



2022

Environmental,

Social, and Governance

Report

Global HQ, San Mateo CA, US

Cautionary Language Concerning Forward-Looking Statements

The statements, estimates, projections, guidance, or outlook contained in this report include “forward-looking statements” within the meaning of the “safe harbor” provisions of the Private Securities Litigation Reform Act of 1995. These forward-looking statements are made as of the date they were first issued and were based on current expectations, estimates, forecasts, and projections as well as the beliefs and assumptions of management. Words such as “expect,” “anticipate,” “should,” “believe,” “hope,” “want,” “strive,” “aim,” “target,” “commitment,” “anticipate,” “project,” “goals,” “estimate,” “plan,” “potential,” “predict,” “continue,” “contemplate,” “possible,” “may,” “will,” “might,” “could,” “would,” “intend,” “seek,” and 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 or circumstances that are beyond Guidewire’s control, 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: the risk of losing and hiring sufficient key employees; the challenges of international operations; unexpected delays, difficulties, and expenses in executing against our environmental, climate, diversity and inclusion, or other “ESG” targets, goals, and commitments outlined in this report; and other risks and uncertainties. Past performance is not necessarily indicative of future results.

Materiality Disclaimer

This report contains statements based on hypothetical scenarios and assumptions as well as estimates that are subject to a high level of uncertainty, and these statements should not necessarily be viewed as being representative of current or actual risk or performance, or forecasts of expected risk or performance. In addition, historical, current, and forward-looking environmental and social-related statements may be based on standards for measuring progress that are still developing, and internal controls and processes that continue to evolve. While certain matters discussed in this report may be significant, any significance should not be taken or otherwise assumed as necessarily rising to the level of materiality used for purposes of complying with our public company reporting obligations pursuant to the U.S. federal securities laws and regulations, even if we use the words “material” or “materiality” in this report.

No Incorporation by Reference

This report includes several website addresses or references to additional company reports, public filings, or resources found on those websites. These website addresses are intended to provide inactive, textual references only. The information on these websites, including the information contained in those reports, public filings, or resources, is not part of this report and is not incorporated by reference in this report.

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Global HQ, San Mateo CA, US

Message from our CEO

Dear Stakeholders,

I'm pleased to introduce Guidewire's inaugural ESG report covering our environmental and social initiatives and approach to corporate governance. We have carefully defined goals in these areas and this report allows us to stay accountable to ourselves and our stakeholders by sharing our plans and progress publicly.

The property and casualty (P&C) insurance industry plays a vital role in society and our world economy. Enabling the industry to function efficiently is key to helping individuals, companies, and governments understand and manage the impact of all kinds of risks, including climate change. Its role is becoming even more important given the increasing frequency and severity of adverse weather events, and the associated economic damage they cause.

We have the unique opportunity to offer insurers an efficient cloud-based platform that allows them to innovate and evolve to help meet these challenges. It is why Guidewire was founded, and these initiatives should always be viewed with this mission in mind.



Guidewire Office, Krakow PL

We are also focused on running a more efficient organization that serves as a model for governance and inclusion, minimizing our environmental footprint, and increasing the diversity, equity, and inclusion of our workforce. To support these efforts, we have established 2030 goals for reducing our greenhouse gas emissions and increasing the percentage of our workforce that is today underrepresented. Our Guidewire Gives Back program empowers employees to act for positive change in their communities. It is a popular program that extends our impact beyond the four walls of our building into the communities where our employees live and serve.

In the end, our goal is to create a company and culture that people are proud to be part of and to support an industry that is critical to our world's future prosperity. There is always more to do, and we look forward to working with our employees, partners, and customers to help make the world a better place.

Mike Rosenbaum
Chief Executive Officer

“ We are focused on running a more efficient organization that serves as a model for governance and inclusion, minimizing our environmental footprint, and increasing the diversity, equity, and inclusion of our workforce. ”

About This Report

The inaugural Guidewire Software (“Guidewire”) annual ESG Report discusses 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 goals 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. We intend to align our environmental data with our social and governance data in next year’s ESG Report by covering two years of environmental performance metrics – for fiscal year 2022 and fiscal year 2023 – and making associated narrative disclosures.

The report reflects our company’s performance at global operations, including subsidiaries wholly owned by Guidewire. Any variances from this boundary are noted directly in the ESG Report.

Reporting Guidelines

We developed this report in reference to the [Global Reporting Initiative \(GRI\)](#) standards and the relevant framework of the [Sustainability Accounting Standards Board \(SASB\)](#) of the [Value Reporting Foundation](#) (now the [IFRS Foundation](#)). The GRI and SASB indices in the Appendix offer a useful cross-reference and map applicable performance metrics and narrative disclosures to each framework. In particular, this report was prepared in reference to the following standards and frameworks:

- The revised GRI Universal Standards, which focus on the key risks and opportunities significant to our business and stakeholders
- The SASB Software and IT Services Sustainability Accounting Standard, Version 2018-10

Because Guidewire’s 2022 ESG Report is being released prior to our Company’s 2022 Proxy Statement, we intend to reference the Proxy in the GRI and SASB indices when the 2022 Proxy is filed in November 2022. In the future, we will explore publishing our ESG Report concurrently with our Proxy Statement. We also intend to integrate additional standards and frameworks into our future voluntary reporting, including the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#). Additionally, we plan to make our future [CDP](#) questionnaire submission public and will link to it in subsequent reports.

Guidewire worked with [BSR](#) on the preparation of this report, and [Apex](#) provided limited assurance of our Scope 1 and 2 greenhouse gas (GHG) emissions.

Guidewire at a Glance

Headquartered in San Mateo, California, and operating worldwide, Guidewire is a publicly traded company ([NYSE: GWRE](#)) whose mission is to be the platform that property and casualty (P&C) insurers trust to engage, innovate, and grow efficiently.

The Guidewire platform combines core operations, digital engagement, analytics, and artificial intelligence (“AI”) applications delivered as a cloud service or self-managed software. Approximately 520 customers use one or more of our services or products in 38 countries.¹ Our customers range from some of the largest global insurance companies or their subsidiaries to predominantly national or local insurers that service specific states and/or regions.

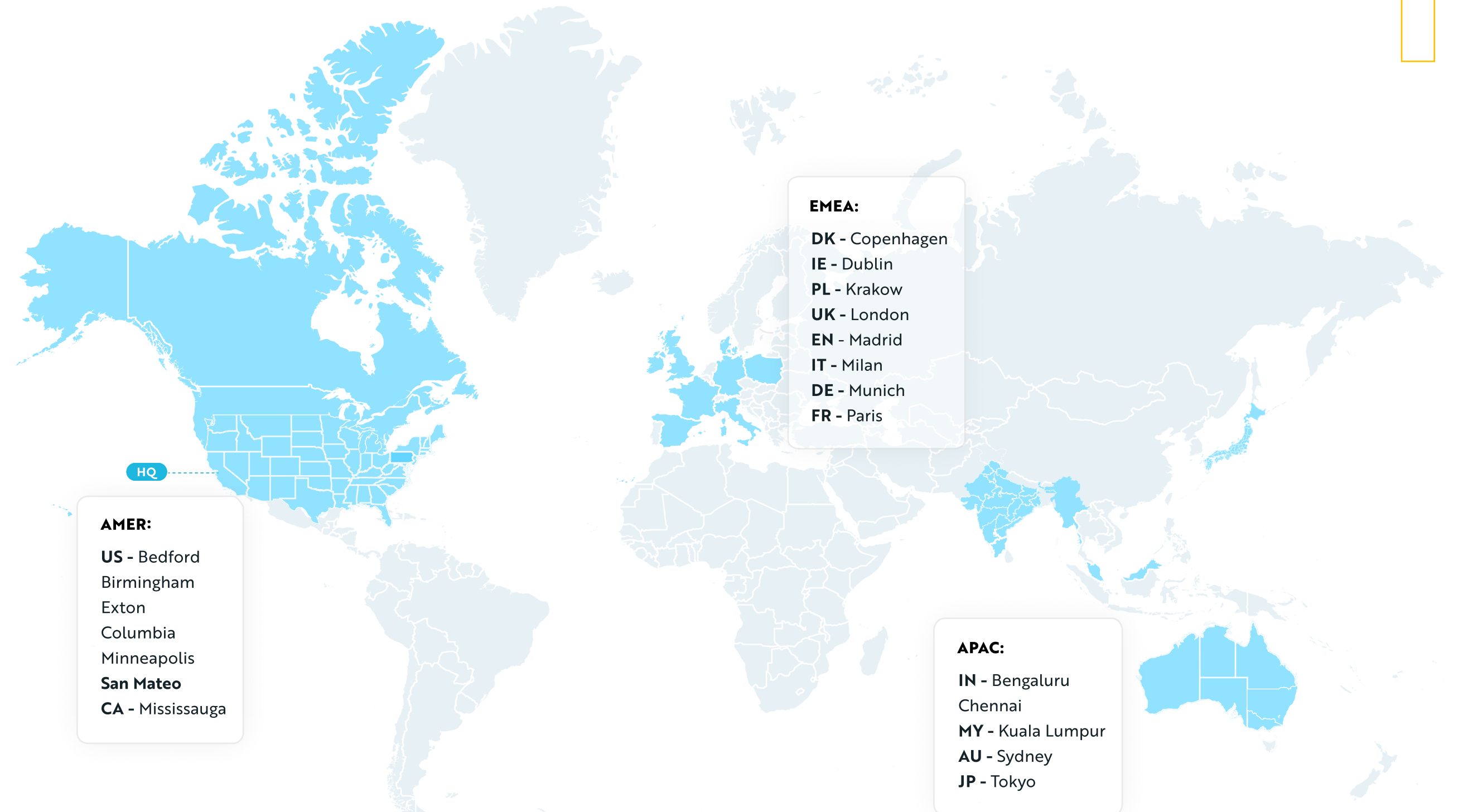
In fiscal year 2022, 10 years after our IPO, our annual revenue is \$812.6 million, more than 30% of which was invested in R&D, and our global headcount is 3,376.²

We attribute our success to our core principles of integrity, rationality, and collegiality and our growth strategy, which is focused on selling our services and products to customers in the U.S. and internationally, transitioning our business to a cloud-based subscription model, and aligning with or acquiring shares or assets of companies with software, cloud-based services, technology, or businesses complementary to ours.

1. Figures are as of July 31, 2022. These customers represent approximately 520 insurance brands (also referred to as insurers). The acquisition of [HazardHub](#) added approximately 160 customers, some of which are not insurers..

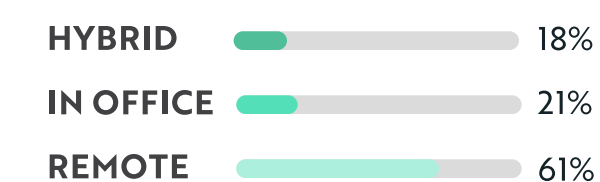
2. Headcount as of July 31, 2022.

OUR GLOBAL WORKFORCE*

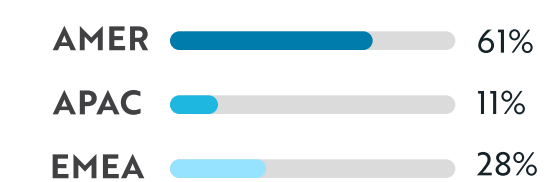


*Highlighted countries represent our physical office locations. However, our operations are not restricted to highlighted countries.

FlexWork



Region



Awards and Recognitions

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

Workplace:

Comparably Awards (large companies)



Best Global Culture (2021 and 2022)



Best Engineering Teams (2021 and 2022)



Best Product and Design Teams (2021 and 2022)



Best Operations Teams (2022)



Best CEO for Diversity (2022)



Best CEO (2021)



Best HR Teams (2021)



Great Place to Work Ireland (2021 and 2022)



Grad Ireland "Best Internship Program" Nominee (2022)

Industry:



[Forrester Wave Leader: P&C Claims Management Systems \(2022\)](#)

Gartner

[InsuranceNow named as a "Challenger" in the Gartner, Inc. "Magic Quadrant for P&C Core Platforms, North America" \(2021\)](#)

[Positioned as a "Leader" in the Gartner, Inc. "Magic Quadrant for Non-Life Insurance Platforms, Europe" \(2021\)](#)

Celent Awards:

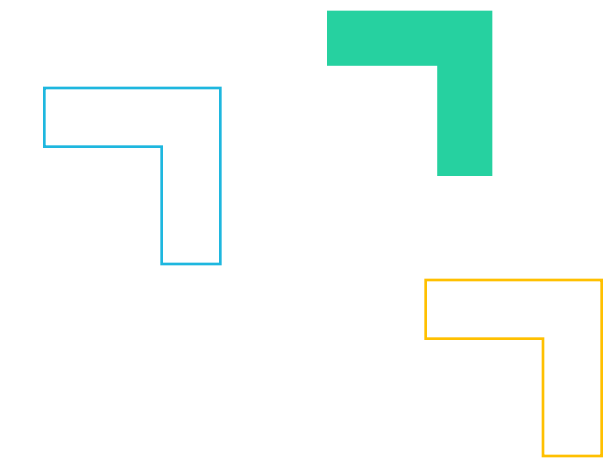


XCELENT
Advanced Technology 2022
XCELENT
Breadth of Functionality 2022
XCELENT
Customer Base and Support 2022

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

[XCelent Awards for Breadth of Functionality, Customer Base, and Depth of Customer Service for ClaimCenter, EMEA \(2021\)](#)

[XCelent Awards for Breadth of Functionality, Customer Base, and Depth of Service for P&C Policy Administration Systems, EMEA \(2021\)](#)





EMEA HQ, Dublin IE

ESG Governance

Corporate Governance and ESG

Governance and active oversight of ESG topics material to our business and our stakeholders contribute to the long-term success of our company and to the impact that we can have on the environment and society.

Our Board of Directors, comprised of four committees that oversee distinct aspects of ESG governance associated with their respective areas of responsibility, works closely with various internal functions to oversee ESG at Guidewire. Our Nominating and Corporate Governance Committee (the “N&CG Committee”) exercises primary oversight of ESG, reviews ESG initiatives and goals, and receives updates on ESG at least quarterly from the Head of ESG and periodically from the ESG Task Force.

Guidewire’s CEO and executive leadership team (“ELT”) are responsible for our overall ESG strategic performance, including the creation and support of appropriate structures to manage ESG across the business. The Head of ESG leads our cross-enterprise ESG Task Force, oversees our integrated strategy, and engages with our Board of Directors and cross-functional teams and business leaders to ensure appropriate alignment and management of ESG initiatives.

We advanced our ESG strategy in fiscal year 2022 by adding an ESG component to our bonus program, addressing identified ESG goals through quarterly meetings with the ESG Task Force and N&CG Committee, and making progress on issue-specific efforts, such as setting climate goals aligned with the Science Based Targets initiative ([SBTi](#)) criteria.

ESG Oversight at Guidewire

Board of Directors - Committees



Audit Committee

Responsible for reviewing with management at least annually the type and presentation of our key ESG disclosures on our website and in our ESG Report, or, if applicable, other disclosures, and the adequacy and effectiveness of applicable internal controls related to such disclosures. Also responsible for Guidewire's enterprise risk management framework.



Compensation Committee

Tasked with considering our ESG efforts when evaluating executive compensation and impacts on executive officer and employee performance, including reviews with management of our compensation initiatives, policies, and disclosures with respect to ESG matters.



N&CG Committee

Exercises primary oversight of ESG strategy, policies, and reporting. This includes monitoring our approach, reviewing initiatives and goals, and assessing the impact of our operations and business practices. Periodically reports to our board of directors on our ESG programs, including potential long- and short- term trends and the impact of ESG issues on our business. Additionally, reviews the impacts of DEI, corporate citizenship, and community involvement to our business operations and practices.



Risk Committee

Oversight of the governance of significant risk throughout the company – including information security, business continuity, and and privacy; the establishment and ongoing monitoring of our risk profile, risk capacity and evaluation of risk; and the coordination of the risk oversight functions of the other Board committees.

Management Responsibilities



ESG Task Force

Led by the Head of ESG, this cross-functional group is responsible for our overall ESG program's strategic development, implementation, and monitoring initiatives. Our ESG Task Force meets at least quarterly, advises on external ESG disclosures, and provides periodic updates to the N&CG Committee and ELT.



Legal and ESG Functions

Legal and ESG functions are responsible for corporate governance, ethics, risk management, and compliance as well as social impact and ESG. These functions engage with the N&CG Committee on ESG performance monitoring and collaborate with the Risk Management and Internal Audit function on enterprise risk management and as they pertain to ESG.



Risk Management and Internal Audit Function

Responsible for enterprise risk management, internal audit, and associated governance processes, including disclosure controls and procedures.



Human Capital Management Function

Responsible for talent attraction and retention; employee development; workforce culture; and diversity, equity, and inclusion.



Information Security and Data Privacy Functions

The Security Governance, Risk, and Compliance (GRC) team oversees security, data, and privacy risk management and assurance in addition to controls to safeguard, evaluate, and mitigate security risks.

Our Goals

We plan to conduct periodic ESG materiality reviews with the aim of developing ESG reporting and processes in alignment with internal and external stakeholder expectations, understanding Guidewire's most notable ESG topics, and anticipating and managing future risks and opportunities.

ESG Materiality Review

In fiscal year 2020, we conducted our first ESG materiality and gap reviews in collaboration with [Anthesis](#) in order to identify relevant ESG topics and assess Guidewire's strengths and opportunities in each area. The ESG materiality review considered a broad range of environmental, social, governance, and economic issues important to both Guidewire's business and its external stakeholders.

Through the ESG materiality review, we looked at the significance of relevant ESG topics and identified the most notable topics for Guidewire to focus on from an active management and communications perspective. To create a short list of topics and understand their relevance to external stakeholders, we analyzed 30+ topics informed by the GRI framework, benchmarked ESG rater/ranker frameworks with a focus on the Software and Services Sector, and reviewed peers' topic disclosures. We then surveyed and conducted interviews with internal stakeholders to evaluate these topics' relative significance.

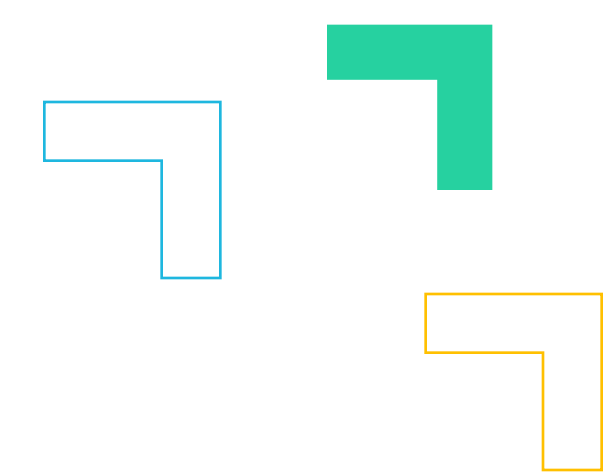
While all topics included in the ESG materiality review are considered important to Guidewire, the topics summarized below were noted as areas of interest to the global business based on the views of internal stakeholders and relevance according to external stakeholders.

