



Diversity and Inclusion Annual Report

PDI Technologies understands that diversity is essential in our workforce, because it drives innovation and a high-performance culture. We are dedicated to creating and upholding a diverse workforce led by our values of Integrity, Curiosity, Adaptable, Courageous, Collaborative, and Accountable. These values foster a supportive and dynamic culture where equity and inclusion enable all team members to bring their authentic selves to work every day.

We aim to make progress towards better representation within the company. As we build on our Diversity and Inclusion strategy, it's important to keep track of our employee demographics. Although this is the first Annual Diversity Report for PDI, we will continue to publish annual reports to be transparent with trends in our employee demographics. This Annual Report encompasses US workforce data from January 1, 2022, through December 31, 2022.

43.8%

of 2022 hires were from underrepresented groups

54.2%

of 2022 hires were female

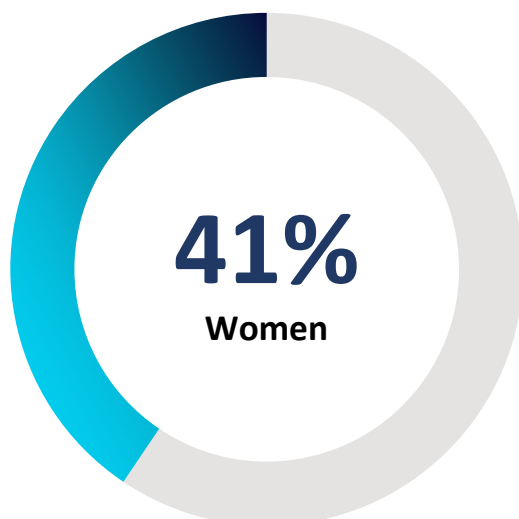
17.6%

of 2022 promotions were from underrepresented groups

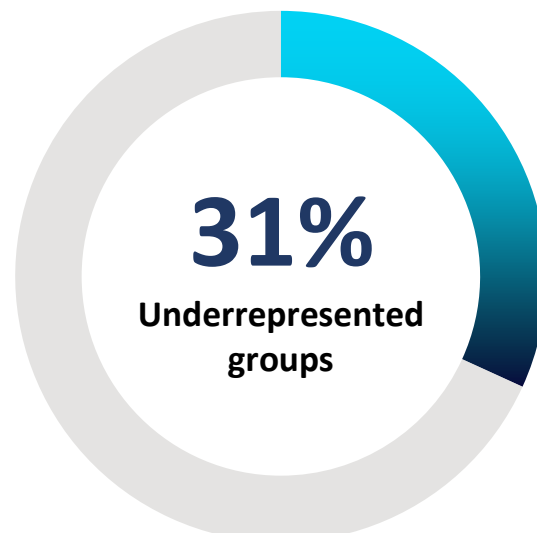
2%

increase from 2021 to 2022 in underrepresented groups

2022 Gender



2022 Race & Ethnicity



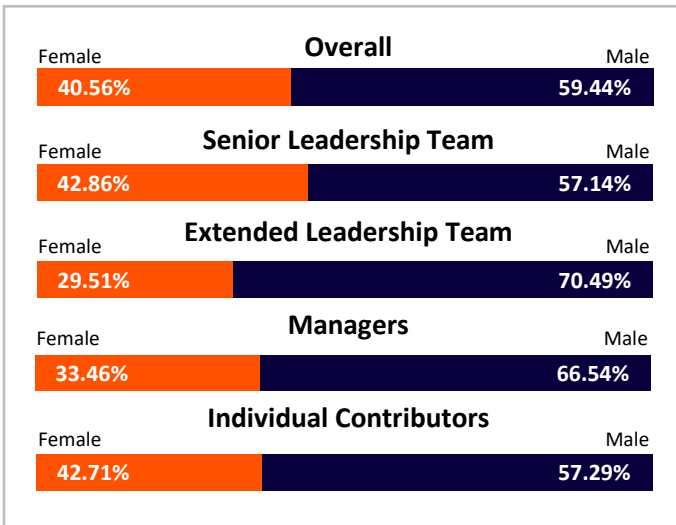
*Underrepresented groups in these examples are individuals from racial and ethnic groups including Black or African American, Hispanic, American Indian, Alaska Natives, Native Hawaiians and other Pacific Islanders, and individuals who are two or more races.

2022 in Review

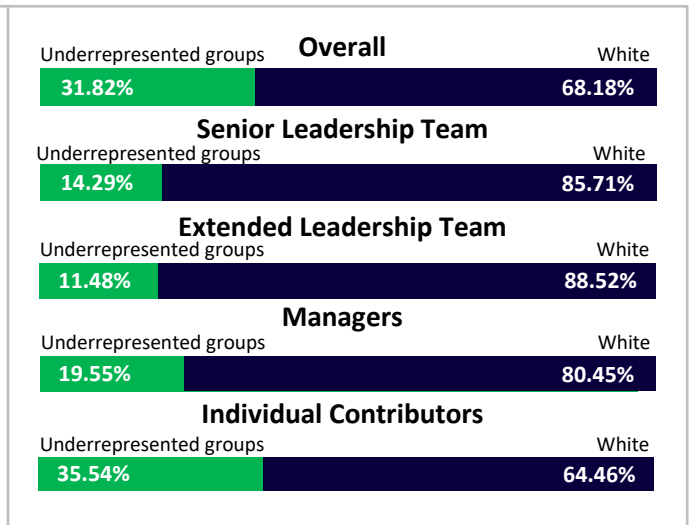
In 2022 we had several focus areas within Diversity and Inclusion. In 2022 we launched our Courageous Conversations Community of Practice: Unconscious Bias and Unconscious Bias training to all US employees. These sessions were developed to enable PDI to build a community of practice where we all learn how to create and support an environment that ensures inclusivity and innovation. The classes were part of our continued focus to building a more diverse and inclusive workforce.

In 2022 we also created the Women’s Leadership Community of Practice program. This program was created to equip women with skills and confidence to advance in their careers through mentoring and networking with women across Insight Partners' portfolio. PDI selected women in roles of leadership to attend sessions, learn, and engage with other extraordinary women across the globe.

Gender



Ethnicity/Race



2022 US Talent Pool*



PDI Overall



- American Indian/Alaska Native
- Asian
- Black/African American
- Hispanic
- Native Hawaiian/Pacific Islander
- Two More Races (Not Hispanic or Latino)
- White

*NOTE: US Talent Pool figures add up to over 100% across race and ethnicities due to multiple races being represented across groups.

Future Focus

Our commitment is to make PDI a great place for a diverse range of talented team members to thrive and grow their career. At PDI, our diversity and inclusion efforts will ensure that we are continuing to create and uphold a diverse workforce. In 2023 we intend to focus on increasing representation within our North American leadership team. Additionally, our focus will be on outreach programs, hiring and retention of underrepresented groups within all levels of the PDI workforce.