

# 2022 ESG Fact Sheet

The following is a summary of Guidewire’s key Environmental, Social, and Governance (ESG) disclosures.<sup>1</sup> For more information, please visit our Corporate Sustainability webpage at [Guidewire.com/corporatesustainability](https://www.guidewire.com/corporatesustainability)



## Environmental

Environmental Sustainability



## Social

Employee Experience and Wellness  
Diversity, Equity, and Inclusion  
Guidewire Gives Back (GGB)



## Governance

Trust and Integrity  
Information Security and Data Privacy

### Emerging Topic of Importance – Product Sustainability

1. Guidewire’s inaugural annual ESG Report Fact Sheet highlights the company’s ESG efforts and covers our fiscal year 2022 (August 1, 2021 to July 31, 2022) for social and governance performance metrics and our fiscal year 2021 (August 1, 2020 to July 31, 2021) for environmental performance metrics. Social and governance narrative disclosures on progress, programs, and aspirations likewise cover and may extend beyond fiscal year 2022, touching upon significant developments occurring in our fiscal year 2023. Environmental narrative disclosures on progress, programs, and goals similarly cover and may extend beyond fiscal year 2021, touching upon significant developments occurring in fiscal year 2022 and fiscal year 2023.

# Trust and Integrity

We embed trust and integrity into our culture by building and evolving strong corporate governance and compliance frameworks that support transparency, risk management, ethical conduct, and accountability.

## Information Security

Guidewire maintains various internationally recognized security certifications and adopts best practices from industry-leading frameworks and standards for cloud computing, such as:

### Certifications

- ISO 27001 Information Security Management
- ISO 27701: Privacy Information Management
- System and Organization Controls (SOC 1, Type II)
- System and Organization Controls (SOC 2, Type II)
- Payment Card Industry Data Security Standard (PCI-DSS)

### Frameworks

- U.S. NIST Cybersecurity Framework (CSF)
- U.S. NIST Secure Software Development Framework (SSDF)
- SSAE 18/ISAE 3402 )

In fiscal year 2022, Guidewire was a founding member of the [critical software-as-a-service special interest group \(CSaaS-SIG\)](#). The group operates under the framework of the Information Technology-Information Sharing and Analysis Center (IT-ISAC) and serves as a forum for CSaaS companies to collaborate on collective defense strategies to improve the security and operational resiliency of our products and services and share intelligence information with the industry at large.

## Data Privacy

We comply with all applicable laws and regulations around data protection and privacy, and continuously review our data management and privacy approaches to stay current with evolving global trends and inflection points.

Our data management policies govern usage, storage, and deletion of data, and we continually evaluate and strengthen, if needed, various data governance processes and policies.

Additionally, we have committed to transparent privacy principles in our Privacy Policy, including not sharing or selling customer data for marketing, advertising, or other commercial purposes.

## Ethics and Compliance

Guidewire operates under several governance policies, including the following:

- [Business Code of Conduct and Ethics \(the "Code"\)](#)
- [Supplier Code of Conduct](#)
- [Human Rights Statement](#)
- [Environmental Policy](#)
- [Modern Slavery Policy and Statement](#)
- [Whistleblower Submission Form](#)

To ensure that our employees understand the expectations set forth in our governance policies, we require all employees to complete ethics and compliance training annually.

# Social

We are focused on unlocking employee success by, among other things, supporting our people through experience, inclusion, and wellness initiatives.

## Workforce Demographic Data

Figures are based on self-identification data only and are rounded to the nearest tenth of a point. Gender data is from Guidewire employees around the world. All race and ethnicity data applies to U.S.-based employees only. The percentage of employees choosing not to disclose gender and/or race and ethnic data is provided for every year of data reported. If employees who chose not to disclose their demographic information elect to do so in the future, this will change our historical representation figures.

Workforce Representation <sup>1</sup>	2020	2021	2022	2022 Change vs 2020
Global employees	2,690	2,942	3,376	25.5%
% Region				
Employees in U.S.	59.5%	56.6%	52.6%	-6.9%
Employees outside U.S.	40.5%	43.4%	47.4%	6.9%
% Employee Type <sup>2</sup>				
Full-Time	99.4%	99.5%	99.5%	0.1%
Part-Time	0.6%	0.5%	0.5%	-0.1%

1. All years referenced in the ESG Data Tables align with fiscal years unless otherwise indicated.

2. Figures are global.

Gender (Global) <sup>1</sup>	2020 <sup>2</sup>	2021 <sup>3</sup>	2022 <sup>4</sup>	2022 Change vs 2020
% Female	27.5%	27.8%	28.9%	1.3%
% Male	72.5%	72.2%	71.0%	-1.4%