We used the results of the ESG materiality review to guide the ESG disclosures in this report.

Defining Our ESG Topics



Emerging Topic of Importance — **Product Enabling Sustainability**



Governance

Information Security and Data Privacy: Protecting our products and enterprise systems from information theft, damage, and disruption, and ensuring data security particularly as it relates to managing customer and employee data and privacy.

Trust and Integrity: Promoting a corporate culture of integrity and trust that values good governance, ethical conduct, and legal/regulatory compliance. This Includes (but is not limited to) executive pay, Board independence and diversity, anti-corruption and bribery, fair competition, non-retaliation, socioeconomic, and environmental compliance.

Social

Employee Experience and Wellness: Striving to provide an optimal employee experience and culture through professional development opportunities, safe and healthy workspaces, wellness initiatives (including physical, emotional, and mental health), fair compensation, benefits, recognition, and employee engagement/empowerment.

Diversity, Equity, and Inclusion: Promoting a culture of diversity, inclusion, and equity at all levels of the organization, across the employee lifecycle (starting with recruiting), and with business partners and local community partners. Includes anti-discrimination policies and practices.

Guidewire Gives Back: Investing in local communities where we operate by encouraging employee volunteerism, philanthropy, and social impact investment. Working in close collaboration with local organizations to respond to crisis and build resilient, thriving communities.

Environment

Environmental Sustainability: Reducing our environmental footprint by minimizing waste and energy consumption while increasing the amount of renewable energy we consume. This includes measuring and reducing direct emissions, emissions from purchased power, and emissions where Guidewire has some influence (e.g., air travel, employee commuting, cloud service). Additionally, optimizing the performance of our buildings through application of LEED green building standards in design and construction.

During the assessment, we also identified **Product Enabling Sustainability** as a topic that was likely to become increasingly important for Guidewire. We define Product Enabling Sustainability as building out our product roadmap to enhance the functionality our products have to support customers with their sustainability goals and objectives (e.g., lower carbon footprint, developing more predictive analytics tools to help customers respond quickly to pandemics, natural disasters, etc.).

Gap Assessment

The gap assessment that we conducted in conjunction with the 2020 ESG materiality review evaluated the maturity of the ESG program as related to the notable topics, identifying strengths and opportunities in each area. The gap assessment included a comprehensive review of Guidewire's internal policies and ESG-related materials and resources. The gap assessment also synthesized the ESG team and senior leaders' understanding of stakeholder expectations for the sector, factoring in key program elements identified as important for ESG raters/rankers and Guidewire's peers.

We believe that our inaugural ESG materiality and gap reviews have been critical inputs in our ESG strategy, informing the identification of notable ESG topics, as well as associated goal setting and the integration of ESG into Guidewire's business operations and reporting.

“ We are focused on integrating ESG into our business and culture to inspire our people and to add value to all our stakeholders ”

Helen Reid, Head of ESG



Stakeholder Engagement

We engage both internal and external stakeholders through a variety of mechanisms and seek to establish a two-way dialogue integrating feedback into Guidewire programs, products, processes, and policies. We define Guidewire stakeholders as those groups that can influence and be influenced by Guidewire’s business products and services and by its presence.

Our Approach to Stakeholder Engagement

Stakeholder Groups	Material Topics of Interest	Engagement Mechanisms	Stakeholder Feedback and Integration
Investors (shareholders and institutional investors)	<p>Through periodic engagement with investors, we receive valuable insights and feedback on topics such as trust and integrity, DEI, and environmental sustainability.</p>	<p>We engage with investors through our SEC filings, ESG Report, CDP Climate Change questionnaire response, and ESG rating agency responses. We also engage more directly through earnings calls, one-on-one engagement with portfolio managers and investment stewardship teams, and our annual stockholders’ meeting. In fiscal year 2021 (as of June 30, 2021) we reached out to investors with aggregate holdings of approximately 54% of our outstanding shares and early in fiscal year 2022 (as of October 7, 2021) we held calls with over half of these stockholders.</p>	<p>We fully declassified our Board at our 2019 annual stockholders’ meeting; committed to an annual non-binding, advisory “Say-on-Pay” vote at our 2020 annual stockholders’ meeting; and removed the supermajority vote in our certificate of incorporation at our 2021 annual stockholders’ meeting. Further, at our 2022 annual stockholders’ meeting we expect to propose amending our certificate of incorporation to permit stockholders holding 20% or more of our outstanding common stock to call a special meeting of stockholders.</p>
Customers (P&C Insurers)	<p>Customers have engaged us on a range of issues, including information security and data privacy, trust and integrity, environmental sustainability, building climate resilience, responsible sourcing and procurement, business continuity, and DEI.</p>	<p>We engage with customers by responding to requests for proposals (RFPs), ESG rating agencies, and the CDP Climate Change questionnaire. We also engage directly and through conferences, such as Connections.</p>	<p>In response to our clients’ interest in ESG performance, we annually respond to ESG rating agencies such as EcoVadis and respond directly to RFPs. We are also in the beginning stages of exploring the feasibility of measuring the energy savings associated with our customers' transition to cloud.</p>

Stakeholder Groups	Material Topics of Interest	Engagement Mechanisms	Stakeholder Feedback and Integration
Employees	<p>We have kept employees informed of our business strategy, leadership planning and updates, employee experience and wellness initiatives, COVID-19 mobilization and response, environmental sustainability strategy and initiatives, DEI strategy and initiatives, and our GGB program.</p>	<p>We engage with employees through our VPMOM (Values, Principles, Methods, Obstacles, Measures) individual and team performance management and goal tracking system, department and company meetings, annual employee survey and pulse surveys, our G-net employee intranet site, manager one-on-ones, Slack channels, and ERGs.</p>	<p>In fiscal year 2022, we expanded our ERG offerings from five to seven and created a Culture Handbook for new employees as part of our DEI strategy. We also launched a two-tiered Work from (Almost) Anywhere on Earth employee-driven mobility program as part of our employee experience and wellness strategy.</p>
Communities and NGOs	<p>We engage with communities and NGOs on topics such as our DEI, environmental sustainability, product sustainability, responsible sourcing and procurement, and GGB.</p>	<p>We engage with communities and NGOs through our product sustainability, DEI, environmental sustainability, and GGB initiatives and programs. We also connect through in-person meetings, calls, conference calls, social media, and events with local leaders, neighbors, NGOs, and advocacy groups.</p>	<p>In fiscal year 2022 we continued to deepen our partnerships with NGOs, such as the Thurgood Marshall College Fund and The American Indian College Fund, whose missions align with our two GGB strategic pillars.</p>
Government Entities	<p>Guidewire engages with governments and regulatory bodies on public policy issues, including information security and data privacy.</p>	<p>We engage with government and regulatory bodies in the countries in which we operate through industry associations and public policy forums.</p>	<p>We comply with all applicable regulations and laws, and where possible, aim to implement policies and processes ahead of legislation.</p>
Suppliers, Vendors, and Business Partners	<p>Our suppliers, vendors, and business partners care about our business strategy, DEI strategy and initiatives, responsible sourcing and procurement, and product sustainability efforts.</p>	<p>We engage with suppliers, vendors, and business partners through RFPs, our vendor registration portal, in-person meetings, calls, and conferences.</p>	<p>In fiscal year 2022, we launched a supplier ESG survey and adopted a new Supplier Code of Conduct, which we use to select suppliers, vendors, contractors, consultants, agents, and other providers of products and services.</p>

Notable topics are **bolded**

- Introduction
- Governance
- Social
- Environmental
- Product Sustainability
- Appendix

Governance

Topics

- Information Security and Data Privacy
- Trust and Integrity



Information Security and Data Privacy

As a company that delivers its products as a cloud service, we take a comprehensive approach to the governance of information security and data privacy, embracing a security- and privacy-first mindset as we grow our company and invest in the infrastructure, personnel, best practices, and policies required to secure and protect the data entrusted to us.

Governance and Accountability

The Board of Directors maintains oversight of our security and privacy programs through the Risk Committee, which oversees guidelines, policies, and processes for monitoring and mitigating risks related to security and privacy. The Risk Committee regularly briefs the full Board on these topics, and the full Board also receives periodic briefings on security and data privacy to inform our directors of security challenges. The Audit Committee supports security and privacy programs through oversight of our enterprise risk management framework. The Board also reviews the results of management's enterprise risk assessments.

Guidewire's Chief Information Security Officer (CISO), together with the Chief Information Officer (CIO) and their respective Security, Privacy, and Business Technology teams, oversee our security and data privacy policies, practices, and programs, including cloud and product security, data protection, security incident response, business continuity, threat detection and monitoring, security risk management, and threat and vulnerability management.

The Security Governance, Risk, and Compliance (GRC) team oversees security, data, and privacy risk management and assurance in addition to controls to safeguard, evaluate, and mitigate security risks. Guidewire's Privacy team operates our privacy program and supports the security and compliance programs managed by the GRC and the CISO.



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Security and Data Privacy Governance

BOARD OVERSIGHT

<p>Risk Committee</p> <p>Oversight of guidelines, policies, and processes for monitoring and mitigating risks related to information security and privacy.</p>	<p>Audit Committee</p> <p>Supports security and data management and privacy programs through oversight of our enterprise risk management framework and regular review of management’s ongoing enterprise risk management assessments.</p>
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EXECUTIVE ACCOUNTABILITY

<p>President and Chief Operating Officer, Chief Information Security Officer</p>	<p>Chief Administrative Officer and General Counsel, Chief Information Officer</p>	<p>Chief Financial Officer, Vice President of Enterprise Risk Management and Internal Audit</p>
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Business Functions

<p>Information Security Team</p>	<p>Data Privacy Team</p>	<p>Business Technology Team</p>	<p>Risk Team</p>
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Guiding Principles

<p>Security</p> <p>Our products and services are designed to meet customer security needs, including access control, monitoring, and encryption. Guidewire complies with industry and international security standards. This includes participating in third-party audits that verify security controls for our Cloud services.</p>	<p>Data Privacy</p> <p>Our programs, products, and services are structured to provide effective data privacy protections for Guidewire, its customers, partners, and employees.</p>
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Policies

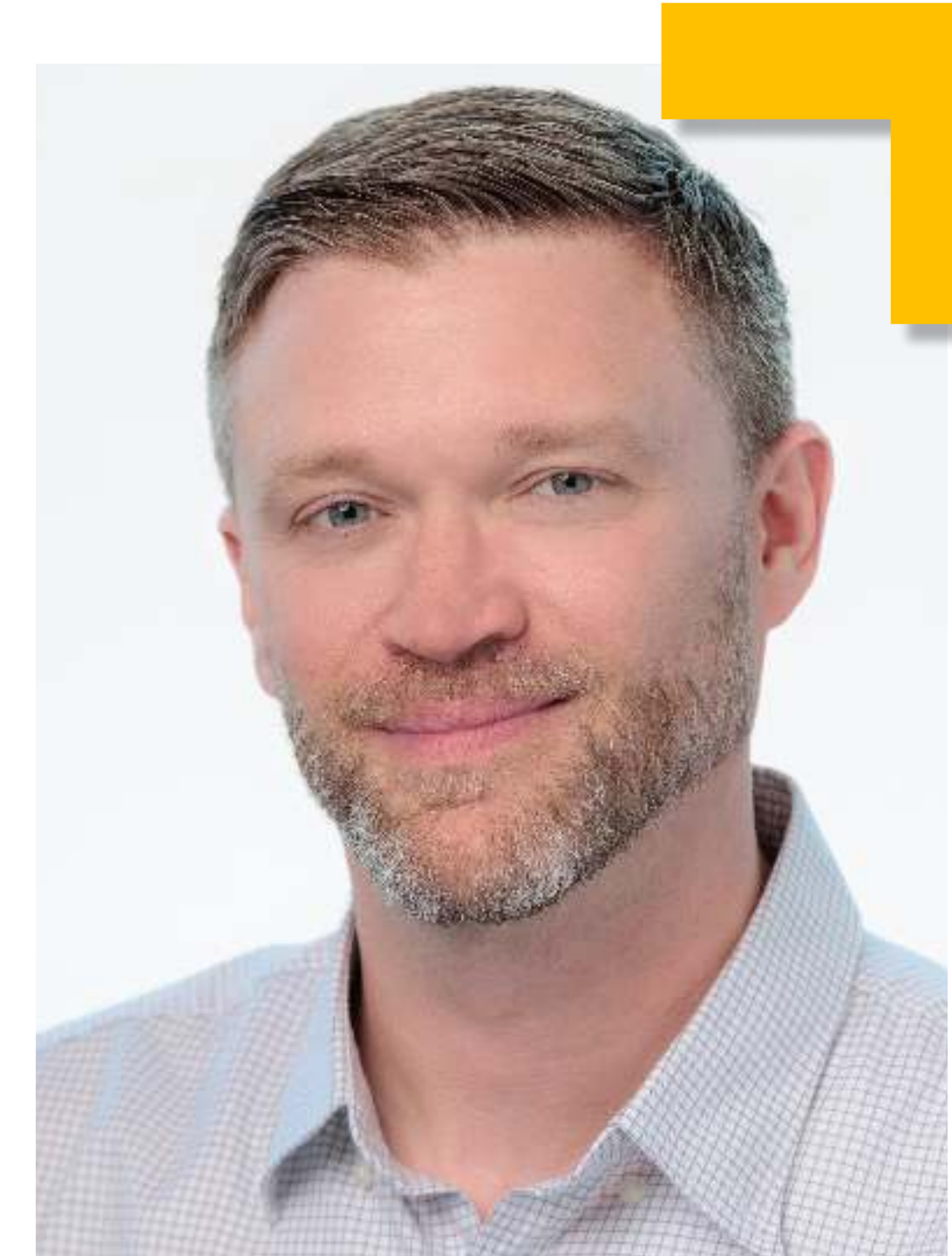
<p>Information Security Policy Information Security Supplier Management Policy Enterprise Threat and Vulnerability Management Policy Customer Data Privacy Policy Enterprise Risk and Compliance Management Policy Business Continuity Policy Business Continuity Plan</p>
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Ensuring Security

We are committed to continuously evolving our security program to meet ongoing and evolving threats and security challenges. 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. It also aims to increase the level of trust that customers can place in group members and the broader SaaS industry.

Internally, we maintain an incident response plan and practices, which we regularly test through table-top exercises and quarterly phishing testing with employees. We have also established security standards for our technology resources, such as requiring multifactor authentication to access our applications and requiring employees to complete privacy and security training annually. Additionally, we provide continuous education opportunities and engagement through learning tools and periodic communications.

We outsource our data center needs to a third-party provider, Amazon Web Services (AWS), utilizing its cloud-based platforms, data center security, and cloud security capabilities. Since the accuracy and availability of our services must be maintained during both normal business hours and extraordinary events, such as catastrophes that may result in extremely high transaction volume in a brief period, resiliency is critically important to Guidewire and its customers. For this reason, AWS is required to comply with our third-party vendor security and infrastructure reliability requirements. Additionally, using AWS enables redundancy and disaster recovery through geographic separation of data centers.



“This is a fantastic opportunity for Critical SaaS vendors like Guidewire to leverage and multiply their individual and already substantial investments in security to better protect their customers, many of which are shared between participating companies.”

James Dolph, CISO

Global Cloud Security Certifications and Frameworks

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

Data Management and 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.

Similarly, we proactively engage with industry peers and associations regarding upcoming legislation and, where possible, implement policies and processes ahead of legislation.

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 Customer Data Privacy Policy, including not sharing or selling customer data for marketing, advertising, or other commercial purposes.

Looking Forward

In fiscal year 2023, we plan to continue to review the governance structure, programs, processes, and policies that inform how we manage security and data management and privacy. Additionally, we believe there are opportunities for us to further disclose policies and practices that are currently in place, and we plan to assess how we can increase transparency in future reporting.

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.

Governance and Accountability

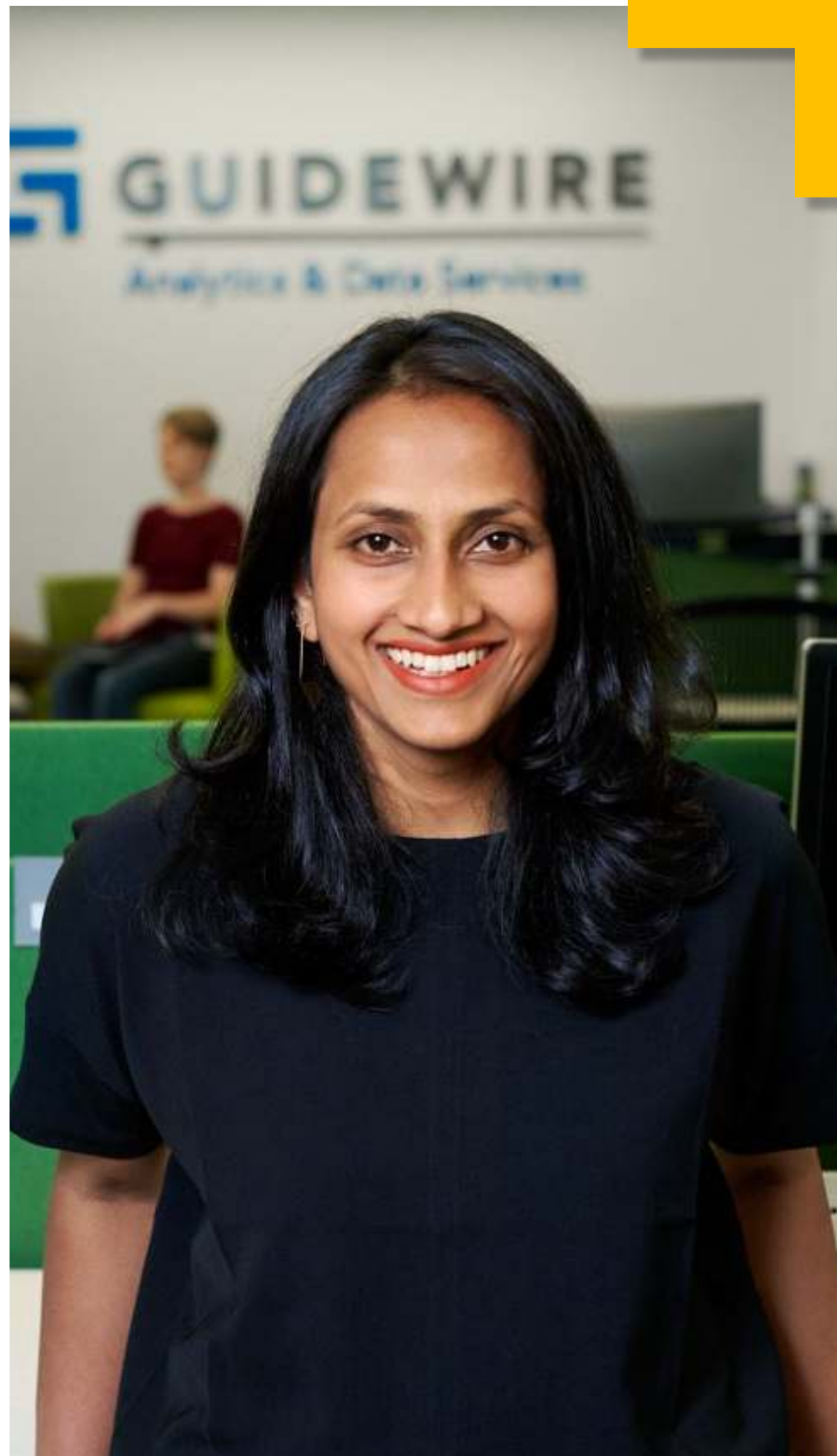
The Board of Directors oversees the implementation of responsible practices consistent with the evolving governance environment. The N&CG Committee oversees the periodic review of our corporate governance guidelines and reporting and makes recommendations to the Board concerning corporate governance matters in addition to overseeing the ESG function. The Audit, Compensation, and Risk Committees also share accountability for aspects of compliance that pertain to their areas of responsibility. Examples include the Audit Committee's oversight of the Company's compliance with legal and regulatory requirements, the Compensation Committee's oversight of Human Capital Management in respect of the tone and culture within the company, and the Risk Committee's oversight of the governance of significant risk throughout the company.

