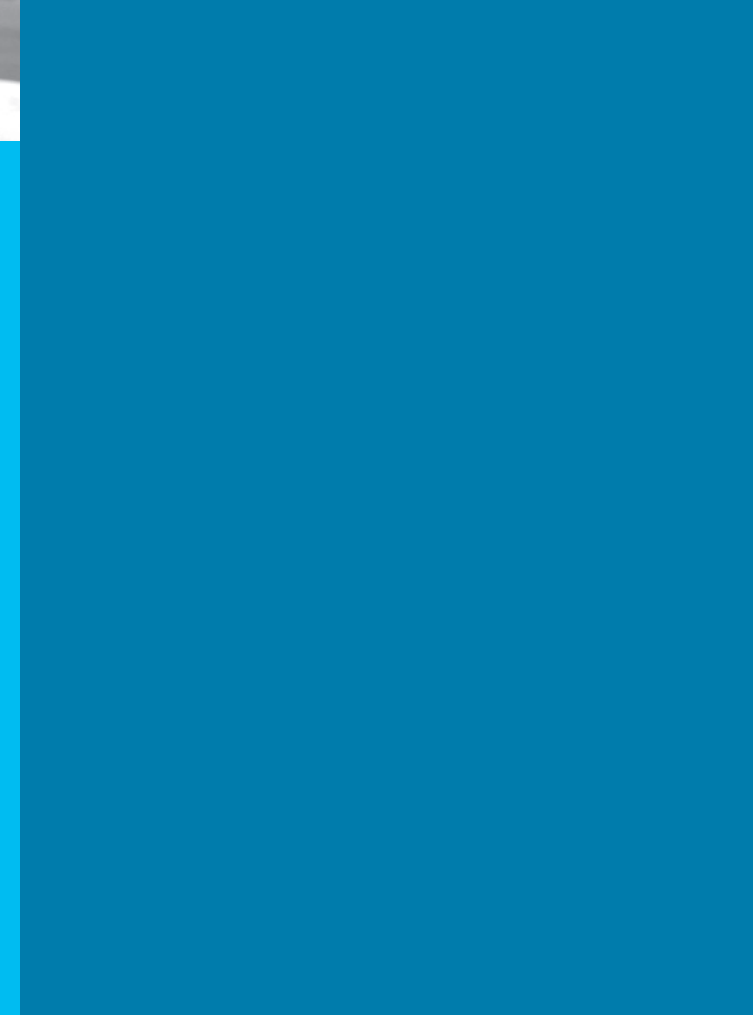
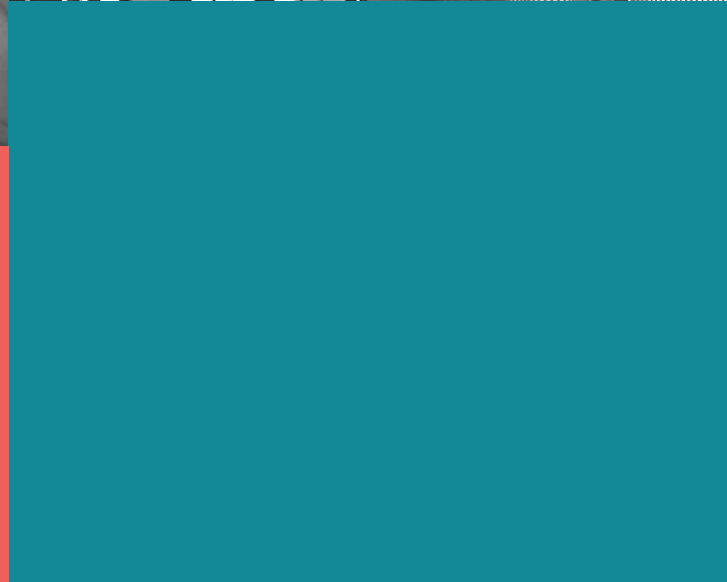
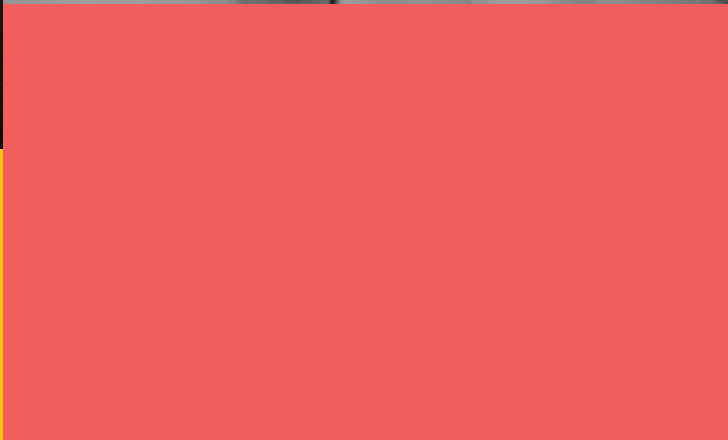


# DIVERSITY, EQUITY, AND INCLUSION

ANNUAL REPORT FISCAL YEAR 2022





# Please send feedback and questions regarding Guidewire's Annual DEI Report to [all.in@guidewire.com](mailto:all.in@guidewire.com)

