2025

Culture & Inclusion Report

LOGICGATE

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About LogicGate

LogicGate® is a global, market-leading SaaS company empowering customers to effectively manage and scale their cyber risk and control, third-party risk management, compliance controls, enterprise risk, and operational resilience programs. Recognized as one of four leading global GRC platforms, Risk Cloud® is built with usability in mind, including a no-code interface and graph-database management making the technology flexible, agile, and scalable to support various levels of GRC maturity and bolster business outcomes. With an unwavering commitment to fostering business resilience in dynamic landscapes, LogicGate empowers customers to quantify risk, strengthen their security posture, and have visibility into information to create strategic advantages and support business objectives. Learn more about our solutions by visiting www.logicgate.com and/or join us on LinkedIn.

Overview

At LogicGate, we believe that the strongest teams are made up of individuals who bring their different identities, backgrounds, ideas, and experiences to the table. We remain committed to fostering an inclusive work environment where all employee differences are celebrated, their ideas matter, and everyone feels safe to bring their authentic selves to work. We believe doing this is essential to our success both internally and externally.

Our Core Values

Our Core Values are at the heart of everything we do - for each other, our customers, and the company. These values are embedded into all of our people programs and business operations and directly support our commitment to fostering a culture that is equitable, inclusive, and values diversity.

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

Own It
We strive to be self-driven, entrepreneurial, and efficient.

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

Do the Right Thing
We strive to be self-driven, entrepreneurial, and efficient.

Empower Customers
Create solutions where customers win.

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

> While the terminology for this work may change, at LogicGate, we remain committed to building representative teams that reflect our communities and our customers. We continue to believe that a culture made up of diverse voices and backgrounds unlocks performance and innovation delivering the best experience for our customers.
>
> *Matt Kunkel*
> *CEO & Co-Founder, LogicGate*

Where We Are Focused

> We are committed to fostering an environment that is inclusive, enables best work, and attracts and retains the best talent to support our customers. Our talent programs and practices have an intentional focus on removing bias and creating experiences and opportunities for everyone to be successful. I am incredibly proud of this work and remain committed to allowing spaces for all differences, invisible and visible, to contribute and thrive here at LogicGate.

Caroline Werner
Chief People Officer, LogicGate

01 Champion Diversity in Our Workforce

We are committed to building representative teams and valuing the different perspectives, backgrounds, and identities of our employees.

02 Foster and Maintain an Inclusive and Equitable Culture

We are dedicated to cultivating a workplace culture where every employee has opportunities to grow, feels valued and empowered.

03 Deliver an Empowering Experience for Our Customers

Risk management is everyone's job, and that is why we are committed to supporting our customers by delivering an accessible, inclusive, and empowering experience both when working in Risk Cloud® and with our teams.

01 Champion Diversity in Our Workforce

To build and maintain the strongest teams to deliver to our customers, we know that we need to leverage the different perspectives, backgrounds, and identities of our employees. To support our ongoing commitment to building teams that represent our customers and the broader community, we continue to monitor demographic data and evolve our recruitment and talent management strategies.

Demographic Representation

Year-over-year we have not seen significant changes in representation by gender or race but did see an increase in representation of other demographic groups including employees who are caregivers, employees with disabilities, and Hispanic/Latine employees. We will continue to monitor this data to ensure that the team we are building continues to represent the customers we serve.

Talent Management

We continue to promote equitable decision-making by all who participate in our hiring, promotion, and compensation processes. Our enhanced performance rating and calibration program, and compensation analysis process enables us to mitigate bias and promote fairness throughout the employee lifecycle while remaining compliant with applicable laws within the jurisdictions where LogicGate operates.

Talent Attraction and Supporting Early Career Talent

Our hiring managers receive training on interview best practices and use rubrics as part of our comprehensive recruitment program. We support developing early-career talent through our annual intern program and building relationships with local partners focused on creating equitable career opportunities in the tech industry, including with the University of Illinois-Chicago Engineering Career Center and The Seneca Foundation.

Inclusive and Flexible Total Rewards

Attracting and retaining the best talent requires a total rewards strategy that is comprehensive and inclusive. Aligned with our core values, our total rewards provide choice and support the unique needs of our employees both inside and outside of the workplace.

With our global footprint remaining strong, with employees in 32 states and 2 countries, we offer our employees flexibility through our outcomes-first culture. By providing our employees the ability to work remotely, they are able to more effectively prioritize both work and life.

