

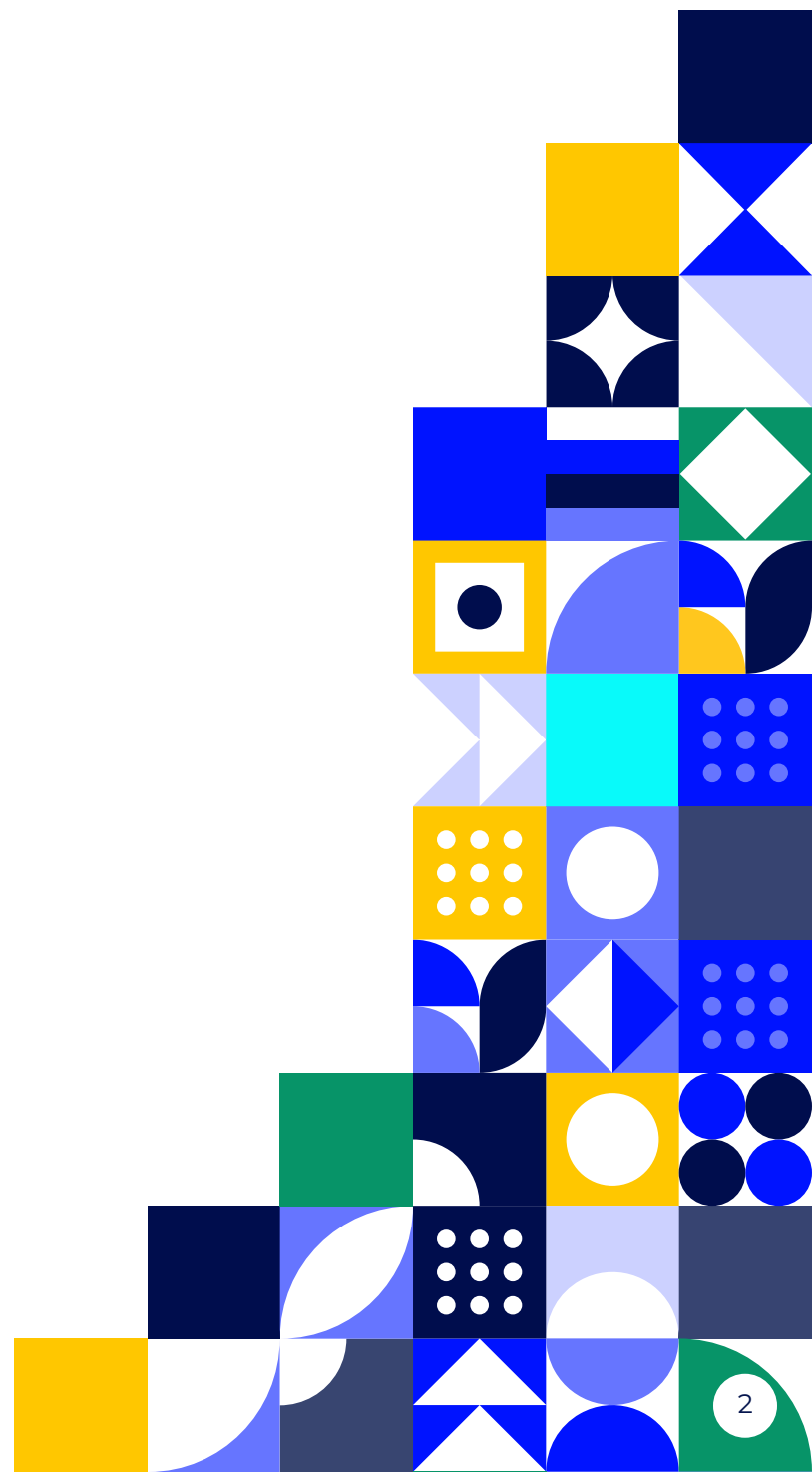
Culture and Community Report

2024



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A Letter From Our CEO

At Epiq, we believe that every person deserves to belong and thrive. This belief has long guided our commitments and values.

This year marks the evolution of our Diversity, Equity, and Inclusion annual report into a **Culture and Community Report** — a more holistic reflection of how we live our values each day.

Our Culture and Community program is grounded in four strategic pillars:

- Diversity, Equity, and Inclusion
- Employee Engagement
- Professional Development
- Community Impact

These pillars help us feel valued, supported, and inspired, creating a culture of belonging and shared success at Epiq.

We chose a mosaic as our visual theme for this report recognizing that our culture is strengthened by everyone's unique perspectives and contributions.

Culture is not just internal; it's integral to how we serve our clients. When people feel connected, they are empowered to deliver exceptional service, foster lasting partnerships, and drive meaningful client results.

This report celebrates progress and reaffirms our commitment to the work ahead. To our employees, clients, partners, and future colleagues, thank you for being part of this journey.