## Cautionary Language Concerning Forward-Looking Statements

This report contains “forward-looking statements” within the meaning of the “safe harbor” provisions of the Private Securities Litigation Reform Act of 1995, including but not limited to statements regarding our financial outlook and our future business momentum regarding our cloud sales, product enhancements, and cloud migration, and our associated cloud leadership, vision and strategy. These forward-looking statements are made as of the date they were first issued and were based on current expectations, estimates, forecasts and projects as well as the beliefs and assumptions of management. Words such as “expect,” “anticipate,” “should,” “believe,” “hope,” “target,” “project,” “goals,” “estimate,” “potential,” “predict,” “may,” “will,” “might,” “could,” “intend,” variations of these terms or the negative of these terms and similar expressions are intended to identify these forward-looking statements. Forward-looking statements are subject to a number of risks and uncertainties, many of which involve factors of circumstances that are beyond Guidewire's control. Guidewire's actual results could differ materially from those stated or implied in forward-looking statements due to a number of factors, including but not limited to, risks detailed in Guidewire's most recent Forms 10-K and 10-Q filed with the Securities and Exchange Commission as well as other documents that may be filed by the Company from time to time with the Securities and Exchange Commission. In particular, the following factors, among others, could cause results to differ materially from those expressed or implied by such forward-looking statements quarterly and annual operating results may fluctuate more than expected; the impact of the of the Covid-19 pandemic, inflation, and other global events, such as the conflict between Russia and Ukraine, on our employees and our business and the businesses of our customers, system integrator (“SI”) partners, and vendors; seasonal and other variations related to our customer agreements and related revenue recognition may cause significant fluctuations In our results of operations and cash flows, our reliance on sales and renewals from a relatively small number of large customers for a substantial portion of our revenue, our ability to successfully manage any changes to our business model, including the transition of our products to cloud offerings and the costs related to cloud operations; our products or cloud-based services may experience data security breaches; we face intense competition in our market; our services revenue produces lower gross margins than our license, subscription and support revenue; our product development and sales cycles are lengthy and may be affected by factors outside of our control; changes in accounting guidance, such as revenue recognition, which have and may cause us to experience greater volatility in our quarterly and annual results; assertions by third parties that we violate their intellectual property rights; weakened global economic conditions may adversely affect the P&C insurance industry including the rate of information technology spending and the amount of direct written premiums; general political or destabilizing events, including war, conflict or acts of terrorism; our ability to sell our products is highly dependent on the quality of our professional services and SI partners; the risk of losing and hiring sufficient key employees; the challenges of international operations, including changes in foreign exchange rates; and other risks and uncertainties. Past performance is not necessarily indicative of future results. The Forward-looking statements included in this report represent Guidewire's views as of the date of this report. The Company anticipates that subsequent events and developments will cause its views to change. Guidewire undertakes no intention or obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. These forward-looking statements should not be relied upon as representing Guidewire's views as of any date subsequent to this report.



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# LETTER FROM THE CEO

“We know that when we make space for our employees to contribute their unique talents and perspectives, we are better as a company and community.”

Mike Rosenbaum  
CEO



Best  
Global Culture  
2021 & 2022



Best Product  
& Design Teams  
2021 & 2022



Best Engineering  
Teams  
2021 & 2022



Best CEO  
2021



Best HR Teams  
2021



Best CEOs  
for Diversity  
2022



Best Operations  
Teams  
2022



Great Place to Work  
Ireland  
2021 & 2022



Grad Ireland  
Best Internship  
Program 2022

The last few years have been times of incredible growth and change for us at Guidewire. As a global company, a diverse and inclusive workforce has always been an important part of our success. We know that when we make space for our employees to contribute their unique talents and perspectives, we are better as a company and community.

We are also privileged to serve an industry that plays such a critical role in society, supporting diverse communities and businesses around the world. By empowering a diverse workforce, we improve our ability to serve the P&C industry and deliver value to our customers.

But we know that there is a lot more that we can, and need to, do. As you’ll see in this report, our current global workforce is 28.9% female, our U.S. workforce is 43% POC, and we still have work to do in areas like diverse hiring, development, and retention – especially when it comes to underrepresented groups.

About 18 months ago, Brandi Riggins started as Guidewire’s first Global Head of DEI. Her priority

was to build a team that would help bring intentional and sustainable DEI practices to Guidewire. To ensure our efforts start at the top, we also launched a DEI executive council composed of my leadership team.

As the CEO, I have a responsibility to cultivate a healthy organization that aligns closely with our mission and values. With a solid foundation in place, we are looking forward to continued progress as we work to do our part to make our company, communities, and world a more inclusive and equitable place.

Mike Rosenbaum  
CEO



# LETTER FROM THE CHIEF PEOPLE OFFICER AND GLOBAL HEAD OF DEI



Welcome to Guidewire’s first annual DEI report! It has been an exciting year as we launched an official DEI program that supported efforts in recruiting, Employee Resource Group (ERG) program management, and supporting diverse communities.

Since we began our work in DEI, our work included:

1. Hiring a focused team dedicated to the DEI effort
2. Creating a company-wide DEI strategy that aligned with company goals and priorities
3. Forming a core group of stakeholders across the company who are invested in seeing DEI success, including the DEI Executive Council and DEI Core Team
4. Building a DEI-focused intranet site to share wins, news, and current events
5. Achieving 31% gender diversity in our annual global new hires and 12.1% diversity from underrepresented groups in our annual United States new hires (Black, Native and Indigenous,

Hispanic / Latino, and two or more races)

6. Launching four new ERGs in fiscal year 21\*, two more in fiscal year 22, and supporting our already existing women’s ERG
7. Communicating and actioning on DEI as a company value across teams and departments through roadshows conducted by founding DEI leaders

In the sections below, you can read more about the specifics of these efforts and how we approached the work.

In the coming fiscal year, we will expand our efforts to include prioritization of inclusive recruiting and hiring, supplier diversity, and leader development. We commit as a company and community to drive equity and inclusion in all our areas of influence.

Best regards,  
**Sinead Condon**  
Chief People Officer

**Brandi Riggins**  
Global Head of DEI

\*Guidewire’s fiscal year is from August 1st till July 31st



“We commit as a company and community to drive equity and inclusion in all our areas of influence.”

