iCIMS

iCIMS Environmental, Social, and Governance (ESG) Policy

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iCIMS' ESG Mission, Overview & Background

Environmental, Social and Governance (ESG) is core to iCIMS' purpose and a driver of growth, innovation, and community impact. ESG is critical to iCIMS achieving our mission to provide a world class talent cloud platform to attract, engage, hire, and advance the talent that builds a diverse, winning workforce for our customers and fulfilling our responsibilities to all of our stakeholders. iCIMS' responsibility for ESG practices reflects our commitment to being a responsible and ethical corporate citizen who operates its business in an environmentally conscious and sustainable manner, and fosters a corporate culture that promotes diversity, equity, and inclusion.

To act on this commitment, we are continuously improving our policies and processes, including the development of this ESG policy to document our commitment. iCIMS' ESG efforts are governed by our ESG committee and we encourage all of our stakeholders to engage in this effort with us. Below are our current ESG priorities.

ENVIRONMENTAL
- Emissions Management
- Energy & Water Management & Conservation
- Sustainable Real Estate
- Waste Management

SOCIAL
- Diversity, Equity, & Inclusion
- Employee Health, Safety & Wellbeing
- Talent Attraction, Retention & Development
- Philanthropy & Community Engagement

GOVERNANCE
- Privacy & Information Security
- Global Ethics & Compliance
- Responsible Governance
- Responsible & Diverse Supplier Management

Document Purpose

The purpose of this policy is to document our ESG actions and requirements, as outlined in our ESG Charter and supported by iCIMS Board of Directors, executive leadership team, ESG committee, and all iCIMS employees. This policy demonstrates and supports iCIMS' ongoing commitments to the risks and opportunities that affect iCIMS related to the environment, health and safety, corporate social responsibility, corporate governance, sustainability, and other public policy matters relevant to our company.

Our ESG committee established a materiality assessment of ESG issues in consultation with our senior leadership team and Board of Directors. Through this assessment, we identified the issues that are most important to iCIMS based on business impact and importance to stakeholders, which reflects our business values, risks, and priorities.
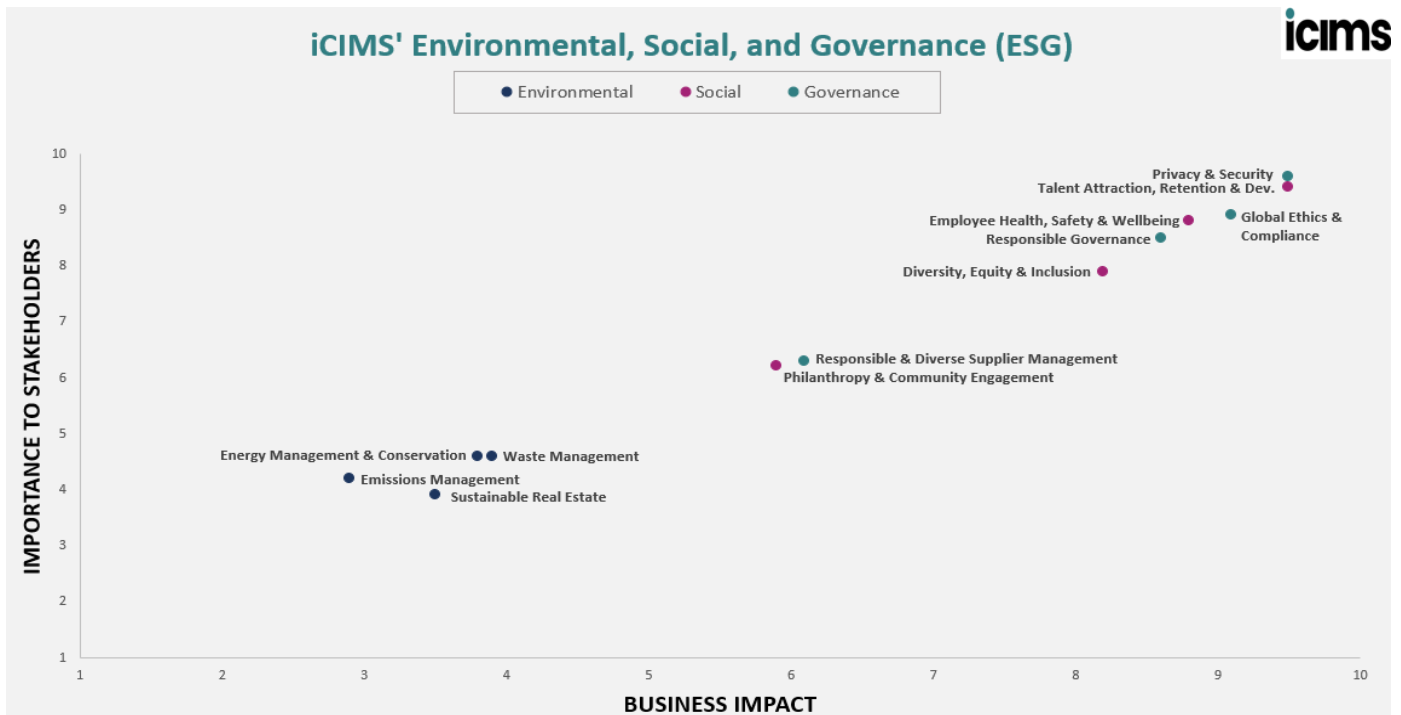
ESG Focus Areas and Priorities