The ELT, which includes among others the Chief Executive Officer, Chief Administrative Officer and General Counsel, Chief Financial Officer, Chief Operating Officer, and Chief People Officer, is also responsible for the management of compliance with laws and regulations and ethical business standards as well as the creation and maintenance of internal controls and financial reporting processes that pertain to their areas of responsibility. The ELT (and each ELT member's respective teams) reports to the Board and to the committees of the Board that exercise oversight over or review aspects of their areas of responsibility.

We annually evaluate our governance initiatives and structure as part of the Board self-assessment process.



CEO Presentation at Global HQ, San Mateo CA, US



Global HQ, San Mateo CA, US

Ethics and Compliance

Guidewire operates under a number of governance policies, including the [Code of Business Conduct and Ethics](#), (the “Code”). The Code also applies to our Board, and we require all full-time employees to sign adherence to the Code upon hire. In fiscal year 2022, the ELT adopted a new [Supplier Code of Conduct](#), which extends our standards to our value chain. Further, the Board most recently revised the [Corporate Governance Guidelines](#) in June 2020 in order to establish certain policies pursuant to which the Board intends to conduct its oversight of the business of the Company in accordance with its fiduciary responsibilities.

So that employees understand the expectations set forth in our governance policies, we require all employees to complete ethics and compliance training. In fiscal year 2022, we continued to review our ethics training by considering content relevant to the real-life issues that employees encounter. We also reinforced accountability by, for example, continuing to require all field-facing personnel to complete a bribery and Foreign Corrupt Practices Act of 1977 training every two years. Furthermore, as part of our quarterly reporting of earnings in connection with our public company reporting obligations, we have established a Disclosure Committee review process whereby certain employees are queried as to any notable ethical matters of concern. In order to build on our existing training and disclosure initiatives, and to further cultivate a strong risk-management culture, in fiscal year 2022 we also engaged employees through regular ethics program communications.

Facilitating Whistleblower Reports

Communication and remediation are important components of our compliance framework. Guidewire maintains, through a third-party vendor, an anonymous and confidential hotline for matters of financial concern. In fiscal year 2022, we established an additional ethics reporting system for employees and suppliers to report suspected or actual illegal and unethical nonfinancial concerns anonymously and confidentially.

This ethics reporting system is separate from the anonymous whistleblower hotline and [submission form](#) that employees and suppliers can use to report illegal and unethical financial concerns, so that we may appropriately direct any concerns to the relevant internal teams. Our Audit Committee has oversight over the anonymous whistleblower hotline and reviews all reports made therefrom.

Respecting Human Rights and the Environment

At the end of fiscal year 2022, the ELT approved our new [Human Rights Statement](#), which outlines our commitment in respect of human rights, including how we comply with all related [laws](#) and regulations; our stance on data privacy and transparency; remediation; and our strategic approach to DEI. The ELT also approved amendments to Guidewire's [Environmental Policy](#), including its alignment with the Intergovernmental Panel on Climate Change's assessment of climate change science, its expansion to cover our global operations, the application of the same standards to suppliers and vendors, and its alignment with ISO 14001 management principles.

Looking Forward

In fiscal year 2023, we intend to identify key performance indicators and goals to track impact within our specific governance, ethics, and compliance programs.



Opening of EMEA HQ, Dublin IE

Social

Topics

- Employee Experience and Wellness
- Diversity, Equity, and Inclusion
- Guidewire Gives Back



Employee Experience and Wellness

We believe that Guidewire's biggest asset is its people. Our growth and profitability hinge on our ability to attract, retain, and develop top talent, which is why we can attribute much of our success to our inclusive, growth-focused, and innovative culture – a culture that is based on our values of integrity, rationality, and collegiality, and that embraces diversity, inclusion, and belonging.

Because we operate in a dynamic sector that is continually evolving and seeking world-class talent, our People team is focused on understanding and proactively anticipating the needs of our current and future employees and trains a DEI lens on our Human Capital Management processes so that we are hiring, leading, and rewarding our employees equitably and inclusively.

Governance and Accountability

Our Chief People Officer (CPO), a member of the ELT, is responsible for overseeing our Human Capital Management (HCM) programs. Our CPO and Head of DEI provide regular updates to the Compensation Committee, which governs HCM at Guidewire, as well as the N&CG Committee, which oversees the Company's ESG efforts, including DEI.

In order to embed DEI into Guidewire's culture and business practices, we established a DEI Executive Council in fiscal year 2022. Composed of cross-functional executives and led jointly by our CEO and COO, the DEI Council is tasked with discussing enterprise-wide DEI strategy, embedding DEI best practices into business processes and strategy, and collectively learning about DEI.

Our Talent Rewards Program, comprised of our compensation and benefits programs and policies and managed by our Head of Talent Rewards, is reviewed quarterly by our Executive Compensation Committee.

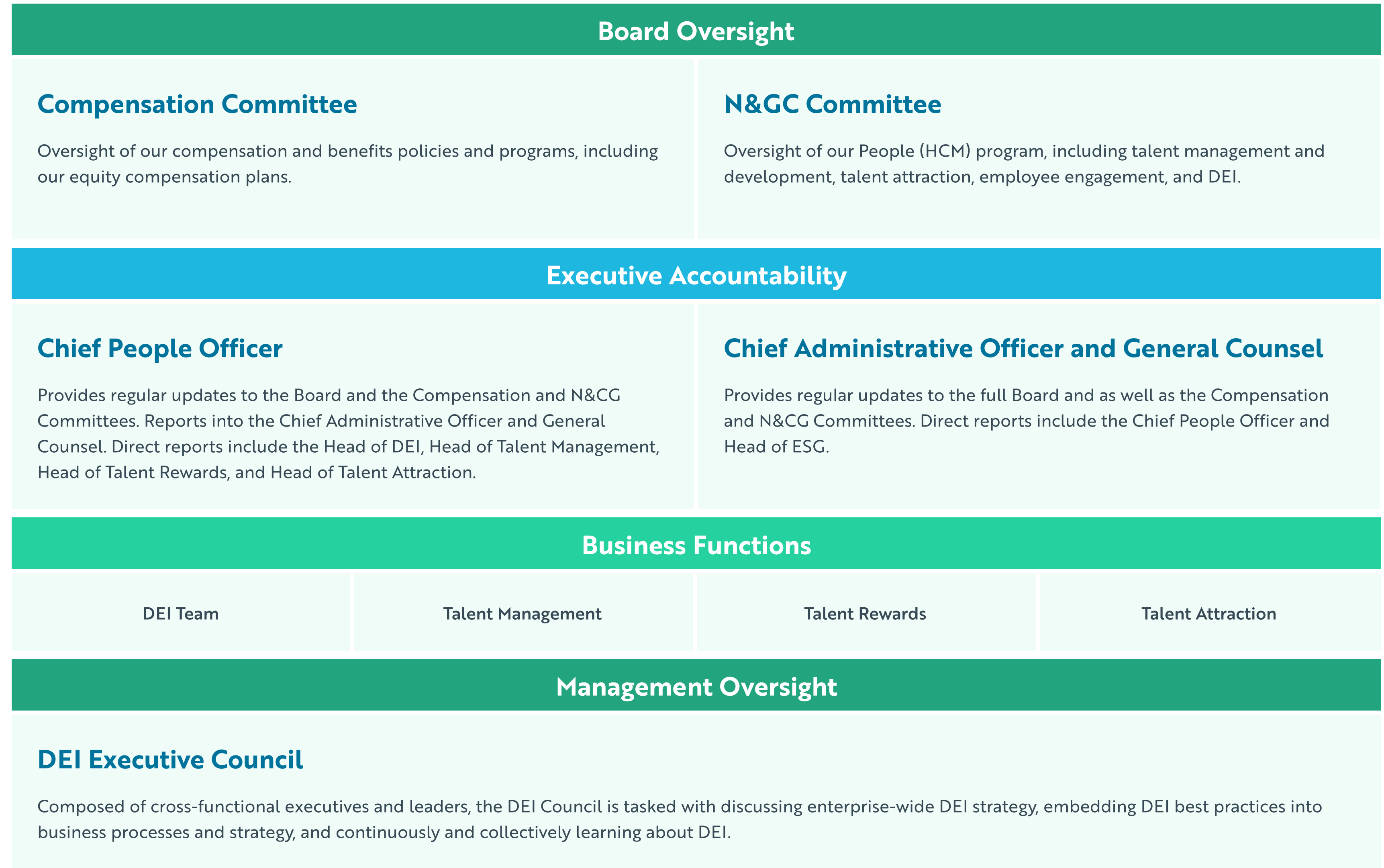


My Lovely Horse Rescue, GGB event, Dublin IE

Our Talent Rewards program is informed by data analytics from our employee base as well as market data and reflects the constantly evolving compensation and reward preferences of our diverse employee demographics.

We are a data-driven company. As such, we use our people data to inform and enable decision-making across our HCM programs. In all instances, we align our people data, systems, and processes with the regulations of the countries and regions in which we operate.

People Governance and Strategy



Investing in Employee Development

Advancing our employees' skills and professional development is important to our human capital strategy and our business' growth. We strive to invest in our employees' development through a variety of offerings, including formal and informal learning programs, leadership development, and performance evaluations.

Performance Reviews and Training

We use an annual companywide goal setting and performance process to support the growth, contributions, and overall engagement of our employees. Adopting the same framework used for cascading our company strategy VPMOM (Values, Principles, Methods, Obstacles, Measures), employees are encouraged to complete a personal VPMOM plan which when completed is visible to all employees through our Company intranet. These plans connect employee contributions to the overall company purpose, mission, and strategy, helping all of us to stay aligned as an organization and operate with transparency.

Through our annual review process, quarterly check-ins, regular progress meetings, and team and departmental meetings, our employees together with support from our manager community, stay aligned with their teams, and receive regular feedback on how their performance impacts our Company's performance.

Guidewire encourages employees to self-advocate and take ownership of their own personal and professional growth through the many learning and development programs available both formally and informally. We empower and equip our employees to leverage learning experiences that complement their career goals and capability needs as well as our capability needs as an employer. In addition to encouraging our employees to participate in external professional education opportunities, training opportunities include mandatory curricula for new hires and existing employees, along with a range of on demand programs covering topics from leadership development and technology to risk and compliance and businesses processes. Employees can also design custom sessions to target certain skills based on specific behavioral outcomes through [BetterUp](#), an interactive coaching module that we added in fiscal year 2022. Helping our employees to remain resilient and purposeful during the pandemic and our transition to the cloud was also the motivation for adding [Power Learning](#) to our resource lineup, which promotes adaptation to continuous change through continuous learning. Additionally, all employees are required to certify that they have read and understood our [Code of Business Conduct and Ethics](#) during onboarding.

Leadership Development

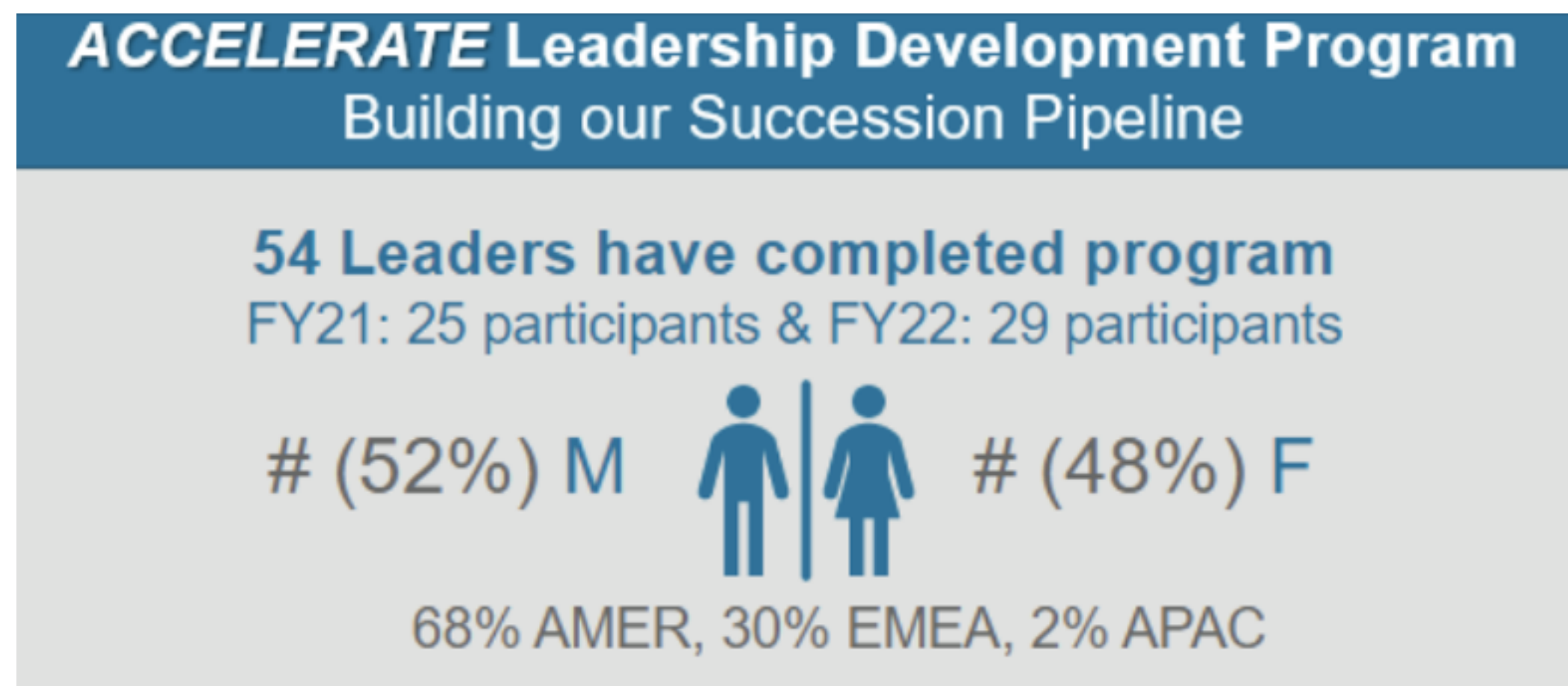
Our global leadership development initiatives are focused on creating one leadership culture, helping managers become better leaders, and enabling thoughtful succession planning. We use a Manager Portal to provide team leaders with resources tailored to their roles, such as relevant policies and procedures, driving employee and team performance, growing leadership capabilities, and focusing on DEI. As a complement to our Manager Portal, in fiscal year 2022 we launched a Manager Spotlight series consisting of informal webinars on topical matters and a Manager Dashboard in Workday. The latter provides people managers with access to scorecards and real-time reports (turnover, performance and potential data, employee movement, and DEI statistics where permissible) that can inform and enable business decisions.

As part of Succession Management Planning, in fiscal year 2021 we launched “Accelerate,” a global leadership development initiative for high potential middle and senior managers. The six-month program, which runs annually, aims to strengthen participants leadership capabilities by focusing on four key pillars of Transformation Leadership: Creating Clarity, Mobilizing for Change, Fostering Team Accountability, and Sensing and Responding. More than 50 leaders have completed Accelerate since the program’s launch, with gender-balanced participation.

We gauge progress and efficacy, while identifying opportunities for change in our leadership development and training program, by tracking and analyzing data from a variety of sources, including annual talent reviews and our progress toward the hiring and promotion goals in our development and DEI plans.

Looking Forward

In fiscal year 2023, we will continue to identify how we can address growth and development for our employees and improve our mobility programs as a way of optimizing our internal talent. Building from the ground up, our goal is to balance the delivery of programmatic solutions while building an infrastructure for a thriving learning culture.



Future of Work and Employee Experience

Even before the COVID-19 pandemic highlighted the importance of well-being in the workplace, we were investing in the holistic well-being of our employees – mental and emotional health, personal empowerment, physical health, and flex work – in addition to talent development and retention initiatives, safe and healthy workspaces, fair compensation, benefits, and recognition. We believe a healthy, engaged, and high-performing workforce is part of our competitive advantage and we want all employees to thrive, which is why we regularly re-evaluate how to best support employees' wellness through benefits and resources.

Future of Work

Understanding that a best-in-class employee experience means accommodating a range of situations, we introduced a Flex Work Policy in fiscal year 2021 and are now fully immersed in a Hybrid-first work model. This focus on organizational agility enabled our employees and business to easily adapt to remote work during the pandemic and provided us with the opportunity to recruit and hire employees from a broader talent pool, giving us a competitive edge in the talent market as we continue to hire top talent from all over the world.

We recognized early on that the post pandemic future of work at Guidewire would entail the adoption of some of the work practices implemented during the pandemic on a normal basis, including transitioning to a flexible remote work option in certain instances, and improving employee experience through new benefits and connected workspaces. We saw this shift as an opportunity to design a market-leading program in terms of options, duration, and company support for employee-driven global mobility. In fiscal year 2022, we launched our two tiered [Work from \(almost\) Anywhere on Earth](#) employee-driven mobility program, giving employees the option to work outside of their country of employment from six weeks to five months. As part of the Work from (almost) Anywhere program, participating employees and their families receive support for immigration and benefits from Guidewire. In its first year, over 200 employees participated in the program across more than 30 countries, and we anticipate that participation in this program will become normalized in the years ahead.