**Sinead Condon**  
Chief People Officer

**Brandi Riggins**  
Global Head of DEI

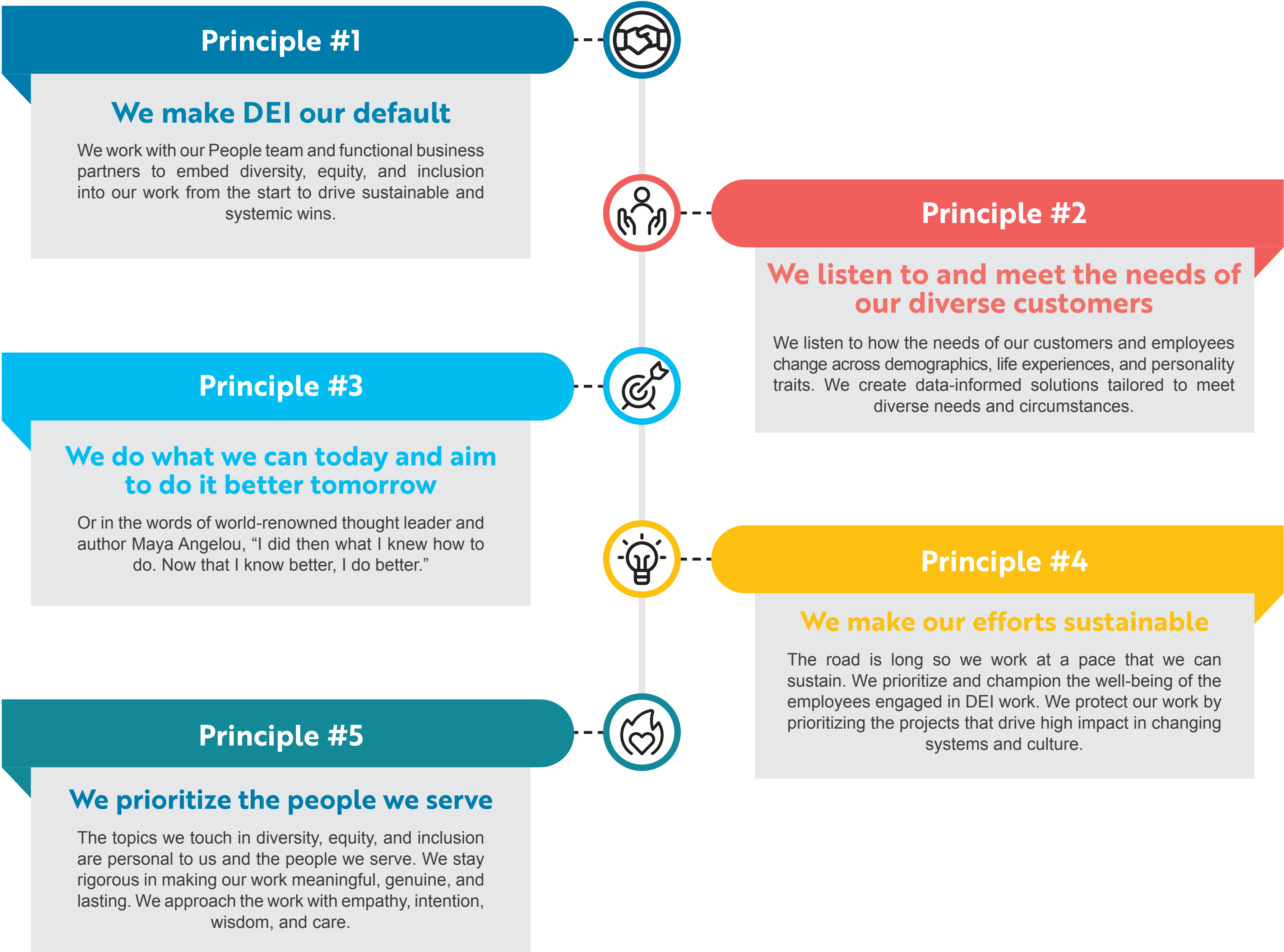


Guidewire Diversity,  
Equity, and Inclusion

# GUIDING PRINCIPLES

Our Guidewire DEI mission statement says, “We unleash the power of our global workforce, customers, and partners by creating communities of deep inclusion, belonging, and equity.”

How we approach our work is central in achieving this mission. We start by using our three corporate values of integrity, rationality, and collegiality to inform how we work together. From there, we practice these five principles to take DEI from concept to life.





A black and white photograph of four women, likely employees, standing in front of a wall covered in dense, small leaves. The woman on the far left is smiling and looking towards the camera. The woman next to her is also smiling and looking towards the camera. The woman in the center is smiling and looking towards the camera. The woman on the far right is smiling and looking towards the camera. They are all wearing dark-colored shirts. The woman on the far left has a logo on her shirt that says "WORLD TOUR" and "GUIDEWIRE". The woman in the center has a logo on her shirt that says "WORLD TOUR" and "GUIDEWIRE". The woman on the far right has a logo on her shirt that says "G".

# OUR EMPLOYEE DISTRIBUTION



# OUR GLOBAL WORKFORCE

We're proud to be a global company with offices and employees around the world. Even before the pandemic, our employees were empowered to choose whether they work remote, hybrid, or in-office, depending on their unique life and work circumstances and proximity to office.

