WORKPLACE INCLUSION POLICY AND GUIDING PRINCIPLES

Updated October 1, 2025

Akeyless is committed to fostering a diverse, equitable, and inclusive workplace where all employees feel valued, respected, and empowered. We believe that inclusion drives innovation, creativity, and business success.

We welcome individuals of all genders, ages, ethnicities, cultures, religions, sexual orientations, abilities, and backgrounds. We are committed to a workplace free from discrimination and harassment.

Akeyless is also dedicated to the well-being of our employees. We offer flexible work arrangements to support diverse religious practices and adhere to relevant labor laws and human rights standards.

Akeyless undertakes a regular review and analysis of the below aspects to ensure adherence to legal obligations and fair practices.

Core elements:

1. Recruitment and Hiring

Fair and Equitable Hiring Practices: We employ standardized and structured interview processes to ensure fair and unbiased hiring decisions that do not discriminate, in accordance with all applicable anti-discrimination laws.

Diverse Talent Acquisition: We actively seek out and attract qualified candidates from diverse backgrounds, including underrepresented groups.

2. Employment Equality

Akeyless opposes and prohibits all forms of unlawful discrimination against employees.

We ensure all employment practices and decisions, including those involving recruiting, hiring, transfers, promotions, training, compensation, benefits, discipline, and termination, must be conducted lawfully and without regard to age, sex, race, color, ancestry, religion, creed, citizenship status, disability, national origin, marital status, military status, sexual orientation, gender identity or any other protected status or activity.

Gender Equality

Promoting Equality in Leadership: We actively promote gender equality and create opportunities for both women and men to advance in their careers.

Supporting Work-Life Balance: We offer flexible work arrangements, including remote work and hybrid models, to support our employees' work-life balance.

Measured KPIs:

- Equality in Leadership Roles: Percentage of women and men in leadership positions.
- Promotion Rate Equality: Percentage of promoted women and men.

3. Equal Pay and Compensation

Equal Pay for Equal Work: We are committed to paying equal wages for equal work, regardless of gender or other protected characteristics.

Transparent Compensation Practices: We maintain transparent compensation practices and regularly review our compensation philosophy to ensure fairness and equity.

Measured KPI:

- Gender Pay Gap: Difference in average pay between genders.

4. Employee Development and Well-being

Inclusive Leadership Development: We provide leadership training programs that emphasize inclusive leadership practices and managing diverse teams.

Employee Well-Being: We prioritize employee well-being through initiatives such as health insurance, flexible work arrangements, and wellness programs.

Family and Parental Leave: We offer generous family and parental leave policies to support employees in balancing work and family responsibilities.

Measured KPIs:

- Employee Satisfaction Survey Scores: Overall satisfaction and specific questions related to workplace inclusion.
- Employee Turnover Rate: Overall turnover rate and turnover rate among diverse groups.

5. Preventing Discrimination and Harassment

Zero-Tolerance Policy: We have a zero-tolerance policy for discrimination, harassment, and retaliation.

Mandatory Training: All employees are required to complete mandatory training on workplace harassment and discrimination.

Reporting Mechanisms: We provide multiple channels for employees to report incidents of discrimination or harassment anonymously and confidentially. All reports are thoroughly investigated, and disciplinary measures are taken if needed.

Measured KPI:

- Discrimination and Harassment Complaints Filed: Tracking the number and types of formal complaints, and disciplinary measures taken if needed.

6. A Culture of Inclusion

Open Communication: We encourage open and honest communication between all employees and managers.

Respectful Workplace: We foster a respectful and inclusive work environment where everyone feels valued.

Employee Feedback: We actively seek employee feedback to identify areas for improvement and enhance our inclusive workplace initiatives.

Measured KPI:

- Employee Engagement Survey Scores: Overall engagement and specific questions related to inclusion and belonging.

7. Mentorship and Sponsorship Programs

Mentorship and Sponsorship: Akeyless will establish formal mentorship or sponsorship for professional development programs to support the career advancement of all employees, ensuring equal access to growth opportunities.

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