Where We Work

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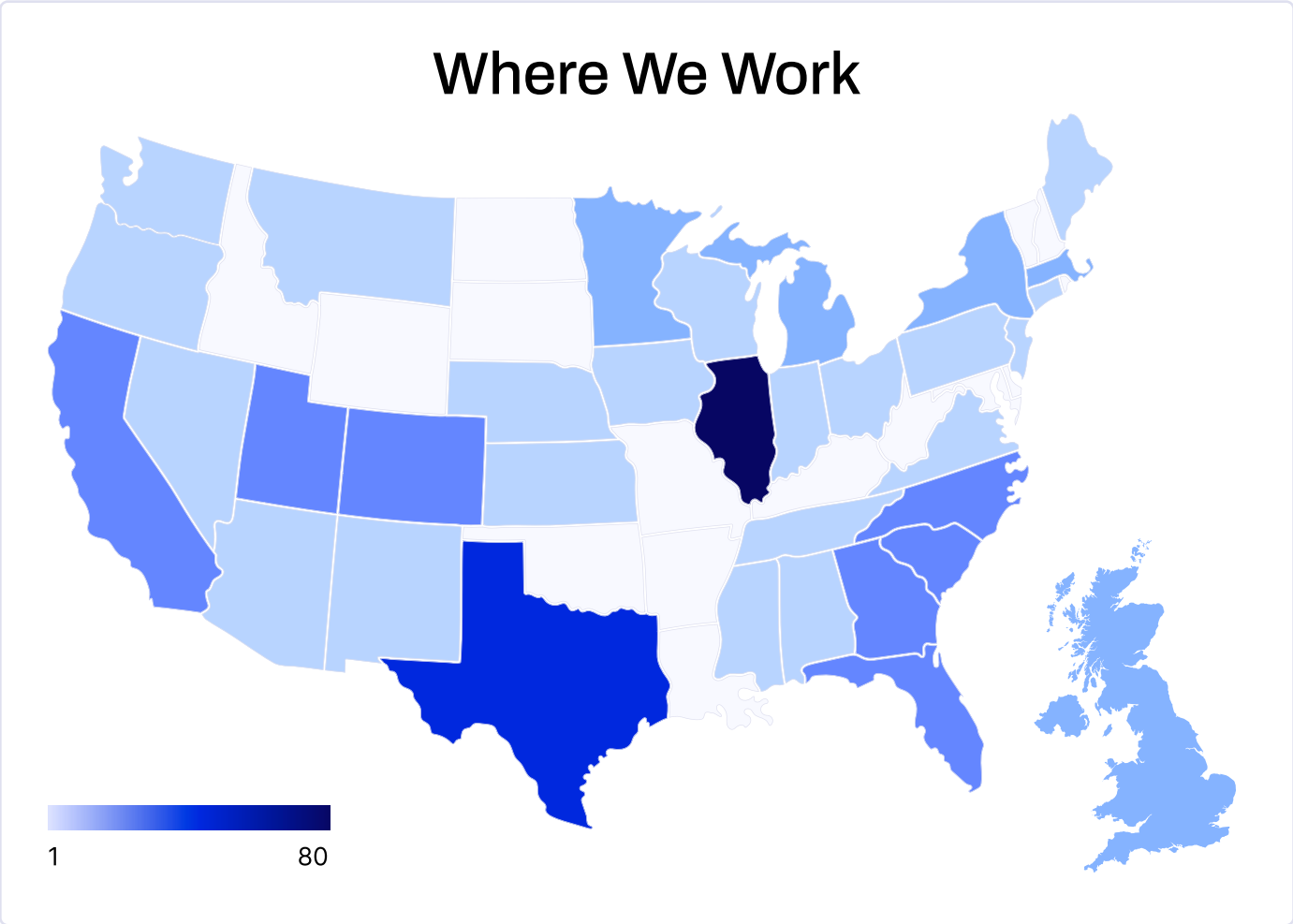
About the Data

Data for work location was collected via our HR information system for all full-time employees as of January 6, 2025.

Foster and Maintain an Inclusive and Equitable Culture in Our Workforce

Through embedding equitable and inclusive practices into our core talent programs, investing in learning and development opportunities, collecting and leveraging employee feedback, and supporting our communities, we cultivate a workplace culture where every employee feels valued and supported with opportunities to grow.

Talent Programs

Our career journey framework is the foundation of all core People operations and programs. Our framework is supported by company competencies which are technical skills and behaviors that contribute to workplace effectiveness and career success. Accessible and relevant to everyone at LogicGate, our career journey framework and supporting competencies enable all employees to have visibility and access to the career opportunities and expectations for success.