GLOBAL HEADCOUNT  
**3376**  
EMPLOYEES



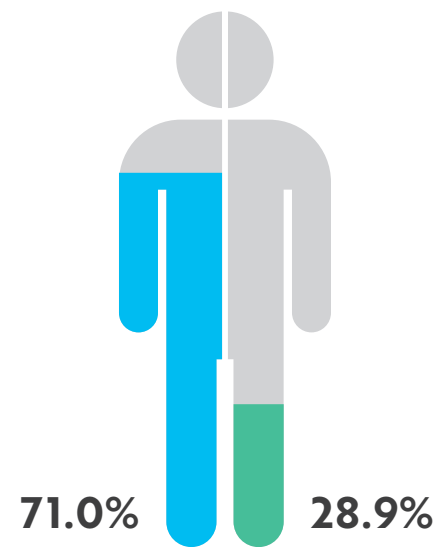


# WORKFORCE AND RECRUITING REPRESENTATION

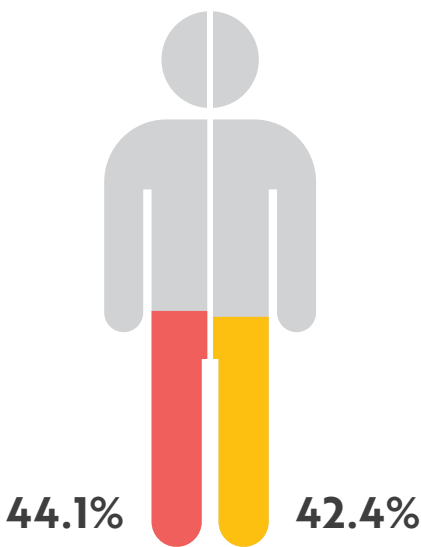
See who works at Guidewire on the left and who we recruited in fiscal year 2022 on the right. All gender data is global. Race and ethnicity data represents only employees in the United States due to regional differences in definitions and privacy laws. We look forward to having self-ID gender and LGBTQ+ data in future years.

## WORKFORCE REPRESENTATION

GLOBAL WORKFORCE BY GENDER



US WORKFORCE BY RACE/ETHNICITY

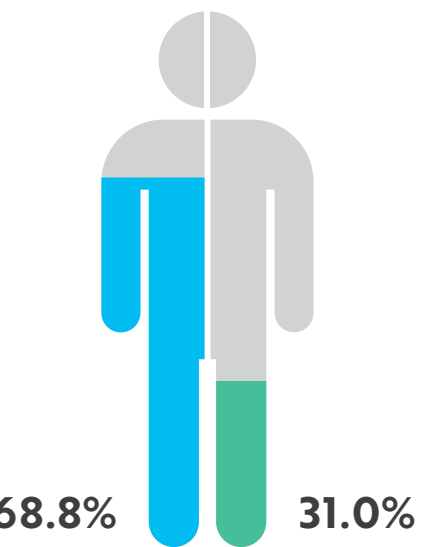


MALE  
FEMALE  
WHITE  
NON-WHITE

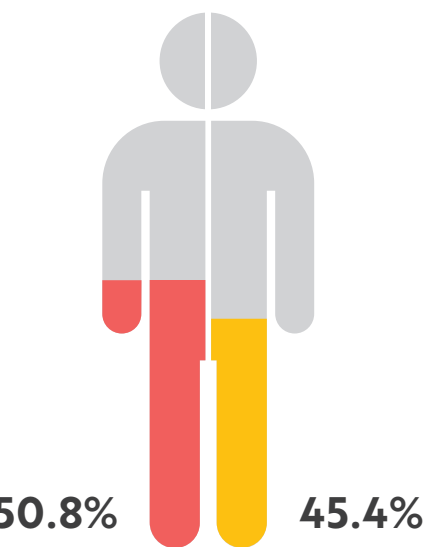
.1% of employees globally chose not to disclose their gender in fiscal year 2022

