



BigID Inc.  
379 West Broadway- FL 2  
New York NY 10012

## Diversity, Equity, and Inclusion Policy

### Overview

At BigID, we believe that we are only as strong as we are different. We celebrate everything that makes our employees unique, and we love how our varied backgrounds improve our team and our product.

This means that we:

- Celebrate what makes us different.
- Speak with kindness and curiosity when we discuss our differences.
- Discuss and respect boundaries.
  - If someone unintentionally says or does something that feels disrespectful, it's your responsibility to speak up and let them know.
  - It's their responsibility to apologize and make sure they understand why it was disrespectful and avoid such language or behavior in the future. This should be an open discussion with both sides assuming good intent and a chance to educate and learn from each other.

If there is clear, intentional disrespect, discrimination, or harassment, discuss (with specific references) what your teammate has done to make you uncomfortable with their direct manager. If you are uncomfortable talking directly with their manager you are welcome to speak with a member of the People Team.

Our goal is for everyone at BigID to be accepting and kind. We hold each employee to these standards. We will take action against any employee who is guilty of discrimination or harassment on the basis of protected characteristics (such as age, gender, pregnancy, abilities, sexual orientation, religion, nationality, race, and ethnicity), up to and including termination of employment.

Bottom Line:

We have zero tolerance for discrimination and harassment at BigID.

### Purpose and Scope

The aims of this document are to:

- state BigID's global commitment to a diverse, equitable, and inclusive workplace;
- explain and have a common understanding of what Diversity, Equity, and Inclusion means at BigID;
- set behavioral expectations and guidelines for everyone in BigID.



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This Policy applies to everyone working at BigID (full time employees, part time employees, interns, contractors).

### **What Diversity, Equity, and Inclusion Means at BigID**

Diversity is a fact because everyone is unique. Diversity means that there is a place for everyone, regardless of their characteristic traits, and we embrace and value everyone's unique contribution.

Equity is a choice. Equity means every employee has access to everything they need to succeed and is treated with fairness and transparency. At BigID, we recognize that each of us needs different conditions to thrive. We put policies, tools, and reasonable accommodations in place to allow everyone to be able to access the same opportunities.

Inclusion is an action. Inclusion is ensuring everyone feels recognized, and valued, and they are empowered to contribute to the organization at their best. We believe everyone should feel respected, heard, involved, and able to speak up. It implies an open, empathetic culture and attitude that secures freedom of expression and psychological safety, where individuals are free to be themselves, without fearing negative consequences.

### **BigID's Values and DEI**

Through BigID's Founding Spirit of "Care, Do, Try, Shine", we give people with innovative ideas the chance to cooperate and work together to achieve a common goal through honest and thorough discussions. This confirms that DEI was embedded into BigID from the time of its founding.

### **BigID's Approach to DEI**

To achieve our DEI vision, we are focusing on the following:

- Gender
  - We are committed to achieving gender equity throughout BigID by working to remove obstacles, provide equal chances, and create structures that make it possible for colleagues of any gender to thrive. We believe that allies of any gender play a critical role in advancing diversity, equity, and inclusion for everyone in the workplace. We encourage positive role models who stand for equity of all genders and challenge stereotypes.
- Nationality, ethnicity, and cultural background
  - We want everyone in BigID to have equal opportunity for success regardless of their nationality, ethnicity, or cultural background. We aim to attract and develop diverse talents, with our leadership reflecting the diverse nationalities and ethnic backgrounds of our markets.
- Multi-generations



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- At BigID, we believe that the power generated by the close collaboration between generations leads to a positive and inclusive future. We are committed to providing equitable opportunities tailored to the strengths and values of each employee, transcending age, title, or position. We are committed to creating opportunities for the new generations while amplifying the power of all generations for sustainable and long-term business growth.
- LGBTQIA+
  - We recognize, respect, and support LGBTQIA+ colleagues in all their diversity and uniqueness. BigID aims to build awareness for the community and encourage understanding for LGBTQIA+ individuals. We promote allyship because we believe that allies play a decisive role in creating an open and safe environment where all of our colleagues are comfortable bringing their whole authentic selves to work.
- Disability and neurodiversity
  - BigID thinks that strengthening the accessibility of our workplaces and tools is the first step towards disability and neurodiversity inclusion. Our commitment to individuals with disabilities and neurodivergence involves raising awareness and enhancing support for our colleagues while promoting continuous improvement of our workplaces, policies, HR systems, tools, and processes.

### **Behavioral Expectations**

All people working for BigID are expected to act in accordance with this Policy. Those with management responsibility should lead by example by implementing this Policy through their behavior and interaction with colleagues. Employees are advised to notify line managers or the BigID Global Compliance Hotline via Navex with concerns regarding the conduct of other employees in regard to any aspect of this Policy.