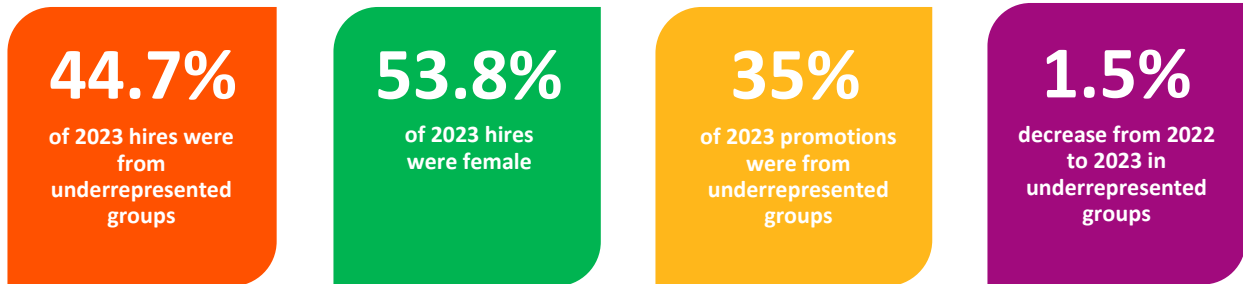




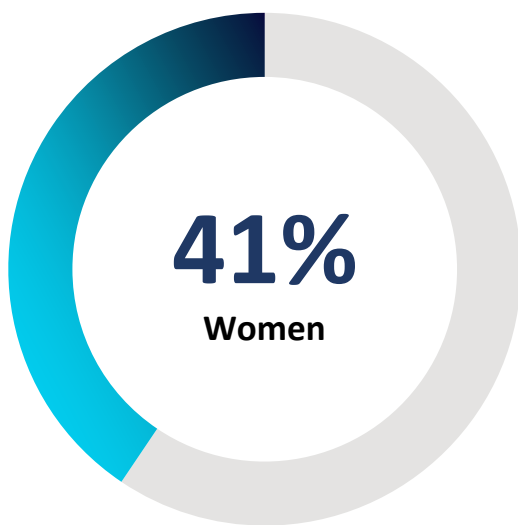
## Diversity and Inclusion Annual Report

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.

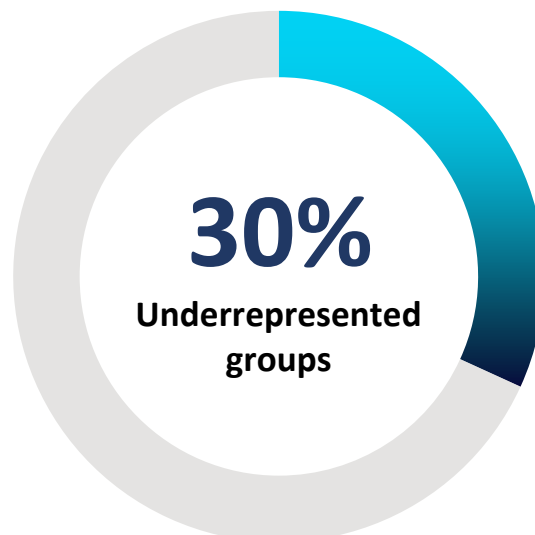
We aim to make progress towards better representation within the company. As we build on our Diversity and Inclusion strategy, it's important to keep track of our employee demographics. We will continue to publish annual reports to be transparent with trends in our employee demographics. This Annual Report encompasses US workforce data from January 1, 2023, through December 31, 2023.



2023 Gender



2023 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, individuals who are two or more races.