We have continued to evolve and invest in a robust talent review process for all roles in the company. We leverage our career journey framework and performance program as the foundation to assess both talent performance and impact. Through this process, we provide training to our leadership teams to help identify and mitigate potential biases when developing talent and making workforce planning decisions. We leverage outcomes from our talent review to align to other key critical talent programs and processes, enabling consistency and equity.

75%

of employees believe that people from all backgrounds have equal opportunities to succeed at LogicGate.

(2024 DEIB Pulse, September 2024)

Empowering Inclusion

In 2024, we continued to invest in new opportunities for our employees to learn and grow in support of our inclusive culture by partnering with our external partner Paradigm to facilitate an Inclusive Culture workshop for all employees. In this workshop, employees learned about actionable and intentional ways they can contribute to a culture of inclusion and belonging.

We believe our People Leaders play a critical role in the day-to-day employee experience and cultivating an inclusive culture at LogicGate. That's why we have continued to evolve and expand leadership resources, including an internal Inclusive Leadership workshop and monthly live training sessions on leadership topics, to ensure our People Leaders are enabled and empowered to effectively lead and support their teams.

> I am incredibly grateful for the educational opportunities LogicGate provides to support our growth as inclusive leaders. The monthly People Leader Connects and, in particular, the Inclusive Leadership workshops have given me actionable insights that help me foster a sense of belonging within my team. As a People Leader, ongoing education in diversity and inclusion is invaluable—it empowers me to lead with intention and create an environment where every team member feels heard, valued, and supported.
>
> *Courtney Dickson*
> *Manager of Engineering*

Valuing Different Perspectives

To ensure all voices have an opportunity to be heard, we have continued to facilitate our annual employee survey program. These anonymous, company-wide surveys provide a unique opportunity for employees to share their experiences on a variety of topics. We continue to enhance our results analysis process, enabling a better understanding of employee sentiment within different populations, and evolve our action planning processes to better support the efforts of our leaders.

In addition to our annual surveys, we provide employees multiple formal and informal opportunities to share their experiences in a way that works best and is most comfortable for them. These include CEO Chats during the onboarding process, submitting questions for our Executive Team anonymously through an 'Ask Me Anything' form, and more. All employees are encouraged and empowered to speak up and have their voices heard.

2024 Employee Survey Highlights

86% of employees feel that LogicGate values diversity (+9% YoY)^

88% of employees feel respected at LogicGate*

88% of employees feel respected and that they can be their authentic selves at LogicGate^

93% of employees believe an inclusive environment is important to LogicGate's success

* March 2024 Employee Experience Survey
^ September 2024 Inclusion Pulse

Supporting Our Communities

We are dedicated to giving back to the communities where we live and work while empowering our employees to do the same.

Through our paid volunteer hours program, LogicGate employees spent over 320 hours giving back in 2024 - an increase of more than 100 hours year-over-year.

Through company-sponsored initiatives, team give-back events, and individual volunteer opportunities, LogicGate employees contributed to and supported a variety of causes including:

- Assembled and donated over 200 sack lunches to support The Night Ministry

- Collected nearly $3,000 in contributions benefitting our 3 sponsored families through Christopher House's annual Family-to-Family holiday program

- Colored over 75 drawings to brighten the day of those in need with Color A Smile

- Packed 330 produce boxes and 120 dairy bags with Nourishing Hope

- Completed 40 Kynd Kits (virtual volunteer kits), benefitting various causes

- Supported Eco Ship Chicago by sorting donated and recycled shipping materials to benefit Chicago small businesses

- Partnered with the Seneca Foundation, welcoming Black and Latine recent high school graduates from local Chicago schools to our headquarters to learn more about potential career paths in the tech industry

03 Deliver an Empowering LogicGate Experience for Our Customers

Risk management is everyone's job, and that is why we are committed to supporting our customers by delivering an accessible, inclusive, and empowering experience both when working in Risk Cloud® and with our teams.

Platform Accessibility

Throughout 2024, we have continued to partner with Level Access to audit our platform for WCAG 2.2 Level AA compliance, enabling our teams to prioritize key accessibility improvements within Risk Cloud®. Enhancements included better contrast, improved link legibility, and clearer form label associations. We have also invested in enhanced automated accessibility scanning and monitoring, as well as a JIRA integration to create a direct line from accessibility findings to developer work.

We will continue to make progress on accessibility throughout 2025. Presently, we are preparing to publish LogicGate's first Voluntary Product Accessibility Template (VPAT), providing transparency on our compliance with key digital accessibility standards. Additionally, we are working to implement various platform upgrades to deliver a more inclusive user experience and enhance platform accessibility.