**Work From
(Almost)
Anywhere On Earth**



“ Srini E. ”

It is fantastic to get to live temporarily in my home country of India with my family for the chance to live with my elderly parents who can get to know their grandchild.

“ Robert M. ”

Robert laments not being with his mother in Poland for so long during the pandemic while he was in Australia. He signed up for a FLEX Work Global assignment. “I am grateful that Guidewire allows me to have dinner with my mom every night for six weeks.”

“ Frank B. ”

Living abroad is something my wife and I have been talking about for years and we never could find the right time. This is the perfect opportunity for us to live the dream and go to France – and our daughter will be on her study abroad program there at the same time. Thank you, Guidewire.

After launching our new Hybrid-first program, we proactively reached out to employees based on their elected work mode to prepare our offices and people for our new work normal. The insights gathered from these conversations are informing how we reopen and design our office space as we come out of the pandemic. In particular, we are focusing on creating collaborative environments by opening up workspaces where feasible and installing video conference equipment in meeting rooms.



New Hire Welcome Package

Onboarding New Hires During the Pandemic

During the pandemic we pivoted to virtual onboarding – with over 1,600 new hires completing our new orientation process between March 2020 and July 2022. Our day-long orientation consists of a high-level overview of Guidewire and its business strategy, a demonstration of Guidewire applications as an introduction to our product offerings, a review of commonly used technology, information about our total rewards programs, as well as a review of our social impact and DEI initiatives. Employees are also given opportunities to network with their orientation cohort. Prior to their first day at the Company, new employees receive a laptop, our Guidewire culture handbook, and a box of Guidewire-branded items to help them get started in their new roles. Once onboarded, employees can use their Work From Home stipend (\$500) to purchase home office equipment.

Fostering Employee Engagement and Satisfaction

Employee Recognition

A simple “thank you” goes a long way to motivate, contribute to better work, increase job satisfaction and happiness, and cultivate a sense of belonging. The Guidewire community celebrates the value of frequent and public recognition for a job well done – and we put that into action with many recognition programs.

In fiscal year 2022, we were excited to launch a pilot expansion of our Employee Recognition program as part of the company-branded **Guidewire Cheers! program**. This expansive new program offers many options for recognition – including Slack messages, e-cards, milestone “G-Miles Anniversaries” awards, and Manager Employee Recognition awards.

We celebrate key work anniversaries through the **G-Miles Anniversaries program**, which recognizes 1, 3, 5, 7, 10, 15, and 20 years of service. As part of the award, all recipients receive a GGB donation to a charity of their choice.

Our managers play a key role in creating and fostering a culture of recognition. The **Manager Employee Recognition program** empowers people managers to recognize their employees for exceptional work and teamwork with an instant award of an employee’s choosing – a gift card, reward experience, or donation to the employee’s selected charity.

The **Hero of the Quarter** program honors Guidewire colleagues who make an impact by living our core values and going above and beyond in their work. The success of the program lies in the fact that Heroes are nominated by their peers and chosen by a rotating committee of colleagues from across the business and around the world. Heroes may be individual colleagues or teams of up to five people. Each quarter, between four to six Heroes are selected from the global pool of nominations and are celebrated at the quarterly company meeting. Winners receive an award of their choice – a gift card, reward experience, or a donation to a charity. All nominees for the Hero of the Quarter award are automatically considered for the Annual Values Award.

The **Annual Values Awards** recognize individuals in each functional area of the business who have gone beyond the call of duty and exemplified Guidewire's core values of integrity, collegiality, and rationality in the past year. All peer-chosen Heroes of the Quarter are automatically considered for the award, and awardees receive a long-term incentive (LTI) award.



Global HQ, San Mateo CA, US



Guidewire Office, Krakow PL

Employee Engagement

Providing what we believe to be a first-class employee experience is important to our People strategy. This includes engaging employees in strengthening our culture and business and listening and responding to their experiences and ideas. We engage employees through pulse surveys and an annual employee engagement survey that looks across three categories – Engagement, DEI, and Well-Being.

In fiscal year 2022, 91% of employees participated in the annual engagement survey and more than 18,000 comments were submitted. We are excited that we continue to see a high level of employee engagement with an eNPS score for each category classified as “Great”, ranking us in the top 25% of technology companies. Notably, we received high scores on topics such as peer relationships, inclusiveness, and meaningful work against the backdrop of the pandemic and a remote work environment. In fiscal year 2022, we also expanded measurement and reporting to include more categories in the U.S., including LGBTQ+ employee distribution and underrepresented leadership.

While the results of our engagement survey speak to the strength of our human capital strategy, we recognize there is still work to be done and we are committed to continuous improvement. To this end, the ELT, department heads, and people managers review the results of the annual employee engagement survey in order to better understand the drivers for their respective teams and the areas where program improvements may be needed.

Investing in Our Employees

We strive to make employees feel valued, motivated, and recognized for their contributions by providing them – and their families – with competitive benefits and compensation offerings that emphasize choice and flexibility, reflecting both local markets and global trends.

Benefits

Amid global social, health, and economic crises in 2021 and 2022, we rolled out a number of new benefits focused on the various dimensions of whole-person health to complement existing market-based benefits, which in the U.S. include a 401(k) plan, affordable health insurance offerings, and even pet insurance.

Employee Assistance Program (Global)

In response to the unprecedented stress many of our employees were facing during the pandemic, we launched [LifeWorks](#), our new global employee assistance program (EAP) available to employees and family members who reside with them. The program provides support 24/7, 365 days a year, with access to certified counselors and other advisors on a range of subjects including finances, legal matters, managerial support, career advice, and personal counseling. The program provides external and confidential support to employees and eligible family members through short-term counseling sessions, well-being articles, podcasts, and tools.

Wellness Challenge (Global)

The community component of our BeWell program, these two- and three-week challenges encourage and incentivize our global workforce to form healthy habits. Wellness Challenge winners receive exercise-themed prizes, but all participating employees win by focusing on their health.



Chinatown YMCA Chinese New Year Run, San Francisco CA, US



EMEA HQ, Dublin IE

Wellness Reimbursement (Global)

Rolled out as part of our BeWell program, employees can seek annual reimbursement (\$600) for an array of wellness expenses – from exercise equipment to gym memberships to skis.

Paid Family Leave Policy (Global)

We introduced the Guidewire Paid Family Leave (GPFL) benefit to help families welcoming new children, which provides up to 16 weeks of paid time off to eligible employees to care for and bond with their newborn, newly adopted, or foster care child. This benefit is available to all eligible employees regardless of gender, family, or caregiving status. Employees can combine GPFL with applicable local and national caregiving leave or insurance benefits, such as short-term disability in the U.S.

Adoption Assistance Program (Global)

We launched an Adoption Assistance program to help our employees offset costs associated with adoption. Using this global taxable benefit, employees are reimbursed up to a certain limit for expenses incurred directly from adopting a child under 18 years of age or adopting an individual over 18 years of age who is physically or mentally incapable of caring for themselves. Reimbursement covers items such as legal and court fees, adoption agency fees (including foreign adoption fees), and travel expenses necessary for the adoption.

Sick and Bereavement Leave (Global)

We have increased the annual minimum time off for sick and bereavement leave so that all our employees are supported in their time of need. We have also expanded the purpose for sick and bereavement leave as we recognize that one set of criteria does not fit all.

MyTime Program (US): We moved toward flexible time off and away from the traditional set number of paid time off (PTO) days during the pandemic. Instead of accruing and carrying over vacation hours, employees work with their managers and teams to plan their MyTime away from work without having to manage a vacation balance. This provides more flexibility and enables our employees to rest, relax, recharge, and pursue their special interests without a loss of pay or benefits.

Compensation

We offer market-based compensation and aim to give employees choice and flexibility whenever possible. Our ongoing commitment to pay equity is critical to our success in supporting a diverse workforce with opportunities for all employees to grow, develop, and contribute.

In fiscal year 2022, we added another feature to our compensation program that will take effect in fiscal year 2023.

MyChoice Program (Global): The MyChoice Long-Term Incentive (LTI) program allows employees to decide if they want to take their LTI refresh award as Restricted Stock Units (RSUs), cash, or a mix of both (50% RSUs and 50% cash).

Looking Forward

In fiscal year 2023, we will continue to offer all employees comprehensive and equitable benefits.



Guidewire Office, Kuala Lumpur MY

Supporting Employees During the COVID-19 Pandemic and Beyond

We rolled out a number of benefits to support employees as they navigated a new normal during the pandemic. To help our global workforce stay safe and maintain productivity at the start of the pandemic, we provided hotel reimbursements and a special bonus to employees in highly impacted areas who needed to quarantine after a COVID-19 exposure; launched training courses to help managers lead in a time of crisis; and continued with our monthly CEO meetings to help employees stay connected to our business and give them a forum to ask questions. We also sought to empower employees through the launch of a speaker series covering topics like adapting to remote work, stress management, and parenting during the pandemic, and we offered flexible work hours and locations to salaried employees. As we move out of the pandemic, we are leveraging our learnings to support employees experiencing other crises. For example, we have launched a number of benefits to support employees – and their families – whose lives have been impacted by the conflict in Ukraine.

Diversity, Equity, and Inclusion

We believe that promoting a culture of diversity, inclusion, and equal opportunity at all levels of our organization and in the communities where we operate is integral to the success of our business. To further evolve our DEI program, we hired Brandi Riggins as our first Head of DEI in fiscal year 2021. Under Brandi’s leadership, we have launched a comprehensive DEI strategy, which centers on embedding DEI in our workforce, workplace, and community through inclusion, culture, and internal communications. To share our progress, in fiscal year 2023 we will be publishing our inaugural *Diversity, Equity, and Inclusion Annual Report*.

“ We’re on a mission together to foster an inclusive culture, welcoming to all employees — no matter how you look on the outside, what your personal beliefs are on the inside, and where you sit across the globe. ”

Brandi Riggins, Head of DEI



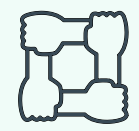
Early Innovators, GGB event, Chicago IL, US



DEI Mission

Unleash the power of our global workforce, customers, and partners by creating communities of deep inclusion, belonging, and equity. We imbed DEI in our business through inclusion, culture, and internal communications.

DEI Pillars



Inclusion

Fostering an inclusive environment comprising people with diverse backgrounds from all walks of life where everyone is empowered to do their best work and the best idea wins.



Culture

Championing our culture and core values through effective programs that promote morale and increase employee retention.



Internal Communications

Designing and delivering communications that elevate the employee experience, increase employee engagement, and promote the Guidewire culture.

DEI Buckets



Workforce

Recruit and develop our People, improving representation across the Company.



Workplace

Foster a culture of inclusivity and belonging by embedding DEI into our programs, practices, and policies across the Company.



Community

Engage with customers, nonprofit partners, vendors, and business partners through our supplier diversity program, GGB, and external partnerships to drive positive change and social impact in our communities.



NEXTGENguide members at Global HQ, San Mateo CA, US

Attracting Talent

We strive to attract and recruit the best talent for all roles across Guidewire. In order to attract and recruit the best talent, we focus on sourcing and creating pathways for diversity – including underrepresented³ early-career and experienced hires – and fostering inclusivity within our company. We define the word *diversity* expansively, encompassing gender, race, ethnicity, nationality, military status, age, gender identity, sexual orientation, and (dis)abilities. We also believe that different perspectives and ways of thinking can help us better anticipate and meet our customers’ needs.

Early Career and Experienced Hires

Creating a robust talent pipeline through our early-career program, inclusive of summer internships for college and graduate students and full-time hires, is one way that we are recruiting underrepresented and female talent. In fiscal year 2023, we intend to further our efforts in this area by expanding our internship program and partnering with value-aligned organizations, including Historically Black Colleges and Universities (HBCUs), through GGB.

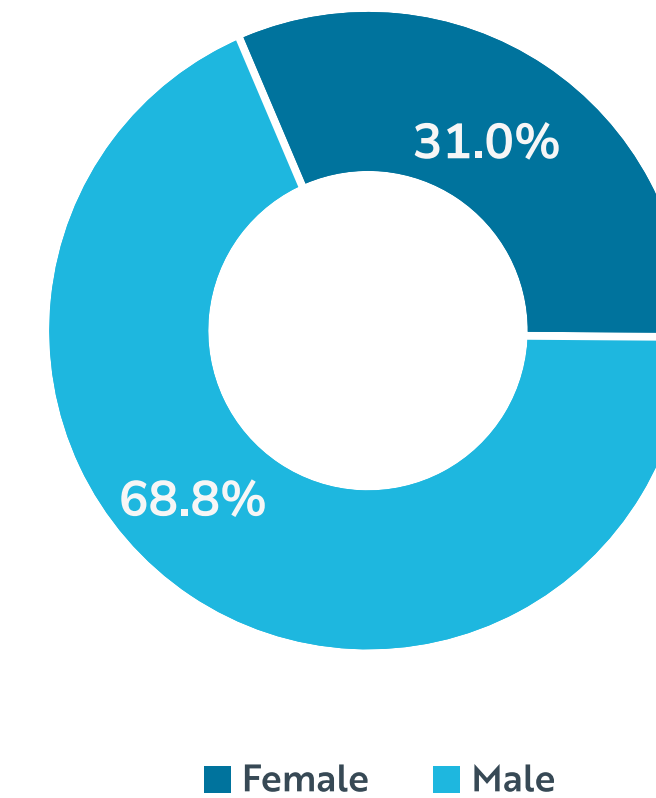
Expanding our diverse, experienced applicant pool is another way in which we are building a more representative workforce. We are driving equity and inclusion across the talent acquisition process by providing managers across the company with inclusive hiring training and using recruiting tools, such as [untapped](#). We monitor progress in this area by collecting and reviewing data on the movement of underrepresented groups throughout the recruitment process and asking candidates to provide feedback through a candidate experience survey. In fiscal year 2022, 31% of global new hires were female, and in the U.S. 12.1% of new hires were underrepresented and 45.5% were non-white.⁴

3. Underrepresented groups in the U.S. technology industry are defined as Black or African American, Hispanic or Latinx, Indigenous (Native Pacific Islander or Hawaiian, Alaska Native, or American Indian), or Two or More Races. Race/ethnicity data refers to the EEO-1 race/ethnicity categories established by the U.S. government.

4. Non-White is defined as Asian, Black or African American, Hispanic or Latinx, Indigenous (Native Pacific Islander or Hawaiian, Alaska Native, or American Indian), or Two or More Races. Race/ethnicity data refers to the EEO-1 race/ethnicity categories established by the U.S. government.

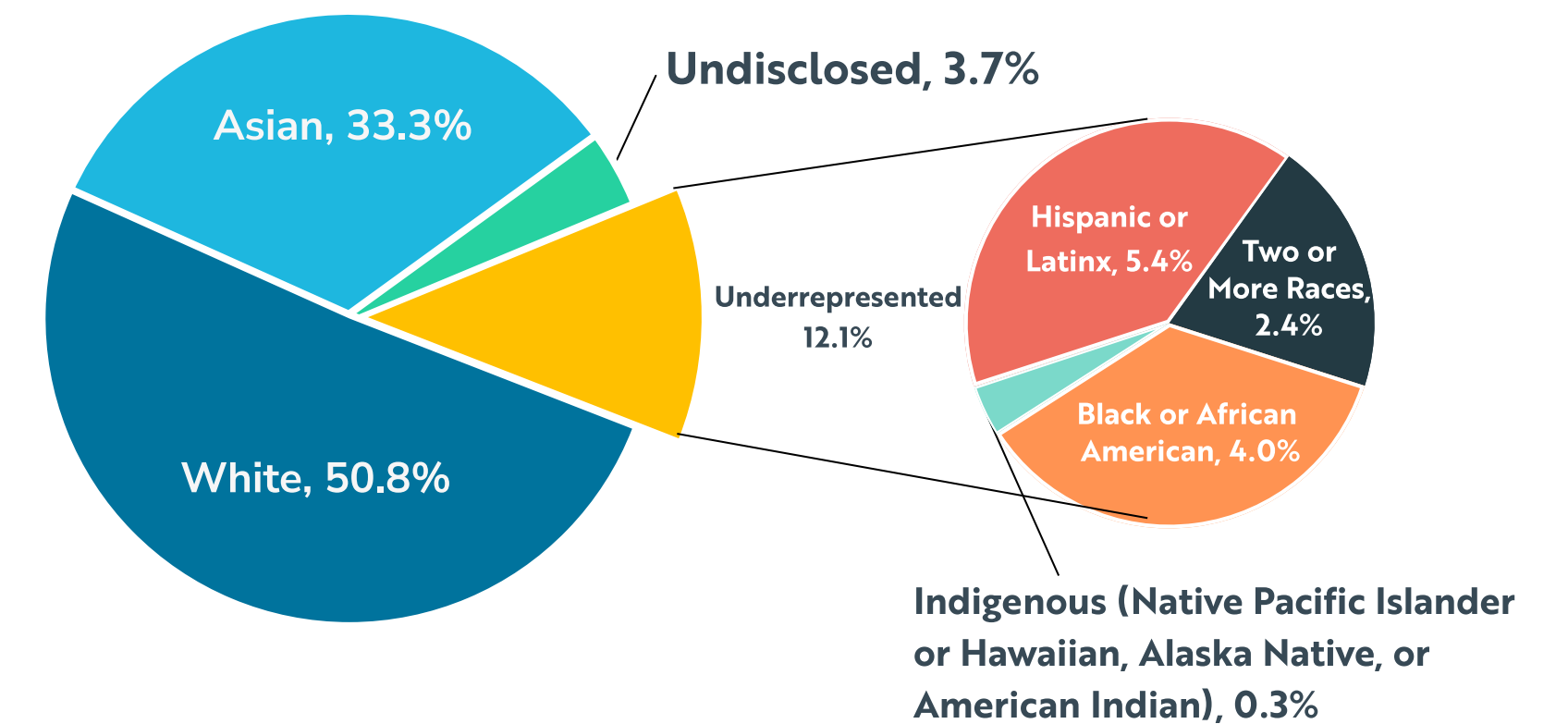
Fiscal Year 2022 Employee Hiring

Gender Hiring (Global)*



*does not account for <1% non-declared

Racial/Ethnic Hiring (US)



Fostering Diversity at Guidewire

We aim to develop internal diverse talent and enable mobility for underrepresented groups through internal and external trainings, our leadership development program, mentoring, Employee Resource Groups (ERGs), GGB initiatives, and diversity training for people managers. In fiscal year 2022, we made progress against our internal goals related to developing internal diverse talent for current and future leadership, diverse talent mobility, and promoting and retaining diverse talent. For additional workforce representation metrics, see the ESG Data Tables in the Appendix.