A handwritten signature in black ink that reads "Dave".

Dave Dobson
Chief Executive Officer



Living Our Values

The Epiq values are the foundation of our culture, the principles that guide our decisions, and the commitments we uphold to one another, our clients, and our communities.



How Culture Drives Client Success

A values-driven culture isn't just good for our people; it's transformative for our clients. Here's how our Culture and Community efforts strengthen our client relationships and improve results.



Culture and Community

Our Culture and Community program is how we bring our values to life. It's how we create a workplace where people feel connected, supported, and empowered to grow. It's how we ensure that everyone, regardless of role, background, or location, can thrive and make a meaningful impact.

This work comes to life across four strategic pillars.

Diversity, Equity, and Inclusion (DEI)

We cultivate an inclusive culture where respect is the foundation of belonging. We believe that by **being yourself, you belong with Epiq**. This belief strengthens our people, our business, and the communities we serve.

Employee Engagement

We support a culture of active listening and responsive action, ensuring every employee's voice is heard and valued. Together, we create **One Epiq** where everyone is empowered to contribute to our collective success.

Professional Development

We enable our teams to reach their full potential and **thrive on big challenges** through comprehensive learning opportunities and career growth initiatives.

Community Impact

We connect with our communities and support one another with **unwavering integrity** through **relentless service**, charitable giving, volunteer work, and the Epiq Charitable Foundation.





Diversity, Equity, and Inclusion

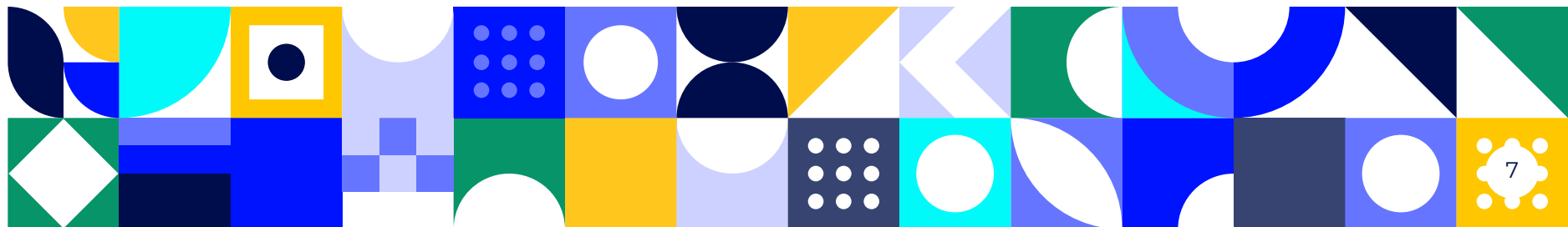
Mission Statement: We are passionate about building a workplace where Diversity, Equity, and Inclusion are not just values but a lived experience for our people. Our journey is ongoing, but our commitment is unwavering.

An inclusive and equitable environment is essential to who we are and how we grow. Our commitment to Diversity, Equity, and Inclusion is a continuous, intentional effort embedded into how we work.

Diversity encompasses the full range of characteristics and experiences that make each individual unique. At Epiq, we recognize and celebrate the richness of backgrounds, perspectives, and talents that our team members bring.

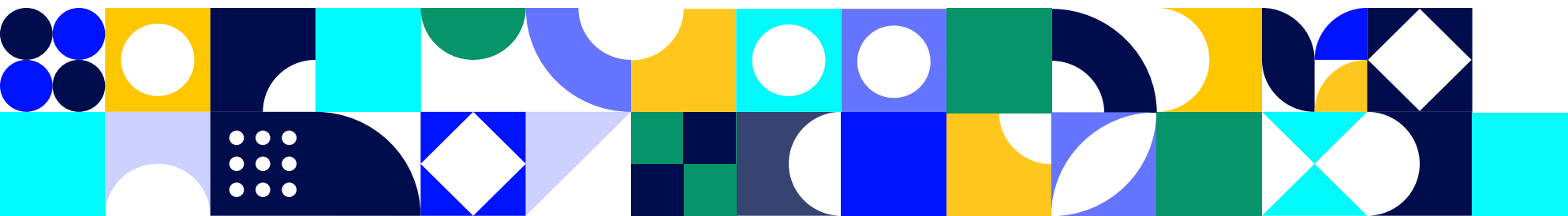
Equity creates an even playing field for all our employees to be recognized, rewarded, and developed. By achieving equity, all our employees stand on their merits alone in our pay-for-performance culture.

Inclusion seeks to ensure that all people have their views heard by creating an environment where employees feel valued, respected, accepted, and encouraged to fully participate in the organization.



Employee Resource Groups

The Employee Resource Groups (ERGs) are vital in shaping our culture and strengthening our sense of community. Rooted in our commitment to Diversity, Equity, and Inclusion, our ERGs bring employees together across backgrounds and perspectives to build connections, share experiences, and support one another. These groups offer meaningful opportunities for mentorship, collaboration, and engagement.