## RECRUITING

GLOBAL NEW HIRES BY GENDER

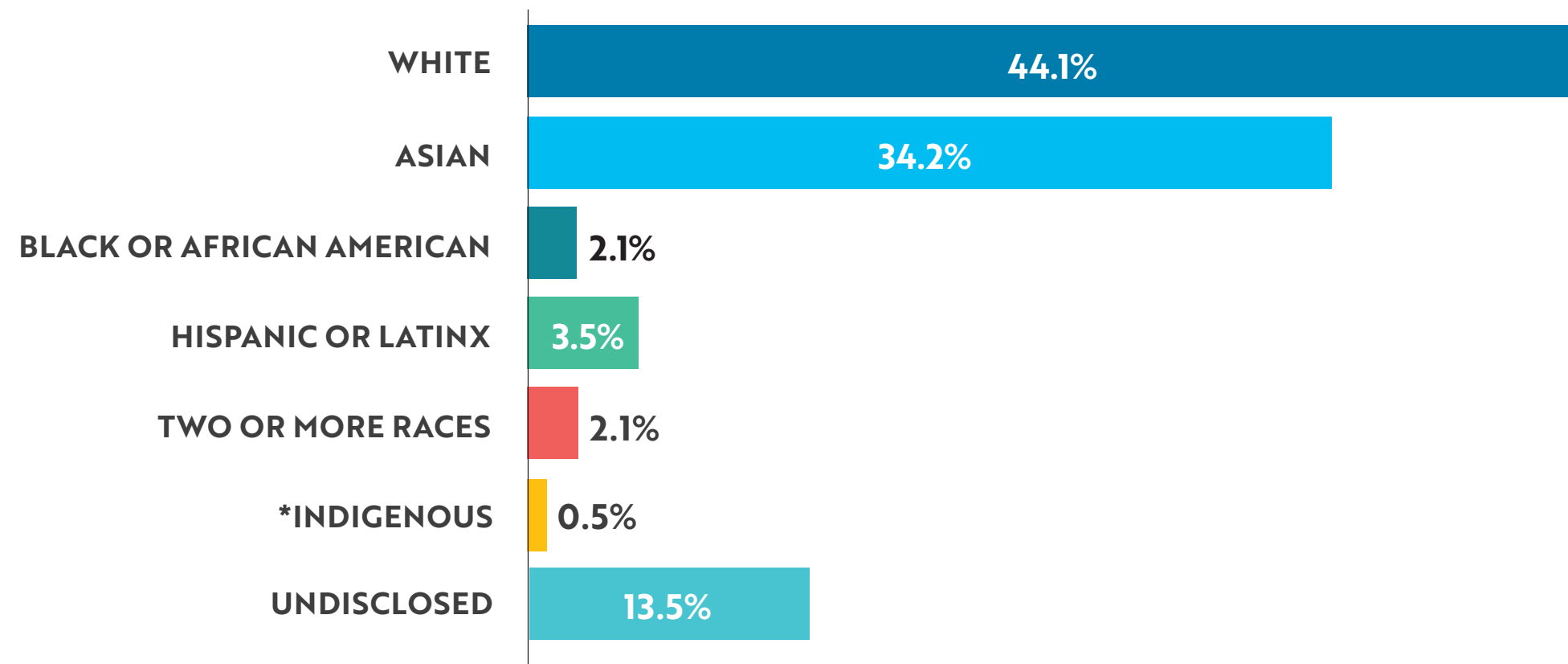


US NEW HIRES BY RACE/ETHNICITY



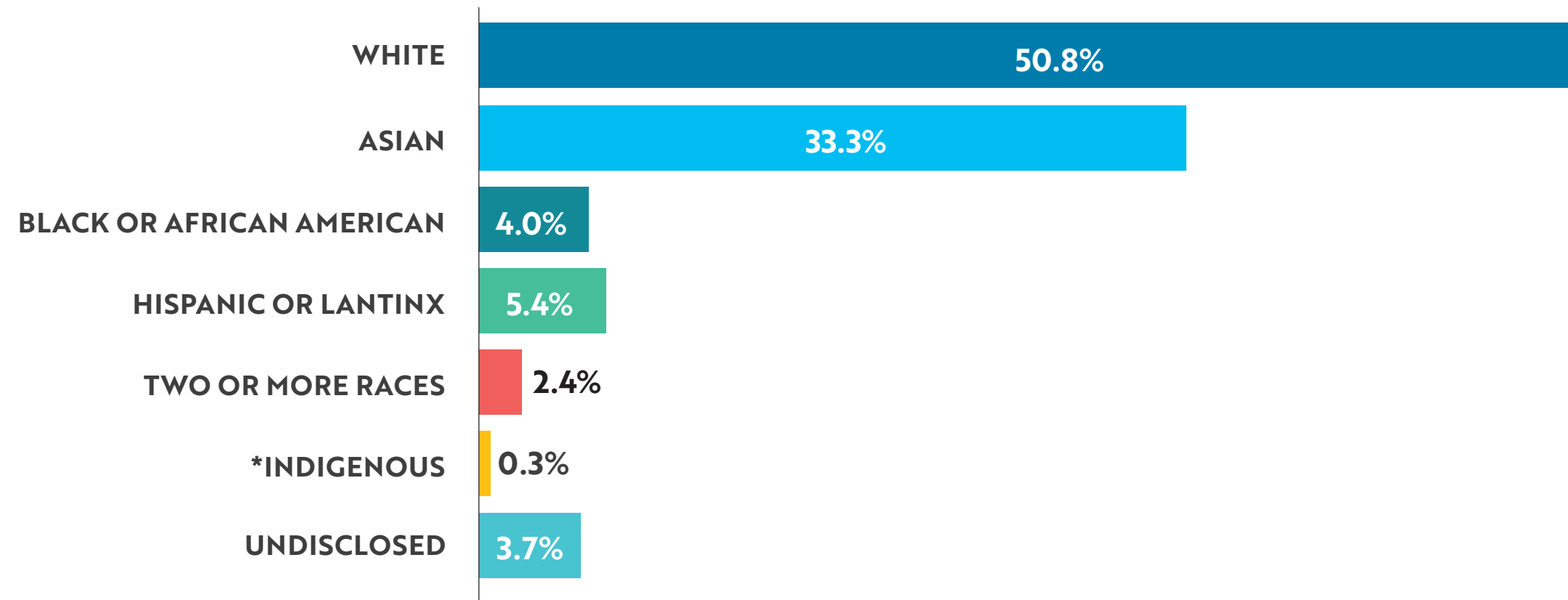
.3% of global new hires declined to state their gender in fiscal year 2022

US WORKPLACE BY RACE/ETHNICITY



13.5% of employees in the U.S. chose not to disclose race/ethnicity data in fiscal year 2022

US NEW HIRES BY RACE/ETHNICITY



\*Indigenous (Native Pacific Islander or Hawaiian, Alaska Native, or American Indian)

For more information on recruiting and leadership representation, refer to Guidewire's FY22 ESG report



Investing In

# OUR TALENT PIPELINES

Since the beginning of DEI work at Guidewire, we have taken important steps to diversify our talent pools, including investing in diverse sourcing channels, implementing tools to drive DEI throughout the hiring process, and training hiring managers in inclusive hiring practices.



## Investing in Diverse Sourcing Channels

We invested in diverse sourcing channels and built relationships with schools and professional associations that service underrepresented populations. Within those community partnerships, we mentored students on our interviewing process so more could successfully navigate the hiring process in tech-based roles. Some examples of organizations and schools we partnered with include CSin3, Women in Tech, Built, and VeteraNetwork. We also expanded the schools from which we recruit interns and early career talent from to include colleges that traditionally serve diverse populations.