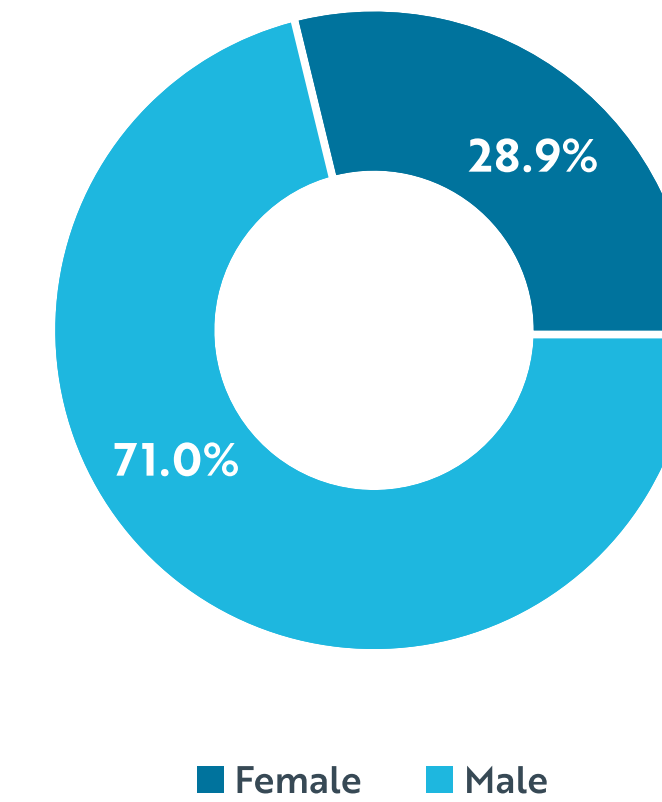
In fiscal year 2022, we rolled out technology and tools that enabled us to improve our processes and DEI strategy as they relate to the following workstreams: Recruitment, Education, ERGs, Ally, and Activation. In fiscal year 2023, we will leverage the enhanced transparency and reporting provided by this technology to increase accountability for promotion and retention goals; ensure our employee benefits are impactful and equitable; and validate that key demographics are included.

We sought to deepen inclusion and belonging at Guidewire by launching a number of internal communications in fiscal year 2022. We rolled out a DEI newsletter, a DEI-focused intranet site, and launched a LGBTQ+, (dis)ability, and veteran Self ID campaign globally.

Additionally, recognizing that the near constant presence of violence, hate crimes, war, racism, and discrimination have a profound impact on our global employee population, we rolled out an Emotional Support Services webpage, organizing resources through the lens of manager, employee, and colleague experiences.

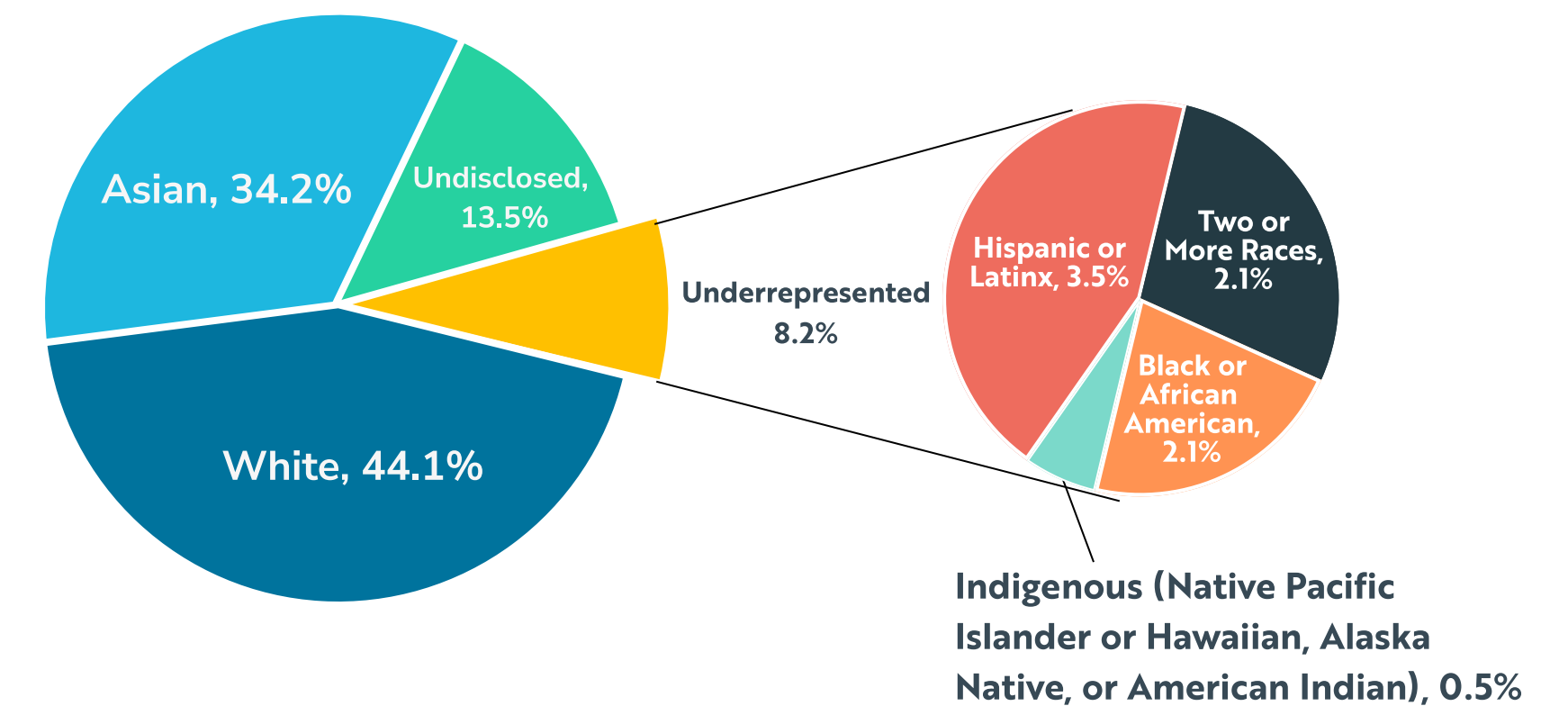
Fiscal Year 2022 Workforce Representation

Gender (Global)*



*does not account for <1% non-declared

Race/Ethnicity (US)



Employee Resource Groups

We champion and empower employees connected by background and life experience. These communities, and their allies, help guide and foster a workplace of understanding, continual learning, and community. The mission of our ERGs is to increase inclusivity and belonging, fostering a company culture where diversity is valued and harnessed so that all employees can contribute their best work.

Our ERGs are employee-led and comprised of volunteers who represent common interests, experiences, backgrounds, or demographics (e.g., race/ethnicity, gender/sex, sexual orientation, military status, religion, (dis)abilities, age, etc.). In fiscal year 2022, we added two ERGs to the four we established in fiscal year 2021, expanded the women’s ERG “GROWguide,” and began establishing chapter locations for our ERGs. For more information about our ERGs, see our [DEI Annual Report](#).

ERGs at Guidewire



GROWguide
Women’s leadership



ONYXguide
African ancestry



ASIAPACguide
Asian and Pacific Islander



PRIDEguide
LGBTQ+and Allies



LUCESguide
LatinX and Hispanic



NEXTGENguide
Early career professionals



ABLEguide
Visible or invisible disabilities

Looking Ahead

From a governance and reporting standpoint, in fiscal year 2023 we will focus on defining and refining key performance indicators and goals across our DEI workstreams in order to increase accountability and expand future disclosures.

From a workforce and workplace standpoint, in fiscal year 2023 we plan to continue to foster inclusivity and belonging by building on current trainings – creating and executing on an education strategy that provides our global workforce with competence in DEI. We also intend to strengthen and expand our network of ERGs by activating our employees through ally education, Self ID campaigns, and ERG Summits. To this end, we plan to hold our first Women’s Executive Summit in fiscal year 2023, where female Guidewire leaders across the globe will come together for a three-day event that will help shape our strategy around increasing female representation across the company. We will also continue to focus on expanding diversity of background and experience among the ELT and Board of Directors through succession planning and ongoing refreshment efforts.

From a community standpoint, we intend to deepen our social impact integrations by developing long-term partnerships with nonprofits through GGB.



PRIDEguide members, San Francisco Pride Parade, San Francisco CA, US

Guidewire Gives Back

The GGB program is global and centered around employee engagement and community impact through volunteer hours from the Guidewire community and financial donations, both of which are geared toward making a measurable difference. The GGB strategy, programs, and collaborative partnerships reflect employees' passions and interests and embody Guidewire's corporate mission as well as our customers' purpose.

Our GGB program has two strategic pillars:

Education – Supporting education in technology for underserved communities and women.

Communities in Crisis – Supporting those in need due to violence, natural disasters, or a lack of daily living resources.

Our strategic pillars were developed in conjunction with our employees and in partnership with our customers in the P&C industry. GGB is important to our employees and customers, and increasingly to our DEI and Product Sustainability strategies.

Governance and Accountability

Our ESG function, partnering closely with our DEI function to promote alignment, is responsible for overseeing the GGB program. The N&CG Committee oversees the GGB program and strategy, and the Head of ESG reports quarterly to the N&CG Committee on social impact goals and initiatives.



Barretstown, GGB event, Dublin IE

Giving the Guidewire Way

In fiscal year 2022, our GGB programs include:

Charitable Giving

We support nonprofit partners with corporate contributions, augmented with technology donations. Our corporate contributions strategy has coalesced around two GGB strategic pillars: Education and Communities in Crisis. We also support causes that our employees are passionate about through matching gifts. Guidewire currently does not make contributions to political parties, political committees, or candidates using company resources (including monetary and in-kind services). All political, lobbying, and civic activity by Guidewire and its employees must comply with applicable laws, Guidewire's [Code of Business Conduct and Ethics](#), and our Political Contributions Policy.

Strategic Partnerships

We continue to deepen nonprofit partnerships that align with our GGB strategic pillars, through monetary donations and by engaging our customers and employees.

Workforce Development: We provide employees with skills-based and pro bono volunteer opportunities. We also encourage employees to get involved with local nonprofits by providing pro bono services or sitting on a board.

Employee Engagement: We encourage engagement by matching employee donations up to \$1,000 per fiscal year; providing three days (24 hours) of paid volunteer time off (VTO); and giving employees \$25 of donation rewards for each hour of logged VTO (up to \$600 per fiscal year), which can be donated to a nonprofit of their choice. We also encourage employee engagement and volunteerism with initiatives like our "Giving Your Way" 2021 year-end campaign, which resulted in over \$350,000 donations and impacted over 400 causes.

GGB Champions and Annual GGB Impact Award



We are proud to celebrate employees who go above and beyond in their community impact work through the GGB program. Each quarter, we celebrate every employee who has met or exceeded 24 hours of volunteer time as a GGB Champion. GGB Champions receive \$240 to give to a charity (or charities) of their choice. In fiscal year 2022, we honored 75 employees who reached this milestone, a 114% increase from the previous fiscal year. The Annual Impact Award is awarded to employees who have made a substantial impact in their community through GGB. These employees receive a donation reward, which they can give to a charity (or charities) of their choice.

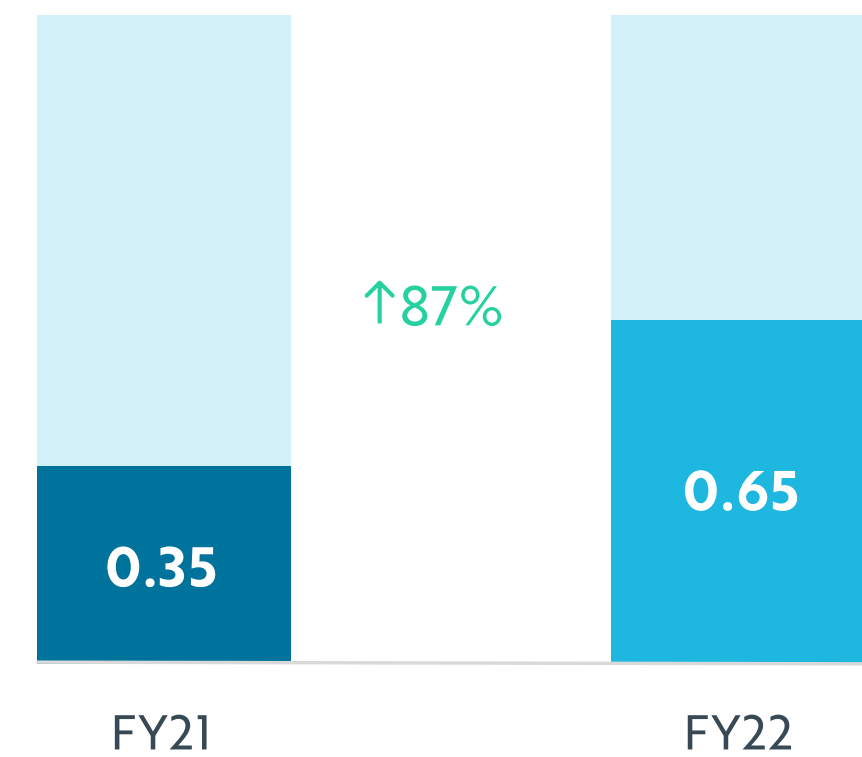
Measuring Our Impact

In fiscal year 2022, we set an ambitious goal to reach 50% global employee participation in GGB. Although we did not achieve that goal, global employee participation in GGB reached 31%, an increase of 7% from fiscal year 2021. We grew employee participation by introducing themed community impact months; increasing the number of volunteer events; seeding new hire Benevity accounts with donation rewards; and introducing donation rewards as a service anniversary recognition option. GGB impacted more than 1,200 nonprofit organizations in fiscal year 2022 – which reflects an increase of 46% from the previous fiscal year.

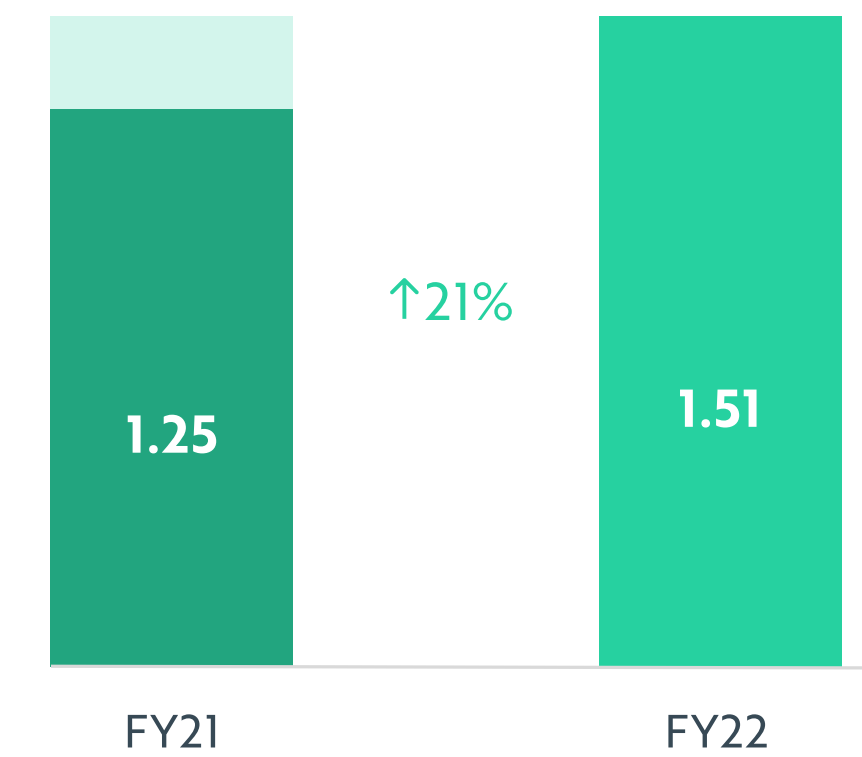
Employee Volunteerism Rose: Even though pandemic-related safety precautions continued for much of fiscal year 2022, logged employee volunteer hours increased by 72%, from nearly 3,900 to over 6,700 hours.

More Employees Donated to Nonprofits: In fiscal year 2022, Guidewire employees made nearly \$650,000 in charitable donations to meaningful causes – an increase of 87% – and Guidewire and its employees contributed a total of \$1.51 million to global charities.

Total Employee Donations (In \$ millions)



Total GGB Donations (In \$ millions) *



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

GGB Impact Pitch

As part of our “Giving Your Way” 2021 year-end campaign, we hosted the first GGB Impact Pitch event. Employees competed for a chance to win a corporate donation to a charity of their choice by delivering a two-minute “pitch” to a team of executive-level judges.

Employee presentations were rated on the following:

- **Passion for cause** – Ability to convey personal passion for the cause (volunteering for the cause was considered a plus).
- **Opportunity for impact** – Potential for the donation to have a material financial impact on the organization.
- **Creativity of presentation** – Ability to present a creative pitch in two minutes or less.

25 employees made passionate pitches during the event. In the end, all of the participants - and all of the nonprofits - were winners as donations were made to all of the causes pitched.



Volunteering for Ukraine, GGB event, Krakow PL

Guidewire Gives Back in Ukraine

At the start of the conflict in Ukraine, the GGB program – under the Communities in Crisis pillar – mobilized through employee volunteering and employee and corporate charitable donations. Through these effort we supported Ukrainian refugees seeking safety in Poland and worldwide as well as the deployment of on-the-ground humanitarian support to Ukrainians still in the country.

Guidewire employees in Poland responded by hosting Ukrainian refugees in their homes and volunteering with several local nonprofits to collect essential food and clothing for incoming Ukrainians. Guidewire employees outside of Poland volunteered with global nonprofits providing on-the-ground humanitarian support in Ukraine and surrounding regions.

The Guidewire community also responded with the largest fundraising campaign to date – raising nearly \$130,000 over five months. Guidewire incentivized giving by providing donation matching opportunities to employees.

Looking Forward

In fiscal year 2023, we will continue to align GGB's Education and Communities in Crisis pillars and social impact activities with internal resources and functions. For example, we intend to further embed our DEI strategy into the pillars. We also plan to investigate synergies between our product sustainability strategy and the Communities in Crisis pillar.

To increase impact, we intend to continue to engage employees in GGB early in their tenures by highlighting our social impact program during onboarding and continuing to seed new employees' [Benevity](#) giving accounts with \$25 in donation rewards. We will also increase the number of team and skills-based volunteer events, which will facilitate team building and talent development while providing technical expertise to our nonprofit partners. Additionally, we intend to focus on building strategic partnerships with nonprofits that align with our pillars and our customers' corporate purpose.

To better measure impact, we plan to add GGB-focused questions to our annual employee engagement survey. Part of our long-term vision is to establish social impact metrics and measurements that go beyond total charitable donations or hours volunteered.