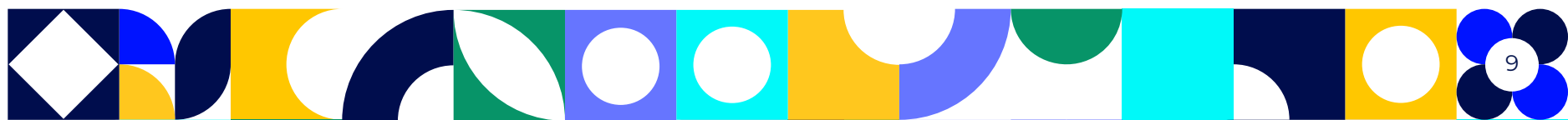


API@Epiq

Mission Statement: API@Epiq celebrates the rich tapestry of cultures within Asian, Pacific Islander, and Native Hawaiian communities. While centered on API experiences, we welcome all employees who are committed to learning and fostering inclusion across Epiq. Our programming supports all employees through cultural education, professional development, personal growth, and networking opportunities.

Looking Back on 2024

Amplifying Community	Career Development	Celebrating Cultures
<ul style="list-style-type: none">– We grew our API@Epiq network by seventy-seven percent, strengthening our global presence.– We launched our first all-ERG session for APAC and India, fostering cross-regional collaboration.– Our community stayed engaged with weekly member highlights, curated cultural content, and monthly meetups across business units.	<ul style="list-style-type: none">– We introduced the Leadership Spotlight series, featuring candid stories and guidance from API leaders at Epiq.– We delivered a functional development session on Information Governance (IG), led by IG Senior Leadership.– Our programming sparked organic mentorship through peer networking focused on career journeys and spotlighted internal leaders to build visibility and facilitate connections across business units and geographies.	<ul style="list-style-type: none">– We honored API Heritage Month with weekly tributes to iconic figures and personal stories from our global community.– We celebrated nine APAC holidays with educational content shared across the company.





API@Epiq

Looking Forward to 2025

Amplifying Community

- Expand our Travel Buddies program with destination tips and a member-driven travel blog.
- Debut a digital cookbook, featuring recipes and stories that reflect our shared cultural heritage.
- Develop structured, inclusive programming to engage our growing global membership across all time zones.
- Continue the API Film Club to explore identity and experience through cinema.

Career Development

- Co-host a Women of Color in Law panel with Epiq Women to highlight API women's voices in legal.
- Further expand existing career development programs, such as the Leadership Spotlight series and Peer Networking, by delivering career guidance, expertise, and professional connections.

Celebrating Cultures

- Sustain API Heritage Month programming with weekly educational events and cultural content.
- Highlight APAC holidays in collaboration with regional colleagues to drive education.



Black@Epiq

Mission Statement: Black@Epiq fosters a vibrant, inclusive community that celebrates the richness of Black cultures and experiences. While rooted in these perspectives, we welcome all employees who are committed to advancing inclusion and cultural understanding. Through education and cultural celebration, we aim to create a workplace where everyone feels empowered to bring their whole selves to work.

