Diversity Report

March 2022
Purpose

- This report summarizes the gender, race, and ethnicity distribution of the Invoca employee base, across different types of roles and in managerial / executive positions, as of March 2022.

- All classifications are based off data that Invoca reports to the EEOC (Equal Employment Opportunity Commission).

- We have included historical data for reference on trends.

- Current data reflects the combined employee bases of Invoca and DialogTech (acquired in May 2021), and historic data includes both companies since the Q3 2021 report.
Gender: Q1 2022

All Roles:
- Female: 58.4%
- Male: 41.6%

Technical Roles:
- Female: 26.6%
- Male: 73.4%

Non-Technical Roles:
- Female: 50.2%
- Male: 49.8%

Management Roles:
- Female: 41.2%
- Male: 58.8%

Executive Roles:
- Female: 33.3%
- Male: 66.7%
Gender: 2019-2022 Trend

- **All Roles**
  - Female: 40%, 43%, 47%, 39%, 42%
  - Male: 60%, 57%, 53%, 61%, 58%

- **Technical Roles**
  - 2019: 18%, 27%
  - 2020: 8%, 73%
  - Q1 2021: 70%
  - Q2 2021: 76%
  - Q3 2021: 73%
  - Q1 2022: 73%

- **Non-Technical Roles**
  - 2019: 47%, 51%
  - 2020: 49%, 45%
  - Q1 2021: 50%
  - Q2 2021: 50%
  - Q3 2021: 50%
  - Q1 2022: 50%

- **Managers**
  - 2019: 33%, 33%
  - 2020: 33%, 35%
  - Q1 2021: 39%
  - Q2 2021: 41%
  - Q3 2021: 41%
  - Q1 2022: 41%

- **Executives**
  - 2019: 67%, 75%
  - 2020: 67%, 67%
  - Q1 2021: 65%
  - Q2 2021: 61%
  - Q3 2021: 59%
  - Q1 2022: 59%
Race & Ethnicity: Q1 2022

All Roles

- White: 72.9%
- Hispanic / Latino: 4.4%
- Asian: 4.7%
- Two or More Races: 8.3%
- Black: 9.7%
- Prefer Not to Disclose: 0.0%

Technical Roles

- White: 75.0%
- Hispanic / Latino: 7.3%
- Asian: 10.5%
- Two or More Races: 0.0%
- Black: 0.0%
- Prefer Not to Disclose: 0.0%

Non-Technical Roles

- White: 71.6%
- Hispanic / Latino: 4.7%
- Asian: 6.8%
- Two or More Races: 11.1%
- Black: 0.0%
- Prefer Not to Disclose: 0.0%

Management Roles

- White: 77.9%
- Hispanic / Latino: 4.4%
- Asian: 5.9%
- Two or More Races: 0.0%
- Black: 8.8%
- Prefer Not to Disclose: 0.0%

Executive Roles

- White: 88.9%
- Hispanic / Latino: 11.1%
- Asian: 0.0%
- Two or More Races: 0.0%
- Black: 0.0%
- Prefer Not to Disclose: 0.0%
Race & Ethnicity: 2019-2022 Trend

All Roles

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Hispanic / Latino</th>
<th>Asian</th>
<th>Two or More Races</th>
<th>Black</th>
<th>Native Hawaiian / Pacific Islander</th>
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Technical Roles

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Non-Technical Roles

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Managers

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Executives

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