

# Investing in our People Policy Statement

## Our Company Culture: Infa FOR ALL

**We are committed to creating an inclusive environment that fully leverages the diverse knowledge, skills and abilities of our employees**

Global Teams. Inclusive Culture. We believe that our employees are our greatest competitive advantage and inclusion and a deep sense of belonging drive our innovation and together, we unlock the power of our differences to do the extraordinary for each other and the world. At Informatica, we value and respect you for who you are.

[Find more about our values and approach here.](#)

## Employee Engagement, Training and Development

**We provide rewarding employee experiences and professional growth in all locations**

Sustainable leadership requires us to actively invest in our employees' development and intentionally create opportunities for new challenges. We also consider it important to ensure our employees remain engaged as we work to maintain a productive and innovative workplace that can meet the global challenges of today and the future. Our employees are encouraged to expand their capabilities and reach their full potential by taking advantage of the resources and opportunities that we provide. We:

- Offer and participate in training programs and continuing education designed to improve all essential skills in their field
- Promote the development and advancement of all employees through professional development courses and trainings
- Create leadership development opportunities that guide individuals to effectively lead others
- Participate in opportunities for coaching and mentoring of employees, including within our mentoring programs, to help assess individual strengths, skills, and experience and define development goals
- Foster opportunities for open discussion of roles, responsibilities, and achievements to aid career development and performance feedback on an ongoing basis
- Encourage employees to take on new roles and enriching learning experiences

## Labor Practices and Employee Wellbeing

### **We promote ethical labor practices and human rights and have a zero-tolerance approach to any form of Modern Slavery in our workplace and supply chain**

Our deeply held values demand that we operate with absolute respect for the rights of workers and all people. All personnel are expected to act in support of the highest standards to support freedom and human dignity. We:

- Develop processes and practices to enforce our policy to never engage in or allow forced labor in any form, and to never employ children in any aspect of our business operations
- Incorporate ongoing human rights due diligence practices in any areas of concern with reference to the UN's Guiding Principles on Business & Human Rights
- Adhere to the high standards of ethical conduct in all aspects of business that can impact labor and human rights such as anti-discrimination
- Honor freedom of association to enable workers to advocate for themselves individually and collectively
- Protect the rights of workers to appropriate rest and personal time, including limitations on working hours
- Prohibit pay practices that are exploitative or that prevent workers from meeting basic needs, and immigration practices that deny freedom of movement
- Foster workplaces that are free from any form of harassment or negative job actions based upon a person's race, color, caste, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veteran status, or other protected personal characteristics, and aligned with our policies against harassment
- Maintain a safe, healthy, and productive workplace by quickly and efficiently addressing and remediating identified risks of accidents, injury, or health impacts

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## **Where data & AI come to**

Informatica (NYSE: INFA), a leader in enterprise AI-powered cloud data management, brings data and AI to life by empowering businesses to realize the transformative power of their most critical assets. We have created a new category of software, the Informatica Intelligent Data Management Cloud™ (IDMC), powered by AI and an end-to-end data management platform that connects, manages and unifies data across virtually any multi-cloud, hybrid system, democratizing data and enabling enterprises to modernize their business strategies. Customers in approximately 100 countries and more than 80 of the Fortune 100 rely on Informatica to drive data-led digital transformation.

**Informatica. Where data and AI come to life.™**

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