



# Diversity, Equity & Inclusion

2024 SCORECARD



## Somos sees diversity, equity and inclusion as a strategic asset, and this ethos is **deeply embedded in our culture.**

At Somos, diversity, equity and inclusion (DE&I) drives our strategic success. We know that our diverse team, comprised of individuals from a myriad of backgrounds and experiences, brings unique perspectives that fuel innovation and enhance our ability to connect with and serve a global audience.

Our commitment to DE&I transcends the composition of our team. It is about nurturing a culture where every voice is heard, valued and respected. We understand that representation is just the starting point; the true measure of inclusion is the experience of our employees. By fostering a workplace where every Somos team member can flourish without barriers, we create space for innovation to thrive.

Our approach to DE&I is holistic. We understand that it is not just about internal policies but also about how we interact with the world. As a global provider of telephone number and identity information services which keep people connected, we recognize our responsibility to reflect the diversity of the communities that we serve. This extends to our products and the partnerships we cultivate.

The journey towards true diversity, equity and inclusion is ongoing and evolving. We are committed to continuous learning and improvement to ensure that DE&I remains at the forefront of this mission. Through our collaborative efforts, we can create a world where everyone not only has a seat at the table but also has the power to shape it.

In solidarity,



**Gina Perini**

Chair of the Board of Directors  
& Chief Executive Officer



**Deborah Thomas**

Senior Vice President  
& Chief People Officer



**88%** of Somos' Executive Leadership Team is ethnically or gender diverse



**6 of 8** members of the Executive Leadership Team are women



**3%** of our employees are veterans or military-affiliated



**44%** of Somos' population is ethnically diverse

Working for a company that is passionate about fostering a collaborative and positive culture, while having a strong commitment to its products and services, was imperative to me. Somos is that company... where enthusiasm for its customers and employees is foremost! Somos in one word: unparalleled!

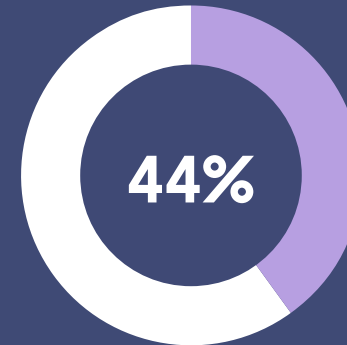
– Judy Klein, Director of Product Management



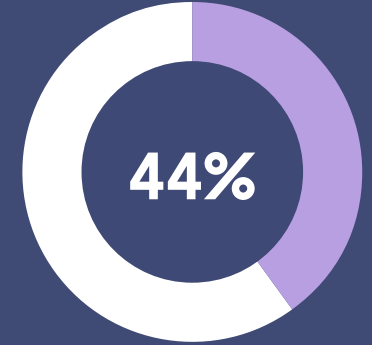
\*Data reported as of December 31, 2023

## REPRESENTATION MATTERS

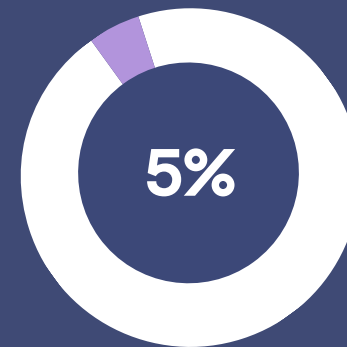
At Somos, prioritizing representation is critical for cultivating inclusivity and belonging. We are dedicated to bolstering representation throughout our organization by broadening our diverse leadership and talent pool.



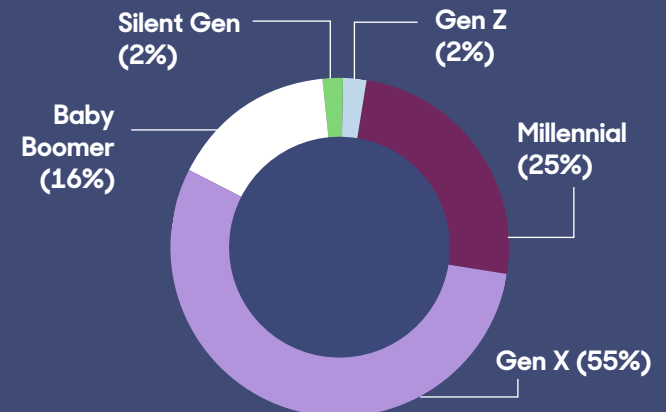
WOMEN



PEOPLE OF COLOR



PERSONS WITH  
DISABILITIES



GENERATIONAL  
SPREAD



# DEMOGRAPHIC REPRESENTATION

Diversity can be a powerful vehicle for professional and personal learning. The different viewpoints and experiences in a diverse team not only fuels creative and innovative solutions but also cultivates a culture of inclusivity and mutual understanding. More importantly, a mix of cultural backgrounds often means different approaches to problem-solving, which can enable more holistic and comprehensive strategies.