Looking Back on 2024

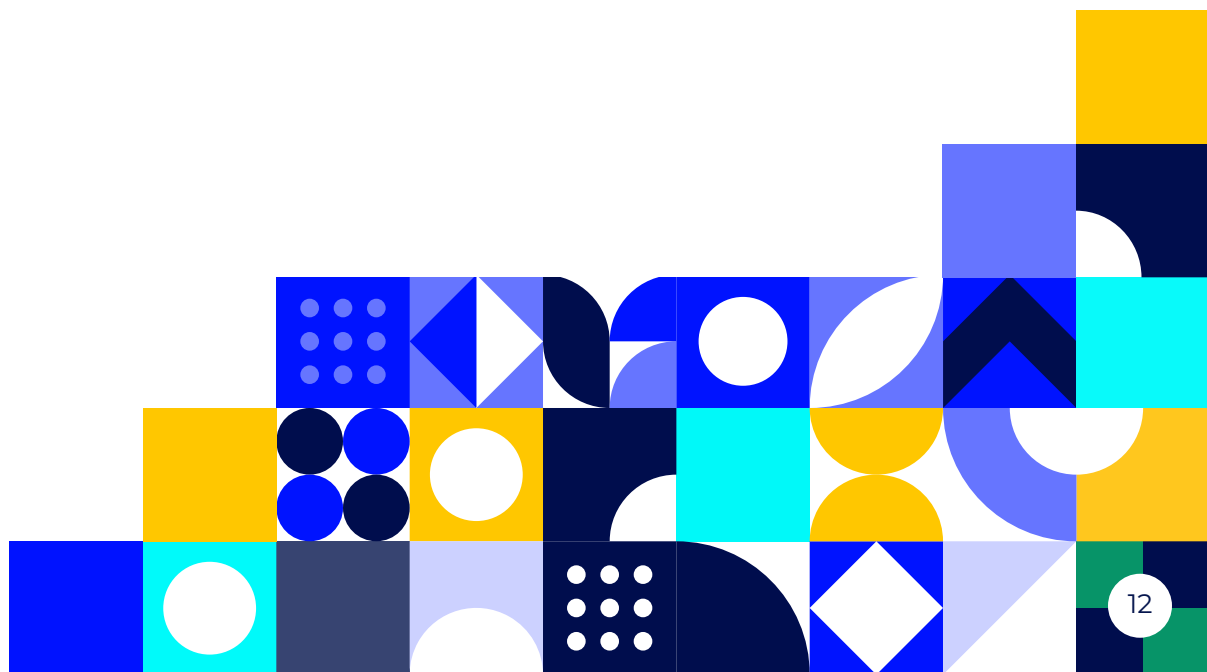
Amplifying Community	Career Development	Celebrating Cultures
<ul style="list-style-type: none"> – We grew our membership by seventy-seven percent, reflecting a vibrant and engaged global network. – We delivered culturally relevant programming for EMEA and APAC, expanding global reach. – We launched inclusive initiatives within the Global Business Transformation Services (GBTS) business unit. 	<ul style="list-style-type: none"> – We hosted impactful events like “Navigating Your Career: How To Grow and Find Fulfillment” and open forums on self-care and work-life balance. – We held monthly community conversations and peer networking sessions to foster mentorship and collaboration. – We partnered with external organizations, such as Elevate New York, to bring in-person professional development to New York City. 	<ul style="list-style-type: none"> – We honored Black History Month with an engaging fireside chat, during which internal leaders shared their journeys and connected with members. – We hosted a Black History Month employee event featuring a dynamic guest speaker with expertise in the business and sport sectors. – We celebrated Juneteenth with a virtual “cookout” and a live R&B performance, spotlighting cultural pride and unity.



Black@Epiq

Looking Forward to 2025

Amplifying Community	Career Development	Celebrating Cultures
<ul style="list-style-type: none"> – Introduce the Black@Epiq Book Club to foster connection through shared stories and cultural exchange. – Continue our open discussion forums that bridge regions and empower members to build community across cultures. – Increase awareness and participation in Black@Epiq across all regions through targeted outreach, storytelling, and peer engagement. 	<ul style="list-style-type: none"> – Launch a panel series centered on mental health and the Black professional experience in corporate spaces. – Continue peer networking sessions to promote career growth, connection, and internal visibility. – Introduce member-led programming that offers leadership shadowing and peer mentorship opportunities. 	<ul style="list-style-type: none"> – Explore the cultural and historical impact of music during Black History Month with engaging content and events. – Elevate our Juneteenth celebration with a vibrant, community-centered virtual “cookout.” – Recognize and celebrate international cultural milestones, ensuring relevance and inclusion for our global community.



Gente@Epiq

Mission Statement: Gente@Epiq celebrates the vibrant energía and heritage of Hispanic and Latina/e/o/x communities. We uplift all employees through professional development, engagement, and cultural education opportunities regardless of identity. We aim to amplify all employee voices to inspire positive impact and change.

Looking Back on 2024

Amplifying Community	Career Development	Celebrating Cultures
<ul style="list-style-type: none"> – We grew our membership by 137%, reflecting strong engagement across our global employees. – We co-hosted “Día de los Niños With Epiq Belonging,” celebrating families, children, and caregivers. – We celebrated intersectional identities within our community, including fellow ERGs, through educational content. 	<ul style="list-style-type: none"> – We spotlighted internal rising leaders through member showcases. – We facilitated a career growth discussion focused on leadership pathways and professional development. – We hosted a session with Epiq leaders on the mindsets and behaviors that drive success. 	<ul style="list-style-type: none"> – We explored cultural themes in media using storytelling as a lens to understand lived experiences and shared challenges. – We celebrated significant cultural holidays, such as Independence Days, Día de los Muertos, and Cinco de Mayo, dispelling misconceptions through thoughtful and educational programming. – We hosted weekly Hispanic Heritage Month events, featuring open dialogues on traditions like the ofrenda and the cultural significance of Día de los Muertos.