## Implementing Tools to Drive Equity and Inclusion

Next, we implemented recruiting tools designed to drive equity and inclusion across the talent acquisition process. These tools include untapped, a recruiting platform for early hires targeted on matching STEM roles and colleges with underrepresented populations, and Textio, a tool that helps identify and adjust gender, race, and generational bias in job descriptions and all recruiting related content.

We also embedded questions into our Candidate Experience Survey to measure and track candidates' experience related to equity and inclusion. Examples of questions include whether candidates interviewed with diverse panels and if the interview process felt fair.



## Training Hiring Managers

We held a diversity bootcamp with ModelExpand, training hiring managers in the U.S. and EMEA. They learned skills to embed inclusion and equity into the hiring process, including using inclusive speech and intentional candidate selection.


We also embedded diversity and unconscious bias modules to Guidewire's global hiring manager development program, License to Hire.



A black and white photograph of three women sitting around a table in a meeting. The woman on the left is wearing a light-colored jacket and glasses, looking towards the center. The woman in the middle is wearing a dark top and glasses, looking down at the table. The woman on the right is wearing a striped shirt and is looking towards the center. The background is a wall with vertical blinds. The text "OUR EMPLOYEE RESOURCE GROUPS" is overlaid in the center in a large, white, sans-serif font.

# OUR EMPLOYEE RESOURCE GROUPS











IDW 2022

# Panel Discussion

## Topic: Break the Bias

Moderator: Nicole Brunns



Brandi Riggins

Caitlin Barker

Jenna Anderson

Tiffany Davis

Michelle Hunt

Tyler Reed

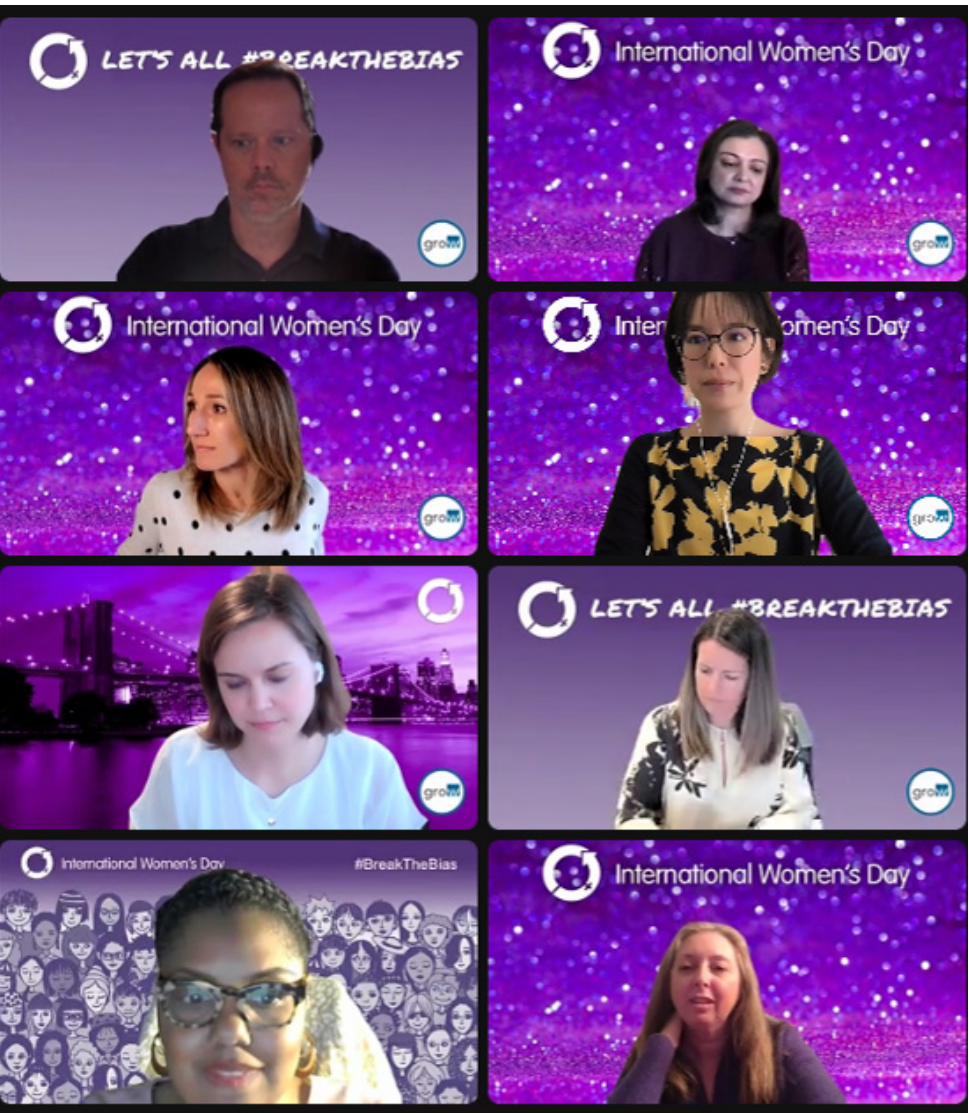


GROW’s mission is to advocate for women, surface and identify challenges women face at Guidewire, organize and support activities and forums that will benefit women and increase gender diversity, and engage with and support our wider community of women and girls interested in technology careers.