# 2023 in Review

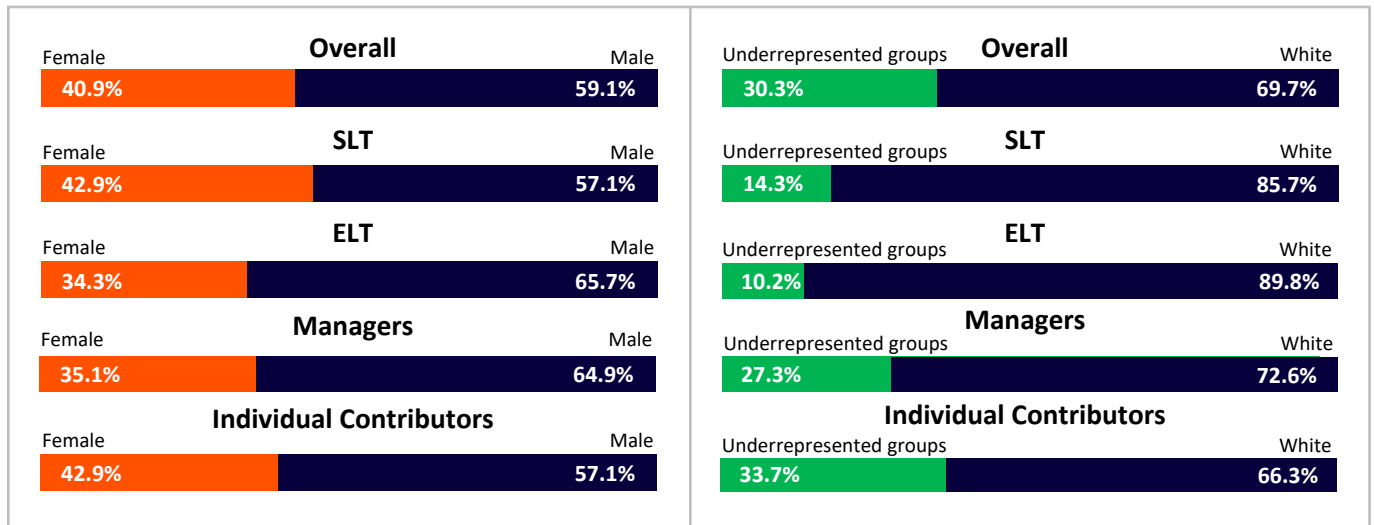
In 2023 we had several focus areas within Diversity and Inclusion. In 2023 we partnered with McKinsey to offer Connected Leaders CoP for Asian, Black, and Hispanic early careerists. This program was a three-month program featuring opportunities to strengthen functional knowledge, to expand network, and to dig into topics of identity and belonging. We focused on Business Leadership, Team Leadership, and Self Leadership to provide valuable skills and networking opportunities.

In our Courageous Conversations Community of Practice, we partnered with Colorwave to focus on creating a culture of self-awareness, inclusion, and compassion for all PDI employees. Our goal was to ensure that dialogues about what makes us different do not separate us but bring us closer through knowledge gained through curiosity, acceptance, and accountability. Our continued focus on building a more diverse and inclusive workforce depends on all of us. These workshops enable learners to reflect on the concepts of diversity and inclusion and the importance of broadening our circles to include people with a diversity of perspectives. Thus, ensuring our culture and work environment is happier, healthier, and stronger for everyone.

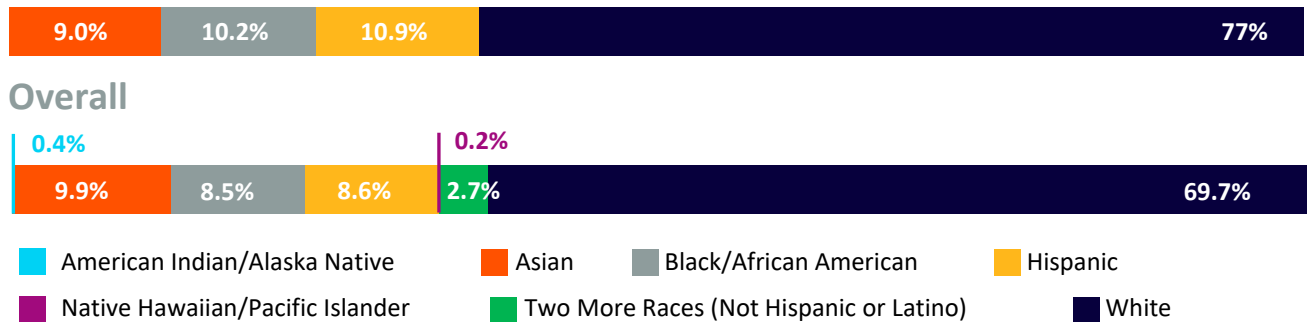
We also continued the Women’s Leadership Community of Practice program. This program was designed to provide a space where PDI women in leadership access development, share, and connect within the psychological safety of their peers. This program allows female leaders to meet with PDI SLT to learn and discuss things such as: motivation, career aspirations, and what they are proud of.

## Gender

## Ethnicity/Race



## US Talent Pool\*



\*NOTE: U.S Talent Pool figures add up to over 100% across race and ethnicities due to multiple races being represented across groups. This data was updated in 2022.

## 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.