Gente@Epiq

Looking Forward to 2025

Amplifying Community

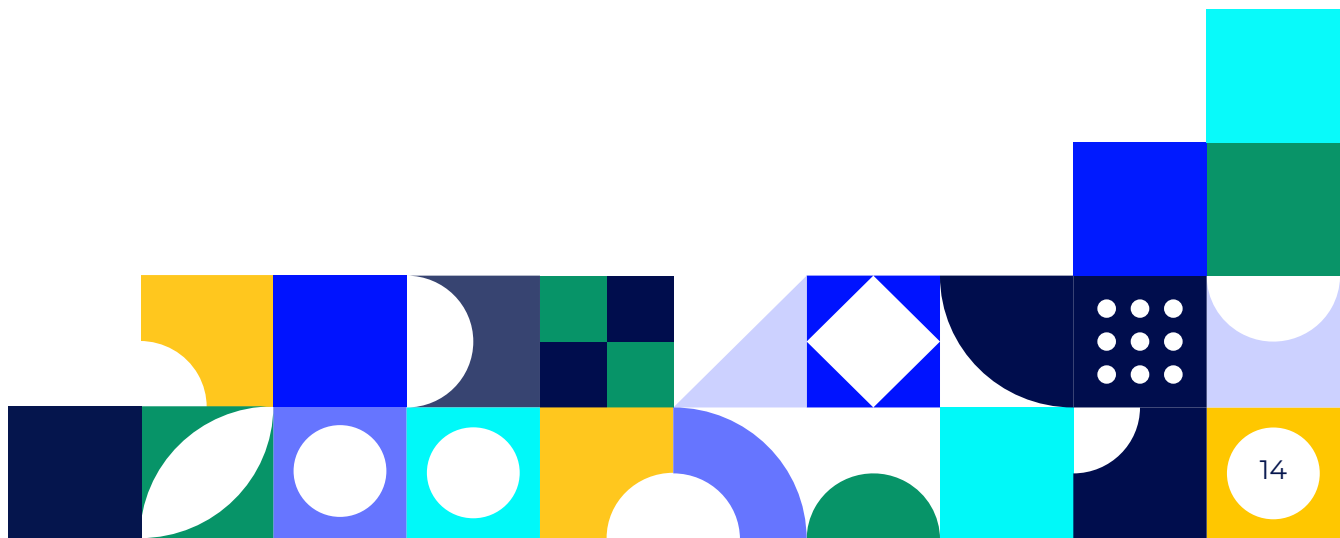
- Launch monthly events focused on community-building and storytelling.
- Introduce member-led activities such as book clubs and language exchanges to deepen peer connection.
- Highlight intersectional identities and gather feedback to ensure programming is inclusive and globally relevant.
- Balance festive celebrations with meaningful conversations around identity, leadership, and personal growth.

Career Development

- Host career development workshops with internal and external leaders, offering guidance and tools for advancement.
- Facilitate peer networking sessions that connect members across functions and regions while building career visibility.
- Provide ongoing opportunities for skill-building, leadership exposure, and professional growth.

Celebrating Cultures

- Curate Hispanic Heritage Month programming that highlights contributions across arts, sports, science, cuisine, and more.
- Spotlight intersectional identities such as the Afro-Latino, LGBTQIA+ Latino, and Latina experiences during key cultural observances.
- Celebrate and educate on culturally significant holidays and traditions, including Carnival, Noche Buena, Cinco de Mayo, Día de los Muertos, and Latin American Independence Days.



Epiq Belonging

Mission Statement: Epiq Belonging creates space for individuals to share and learn from one another's identities and experiences, while building the skills needed for thoughtful inclusion in a global workplace. By celebrating the intersectionality of our unique yet interconnected identities, we strengthen our culture of belonging across Epiq.