To accomplish those goals, GROW held several conferences and events focused on employee development. These events included:

- International Women’s Day panels in AMER and EMEA
- GROW global female leadership development summit with regional breakouts

- June 2021 Women in Tech Conference (sponsored)
- “Bring Out Your Inner Badass” presentation with CDO Brandi Riggins
- Supported a global mentorship program that helped women succeed in new roles
- An intersectional event with ONYXguide on high-achieving introvert leadership
- An ongoing leadership development book club series
- An ongoing networking luncheon series





# ONYXguide



The mission of ONYXguide is to celebrate the rich history and traditions of Africans, Caribbeans, and African Americans, partner with allies and supporters to build social and professional networks that increase the visibility and representation of people with African ancestry at Guidewire, and encourage a welcoming, collaborative culture that values diverse voices and unique perspectives.

ONYXguide empowers Guidewire's Black community by (1) increasing representation through creating pipelines and developing exceptional talent, (2) advocating for accountability, and (3) promoting Black culture.

Highlights in from ONYXguide include:

- Five-day "Life and Times of Dr. King" challenge with daily trivia and prizes on Dr. King
- Jeopardy: Black History Month educational event
- Book discussion on Born a Crime: Stories of a South African Childhood by Trevor Noah
- Movie discussion event on The Jackie Robinson Story

- An intersectional event with GROWguide on high-achieving introvert leadership
- "The History of Insurance in the African American Community" webinar for Juneteenth
- Month-long "30 for 30" employee wellness campaign
- An awareness Kwanza campaign and recommended activities for individuals and families







LUCES stands for Latinos Unidos Creating Empowerment and Success. The LUCESguide mission is to increase Hispanic, Latino, Caribbean and multicultural employee representation at Guidewire at all levels and areas, foster connections and promote a culture of inclusion and diversity of thought.

LUCESguide fulfilled that purpose through the following:

- Independence days and Cinco de Mayo celebrations
- LatinX Insurance Talk panel with Hispanic/Latino employees and partners

- Hispanic Heritage Month educational events
  - o Learning about the Centro Cultural La de Favelinha in Brazil
  - o Discussion with Hispanic Foundation of Silicon Valley
  - o Get to Know the Initiatives of UnidosUS
  - o Homeschooling documentary movie discussion
  - o Wellness online activity: Zumba

LUCESguide partnered with the Centro Cultural La da Fevelinha, UnidosUS, and the Hispanic Foundation of Silicon Valley to raise money for the local Hispanic / Latino community.





# ASIAPACguide



ASIAPACguide is a unifying group to empower Guidewire employees, the Asian community, and allies globally. ASIAPAC's mission is to celebrate and promote Asian cultures, voices, and advancement and foster an inclusive community of belonging. They focus their efforts on building cultural awareness and celebrating diversity, amplifying Asian voices and impact, and building networks and community.

Throughout fiscal year 2021, ASIAPACguide focused efforts on celebrating Lunar New Year and Asian and Pacific Islander Heritage month, standing in solidarity in response to Asian hate, and promoting anti-racism. Their wins include:

- A two-week global Lunar New Year celebration with multiple activities:
  - o Custom Year of the Ox branding
  - o Live cooking demos
  - o Cookbook recipe submissions
  - o Trivia contests
  - o Chinese brush painting demo
- A month-long global celebration for Asian and Pacific Islander Heritage month that included:
  - o Fireside chats with our Asian executives
  - o Cooking demo
  - o Indonesian culture and dance learning event

- o Shadow puppet play learning event
- o Origami workshop

- “Celebrating Diversity and Asians and Leadership” fireside chats with Marcus Ryu (Co-Founder/Former CEO), Priscilla Hung (COO), Chet Mandair (CIO), and Helen Reid (Head of ESG)
- Anti-racism campaign in responses to rising Asian hate crimes, including:
  - o An Anti-Racism and Solidarity statement
  - o A giving campaign to “Stop Asian Hate”
  - o Hosting Safe Space discussions for our Asian employees and allies
  - o Creating Anti-Racism resources for ERG members and employees
- Additional Guidewire Gives Back campaigns and awareness events for nonprofits supporting blood cancers (SAMAR, AME Blood Cancer Trust, Leukemia & Lymphoma Society) and hearing impairment (Malaysian Federation of the Deaf)
- Publishing a Guidewire ASIAPAC recipe book





# PRIDEguide



Our PRIDEguide employee resource group cultivates and nurtures an inclusive community for LGBTQ+ employees and their allies by strengthening and promoting the careers of Guidewire's LGBTQ+ employees, creating spaces of education for LGBTQ+ employees and allies, promoting community through connection and fun, and elevating LGBTQ+ voices in the insurance industry.

Some of the many successful activities that PRIDEguide sponsored include:

- An intersectional event with ASIAPACguide for Harvey Milk Day with guest speaker Stuart Milk
- ABCs of LGBTQ+ educational session w/ Cate Delacruz of Protecdiv
- Managing Your Career with Authenticity presentation for LGBTQ+ employees

- All-day long Pride event for all of global Guidewire
- LGBTQ+ employee panel and trivia educational events
- Sponsored a LGBTQ+ Insurance Network event: GiveOut with Guidewire Gives Back
- Family-friendly artistic and fitness activities

- Drag queen bingo

PRIDEguide also supported multiple LGBTQ+ community partners and non-profits, including holding fundraisers for the Harvey Milk Foundation and GLAAD and sponsoring awareness events for the AIDS Foundation and the Stonewall Housing Charitable Foundation.



# Announcing Two New Employee Resource Groups!



NEXTGENguide



ABLEguide



In fiscal year 2022, we launched two new resource groups: NEXTGENguide supports our global early career employees and ABLEguide supports our employees with visible and invisible disabilities or diverse abilities. Both these groups are hard at work and we look forward to sharing more of their efforts in our fiscal year 2023 annual report.