Environment

Topics

- Environmental Sustainability
- Building Climate Resilience
- Responsible Sourcing and Procurement



Environmental Sustainability

We believe it is important for the health of both our business and our planet that we invest in measures that minimize the environmental impact of Guidewire's physical operations – focusing on operational eco-efficiency and making strategic investments that enhance the resiliency of our company, reduce costs, and minimize our carbon footprint. Given the nature of our business, direct environmental impacts stem primarily from the operation of more than 20 offices globally and from business travel.

Key environmental sustainability initiatives include:



Setting and making progress on emission reduction goals based on climate science



Introducing innovations and efficiencies in our operations



Incorporating sustainability throughout our value chain



Building climate resilience by assessing our climate-related risks and opportunities



Empowering our employees in sustainability efforts



Barretstown, GGB event, Dublin IE

Governance and Accountability

Our Board of Directors maintains oversight of our environmental sustainability through the N&CG Committee, which oversees our company-wide [Environmental Policy](#), and receives quarterly updates on our operational greenhouse gas (GHG) footprint, various sustainability initiatives, and environmental goals. In fiscal year 2022, the ELT approved amendments to our Environmental Policy, including new language regarding our approach to stakeholder engagement and environmental stewardship.

The ESG team manages environmental sustainability at Guidewire, partnering closely with our Procurement and Workplace functions. The Head of ESG regularly communicates our environmental performance to the CEO, ELT, and ESG Task Force.



Aleman Farms, GGB event, San Francisco CA, US

Our Goals Toward a More Sustainable, Low-Carbon Future

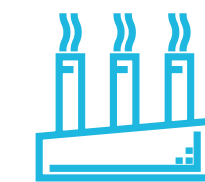
We launched the Environmental Sustainability program in fiscal year 2020, and its inaugural year also acts as the baseline for our climate goals and future reporting. Since the beginning of the program we have completed a Scope 1,2,3 (business travel) GHG inventory annually, reduced our operational GHG footprint by minimizing waste and energy consumption as well as reducing emissions, and increased the amount of renewable energy we consume, while optimizing the performance of Guidewire buildings through green building principles.

In fiscal year 2022, we took another 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 climate goals include Scope 1 (direct) GHG emissions from building operations and Scope 2 (indirect) GHG emissions from purchased electricity and refrigerants.

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

The strategy to achieve – and maintain – our climate goals is focused on the following:

Evolving the Supplier Sustainability program. We are committed to engaging our suppliers in setting environmental goals and taking other steps to minimize their environmental impacts.

Improving efficiency. We have undertaken a range of energy efficiency measures across our operations and plan to implement additional measures in the coming years.


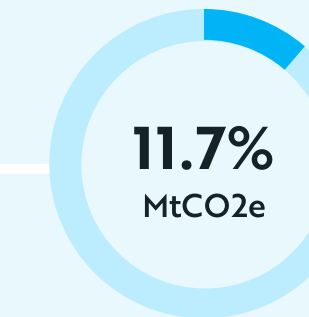
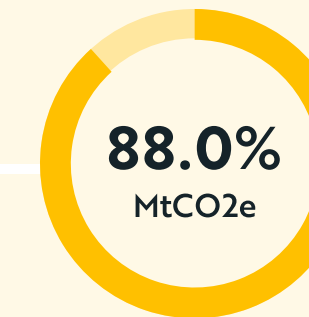
Sourcing renewables. We are focused on increasing renewable energy procurement in select Guidewire offices through local utility renewable energy programs and the purchase of renewable energy certificates (RECs) where renewable energy options may be limited due to our leasing arrangements.

Establishing an internal Sustainability Working Group. A complement to the ESG Task Force, this working group will help us to implement emission reduction initiatives – supported by our newly established Green Fund – and incorporate sustainability principles within our business travel and supply chain.

Our 2021 Operational GHG Footprint ^(a)

Guidewire’s operational GHG footprint stems from two primary activities: powering our buildings (e.g., electricity, heating, and cooling), a co-located data center,⁵ and business travel. Scope 3 business travel emissions, mostly from commercially operated air and rental car travel, are the largest driver of our overall operational GHG footprint. Scope 2 GHG emissions, from purchased electricity, are the largest driver of our building-related emissions.

5. Co-located data center was operational in fiscal year 2021 and closed in fiscal year 2022.

	Scope 1	Scope 2 ^(b)	Scope 3 ^(c)
Fiscal Year 2021 Emissions (d)	37.6	Location-Based – 1,665.0 Market-Based – 1,380.4	10,394.6
Type	Direct emissions from owned or controlled sources	Indirect emissions from the generation of purchased energy and estimated refrigerants	Other indirect emissions sources
Emissions Sources (d)	Fuel to heat buildings, diesel to run generators	Purchased energy for leased facilities for which Guidewire controls the energy usage and pays the utility bills, estimated refrigerants	Business travel, including air, rail, reimbursed personal vehicle, and rental car
% of Fiscal Year 2021 Emissions	 0.3% MtCO ₂ e	 11.7% MtCO ₂ e	 88.0% MtCO ₂ e
Emissions Reduction Strategies	Reduce energy consumption	Reduce energy consumption Execute renewable energy procurement agreements	Reduce business travel Implement directives to guide environmentally sustainable business travel choices

^(a) Guided by the [Greenhouse Gas Protocol Corporate Standard](#), we will continue to work on improving our GHG reporting methodologies. In fiscal year 2022, we received third-party assurance from [Apex](#) for our fiscal year 2021 Scope 1, 2, and 3 (business travel) emissions, which validates that we are measuring and assessing our GHG emissions footprint accurately.

^(b) Scope 2 emissions are location-based and market-based.

^(c) Scope 3 is exclusively business travel; hotel stays are not included.

^(d) Metric tons of carbon dioxide equivalent.

Efficiency and Emission Reduction Strategies

The second largest contributor to our operational GHG footprint is purchased electricity, which is why our strategy is focused on reducing energy use and sourcing renewable electricity. Highlights of our efforts include the following:

Energy efficiency: We strive to incorporate green building principles that align with our climate goals into the internal design standards for all new office projects. For example, seven of our office buildings hold a green building certification through the landlord. In fiscal year 2022, we also made significant progress in our decarbonization journey by exiting our data center co-location and transitioning to running our operations on AWS, our third-party cloud provider. This transition enabled greater product security, operational efficiency with faster access to newer technology features, and significantly increased energy efficiency.

Renewable energy: In fiscal year 2021, 32.6% of our energy came from renewable sources – an almost 3% year-over-year increase. In the future, we plan to increase the number of Guidewire offices with renewable energy through local utility renewable energy programs and the purchase of renewable energy certificates (RECs), where renewable energy options may be limited due to our leasing arrangements.

Employee Commuting: We strive to help employees reduce their commuting footprints by providing bike storage where possible, considering accessibility to public transportation when choosing office locations, and installing electric vehicle charging stations where feasible.



EMEA HQ, Dublin IE

Eco-Efficiency at Dublin Office

In fiscal year 2022, we opened our newest EMEA Headquarters in Dublin, IE. The building, which is accessible via public transportation, received a LEED Gold rating for Building Design and Construction: Core and Shell. It boasts features such as energy-efficient LED light fittings, low-flow water fixtures, and a highly efficient HVAC system. Our Dublin office also has a PV solar array that supplements electricity usage in the building with clean energy. Because the environmental attributes for the solar array are retained by the landlord, we procure 100% renewable energy from the electricity provider.



Aleman Farm, GGB event, San Francisco CA, US

Reducing Waste

Responsible resource and waste management are important elements of our sustainability strategy, helping us reduce our impacts while improving efficiency and reducing costs. Our current focus is on reducing our waste footprint, coupled with the responsible disposal of the waste we produce. We are also considering ways we can improve our waste metrics. Because our real estate portfolio is comprised exclusively of short-term leases and the majority of our offices are located in multi-tenant buildings and smaller coworking arrangements, at present we are not able to comprehensively track and manage waste and water metrics. Highlights of our efforts to reduce waste include the following:

E-Waste Reuse and Recycling: We partner with our landlords' e-waste recyclers. If a landlord does not provide a recycler, we directly contract with e-waste recyclers, such as [Green Citizen](#), to responsibly dispose of older computer hardware, monitors, and peripherals. In fiscal year 2022, we recycled more than 200 total pieces of electronic equipment.

Data Center Closure: In closing our co-located data center in fiscal year 2022, we saved more than 300 pieces of hardware.

Green Machine and Zero-Touch Provisioning: We introduced the Green Machine program in fiscal year 2020, which enables contractors to use a virtual desktop without the need for a Guidewire-issued computer. This transition promotes resource efficiency by minimizing the number of Guidewire-issued laptops (lowering potential e-waste from our operations) and eliminating the shipping of computers to contractors. There was an almost threefold increase in the program in fiscal year 2022, which equates to 930 fewer laptops. Similarly, the introduction of zero-touch provisioning for Guidewire employees in fiscal year 2022 also reduced shipping, as laptops are now directly shipped to employees from our vendors instead of our global headquarters.

Recycling and Composting: We seek to divert waste from landfills by leveraging municipal recycling and composting programs where they exist.



Global HQ, San Mateo CA, US

Empowering Employees in Sustainable Efforts

We seek to empower employees in sustainability efforts that align with and go beyond our climate goals. In fiscal year 2022, we celebrated Earth Month for the second time as a company with an exciting lineup of virtual volunteer opportunities, including a featured Earth Month giving opportunity through our GGB platform; weekly climate action updates on our ESG intranet site; and the option to represent Team Greening Guidewire as part of [EcoChallenge](#), a 30-day, solutions-oriented engagement program. Nearly 100 employees across 13 countries participated, with over 1,600 United Nations Sustainable Development Goals inspired actions taken during the month. We also launched our sustainability-focused employee affinity group, GREENguide, at the end of the fiscal year. GREENguide’s mission is to promote sustainable practices within the workplace and raise awareness of environmental issues through meaningful engagement with nonprofits and other stakeholder groups.

Looking Ahead

Environmental sustainability has become increasingly important to our employees, customers, and investors — and therefore to us. As a result of the increasing relevance of this topic, we are making progress most notably by setting climate goals as part of our path to set a science-based emission reduction goal aligned with the [SBTi](#) criteria. In fiscal year 2023, we also intend to evaluate potential travel reduction guidelines and engage with our suppliers on their environmental impacts. We look forward to reporting our efforts in future reports.

Building Climate Resilience

We recognize climate science. The scale and impact of climate change presents a risk to our business as well as to many stakeholders — notably our customers, communities, and employees. As a result, we are actively managing climate risks and investing in environmental sustainability measures across our operations.

Governance and Accountability

Addressing climate change is a core area of focus for our business, spanning our work with clients and business partners and our risk management strategies. We integrate oversight of climate-related risk into our centralized governance structures, from senior management to our Board of Directors. Guidewire's Board and its committees work with senior management to oversee the company's climate-related risks, placing significant focus on reputational risk and long-term operations. Overseeing enterprise risk management, the Audit Committee reviews and considers Guidewire's climate disclosures and the adequacy and effectiveness of applicable internal controls. The Risk Committee oversees guidelines, policies, and processes for monitoring and mitigating key operational risks, including information security, data management/privacy, and business continuity (the latter includes climate-related risks). The N&CG Committee oversees ESG strategy and reporting, including climate-related disclosures.

Our Chief Financial Officer and Chief Administrative Officer and General Counsel, as well as their respective teams, apprise the Audit Committee on assessing climate-related risks and associated disclosures. The SEC Reporting team incorporates required disclosures of business risks into our SEC filings, which include climate-related risks such as extreme weather events and threats to business continuity. Guidewire's Global Workplace, Business Technology, and Procurement teams provide the data we need to develop our energy and greenhouse gas inventory, including accounts of our IT assets, electricity consumption, facilities usage, purchased goods and services, and business travel. Our ESG, Legal, and Risk functions are responsible for identifying and assessing Guidewire's climate-related risks, including reviewing mitigating activities for each risk; managing the integration of climate risk into business and risk management practices; and ensuring the credibility, accuracy, and transparency of climate-related data and disclosures.

Governance and Management Oversight for Climate-Related Activities

Management Responsibilities

N&CG Committee

Oversight of ESG strategy and reporting, including climate-related and impact disclosures.

Audit Committee

Oversight of Guidewire’s climate-related disclosures and associated controls and procedures as part of general oversight for the company’s public company reporting obligations and enterprise risk framework.

Risk Committee

Oversight of guidelines, policies, and processes for monitoring and mitigating key risks, including information security, data management/privacy, and business continuity (the latter includes climate-related risks).

Executive Functions

Chief Administrative Officer and General Counsel, Head of ESG, Chief Information Officer, Managing Director of EMEA, Vice President of Workplace

Chief Financial Officer, Chief Accounting Officer, Vice President of Enterprise Risk Management and Internal Audit

Business Functions

Legal, ESG, Business Technology, and Workplace Functions

ESG and Legal functions are responsible for cross-functional climate strategy development, climate risks, materiality assessments, voluntary climate disclosures (SASB, GRI, CDP), climate programs, and performance tracking.

The Global Business Technology and Workplace functions provide data on our IT assets and energy data, both of which inform the creation of our energy and greenhouse gas inventory.

Finance, Risk, and Procurement Functions

The finance function incorporates required disclosures of business risks into our SEC filings.

The Risk function works in conjunction with the ESG, Legal, and Finance functions to identify and evaluate climate-risks, assess the integration of climate risk into business and risk management practices, and validate the accuracy, credibility, and transparency of Guidewire’s climate-related data and disclosures.

Procurement is responsible for evaluating suppliers’ sustainability performance and metrics.



EMEA HQ, Dublin IE

Climate Risks and Opportunities

Guidewire is in the beginning stages of identifying and tracking climate-related risks. In the assessment of climate risk drivers, we broadly categorize climate risk into physical risk and transition risk. Physical risk arises from changes in the climate (e.g., increasing frequency and severity of weather events) that could negatively impact asset values. Transition risk arises from asset values being negatively impacted by the transition to a low-carbon economy (e.g., changes in climate policies or the underlying economy due to decarbonization). At present, our high-level risks associated with climate change include the following:

Categorization of Climate-Related Risks

Physical Risk
Acute Event-driven (e.g., damage to assets from extreme weather events, disruption to operations and supply chains).
Chronic Longer-term shifts due to climactic changes impacting resource availability (e.g., sea level rise, chronic heat waves).
Transition Risk
Regulatory and Legal Future increased carbon pricing and/or carbon taxes that can impact energy costs for Guidewire and its customers; enhanced reporting obligations; potential future mandates; and regulations on products and services.
Technology Potential costs associated with substituting or transitioning to lower energy-intensive products and services. This applies to Guidewire's products as well as to services and products both upstream and downstream.
Reputational Increased investor, analyst, customer and employee expectations regarding the pace, progress, and performance of Guidewire's climate strategy and goals.
Market Catastrophic weather events could adversely impact our current or potential customers in the P&C industry, which could affect market demand for our products and services.

In the future, we intend to perform a climate risk and opportunities assessment as part of our evolving Environmental Strategy and Roadmap. We expect that the assessment will evaluate both physical and transition risks related to climate change, and we plan to share the results in alignment with TCFD recommendations.

Responsible Sourcing and Procurement

As a result of the increasing importance of this topic to our customers and our business, in fiscal year 2022 we took preliminary steps to hold our suppliers and vendors to the same high ESG standards to which we hold ourselves.

Governance and Accountability

The newly established Supplier Sustainability and Diversity programs integrate our ESG and DEI goals into our Procurement Supplier Management program. The Director of Global Strategic Sourcing and Procurement, Head of DEI, and Head of ESG are responsible for overseeing the implementation of the Supplier Sustainability and Diversity programs.

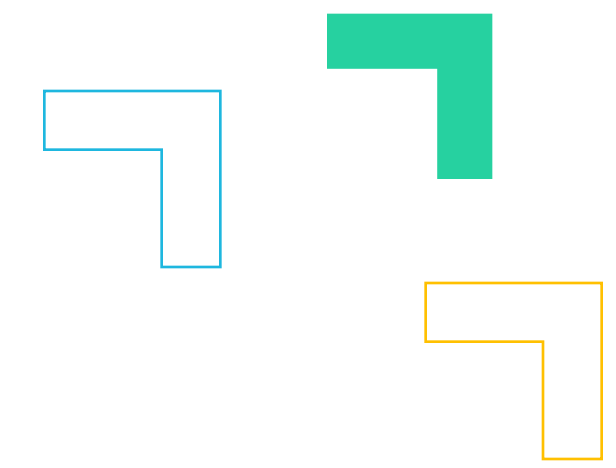
Measuring Success

In fiscal year 2022, we engaged [Anthesis](#) to assess our present-state Procurement Supplier Management program and [Coupa](#) to conduct a data enrichment scrub of our supply base to identify diverse suppliers. The results of both engagements informed our Supplier Sustainability strategy and Supplier Sustainability Roadmap, both of which include a DEI focus. As a first step in our strategy, we launched an ESG survey in June 2022. 36% of the 95 suppliers we engaged responded to the initial survey⁶ a rate that we are working to increase through continued engagement. We plan to issue the survey annually and include it in all supplier onboarding. At the start of fiscal year 2023, we will be publishing our newly amended [Supplier Code of Conduct](#), which incorporates sustainability and DEI provisions.

Looking Forward

During fiscal year 2023, we intend to use the results of the ESG survey and the results of Coupa's data enrichment to help establish baselines for ESG criteria, including diverse supplier spend. We intend to use this information to set and measure supply chain ESG goals, track supplier maturity on a regular basis, align the Procurement function to responsible sourcing best practices, and engage with leadership across functions to drive awareness. Additionally, to support the goals of the Supplier Diversity program, we will explore partnering with leading supplier diversity organizations.

6. Among other criteria, spend was used to identify the global suppliers we engaged. Survey results reflect suppliers' responses in fiscal year 2022.