Looking Back on 2024

<p>Amplifying Community</p> <ul style="list-style-type: none"> – We increased our membership by 115%, reflecting growing interest and engagement across Epiq. – We facilitated monthly discussions that connected employees across business units and locations. 	<p>Career Development</p> <ul style="list-style-type: none"> – We delivered a workshop series on cultivating belonging and supporting professional growth. – We hosted a community dialogue on resilience, exploring work-life balance, burnout prevention, and motivation during change. – We integrated career development themes into cultural programming, reinforcing the link between identity and workplace belonging. 	<p>Celebrating Belonging</p> <ul style="list-style-type: none"> – We delivered programs celebrating intersectionality and belonging with our ERG and community partners. – We celebrated neurodivergent and disabled identities with programming spotlighting women with ADHD, Autism Acceptance Month, and Disability Pride Month. – We honored our global veterans, highlighting LGBTQIA+ service members, and commemorating Veterans Day and Remembrance Day. – We celebrated Día de los Niños by uplifting cultural identity, honoring families, children, and caregivers in our community.
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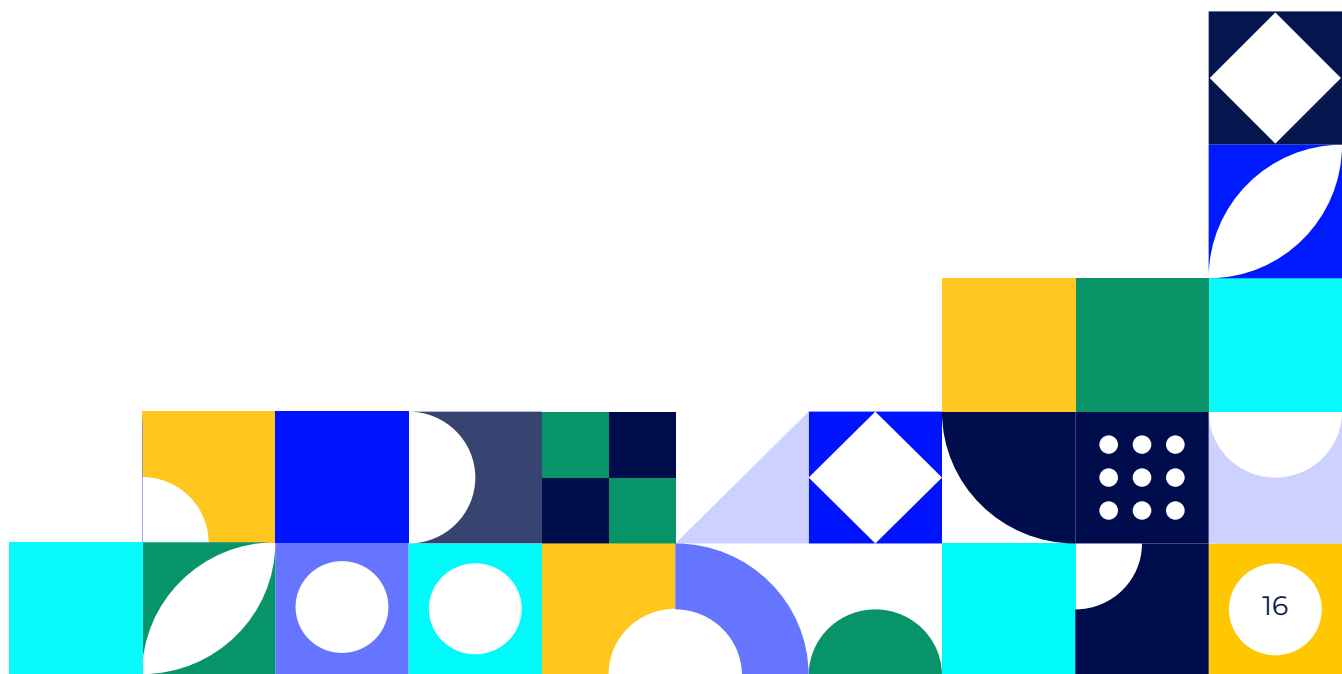


Epiq Belonging

Looking Forward to 2025

Empower Epiq

- Relaunch Epiq Belonging as Empower Epiq with a renewed focus on disability inclusion, based on employee feedback, supporting employees who are disabled, neurodivergent, and living with chronic conditions.
 - Celebrate Disability Pride Month in partnership with peer ERGs and highlight lived experiences through storytelling and educational resources.
 - Drive programming to raise awareness, strengthen membership, and grow our impact by hosting monthly member discussions on identity, accessibility, and community.
 - Deepen understanding through collaborative and intersectional programming with fellow ERGs.
 - Continue to regularly engage with employees to ensure Empower Epiq reflects the needs, voices, and lived experiences of employees with disabilities, neurodivergent identities, and chronic conditions.
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Epiq Pride

Mission Statement: Epiq Pride creates a safe, inclusive, and supportive space for all employees, centering on the identities and experiences of the LGBTQIA+ community. Our programming champions visibility and promotes dialogue through intersectional education and professional development opportunities for all employees.

