# 2023 Materiality Assessment and Topic Definitions

In fiscal year 2023, we conducted our second materiality assessment in collaboration with Anthesis to identify relevant sustainability topics based on internal and external stakeholder feedback and assess Guidewire's strengths and opportunities in each area. The assessment considered a broad range of environmental, social, governance, and economic issues important to both Guidewire's business and its external stakeholders.

Guidewire 2023 Materiality Matrix

Legend:
- ● Environmental
- ● Social
- ● Governance
- ● Product Sustainability
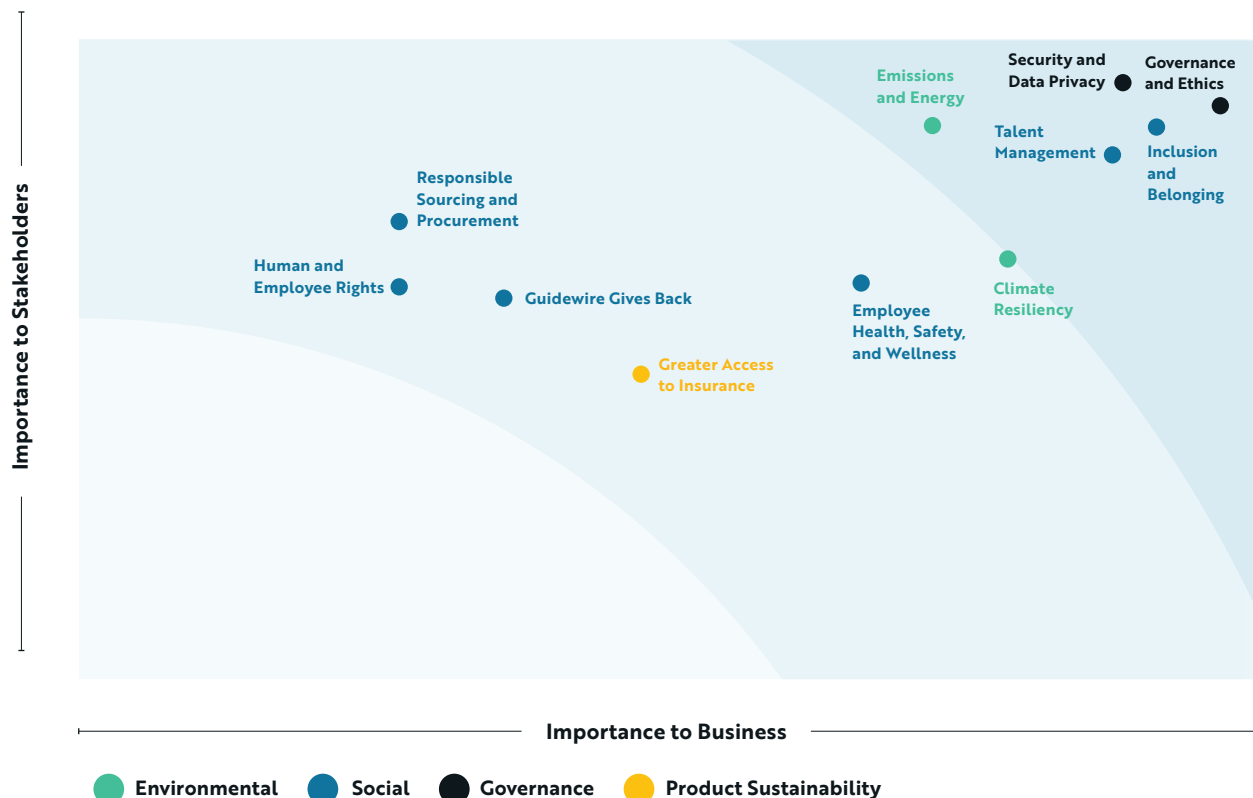
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Through the assessment, we looked at the significance of relevant topics and identified the most notable for Guidewire to focus on from an active management and communications perspective. To create a short list of potential topics to review in our 2023 assessment, Anthesis conducted a benchmarking exercise informed by the GRI framework, ESG rater/ranker frameworks with a focus on the Software and Services Sector, and peers' topic disclosures. Of these topics, eleven are considered to be significant to our global business and five are considered priority topics. New topics include talent management, climate resilience, and greater access to insurance. Additionally, a number of topics were updated to be more precise, including governance and ethics (previously 'trust and integrity'), security and data privacy (previously 'information security and data privacy'), and talent management (previously 'employee experience and wellness').

