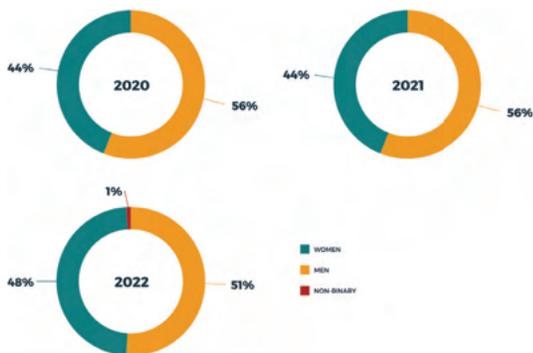




**RED | VENTURES**

# FAST FACTS: 2022 DEI Annual Progress Report

We're deeply committed to building an inclusive company culture where all employees feel like they belong, and where everyone has access to opportunity. As an organization, we believe we have a responsibility to interrupt systemic exclusion and injustice, and to be the change we wish to see in the world. View highlights from our 2022 Diversity, Equity, & Inclusion (DEI) Annual Progress Report below, and be sure to read our full report at [www.redventures.com/diversity](http://www.redventures.com/diversity).



## RV U.S. Population by Gender Identity

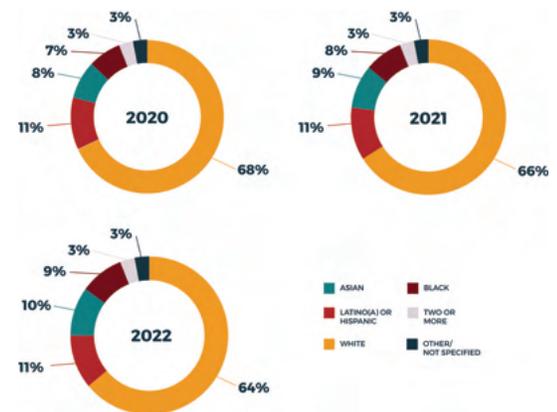
The representation of women across the organization increased 9% YoY.

*Excludes non-U.S. and telesales.*

## RV U.S. Population by Race and Ethnicity

Representation of BILAP employees increased 6% YoY, primarily driven by growth in our Asian and Black employee populations. Representation of Black employees increased from 8% to 9%, representing a 13% increase. The representation of Asian employees increased from 9% to 10%, representing an 11% increase. Representation of all other racial groups remained unchanged YoY.

*Excludes non-U.S. and telesales.*



## YoY D&I Index by Gender Identity

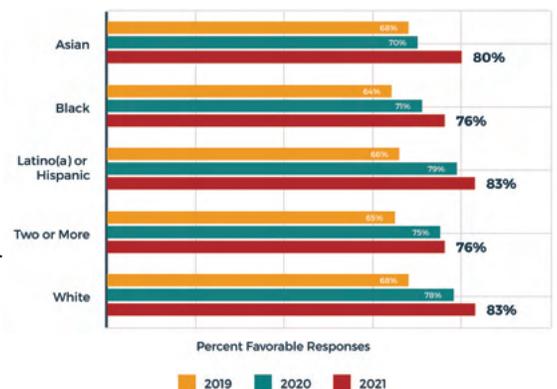
Favorability in the D&I Index improved from 74% to 80% among women and 79% to 84% among men. However, there is still a 4 percentage point gap between how men and women rate Red Ventures. Favorability in the D&I Index among non-binary employees is consistent with the rest of the organization and falls 1% below men and 3% above women.

*D&I Index is one sentiment measured in our Annual Employee Experience Survey. Non-binary data unavailable for 2019 and 2020. Excludes non-U.S.*

## YoY D&I Index by Race & Ethnicity

Favorability in the D&I index improved across all racial groups YoY. Favorability among Asian employees increased 14% YoY. While this improvement represents progress and movement in the right direction, there is still a disparity in favorability among those who identify as Asian, Black, or Two or More Races. Favorability among these employees is between 3% and 7% lower than white employees.

*D&I Index is one sentiment measured in our Annual Employee Experience Survey. Non-binary data unavailable for 2019 and 2020. Excludes non-U.S.*



### 3 New Employee Resource Groups (ERGs)

Company-sponsored, employee-led communities which help the organization nurture an environment of support, belonging, and advocacy.

New in 2021: Elevate, Heritage, Mi Gente



**250+** RV employees volunteered with Road to Hire in 2021.

**1300 students & families** lives were changed through Road to Hire.

**\$1.1 M** funds were donated to historically underrepresented or marginalized communities by our brands, including The Points Guy and Healthline Media.

**11% of our college hires** were from Historically Black Colleges & Universities (HBCUs).

**1 in 4 women engineers & front-ends** changed careers through RV's Internal Tech Academy or Path Forward Returnship - two programs helping us diversify our tech teams.

**58 RVers** from underrepresented backgrounds have participated in our first two Executive Mentorship Program cohorts.



*"RV's partnership with Women Who Code demonstrates a renewed commitment to supporting women in Data and Technology... I am hopeful that this partnership will enable a two way street of communication as we both work towards a future where women are represented at every level in the Data and Technology space."*

- Phoebe Klett, Data Scientist

**8 Partnerships** launched with organizations that reach, engage, and attract top talent from underrepresented groups.



### Want to learn more?

Explore the full report by scanning the QR Code.

#### CHAPTERS INCLUDE:

- Belonging/Inclusion
- Equity
- Representation
- Be The Change
- Partnerships
- Future Forward