# HOW WE'RE GIVING BACK





# Guidewire Gives Back

## DIVERSITY, EQUITY, AND INCLUSION FOCUS

In addition to supporting our internal community, we prioritize supporting external partners focused on caring for diverse groups in the areas of education and crisis response. Our Guidewire Gives Back (GGB) Program empowers our global employees to support their passion for community service in direct time off and with financial matching gifts.

Our Guidewire Gives Back program empowers all Guidewire employees by giving them:

- 3 days of VTO for all employees per year
- Annual Employee Matching gift cap of US\$1000 (or local currency equivalent)
- \$25 for each hour of logged VTO up to \$600 per fiscal year in donation rewards

Our Guidewire Gives Back program partnered with our employee resource groups to expand our giving and service to diverse communities. In fiscal year 2022 global employee participation in GGB was 31%, increasing 7% since FY21. Additionally, more than 1,200 nonprofits organizations were impacted! You can find some of our partners on the right.

Even though pandemic-related safety precautions continued for much of 2022, logged employee volunteer hours increased by 72%, from nearly 3,900 to ~6,700 hours. And, Guidewire employees made ~\$650K in charitable donations to meaningful causes – an increase of 87% since fiscal year 2021. We're proud to announce that Guidewire and our employees contributed a total financial impact of \$1.5 million to global charities over the fiscal year.

\$1.5M

total financial impact to global charities

\$649K

in charitable donations from Guidewire employees

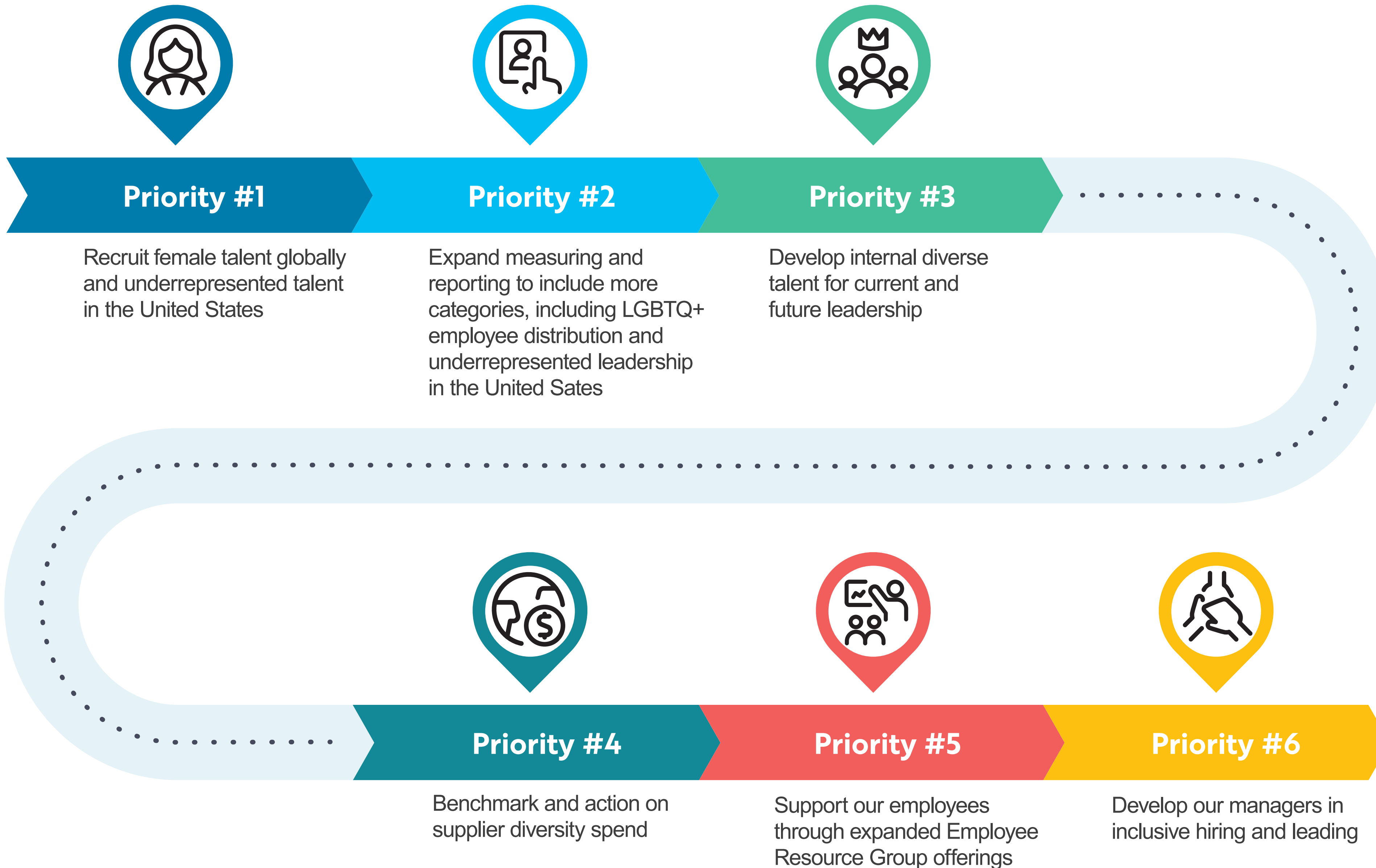
6,698

hours served





## Our Goals FOR THE FUTURE



We are proud of what we accomplished this year, and we look forward to the progress and improvement we will make in the coming year. Our DEI priorities moving forward center in six areas, which you can find in the graphic to the left.

We look forward to continuing to unleash the power of our global workforce, customers, and partners by working to create communities of deep inclusion, belonging, and equity.





**DIVERSITY, EQUITY, AND INCLUSION**

