



INSIGHTSOFTWARE DIVERSITY POLICY

Effective: June 6, 2022

1. **Introduction.** This diversity policy (“Policy”) of GS Topco GP, LLC, including its subsidiaries and affiliates (collectively, “insightsoftware”), aims to foster, cultivate and preserve a culture of diversity, equity and inclusion at insightsoftware. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company’s achievement as well. We embrace and encourage our employees’ differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.
2. **Applicability.** This Policy is applicable to all board members, officers, management team members and employees of insightsoftware (collectively, “insightsoftware Personnel”). All insightsoftware Personnel understand that embracing differences is valuable and, as such, treat each person with respect. If any insightsoftware Personnel act contrary to this Policy, it hurts collaboration, harms dignity for that individual, and endangers insightsoftware’s reputation as a conscientious employer.
3. **Practices.** insightsoftware’s diversity initiatives are applicable, but not limited, to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:
 - Respectful communication and cooperation among all insightsoftware employees.
 - Teamwork and employee participation by permitting the representation of all groups’ and employees’ perspectives.
 - insightsoftware and employee contributions to the communities we serve to promote a greater understanding and respect for diversity in insightsoftware’s employees’ local environments.
4. **Responsibility.** All employees at insightsoftware have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions both on or off the work site, and at all other company-sponsored and participative events.
5. **Questions about the Policy.** If you have any questions relating to this Policy, please contact insightsoftware’s General Counsel or Chief Human Resources Officer.
6. **Reporting Policy Violations.** Any insightsoftware personnel who suspects that this Policy may have been violated or believe they have experienced a violation of this policy, should report the concern to insightsoftware’s General Counsel or Chief Human Resources Officer. insightsoftware will ensure that appropriate confidentiality measures are taken and will not retaliate against any individual for reporting violations in good faith. If credible allegations or evidence of violations of this Policy are submitted to insightsoftware’s General Counsel or Chief Human Resources

Officer, the General Counsel or Chief Human Resources Officer will determine appropriate actions, including investigating those matters.

7. **Changes to this Policy.** insightsoftware reserves the right to modify any part of this Policy from time to time to reflect changes to legal obligations and company policies. insightsoftware will alert you to any change to this Policy by indicating the date it was last updated at the top of the first page.