ALL EMPLOYEES	FY2023	FY2022	FY2021
Female	44%	46%	47%
Male	56%	54%	53%
POC	44%	43%	37%
Veteran	3%	4%	5%
Under 30	5%	4%	4%
30-50	53%	54%	49%
Over 50	42%	42%	47%
MANAGEMENT			
Female	55%	55%	47%
Male	45%	45%	53%
POC	38%	36%	32%
Veteran	2%	2%	2%
Under 30	0%	0%	0%
30-50	47%	47%	40%
Over 50	53%	53%	60%

\*Data reported as of December 31, 2023

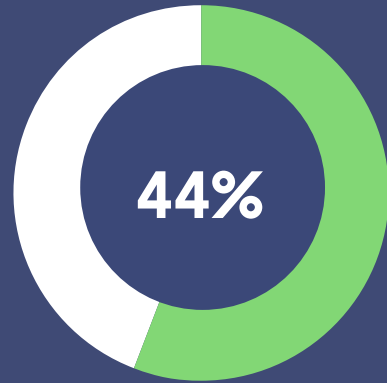


I am proud to be part of this amazing company. I am inspired to work for a company that lives and breathes its core values each and every day.  
- Chandrika Naidu, Senior Test Engineering Leader

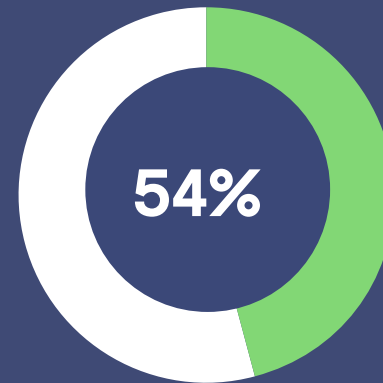
## FEMALE PRESENCE ACROSS THE ORGANIZATION

Embracing female representation within our organization is not just a commitment to equality; it's a catalyst for growth and success. By amplifying female voices and viewpoints, we not only strengthen our teams but also ensure that our strategies and decisions are more robust and reflective of the diverse world we serve.