Product Sustainability

Topics

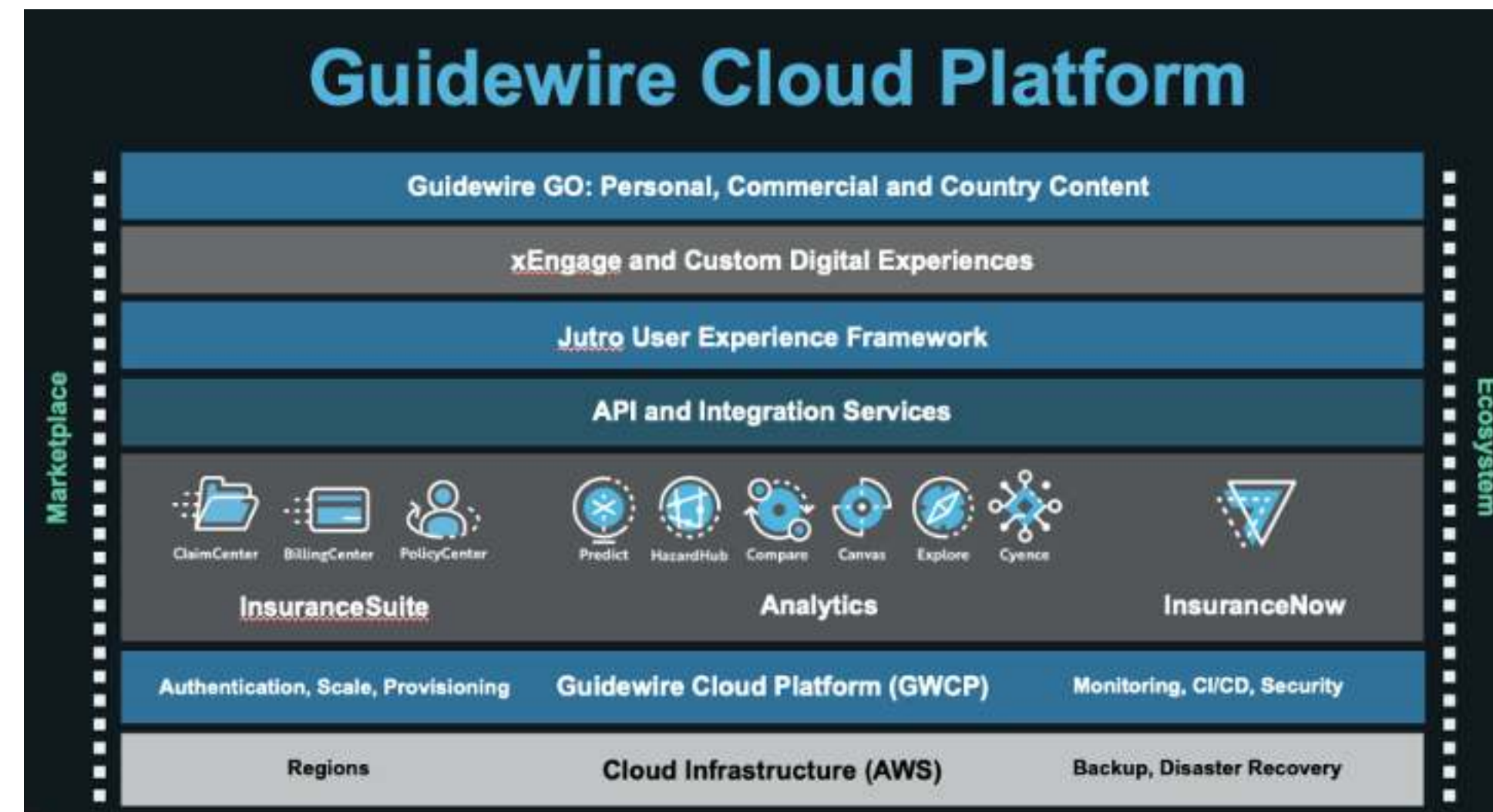
- Product Enabling Sustainability



Product Enabling Sustainability

Guidewire offers a unique product suite to P&C insurers worldwide, who individually and collectively as an industry are facing significant climate-related impacts. We are committed to harnessing the power of our cloud platform, core applications, and data and analytics services, as well as our customer relationships and overall knowledge of the industry to contribute to our customers' and the industry's sustainability objectives as well as the broader societal need to leverage new technologies and solutions to mitigate worst-case climate scenarios.

Our Products



Guidewire's software is designed to help P&C insurers unlock innovation to grow their business, improve customer and agent engagement, lower operating costs, and improve decision-making. Since our IPO in January 2012, we have evolved our platform and expanded our market reach through both organic growth and select acquisitions. This has required greater R&D investment in Guidewire Cloud Platform (GWCP), which enables delivery of our software as a service, as well as in the development of new cloud-native services to complement and extend our core P&C applications. Additionally, to meet the anticipated increased demand for cloud-delivered solutions, we have increased investments in modern cloud technologies and infrastructure provided by AWS as well as other leading cloud providers.

Today, our core products, operational services, and related tooling include InsuranceSuite running on Guidewire Cloud, InsuranceNow, and InsuranceSuite for self-managed installations. Guidewire also offers a complete digital application framework and design system to enable delivery of rich digital experiences that work seamlessly with our core products, including experiences for consumers, agents, underwriters, and claims adjusters. We also offer a variety of data and analytics applications, such as Cyence, HazardHub, Guidewire Data Platform, Predict, and Explore, which enable insurers to gain business insight and leverage actionable intelligence to optimize business processes, uncover hidden opportunities, and write more profitable business.

Sustainability and Climate Resilience

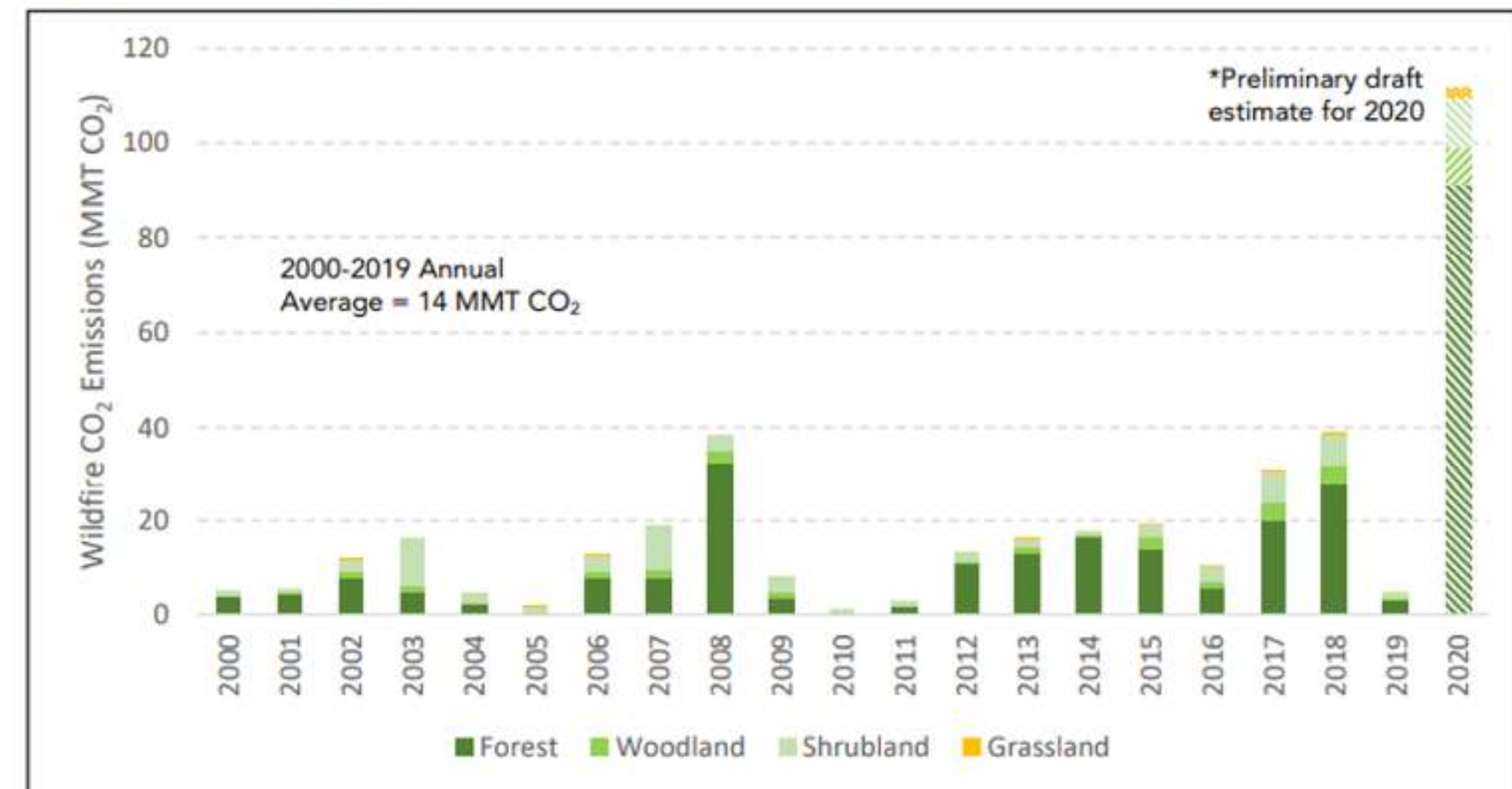
We are energized about the ways that we can contribute to the global solutions that we believe are needed over the next decade as humanity sets out toward mitigating worst-case climate scenarios. Outside of delivering on our enterprise climate goals, we are helping our clients deliver on their sustainability goals through the creation of what we believe to be more sustainable products and by collaborating with our customers, business partners, and industry associations to enable and act on climate resiliency efforts.

For our 520 customers, we offer core operational products with digital and paperless enablement, which reduces paper waste through the end-to-end claims cycle. We also offer cloud platform services through AWS, which research indicates has a significantly lower carbon footprint than on-premises data centers.⁷ We are in the beginning stages of working with AWS to understand the emissions associated with our current use of cloud services and intend to share customer-specific emissions information with our clients using cloud services as more data becomes available.

Additionally, we are using our products and talent to help customers proactively leverage analytical insights to minimize the impact of catastrophic weather events. For example, wildfires have increased in size and severity in various jurisdictions over the past two decades. In California, where Guidewire is headquartered, the 2020 fire season marked the highest annual burn acreage in recorded history – more than double that from 2018, the next highest year. In addition to causing catastrophic damage, wildfires produce significant GHG emissions. Consequently, we have supported new regulations by the California Department of Insurance to improve wildfire modeling accuracy and transparency and provided data and modeling services to help insurers comply with the new regulations.

7. [The Carbon Reduction Opportunity of Moving to Amazon Web Services](#), 451 Research (Commissioned by AWS), October 2019

Annual Wildfire CO₂ Emissions (million metric tons, MMT) by General Vegetation Category



*Preliminary draft estimate of 2020 wildfire emissions will be updated and revised when CAL FIRE's final fire perimeters become available in mid-2021.

Source: [Greenhouse Gas Emissions of Contemporary Wildfire, Prescribed Fire, and Forest Management Activities \(ca.gov\)](#)

We also offer hazard-risk – including climate-driven risk – information on commercial and residential properties in the U.S. for free to property owners through the [HazardHub API: Property Risk Assessment Tool](#). By providing insight into wildfire, wind, water, and similar risk drivers, property owners can undertake mitigation actions to reduce exposure and slow the increasing loss trajectory, which also benefits the P&C industry and communities under threat.

We are also in the beginning stages of working with customers, business partners, and industry associations to enable and act on climate resiliency efforts through the deployment of our products and contributions to thought leadership. We currently engage with stakeholders through Business Advisory Councils and industry working groups, where we discuss how we can contribute – through both products and talent – to the critical topics of risk mitigation and prevention, risk assessment and pricing, the protection gap, and catastrophe response.

“
The big opportunity is encouraging policyholder behaviors that promote climate resiliency rather than just addressing what happens when losses occur.”

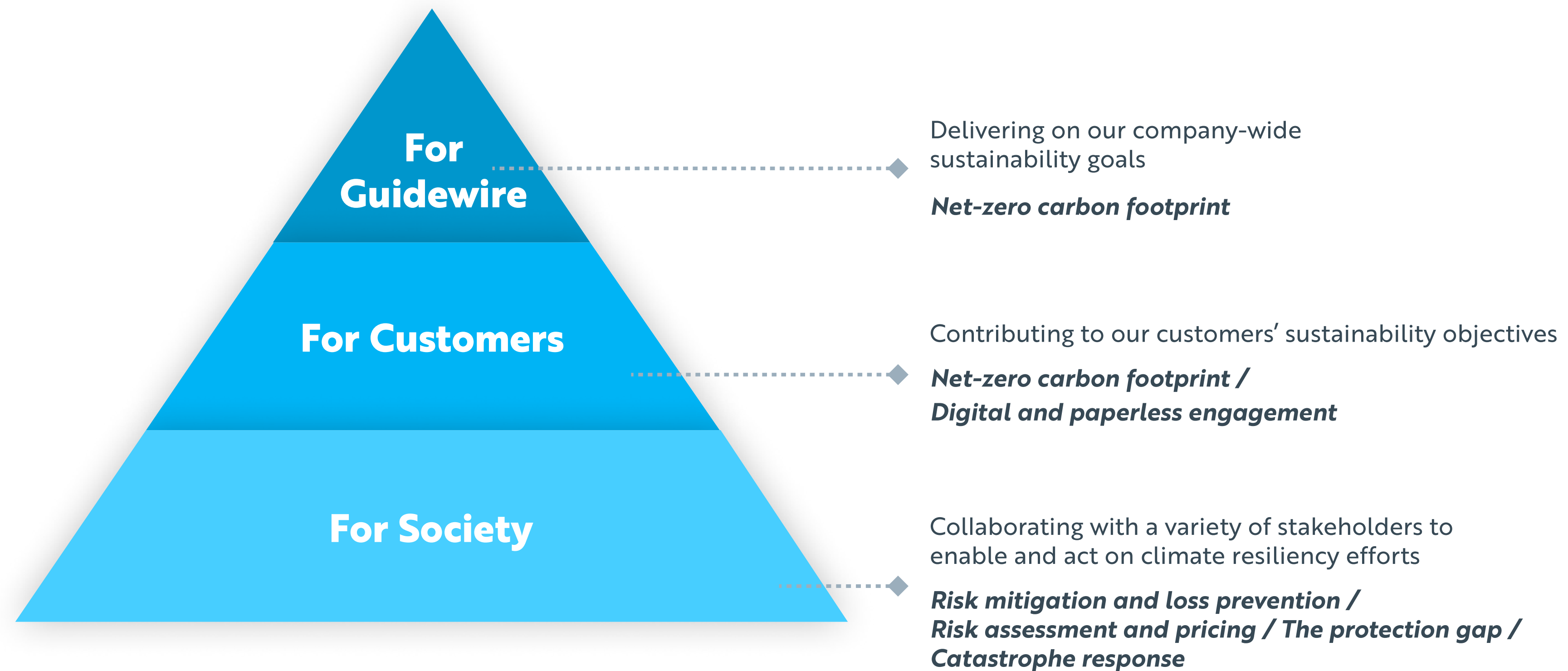
Christina Colby, Chief Customer Officer

[Capgemini World Report Series Property and Casualty Insurance](#)



Looking Forward

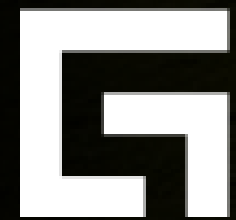
In fiscal year 2023, we will continue to formalize and evolve our product sustainability strategy, partnerships, and initiatives. Our future activities in this area could include the incorporation of features into software to help insurers calculate climate risks and insurance costs, the deployment of HazardHub research and data analytics to help insurers create more precise climate risk models for catastrophic weather events, or the creation of a product donation program for our HazardHub tools or Cyence cybersecurity-risk modeling product. Our thought leadership is likely to parallel what we focus on from a product standpoint, and it could include evolving current partnerships with the goal of influencing conversations on the critical topics of risk mitigation and prevention, risk assessment and pricing, the protection gap, or catastrophe response.



Appendix

Topics

- Acronym Guide
- ESG Data Tables
- GRI Index
- SASB Index
- External Assurance Statement



Acronym Guide

AI	Artificial Intelligence	ELT	Executive Leadership Team
AWS	Amazon Web Services	eNPS	Employee Net Promoter Score
BSR	Business for Social Responsibility	ERGs	Employee Resource Groups
CAO	Chief Administrative Officer	ESG	Environmental, Social, and Governance
CDP	Carbon Disclosure Project	GGB	Guidewire Gives Back
CEO	Chief Executive Officer	GHG	Greenhouse Gas
CIO	Chief Information Officer	GPFL	Guidewire Paid Family Leave
CISO	Chief Information Security Officer	GRC	Governance, Risk, and Compliance
COO	Chief Operating Officer	GRI	Global Reporting Initiative
CPO	Chief People Officer	GWCP	Guidewire Cloud Platform
CSaaS	Critical Software as a Service	HBCUs	Historically Black Colleges and Universities
DEI	Diversity, Equity, and Inclusion	HCM	Human Capital Management
EAP	Employee Assistance Program	HVAC	Heating, Ventilation, and Air-Conditioning

ISO	International Organization for Standardization	PV (solar)	Photovoltaic (solar)
IT	Information Technology	REC	Renewable Energy Certificate
IT-ISAC	Information Technology-Information Sharing and Analysis Center	RFP	Request for Proposal
LED	Light-Emitting Diode	RSU	Restricted Stock Unit
LEED	Leadership in Energy and Environmental Design	SaaS	Software as a Service
LGBTQ	Lesbian, Gay, Bisexual, Transgender, and Questioning	SASB	Sustainability Accounting Standards Board
LTI	Long-Term Incentive	SBTi	Science Based Targets Initiative
N&CG Committee	Nominating and Corporate Governance Committee	SEC	Securities and Exchange Commission
NGO	Non-Governmental Organization	SOC	Security Operations Center
NIST	National Institute of Standards and Technology	TCFD	Task Force on Climate-Related Financial Disclosures
P&C	Property and Casualty	TCFD	Task Force on Climate-Related Financial Disclosures
PTO	Paid Time Off	VTO	Volunteer Time Off

ESG Data Tables

Economic

Financial Impact ^{1,2}	2020	2021	2022	2022 Change vs 2020
Revenue (millions) ³	\$742.3	\$743.3	\$812.6	9.5%
Guidewire Giving (millions) ⁴	n/a ⁵	\$1.2	\$1.5	n/a
Employee Volunteer Hours ⁶	3,728	3,889	6,731	80.6%

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

2. All financial impact metrics are global.

3. Please refer to our [2022 Annual Report on Form 10-K](#) for additional financial performance data.

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

5. We began tracking employee volunteer and company and employee charitable contributions through [Benevity](#) in fiscal year 2021. We are only reporting company and employee charitable contributions from fiscal year 2021 onward.

6. Volunteer hours are global.

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 ¹	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 Type²				
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) ¹	2020 ²	2021 ³	2022 ⁴	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) ¹	2020 ⁵	2021 ⁶	2022 ⁷	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 ⁸	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.

Gender Hiring (Global) ¹	2020	2021	2022 ²	2022 Change vs 2020
% Female	28.2%	25.9%	31.0%	2.8%
% Male	71.8%	74.1%	68.8%	-3.1%

Race/Ethnicity Hiring (US) ¹	2020 ³	2021 ⁴	2022 ⁵	2022 Change vs 2020
% Asian	41.7%	35.6%	33.3%	-8.4%
% Black or African American	3.1%	6.4%	4.0%	0.9%
% Indigenous ⁶	1.2%	0.5%	0.3%	-0.8%
% Hispanic or Latinx	4.3%	6.4%	5.4%	1.1%
% Two or More Races	1.6%	2.7%	2.4%	0.8%
% White	44.9%	44.7%	50.8%	6.0%

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

2. 0.3% of new hires globally declined to disclose their gender in fiscal year 2022.