Our ESG policy is designed to fulfill the demands of our growing business and to minimize our carbon footprint, thereby supporting the principles to reduce climate change. We will also leverage ESG efforts to address important issues facing our employees and our communities. Our ESG focus areas are reviewed at regular intervals by our ESG committee and updates are presented to our executive leadership team and Board of Directors.

Environmental

Our environmental focus areas outline our commitment to being a responsible and positive contributor to the conservation of resources and the protection of our global environment. This strategy is built on the belief that everyone has the right to a clean and healthy environment. We aim to ensure the adoption of policies that support sustainable practices, including the conservation of water and other natural resources, the maintenance of clean air, and the responsible use of land.

iCIMS is committed to environmentally friendly facilities to reduce its carbon footprint, waste creation, and energy consumption. Our approach is informed by international treaties and standards, such as the Paris Agreement and the United Nations Sustainable Development Goals, as well as other local regulations and guidelines to meet greenhouse gas (GHG) emission goals. While our business operations are not the source of material adverse climate impact, we understand that as a recognized global market leader in our industry, we have an obligation to help protect the environment. Our environmental policies are designed to incorporate responsible energy use so that iCIMS can contribute to improving the health of the planet. This includes efforts that leverage our global workforce and their activities in reducing our carbon footprint.

Our environmental focus areas include
- Emissions Management
- Energy & Water Management & Conservation

- Sustainable Real Estate
- Waste Management

Social

Our social strategy is to create a positive and inclusive culture for our employees by embedding inclusivity as a strategic imperative, prioritizing the health, safety and wellbeing of our people, attracting, retaining and developing top talent to sustain and grow our business, and supporting philanthropy and community engagement.

We are committed to fostering an environment where every employee feels seen, heard and empowered to thrive. Inclusivity is introduced at the very beginning of an employee's journey with iCIMS and is woven throughout the employee experience from onboarding to career development. Our Inclusivity Strategy is grounded in three pillars: People & Culture, Product & Brand and Community Engagement. These pillars guide our efforts to ensure equitable access to opportunity, psychological safety and a sense of belonging across the organization.

Employee Resource Groups (ERGs), formed through employee interest and supported by the Talent team, are a key part of our culture. They serve as platforms for connection, advocacy and cultural celebration—reinforcing our commitment to a workplace where everyone can contribute and grow.

We are equally committed to providing a safe and healthy workplace that supports employee wellbeing and encourages innovation and collaboration. Our approach fosters a purpose-driven, inclusive and dynamic work environment; one that empowers a winning team representing a wide range of experiences, identities, and abilities.