> At LogicGate, our commitment to product accessibility is more than a design choice— it's a reflection of our core values to Do the Right Thing and Empower Customers. We believe that every customer, regardless of ability or background, deserves seamless access to our technology. By integrating accessibility into our product development processes, we not only meet diverse user needs but also reinforce our internal commitment to inclusion and equity. As we innovate, we remain dedicated to creating products and experiences that empower all of our customers.
>
> *Jon Siegler*
> *Co-Founder & Chief Product Officer*

Website Enhancements

In 2025, we will launch a new website featuring notable accessibility improvements based on a third-party audit aligned to WCAG 2.2 Level AA standards. Post-launch, we will leverage Level Access to track, monitor, and update issues - ensuring accessibility remains a priority.

Key enhancements include mobile-friendly forms with clear error messages, website search best practices, the use of Accessible Rich Internet Applications (ARIA) labels and alt text to support assistive technologies, full keyboard navigation capabilities, and optimized code to boost website speed.

Ways to Get Involved

While we believe the success of our efforts require involvement from everyone at LogicGate, there are a few groups who are leading the way. All employees are encouraged to get involved in our efforts that support our inclusive culture through the avenues highlighted below which are regularly communicated to the organization.

Together, these groups continue to collaborate, finding new ways to support an inclusive culture across the organization and within their respective communities.

DEIB Council

The DEIB Council is focused on creating and driving LogicGate's overall culture and inclusion strategy. This group, composed of executive leaders, people team representatives, and employees from across the business who have volunteered, is responsible for setting goals, action planning, evaluating progress, and sharing that progress with the company. The Council partners with, advises, and champions LogicGate's Employee Resource Groups and engages with leaders across the business to ensure inclusive and equitable practices are prioritized throughout the company.

> Being a part of the DEIB Council this past year has shown me that true inclusivity at LogicGate is a shared responsibility for every single employee. The initiatives, events and activities executed by the DEIB Council and Employee Resource Groups demonstrate our ongoing commitment to improvement and evolution, but it's the collective effort of everyone at the Company that truly makes diversity, equity, and inclusion core components of LogicGate's culture.
>
> *Michael Bradberry*
> *2024 DEIB Council Member*

Employee Resource Group

Our ERGs are employee-led groups centered around aspects of identity that are marginalized in the workplace and are focused on creating community across LogicGate and within their communities. These groups have access to budgets and are strategically involved in driving efforts in partnership with the DEIB Council. LogicGate employees are able and encouraged to found a new ERG at any time.

AAPI at LogicGate

Newly formed in 2024, LogicGate's Asian American and Pacific Islander ERG aims to cultivate a nurturing and inclusive environment where the AAPI community can thrive. This group is committed to advocacy, education, and the celebration of the rich and diverse cultural heritage of the AAPI community. They aim to amplify the voices within our community, ensuring they are heard, valued, and respected.

Pride at LogicGate

Pride'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. This group works to do this through courageous conversation and the inspiration of authenticity not only during LGBTQIA+ Pride Month, but throughout the year.

Women in LogicGate

Women in LogicGate aims to foster a supportive and collaborative environment where all LogicGate employees, in dedication to ensuring women's equality, can come to learn and share best practices, deepen the company's culture, and serve the broader community. This group focuses on bringing to light thoughtful discussion topics and events to inspire, tap into existing knowledge and experience, and help women at LogicGate grow in their careers.

Inclusion Slack Channel

All employees are encouraged to join and contribute to channel conversations by sharing resources and promoting initiatives that celebrate the diverse cultures, backgrounds, and identities of our employees.

"Having a hand in an ERG is something that I find truly valuable because it not only allows for different voices to come together to create events for our organization, but it also provides an opportunity to hear from other employees in the company in an inclusive and welcoming environment. Throughout this year, there were opportunities for attendees to interact, share stories, and insights into their life experiences that helped everyone gain a better understanding of how different, but connected we all are.

Addison Parker
2024 Co-Lead of Women in LogicGate

"Taking on the role of AAPI at LogicGate co-lead has taught me the power of connection and the impact we can achieve together when we intentionally create space for open dialogue and understanding, celebrate our diverse backgrounds, and foster inclusion in our interactions. Most of all, the AAPI community at LogicGate has shown me the resilience of our community and the powerful impact of staying connected, no matter the distance or differences.

Sophia Mabelitini
2024 Co-Lead of AAPI at LogicGate