Race/Ethnicity (US) <sup>1</sup>	2020 <sup>5</sup>	2021 <sup>6</sup>	2022 <sup>7</sup>	2022 Change vs 2020
% Asian	34.9%	34.9%	34.2%	-0.7%
% Black or African American	1.4%	2.0%	2.1%	0.7%
% Indigenous <sup>8</sup>	0.6%	0.6%	0.5%	-0.1%
% Hispanic or Latinx	3.2%	3.5%	3.5%	0.3%
% Two or More Races	1.6%	1.9%	2.1%	0.5%
% White	41.3%	41.9%	44.1%	2.8%

1. All years referenced in the ESG Data Tables align with fiscal years unless otherwise indicated.

2. 0.04% of employees globally declined to disclose their gender in fiscal year 2020.

3. 0.03% of employees globally declined to disclose their gender in fiscal year 2021.

4. 0.1% of employees globally declined to disclose their gender in fiscal year 2022.

5. 17.1% of employees in the U.S. declined to disclose their race/ethnicity in fiscal year 2020.

6. 15.1% of employees in the U.S declined to disclose their race/ethnicity in fiscal year 2021.

7. 13.5% of employees in the U.S. declined to disclose their race/ethnicity in fiscal year 2022.

8. Indigenous is defined as Native Pacific Islander or Hawaiian, Alaska Native, or American Indian.



# Awards and Recognition

We are proud to highlight a few of Guidewire’s recent awards:

## Workplace

Comparably Awards (large companies)

- Best Global Culture (2021 and 2022)
- Best Product and Design Teams (2021 and 2022)
- Best Engineering Teams (2021 and 2022)
- Best Operations Teams (2022)
- Best CEOs for Diversity (2022)

Great Place to Work Ireland (2021 and 2022)

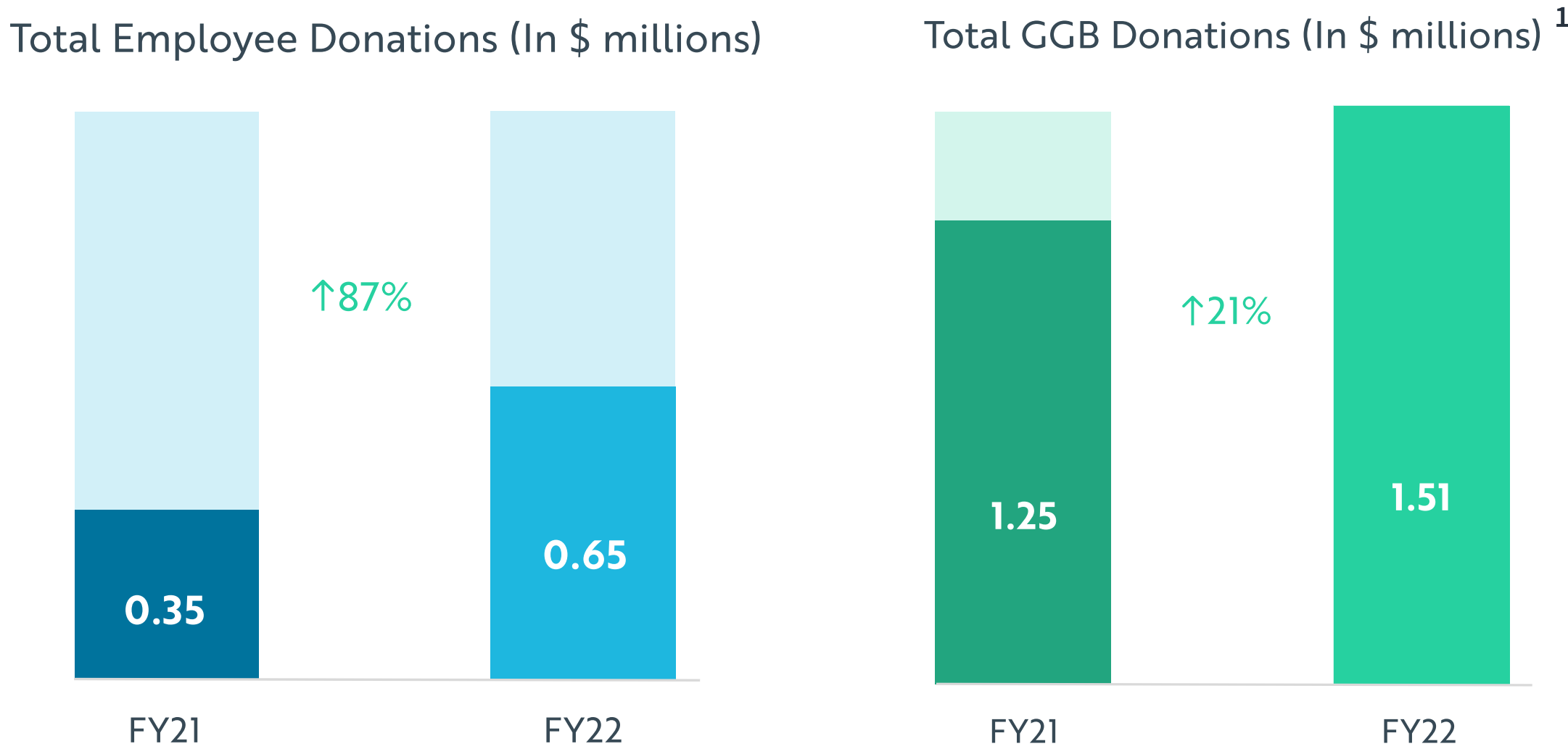
Grad Ireland "Best Internship Program" Nominee (2022)