Looking Back on 2024

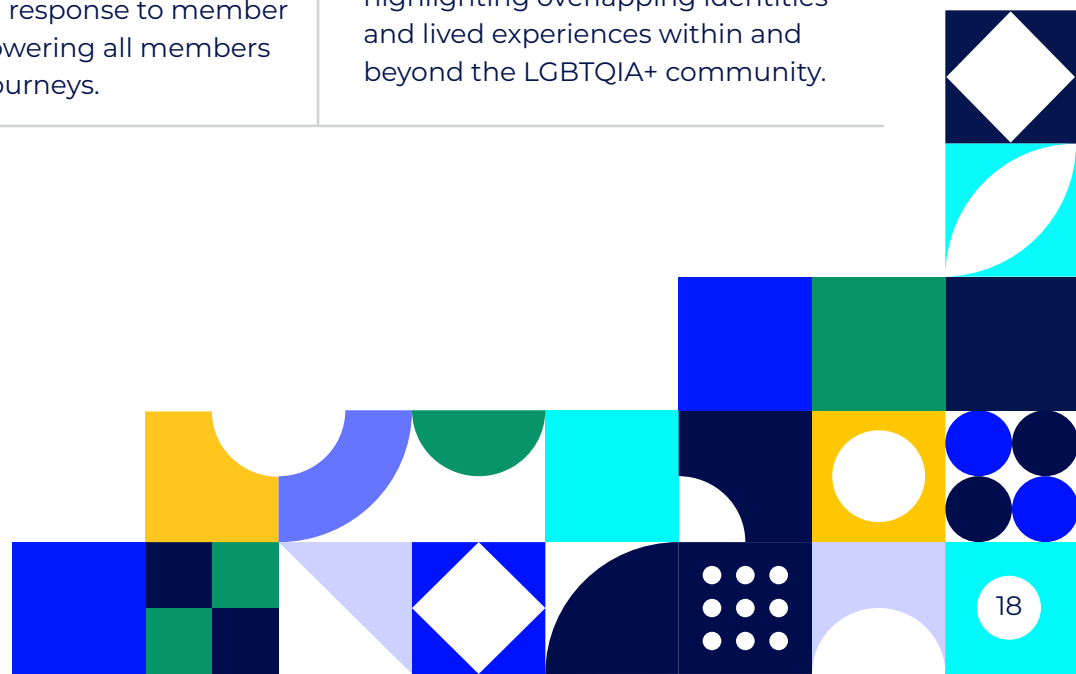
Amplifying Community	Career Development	Celebrating Cultures
<ul style="list-style-type: none"> – We grew our membership by seventy-one percent, reflecting sustained engagement across employees. – We expanded our quarterly Media Club to explore gender identity, disability, and empathy through storytelling. – We celebrated global LGBTQIA+ trailblazers, amplifying global voices through all-employee education and resources. – We hosted monthly storytelling discussions that nurtured belonging and connection across the business. 	<ul style="list-style-type: none"> – We co-hosted “What Does Pride Mean to You?” featuring LGBTQIA+ veterans from the “Don’t Ask, Don’t Tell” era, highlighting identity and resilience. – We partnered with Epiq Belonging for Autism Acceptance Month to explore the intersection of neurodiversity and LGBTQIA+ identities, sharing actionable career insights. – We continued our annual sponsorship and presence at Beaverton Pride, blending professional networking with community engagement. 	<ul style="list-style-type: none"> – We hosted vibrant events for Trans Day of Visibility, Pride Month, and National Coming Out Day, creating community-building connections. – We honored LGBTQIA+ History Month and other observances with educational content highlighting LGBTQIA+ identities and experiences. – We elevated intersectionality through collaboration with other ERGs, deepening shared understanding and solidarity.



Epiq Pride

Looking Forward to 2025

Amplifying Community	Career Development	Celebrating Cultures
<ul style="list-style-type: none"> – Continue monthly membership meetings centered on storytelling, open dialogue, and connection across lived experiences. – Strengthen global engagement by building an inclusive community across race, gender, generation, and geography. – Regularly gather and apply member feedback to keep programming relevant and responsive. 	<ul style="list-style-type: none"> – Launch the Member Career Spotlight series to showcase the journeys and achievements of LGBTQIA+ employees. – Maintain a strong presence at Beaverton Pride to boost visibility and support inclusive recruiting. – Partner with HR to create educational resources that foster respect and inclusive leadership. – Expand structured development opportunities in response to member feedback, empowering all members in their career journeys. 	<ul style="list-style-type: none"> – Continue honoring LGBTQIA+ milestones with storytelling events during Pride Month, Trans Day of Visibility, National Coming Out Day, and beyond. – Strengthen collaboration with fellow ERGs to elevate intersectional experiences and expand opportunities for cross-community connection. – Share educational content highlighting overlapping identities and lived experiences within and beyond the LGBTQIA+ community.



Epiq Women

Mission Statement: Epiq Women fosters an inclusive space for all employees, centering on the experiences of women and those who feel a connection to womanhood. We provide engagement, mentorship, and professional development opportunities that support all members and address workplace challenges through an inclusive lens.

Looking Back on 2024

Amplifying Community	Career Development	Celebrating Cultures
<ul style="list-style-type: none"> – We grew the largest ERG membership by twenty-one percent. – We celebrated the intersectionality of women’s identities through collaborative educational content and storytelling with fellow ERGs. – We hosted two member-led book club discussions on “The Women,” by Kristin Hannah, exploring service, sacrifice, and the untold stories of women in the Vietnam War. 	<ul style="list-style-type: none"> – We continued the Empower Together series, where leaders shared real-time career strategies and insights for professional growth. – We partnered with API@Epiq on the Leadership Spotlight series to highlight intersectional leadership stories and career journeys. – We fostered organic mentorship and peer support through monthly meetings, encouraging connection, insight-sharing, and career growth. 	<ul style="list-style-type: none"> – We partnered with Black@Epiq to host “Allyship Through Empathy: The Black Woman’s Experience,” fostering understanding and solidarity. – We hosted an International Women’s Day event with Judge Ashleigh Parker, focused on inspiring inclusion and advancing women’s leadership. – We honored Women’s Equality Day and Pride Month with educational content spotlighting LGBTQIA+ women in history and advocacy.



