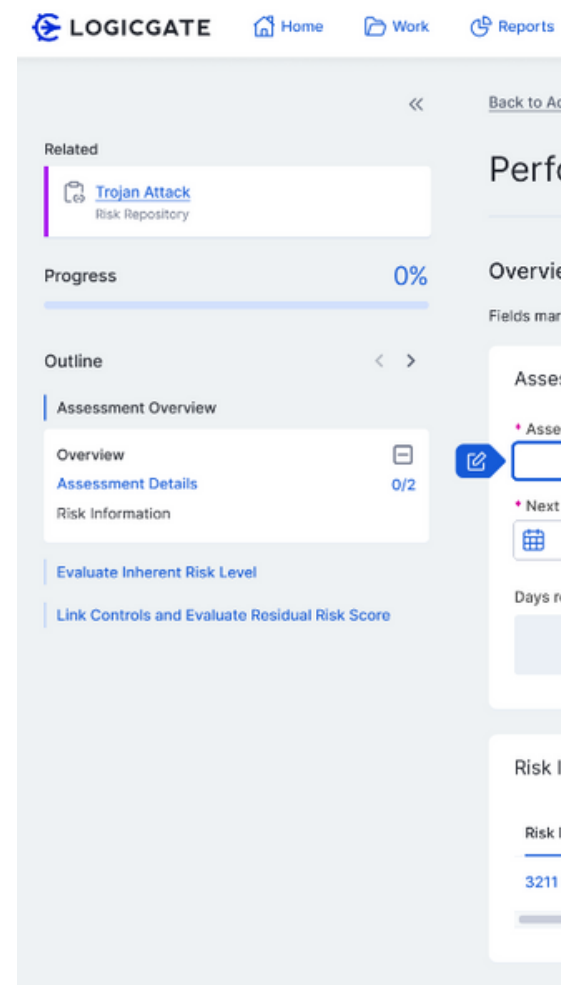
> **"**
>
> Whether customers are kicking off their first formal GRC initiative or maturing their GRC programs with Risk Cloud, their shared platform experiences – good, bad, or otherwise – directly impact their success. That's why we're committed to delivering an inclusive, accessible platform experience for every customer and risk owner.
>
> Jon Siegler
> Chief Product Officer and Co-Founder

HOW WE BRING THIS TO LIFE & WAYS TO GET INVOLVED

While everyone LogicGate is accountable for the success of our DEIB efforts, there are a few groups who are leading the way.

DEIB Council

Newly reformed in 2022, the DEIB Council is focused on creating and driving LogicGate's overall DEIB mission and strategy. This group, composed of members of the Executive team, People team, and critical business leaders, is responsible for setting goals, action planning, evaluating progress, and sharing that progress with the organization. They partner with, advise, and champion LogicGate's ERGs and engage with Executives and leaders across the business to ensure DEIB practices are prioritized throughout the organization.

In 2022, the DEIB council oversaw the facilitation of LogicGate's annual DEIB Pulse Survey and partnered with Paradigm to revamp our DEIB strategy, structure, and action planning, and will continue to do so in 2023.

Employee Resource Groups (ERGs)

Our ERGs are employee-led groups focused on creating community and helping champion LogicGate's core values and DEIB efforts. Unlike broader affinity groups or interest-based Slack channels, these groups have access to budgets and are strategically involved in driving some DEIB efforts in partnership with the DEIB Council, such as organizing initiatives to honor and celebrate a variety of communities and observances throughout the year.

Our ERGs have provided numerous opportunities for the LogicGate community to get involved in DEIB efforts, including women-led lunch and learn panels, hosting events celebrating Pride and Black History months, and sharing resources in the monthly BELogicGate newsletter.

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BELogicGate aims foster a community and nurture a work environment where our teammates can feel safe coming as they are. Our work seeks to educate and engage our teammates about kindness and mindfulness around the intersecting identities of our colleagues and communities around us.

WIL — WOM=N IN LOGICGATE

Women in LogicGate (WIL) works to foster a supportive and collaborative environment where all LogicGate employees come to learn, share best practices, and grow an internal community dedicated to ensuring women's equality.

Pride@LogicGate's mission is to cultivate an inclusive environment for the LGBTQIA+ community and its allies here at LogicGate. Pride aspires to celebrate all identities and raise awareness about LGBTQIA+ topics in the Tech SaaS space and other communities. We hope to do this through courageous conversation and the inspiration of authenticity.

We recently evolved the role that ERGs have in our DEIB efforts to ensure that the work is sustainable and that the responsibility of driving progress on these important efforts is appropriately shared across the business. We will continue to evaluate our ERG structure and strategy to ensure that all LogicGate employees have the opportunity to be involved in DEIB efforts in a way that works for them.

"

"I have grown and learned so much being a part of WIL. The events and community bonding opportunities our committee put together have allowed me to develop deep personal bonds with other women and allies throughout the organization. I'm so thankful to have been given the leadership opportunity of such a great cultural part of LogicGate and to have helped strengthen the WIL community along the way."

Carolina Velasquez
Software Engineer III: Platform

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Executives & Leaders

Beyond the DEIB Council and ERGs, we know that these efforts will not be successful without the support and buy-in from leadership. Executives and leaders across LogicGate are responsible for supporting and championing DEIB efforts and are held accountable for outcomes and initiatives that are driven within their business. This includes participating actively in DEIB learning, holding managers accountable for creating development plans, building diverse teams, and holding all employees accountable for inclusive behavior. Executives and Leaders are responsible for creating functional action plans from Engagement & DEIB Pulse survey feedback.

Employees

Ultimately we believe that every employee has a critical role in the success of DEIB efforts. All LogicGate employees are responsible for supporting DEIB efforts, acting in accordance with our values, and contributing to an inclusive culture.

Driving progress on DEIB requires involvement from all of us. To truly live our value of "Be as One," we are committed to working together to hold each other accountable for progress.

As we grow and evolve into a global company, we continue to be invested in and focused on maintaining and enhancing DEIB. We are committed to regularly evaluating effectiveness and introducing new ways of partnering with our employees and external partners to drive, evolve, and support the DEIB mission at LogicGate.