## Industry

Forrester Wave Leader: P&C Claims Management Systems (2022)

XCelent Awards for Advanced Technology, Breadth of Functionality, and Customer Base and Support for ClaimCenter, North America (2022)

# Community Impact



In fiscal year 2022, employee participation increased to 31%, an increase of 7% from fiscal year 2021 through the introduction of themed community impact months, events, new-hire seeding, and recognizing service anniversaries with GGB Donation Rewards.

1. Figure is inclusive of Guidewire charitable contributions and employee giving.

# Environmental

We are demonstrating our commitment to reduce our environmental impact through our [Environmental Policy](#), initiatives, and practices.

## Our Commitments Toward a More Sustainable, Low-Carbon Future

In fiscal year 2022, we took an important step in our climate journey, working with Anthesis to create an Environmental Roadmap. The roadmap outlines key steps we plan to take to align our Company to a net-zero future, including setting science-based climate goals across our value chain in line with the goals of the Paris Agreement.

## Our 2030 Climate Goals



Source renewable energy for 100% of our global power needs annually by 2030



Reduce Scope 1 and Scope 2 GHG emissions by 50% by 2030 compared to our 2020 baseline



Develop a Green Fund to finance internal emission reduction initiatives and critical external climate mitigation projects

Environmental Impact <sup>1</sup>	2020	2021	2021 Change vs 2020
Scope 1 GHG Emissions (metric tons Co2e)	49.3	37.6	-24.0%
Scope 2 GHG Location-Based Emissions (metric tons Co2e)	1,697.1	1,165.0	-1.9%
Scope 2 GHG Market-Based Emissions (metric tons Co2e)	1,427.7	1,380.4	-3.3%
Scope 3 Emissions from Business Travel (metric tons Co2e) <sup>2</sup>	10,746.7	10,394.6	-3.3%
Total Measured GHG Emissions (Scope 1, Scope 2 Market-Based, and Scope 3 Emissions from Business Travel) (metric tons Co2e)	12,223.8	11,812.5	-3.4%
Emissions Intensity per Square Foot (metric tons Co2e per sq ft)	0.025	0.020	-20.0%
Energy Consumption (megawatt hours)	6,719.1	6,540.8	-2.7%
Direct Energy Consumption (megawatt hours)	239.2	207.3	-13.3%
Indirect Energy Consumption (megawatt hours)	6,479.9	6,333.6	-2.3%
Energy Intensity per Square Foot (megawatt hours per sq ft)	0.01	0.01	-19.4%
GHG Emissions per Revenue (metric tons Co2e per \$1MM revenues)	16.1	15.5	-3.6%
% of Electricity from Renewable Sources	36.9%	35.9%	-2.6%
% of Total Energy from Renewable Sources	31.7%	32.6%	2.7%

1. All years referenced in the ESG Data Tables align with fiscal years unless otherwise indicated.

2. Scope 3 emissions are only inclusive of business travel, and no other Scope 3 emissions categories. Scope 3 emissions categories. Business travel emissions include flights and rental cars as provided by Guidewire’s travel vendor, [Direct Travel](#). In fiscal year 2021, Guidewire did not track emissions from hotel stays, and none of our employees used rail service for business travel.