

Diversity, Equity, and Inclusion (DEI) MISSION STATEMENT

nCino is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion (DEI). We understand that our people are the most valuable asset that we have. The collective sum of the individual differences, life experiences, knowledge, creativity, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but also of our company's reputation and achievements.

Diversity, Equity, and Inclusion (DEI) POLICY

As a part of nCino's Core Values, we embrace and celebrate the differences and individual characteristics that make all our employees special and unique. In addition to compliance with applicable laws and regulations, nCino weaves DEI into the core fabric of how we operate.

At nCino, we are committed to:

- providing a workplace that is free from discrimination, harassment, bullying, victimization, vilification, and retaliation;
- treating employees fairly and with respect;
- fostering a culture that is inclusive and embraces individual differences;
- offering equal employment opportunities based on ability, performance, and potential;
- cultivating awareness in all staff of their rights and responsibilities regarding fairness, equity, and respect for all aspects of diversity;
- developing flexible work practices and policies to support employees and their changing needs;
- attracting, retaining, and developing a diverse range of talented people; and
- maintaining equitable frameworks and policies, processes, and practices that limit potential unconscious bias.

EMPLOYEE AFFINITY GROUPS

As part of nCino's commitment to DEI, nCino has created space for employees of similar backgrounds and identities to form affinity groups. Affinity groups are voluntary, Company-endorsed employee groups dedicated to fostering a diverse and inclusive work environment.

The goal of nCino's affinity groups is to provide safe and communal spaces for employees with similar identities, and their allies, to interact. These affinity groups provide cultural expertise for optimized recruiting and retention, cultural competence, and leadership effectiveness. The affinity groups also facilitate relationships between nCino and the local community. Our affinity groups foster

employees' personal and professional development through direct participation in affinity group activities. Employees are actively encouraged to pursue leadership roles in the affinity group of their choosing. All employees are eligible and are encouraged to be members of the affinity groups, regardless of self-identification. Currently, nCino has six affinity groups:

- Women-n-Tech (Women employees and allies)
- Mi Gente (Hispanic, Latinx, and Basque employees and allies)
- Diaspora (Black/African American employees and allies)
- nPride (LGBTQIA+ employees and allies)
- Veterans Network (Military veteran employees and allies)
- AAPI Alliance (Asian American/Pacific Islander employees and allies)