3. 3.1% of new hires in the U.S. declined to disclose their race/ethnicity in fiscal year 2020.

4. 3.7% of new hires in the U.S. declined to disclose their race/ethnicity in fiscal year 2021.

5. 3.7% of new hires in the U.S. declined to disclose their race/ethnicity in fiscal year 2022.

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

Environmental

Environmental Impact ¹	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) ²	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 \$1 million revenue)	16.1	15.5	-3.6%

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Environmental Impact ¹	2020	2021	2021 Change vs 2020
% 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. 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.

GRI Index

Guidewire has reported the information cited in this GRI content index for the period of fiscal year 2022 (August 1, 2021 to July 31, 2022) with the exception of environmental topics, which cover fiscal year 2021 (August 1, 2020 to July 31, 2021). Social and governance narrative disclosures and narrative disclosures on progress, programs, and goals found in the ESG Report may also include forward-looking statements related to fiscal year 2023 (August 1, 2022 to July 31, 2023) and other future periods. Similarly, environmental narrative disclosures on progress, programs, and goals found in this ESG Report may additionally cover material from fiscal year 2022 and fiscal year 2023, and other future periods. Please note that our 2022 Proxy, which is referenced throughout the GRI Index, will be filed in November 2022.

The following GRI Standards were referenced for purposes of this content index: GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3 Material Topics, GRI 201: Economic Performance 2016, GRI 205: Anti-Corruption 2016, GRI 206: Anti-Competitive Behavior 2016, GRI 302: Energy 2016, GRI 305: Emissions 2016, GRI 306: Waste 2020, GRI 308: Supplier Environmental Assessment 2016, GRI 401: Employment 2016, GRI 403: Occupational Health and Safety 2018, GRI 404: Training and Education 2016, GRI 405: Diversity and Equal Opportunity 2016, GRI 413: Local Communities 2016, GRI 414: Supplier Social Assessment 2016, GRI 415: Public Policy 2016, GRI 418: Customer Privacy 2016.

Indicator	Disclosure Title	References and Responses
General Disclosures		
2-1	Organizational Details	2022 Annual Report on Form 10-K , Cover Page, Exhibits 3.1, 4.5, and 21.1 2022 ESG Report, Guidewire at a Glance About Guidewire
2-3	Reporting Period, Frequency, and Contact Point	2022 ESG Report, Forward-Looking Statements; About This Report

Indicator	Disclosure Title	References and Responses
2-5	External Assurance	Note: We received external assurance of our Scope 1, 2, 3 (business travel) GHG emissions from Apex during the reporting period. 2022 ESG Report, About This Report; ESG Governance; External Assurance Statement
2-6	Activities, Value Chain, and Other Business Relationships	2022 Annual Report on Form 10-K , Part I. Item 1. Business 2022 ESG Report, Guidewire at a Glance; Guidewire Gives Back; Responsible Sourcing and Procurement; Product Enabling Sustainability About Guidewire
2-7	Employees	2022 Annual Report on Form 10-K , Part I. Item 1. Business (Employees and Human Capital Resources) 2022 ESG Report, ESG Data Tables
2-9	Governance Structure and Composition	2022 Proxy Statement* 2022 ESG Report, ESG Governance
2-10	Nomination and Selection of the Highest Governance Body	2022 Proxy Statement* Board of Directors
2-11	Chair of the Highest Governance Body	2022 Proxy Statement*

Indicator	Disclosure Title	References and Responses
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	2022 Proxy Statement* 2022 ESG Report, ESG Governance
2-13	Delegation of Responsibility for Managing Impacts	2022 Proxy Statement* 2022 ESG Report, ESG Governance; Topic-specific discussions throughout the report
2-14	Role of the Highest Governance Body in Sustainability Reporting	2022 Proxy Statement* 2022 ESG Report, ESG Governance
2-15	Conflicts of Interest	2022 Proxy Statement* Code of Business Conduct and Ethics Corporate Governance Guidelines
2-16	Communication of Critical Concerns	2022 Proxy Statement* Corporate Governance Guidelines Whistleblower Submission Form

Indicator	Disclosure Title	References and Responses
2-17	Collective Knowledge of the Highest Governance Body	2022 Proxy Statement* 2022 ESG Report, ESG Governance; Trust and Integrity; Building Climate Resilience
2-18	Evaluation of the Performance of the Highest Governance Body	2022 Proxy Statement* 2022 ESG Report, ESG Governance Nominating and Corporate Governance Committee Charter
2-19	Remuneration Policies	2022 Proxy Statement*
2-20	Process to Determine Remuneration	2022 Proxy Statement*
2-21	Annual Total Compensation Ratio	2022 Proxy Statement*
2-22	Statement on Sustainable Development Strategy	2022 Proxy Statement* 2022 ESG Report, Message from our CEO

Indicator	Disclosure Title	References and Responses
2-23	Policy Commitments	<p>Note: Guidewire's positions on various ESG topics are described in several policies, some of which are publicly available on the Company's Corporate Sustainability website and linked below. These policies describe our current practices, approaches, positions, and commitments related to environmental, social, and governance aspects of our business. As Guidewire's ESG programs, practices, performance, and commitments evolve and grow, we may modify these policies and post revised versions:</p> <p>2022 ESG Report, ESG Governance; Our Goals</p> <p>Code of Business Conduct and Ethics</p> <p>Human Rights Policy</p> <p>Environmental Policy</p> <p>Modern Slavery Statement</p> <p>Supplier Code of Conduct</p> <p>Occupational Health and Safety Policy**</p> <p>Equal Opportunities Policy**</p> <p>Customer Data Privacy Policy**</p> <p>Political Contributions Policy**</p>

Indicator	Disclosure Title	References and Responses
2-24	Embedding Policy Commitments	<p>Note: Guidewire's policies on various ESG topics describe our current practices, approaches, positions, and commitments related to environmental, social, and governance aspects of our business.</p> <p>Code of Business Conduct and Ethics</p> <p>Human Rights Policy</p> <p>Environmental Policy</p> <p>Modern Slavery Statement</p> <p>Supplier Code of Conduct</p> <p>Occupational Health and Safety Policy**</p> <p>Equal Opportunities Policy**</p> <p>Customer Data Privacy Policy**</p> <p>Political Contributions Policy**</p>
2-25	Processes to Remediate Negative Impacts	<p>2022 ESG Report, Trust and Integrity</p> <p>Code of Business Conduct and Ethics</p> <p>Human Rights Policy</p> <p>Environmental Policy</p> <p>Modern Slavery Statement</p> <p>Global Anti-Corruption Policy**</p> <p>Occupational Health and Safety Policy**</p> <p>Customer Data Privacy Policy**</p>

Indicator	Disclosure Title	References and Responses
2-26	Mechanisms for Seeking Advice and Raising Concerns	2022 Proxy Statement* 2022 ESG Report, Trust and Integrity Code of Business Conduct and Ethics Whistleblower Submission Anti-Retaliation Policy**
2-27	Compliance with Laws and Regulations	2022 Annual Report on Form 10-K , Part II. item 8. Financial Statements and Supplementary Data
2-28	Membership Associations	<p>Guidewire’s ESG-focused voluntary partnerships, working groups, memberships, and affiliations have been vital to the progress that we have made in our ESG journey. We will continue to explore how we can enhance our contributions to our current partnerships, while also forging new ones to amplify our impact. Our affiliations with, or endorsements of, externally developed economic, environmental, and social charters, principles, or other initiatives to which Guidewire subscribes, along with key memberships in industry associations, and national and international advocacy organizations, include:</p> <p>BSR® CDP Supporter</p>

Indicator	Disclosure Title	References and Responses
2-29	Approach to Stakeholder Engagement	2022 ESG Report, Stakeholder Engagement
2-30	Collective Bargaining Agreements	<p>Note: Our employees in the U.S. are not represented by labor unions. However, in certain foreign locations, there are workers' councils that represent our employees. We have not experienced any work stoppages, and we consider our relations with our employees to be good. We respect our employees' rights to voluntarily establish and join unions and similar associations without unlawful interference. We also strive to work collaboratively with the councils and associations that represent our workers.</p> <p>2022 Annual Report on Form 10-K, Part I. Item 1. Business (Employees and Human Capital Resources)</p> <p>Code of Business Conduct and Ethics</p> <p>Human Rights Policy</p>
Material Topics		
3-1	Process to Determine Material Topics	2022 ESG Report, Our Goals
3-2	List of Material Topics	2022 ESG Report, Our Goals

Indicator	Disclosure Title	References and Responses
3-3	Management of Material Topics	<p>2022 ESG Report, Stakeholder Engagement; Information Security and Data Privacy; Trust and Integrity; Employee Experience and Wellness; Diversity, Equity, and Inclusion; Guidewire Gives Back; Environmental Sustainability; Building Climate Resilience; Responsible Sourcing and Procurement; Product Enabling Sustainability</p> <p>Code of Business Conduct and Ethics</p> <p>Corporate Governance Guidelines</p> <p>Human Rights Policy</p> <p>Environmental Policy</p> <p>Modern Slavery Act Statement</p> <p>Supplier Code of Conduct</p> <p>Occupational Health and Safety Policy**</p> <p>Customer Data Privacy Policy**</p> <p>Political Contributions Policy**</p> <p>Global Anti-Corruption Policy**</p> <p>Anti-Retaliation Policy**</p>

Indicator	Disclosure Title	References and Responses
Topic Disclosures		
201 Economic Performance		
201-1	Direct Economic Value Generated	2022 Annual Report on Form 10-K , Part II. Item 8. Financial Statements and Supplemental Data
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	2022 Annual Report on Form 10-K , Part I. Item 1A. Risk Factors 2022 ESG Report, Building Climate Resilience
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	2022 Annual Report on Form 10-K , Part II. Item 8. Financial Statements and Supplemental Data
205 Anti-Corruption		
205-2	Communication and Training about Anti-Corruption Policies and Procedures	2022 ESG Report, Trust and Integrity Code of Business Conduct and Ethics Global Anti-Corruption Policy**
206 Anti-Competitive Behavior		

Indicator	Disclosure Title	References and Responses
206-1	Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	Note: We did not have any legal actions for anti-competitive behavior, anti-trust, or monopoly practices during the reporting period.
302 Energy		
302-1	Energy Consumption within the Organization	2022 ESG Report, Environmental Sustainability; ESG Data Tables
302-3	Energy Intensity	2022 ESG Report, ESG Data Tables
302-4	Reduction of Energy Consumption	2022 ESG Report, ESG Data Tables
302-5	Reductions in Energy Requirements of Products and Services	2022 ESG Report, Product Enabling Sustainability
305 Emissions		
305-1	Direct (Scope 1) GHG Emissions	2022 ESG Report, ESG Data Tables
305-2	Energy Indirect (Scope 2) GHG Emissions	2022 ESG Report, ESG Data Tables
305-3	Other Indirect (Scope 3) GHG Emissions	2022 ESG Report, ESG Data Tables

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Indicator	Disclosure Title	References and Responses
305-4	GHG Emissions Intensity	2022 ESG Report, ESG Data Tables
305-5	Reduction of GHG Emissions	2022 ESG Report, ESG Data Tables
306 Waste		
306-2	Management of Significant Waste-Related Impacts	2022 ESG Report, Environmental Sustainability
308 Supplier Environmental Assessment		
308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	2022 ESG Report, Responsible Sourcing and Procurement
401 Employment		
401-1	New Employee Hires and Employee Turnover	2022 Proxy Statement* 2022 ESG Report, Diversity, Equity, and Inclusion; ESG Data Tables
401-3	Parental Leave	2022 ESG Report, Employee Experience and Wellness

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Indicator	Disclosure Title	References and Responses
403 Occupational Health and Safety		
403-1	Occupational Health and Safety Management System	<p>Note: Guidewire is in the process of aligning with the ISO 45001 Occupational Health and Safety Management System standard and has an enterprise-wide Occupational Health and Safety Policy. Guidewire’s Health and Safety function oversees policies, procedures, training, and risk assessments related to Health and Safety so that we are providing a safe working environment for our employees and those who visit our premises.</p> <p>Our standard health and safety risk assessments cover topics such as working in an office, COVID-19, remote work, and business travel. We also engage with external consultants to carry out ergonomic risk assessments where required, in addition to carrying out risk assessments for activities that are outside the scope of our standard risk assessments.</p> <p>Occupational Health and Safety Policy**</p>
403-6	Promotion of Worker Health	2022 ESG Report, Employee Experience and Wellness
404 Training and Education		

Indicator	Disclosure Title	References and Responses
404-1	Average hours of training per year per employee	Note: We are not disclosing this information because our data is incomplete. We are working to track both in-person and virtual training, the latter across multiple platforms, and plan to disclose this information in future reporting.
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	2022 ESG Report, Employee Experience and Wellness
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	2022 ESG Report, Employee Experience and Wellness
405 Diversity and Equal Opportunity		
405-1	Diversity of Governance Bodies and Employees	2022 ESG Report, ESG Data Tables Board of Directors
413 Local Communities		
413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	2022 ESG Report, Guidewire Gives Back

Indicator	Disclosure Title	References and Responses
414 Supplier Social Assessment		
414-1	New Suppliers that were Screened Using Social Criteria	2022 ESG Report, Responsible Sourcing and Procurement
415 Public Policy		
415-1	Political Contributions	<p>Note: We do not currently contribute to political campaigns.</p> <p>2022 Proxy Statement*</p> <p>2022 ESG Report, Guidewire Gives Back Political Contributions Policy**</p>
418 Customer Privacy		
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	<p>Note: It is Guidewire's policy to follow U.S. and foreign laws regarding reporting breaches of customer data, including notices to individuals, regulators, and other entities. In addition, Guidewire provides information regarding data risks related to security in its SEC filings.</p>

*2022 Proxy Statement will be filed in November 2022.

**Company policy that we do not make publicly available.

SASB Index

The [Sustainability Accounting Standards Board \(SASB\)](#) framework enables businesses to identify, manage, and communicate notable sustainability information to stakeholders. The index below maps our current disclosures for relevant ESG topics from the Software and IT Services industry standard. Guidewire has reported the information cited in the SASB index for the period of fiscal year 2022 (August 1, 2021 to July 31, 2022) with the exception of environmental topics, which cover fiscal year 2021 (August 1, 2020 to July 31, 2022). Social and governance narrative disclosures on progress, programs, and found in the ESG Report may also include forward-looking statements related to fiscal year 2023 (August 1, 2022 to July 31, 2023) and other future periods. Similarly, environmental narrative disclosures on progress, programs, and goals found in this ESG Report may additionally cover material from fiscal year 2022 and fiscal year 2023, and other future periods. Please note that our 2022 Proxy, which is referenced throughout the SASB Index, will be filed in November 2022.

Topic	Accounting Metric	Code	References and Responses
Environmental Footprint of Hardware Infrastructure	Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	2022 ESG Report, Environmental Sustainability; ESG Data Tables
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Note: We do not operate on-premises data centers. Our third-party data center operator (AWS) has committed to using 100% renewable energy to power its operations by 2025. 2022 ESG Report, Information Security and Data Privacy; Environmental Sustainability; Product Sustainability
Data Privacy and Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Note: Guidewire complies with U.S. and foreign data privacy standards, including the General Data Protection Regulation (GDPR) in the EU and the U.K. and the California Consumer Privacy Act (CCPA), the California Privacy Rights Act (CPRA), the Virginia Consumer Data Protection Act (VCDPA), and the Colorado Privacy Act (CPA) in the U.S.

Topic	Accounting Metric	Code	References and Responses
Data Privacy and Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	2022 ESG Report, Information Security and Data Privacy Customer Data Privacy Policy**
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	2022 ESG Report, Information Security and Data Privacy Customer Data Privacy Policy**
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.4	Note: Guidewire has not incurred any monetary losses as a result of legal proceedings associated with user privacy.
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Note: It is Guidewire's policy to follow U.S. and foreign laws regarding reporting breaches of customer data, including notices to individuals, regulators, and other entities. In addition, Guidewire provides information regarding data risks related to security in its SEC filings . 2022 ESG Report, Information Security and Data Privacy
Recruiting and Managing a Global, Diverse and Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	2022 ESG Report, ESG Data Tables

Topic	Accounting Metric	Code	References and Responses
Recruiting and Managing a Global, Diverse and Skilled Workforce	Employee engagement as a percentage	TC-SI-330a.2	2022 ESG Report, Employee Experience and Wellness
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	2022 ESG Report. ESG Data Tables
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	Note: Guidewire has not incurred monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.
Managing Systemic Risks from Technology Disruptions	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	2022 Annual Report on Form 10-K , Part I. Item 1A. Risk Factors 2022 Proxy Statement* 2022 ESG Report, Information Security and Data Privacy; Building Climate Resilience

*2022 Proxy Statement will be filed in November 2022.

**Company policy that we do not make publicly available.



VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Guidewire Software (Guidewire) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Guidewire. Guidewire is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide
- Exclusions from the boundary of Guidewire's GHG emissions assertion include Scope 3 Business travel emissions from air travel where the departure and arrival airports were not provided

Types of GHGs: CO₂, N₂O, CH₄, HFCs

GHG Emissions Statement:

- **Scope 1:** 38 metric tons of CO₂ equivalent
- **Scope 2 (Location-Based):** 1,665 metric tons of CO₂ equivalent
- **Scope 2 (Market-Based):** 1,380 metric tons of CO₂ equivalent
- **Scope 3:**
 - **Category 6 (Business Travel):** 10,395 metric tons of CO₂ equivalent

Data and information supporting the Scope 1, Scope 2 and Scope 3 GHG emissions statement were primarily historical in nature and in some cases estimated.

Period covered by GHG emissions verification:

- August 1, 2020 to July 31, 2021

Criteria against which verification conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

**Reference Standard:**

- ISO 14064-3 Second edition 2019-4: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of $\pm 5\%$ for aggregate errors in sampled data for each of the above indicators

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Guidewire;
- Review of documentary evidence produced by Guidewire;
- Review of Guidewire data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by Guidewire to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2), and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that Guidewire has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.



Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Guidewire, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Cody Lorentson, Lead
Verifier Project Manager
Apex Companies, LLC
Lakewood, Colorado

July 22, 2022

David Reilly, Technical
Reviewer Principal Consultant
Apex Companies, LLC
Santa Ana, California

This verification opinion declaration, including the opinion expressed herein, is provided to Guidewire and is solely for the benefit of Guidewire in accordance with the terms of our agreement. We consent to the release of this statement by you to CDP in order to satisfy the terms of CDP disclosure requirements but without accepting or assuming any responsibility or liability on our part to CDP or to any other party who may have access to this statement.



**Please send feedback and questions regarding
Guidewire's Annual ESG Report to esg@guidewire.com**