Through our iCIMS Gives program, we support purpose-driven causes that align with our values and amplify our impact. We contribute charitable donations, partner with nonprofits, and encourage volunteerism. Employees are empowered to step away from their work and make a meaningful difference in their communities, including through a full day of paid time off to support causes that matter most to them.

Our social responsibility focus areas include:

- Inclusivity and Belonging
- Employee Health, Safety & Wellbeing
- Talent Attraction, Retention & Development
- Philanthropy & Community Engagement

Governance

Our governance policies support our commitment to ethical business practices, transparency, and fairness in all aspects of building our award-winning talent cloud. Through good governance, we can be a company that earns the trust and respect of our employees, customers, partners, suppliers, and communities.

Through good governance, we have developed several ESG-related policy statements that define our business practices:

- The iCIMS Code of Conduct summarizes the ethical standards for all iCIMS directors, officers, and employees.
- Our Modern Slavery Statement outlines our commitment to ensuring that all forms of modern slavery are prohibited within our business.
- Our Supplier Code of Conduct delivers these same principles to our supply chain. Employees and suppliers are informed about our governance expectations through our Codes of Conduct and compliance training programs.
- The iCIMS Integrity Helpline provides a mechanism to ensure iCIMS upholds these values.

We also endeavor to earn the trust of our customers, employees, and communities we serve through our commitment to privacy and security. iCIMS' Privacy Notices detail our privacy practices relating to our website and marketing efforts, talent cloud platform, talent acquisition, employees, California residents, and training platform for customers. We require regular privacy and security training for all employees. iCIMS maintains an information security management system managed by our Chief Information Security Officer. This includes appropriate

administrative, technical, and physical safeguards designed to protect the confidentiality, integrity, and availability of data. iCIMS also maintains a privacy information management system managed by our Data Protection Officer which governs how iCIMS processes personal data and complies with applicable data protection and privacy laws and regulations. iCIMS continues to evaluate and enhance its practices in line with evolving regulatory and industry best practices.

Our governance focus areas include:

- Privacy & Security
- Global Ethics & Compliance
- Responsible Governance
- Responsible & Diverse Supplier Management

Transparency and Reporting

As our ESG program grows, we intend to publish reports on our ESG initiatives and performance results for external stakeholders, customers, and employees. We will communicate updates on our progress with our ESG journey and continue to develop best-practice processes to meet our goals.

Document References

The following documents, commitments, and resources support our ESG program in their relevant area:

1) Environmental
2) Social
    a. Diversity | iCIMS Careers
3) Governance
    a. iCIMS Trust Center Portal | SafeBase
    b. iCIMS Integrity Helpline

Ownership and Administration

This ESG policy is owned and administered by our ESG committee and its Environmental, Social, and Governance sub-committees.

Roles and Responsibilities

ESG is supported at the highest levels of the company. We have established a cross-functional team to ensure our efforts align with our business values, risks, and priorities. Our CEO sets the overarching ESG strategy and executive alignment. Our General Counsel leads the cross-functional ESG Committee. Each ESG sub-committee is comprised of a committee lead and iCIMS employees who are stakeholders for the particular subject area. ESG initiatives will be led by the ESG committee and sub-committees, who will be accountable and responsible for adhering to the iCIMS ESG Charter to achieve the goals of iCIMS' ESG initiatives. Each iCIMS employee can contribute to the success of iCIMS delivering on our ESG commitment and goals and will be responsible for adhering to this policy.

Management and Enforcement

iCIMS employees must comply with iCIMS policies, and as such, the following list outlines the policy management process to ensure clear communication about, and maintenance and enforcement of, this policy for iCIMS employees.

- The iCIMS Regulatory Compliance team shall monitor compliance with this policy through periodic audits.
- Any personnel or need-to-know parties (NKPs) exhibiting conduct that violates this policy must be reported as specified in the Employee Handbook. All reports of policy violations will be reviewed, investigated, and appropriately addressed in accordance with iCIMS' internal investigation and remediation procedures.
- Any personnel or NKPs who violate any provision of this policy may be subject to disciplinary action, up to and including termination of their employment or contractual relationship (as applicable).
- This policy is reviewed and approved by management once per year.