ALL COMPANY

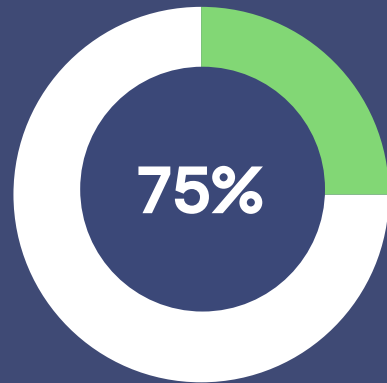


ALL MANAGEMENT

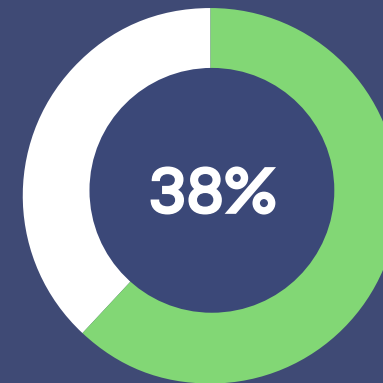


■ Female  
■ Male

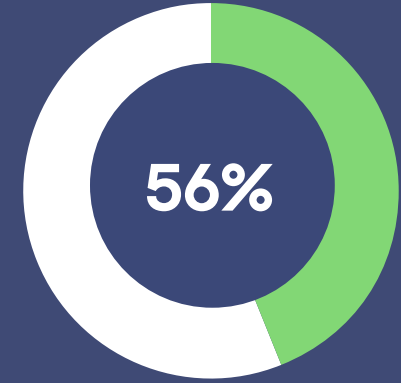
EXECUTIVE TEAM

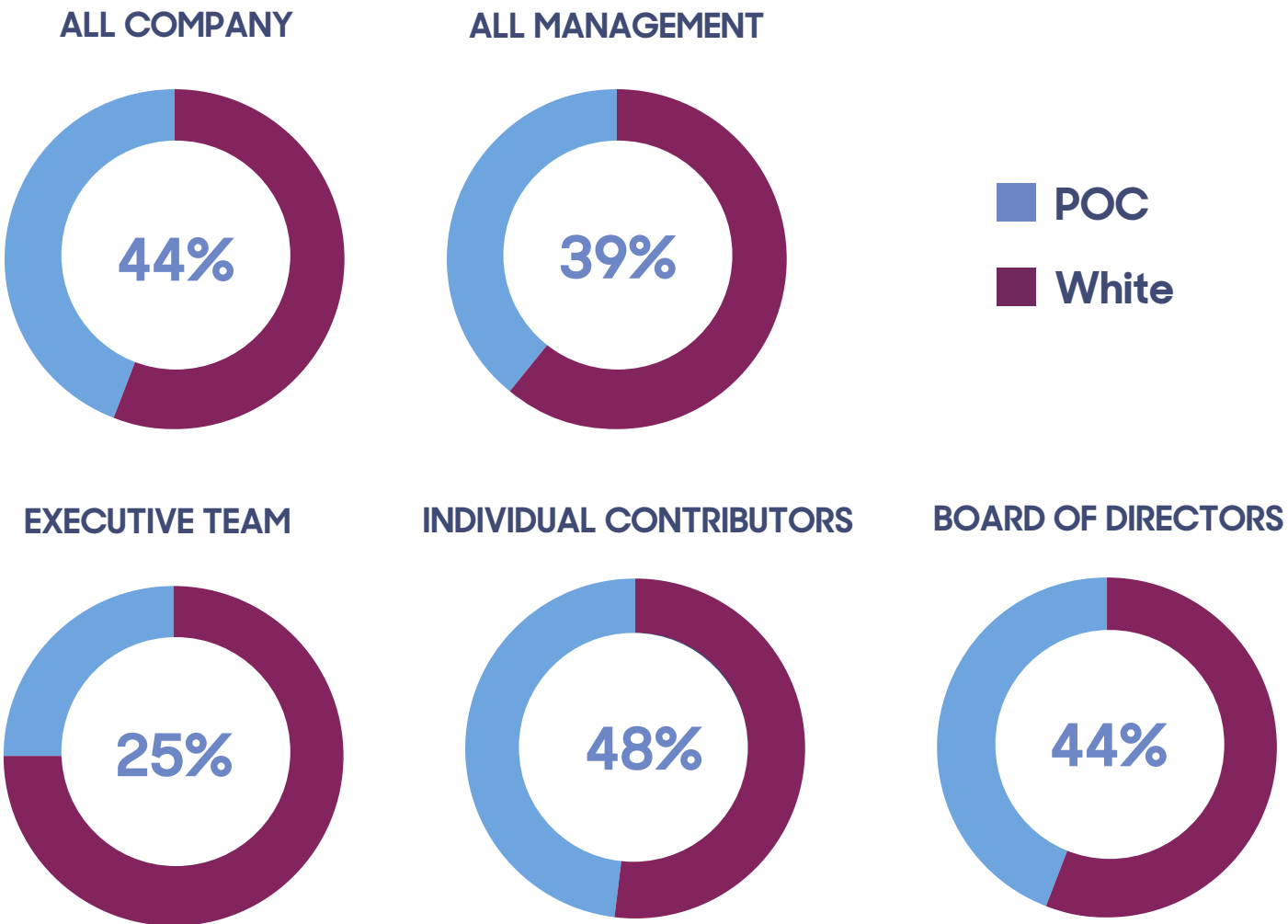


INDIVIDUAL CONTRIBUTORS



BOARD OF DIRECTORS





## PEOPLE OF COLOR REPRESENTATION ACROSS THE ORGANIZATION

Embracing diversity enriches our organization by welcoming a multitude of talents and viewpoints. However, diversity alone isn't sufficient. We are dedicated to cultivating a culture of equity to ensure that all team members feel supported and valued. With equity, regardless of background or identity, every individual has access to equal opportunities and resources, enhancing our collective success and fostering a truly inclusive environment.

\*Data reported as of December 31, 2023



## CULTURE

We are committed to fostering a culture of diversity, equity and inclusion where every individual feels valued and respected. As part of this commitment, we prioritize providing a comprehensive benefits program that supports the holistic well-being of our diverse workforce, addressing both physical and mental health needs.

- Flexible Time Off
- Work Together Anywhere (100% Virtual Workforce)
- No Meeting Fridays
- Parental, Family & Medical Leave
- Family Planning & Reproductive Service Benefits
- Harassment Prevention & Inclusion Training
- Career & Skill Enablement Programs
- Tuition & Student Loan Repayment Assistance
- Fitness, Nutrition & Mindfulness Classes
- Meditation, Sleep & Stress Management Support
- Mental Health & Behavioral Awareness Webinars



My role at Somos has by far offered me the most rewarding professional experience I've ever had. From the focus on customer service and employee satisfaction to the strong leadership, I am inspired to show up energized and ready to make a difference!

**- Kevin Green , Sr. Director, Public Policy & External Relations**



TO LEARN MORE, VISIT US AT  
**SOMOS.COM**