

While this is a large mandate, our strategy is data-driven, and built upon the progress we made when first introducing our DEI framework in 2022.

Self Identification: We launched our voluntary self identification campaign *Count Me In!* in December 2022. We asked our employees to self-identify under the categories of race/ethnicity, sexual orientation, and disabilities. We know it takes time for employees to feel comfortable to voluntarily self-identify based on various personal characteristics and that incorporating all elements of diversity into one box is difficult. However, it is important to take a snap-shot of what makes up the diversity of our organization to show progress over time. As of December 31, 2023, our employee response rate was 39%, which indicates we have more work to do to encourage and have employees feel comfortable to self-identify.

Gender Percentages by Level - 2023

Level	Female	Male	Nonbinary	Not Specified
VP+	50.0%	50.0%	0.0%	0.0%
Director	44.1%	56.0%	0.0%	0.0%
Professional and individual contributors*	58.1%	41.7%	0.2%	0.2%
All company*	57.0%	42.8%	0.2%	0.2%

***NOTE:** Total percentage for gender data does not add up to 100% because the data of non-binary employees is sourced from our self identification campaign while male/female data is pulled from data collected at onboarding.

Diversity Percentage (Excluding Gender) by Level - 2023

Anyone who self-identifies as an ethnic/visible, disabled, or LGBTQ2S+

Level	Diverse	Non-Diverse*	I do not wish to disclose**	Non Disclosed***
VP+	25.0%	30.0%	0.0%	45.0%
Director	20.6%	35.3%	8.8%	35.3%
Professional and individual contributors	9.5%	21.1%	2.9%	63.5%
All company	10.7%	25.0%	3.2%	61.2%

NOTE: Due to the low self-identification rate and to ensure we respect employee privacy, we have combined our diversity categories (ethnicity, race, sexual orientation, and disabilities) into one percentage. As we increase our self-identification rate and grow our employee base, we will disclose more detailed information.

***Non-Diverse:** Employees who have not identified as either ethnic/visible minority, disabled or LGBTQ2s+

**** I do not wish to disclose:** Employees who participated in our self-identification campaign but answered 'I do not wish to disclose' for all categories.

***** Not Enough Data:** All other employees who have left the self-identification options blank, and/or said I do not wish to disclose for one to two of the diversity categories.