Guidewire's assessment was informed by the appraisal of the significance of each topic to the business by Anthesis, inclusive of internal and external stakeholders. Each topic was assigned to a sustainability category and ranked as either an emerging or priority topic, the latter based on its overarching impact. We used the results of the assessment to guide the sustainability disclosures in our report and inform our three-year sustainability roadmap.

The topics on Guidewire's assessment are defined below:

Governance

Governance and Ethics: Promoting a corporate culture of integrity and trust that values good governance, ethical conduct, and legal/regulatory compliance. Includes, but not limited to, executive compensation, board independence and diversity, anti-corruption and bribery, fair competition, non-retaliation, as well as socio-economic and environmental compliance.

Security and Data Privacy: Protecting our services and products and enterprise systems from information theft, damage, and disruption and ensuring data security particularly as it relates to managing customer and employee data and privacy.

Responsible Sourcing and Procurement: Working to foster ethical, fair, responsible and environmentally sustainable sourcing and supplier conduct, partnerships with diverse suppliers, and supply chain risk management.

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Social

Talent Management: Focusing on providing an optimal employee experience and culture across the employee life cycle from recruitment to retirement. Includes employee attraction and retention initiatives, benefits programs, and investment and initiatives to support employee training, development, and growth.

Inclusion and Belonging: Promoting an inclusive culture at all levels of the organization, across the employee lifecycle (starting with recruiting), and with both business partners and local community. Includes anti-discrimination policies and practices.

Employee Health, Safety, and Wellness: Ensuring our employees and other workers are healthy, safe, and well at work through management systems, policies, and programs that encompass our global operations. Offering wellness initiatives that promote physical, emotional, and mental health, benefits, and recognition.

Guidewire Gives Back ("GGB"): Investing in local communities where we operate by encouraging employee volunteerism, philanthropy, and social impact investment. Working in close collaboration with local organizations to respond to crises and build resilient and thriving communities.

Human and Employee Rights: Developing policies and enforcement systems to promote the protection and integrity of human and employee rights throughout Guidewire's global operations and supply chain.

Environment

Emissions and Energy ("Operational Sustainability"): Reducing our environmental footprint by minimizing waste and energy consumption while increasing the amount of renewable energy we consume. This includes measuring and reducing direct emissions, emissions from purchased power, and emissions where Guidewire has some influence (e.g., air travel, employee commuting, and cloud services) and optimizing the performance of our buildings through application of LEED green building standards in design and construction.

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Product Sustainability*

Climate Resiliency ("Climate Resilience"): Mitigating customers' climate-related risks and supporting customers' responses to natural disasters and catastrophes. Also, pricing and assessing climate-related risks into our product offerings to prevent losses and mitigate climate risks, including wind, wildfire, and water.

Greater Access to Insurance: Developing products and tools, both at Guidewire and through our partnerships with other firms, that help close the protection gap and support greater access to P&C insurance.

* In addition to encompassing Climate Resilience and Greater Access to Insurance, Product Sustainability also encompasses the topics of Security and Data Privacy and Operational Sustainability. Topic definitions for Security and Data Privacy and Operational Sustainability can be found under the Governance and Environmental pillars, respectively.

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Please send feedback and questions regarding
Guidewire's Annual Sustainability Report to **sustainability@guidewire.com**