Epiq Women

Looking Forward to 2025

Amplifying Community

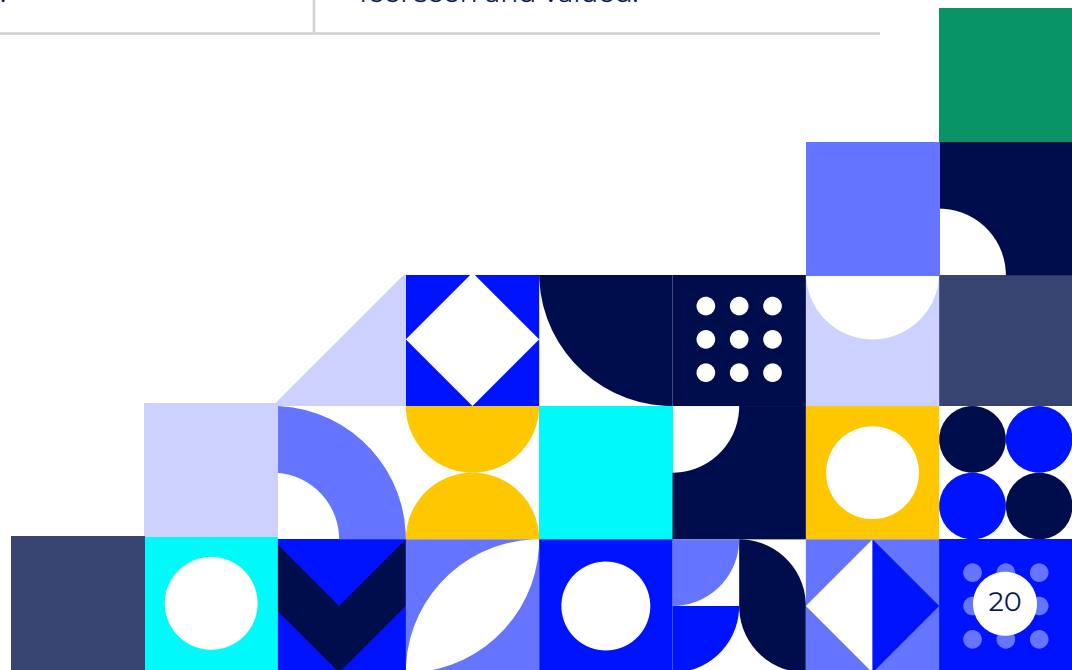
- Launch new feedback loops through member surveys and polls to align programming with evolving needs across identities and career stages.
- Expand the Epiq Women Book Club with member-led discussions that explore real-world issues and foster peer-based learning.
- Continue monthly meetings to foster connection and reflection, while expanding membership across roles, regions, and generations.

Career Development

- Introduce a member-led project management initiative to provide hands-on leadership and skill-building opportunities.
- Co-host a Women of Color in Law panel with API@Epiq, amplifying voices at the intersection of race, gender, and profession.
- Evolve the Empower Together series with Q&As and expert panels, offering real-world insights and actionable career guidance.

Celebrating Cultures

- Celebrate International Women's Day and Women's History Month under the 2025 theme #AccelerateAction, featuring internal leaders through storytelling and discussion.
- Regularly share educational content to spark awareness and dialogue around the evolving experiences of women in the workplace.
- Deepen intersectional collaboration with other ERGs to ensure all women feel seen and valued.



Education Leads to Inclusion

Education is central to cultivating a culture where everyone feels seen, valued, and respected. Our intentional approach to learning evolves each year, deepening our understanding of what it means to build inclusive workplaces.

In 2021 and 2022, we laid the foundation by building a shared understanding of Diversity, Equity, and Inclusion, aligning these principles with our values and defining what they mean in the context of our workplace. We introduced inclusive leadership training for our senior leadership and HR business partners to support deeper understanding and drive cultural change across the organization. This training is now embedded into onboarding for all people managers.

In 2023, we explored the theme of allyship, focusing on each individual's role in fostering an environment where everyone can succeed. As part of that journey, we welcomed Kenji Yoshino and David Glasgow, co-authors of "Say the Right Thing: How To Talk About Identity, Diversity, and Justice," who offered valuable insights on engaging in respectful dialogue during challenging conversations.

In 2024, our focus turned to respect. Guided by Dr. Gena Cox, organizational psychologist and author of "Leading Inclusion," we examined how respect creates psychological safety, strengthens trust, and unlocks the potential of every employee.

Dr. Cox's sessions emphasized that respect is not just a gesture; it's a daily commitment foundational to our culture. This theme invited employees to reflect on how we show up for one another and how inclusion is experienced in everyday interactions.

Looking ahead to 2025, our theme will be community. We are shifting from learning led by external experts to spotlighting the voices and experiences of our employees for community-driven learning. This next chapter will explore how community is created across teams, geographies, and lived experiences, centering our people's stories, insights, and leadership.



On-Demand Education

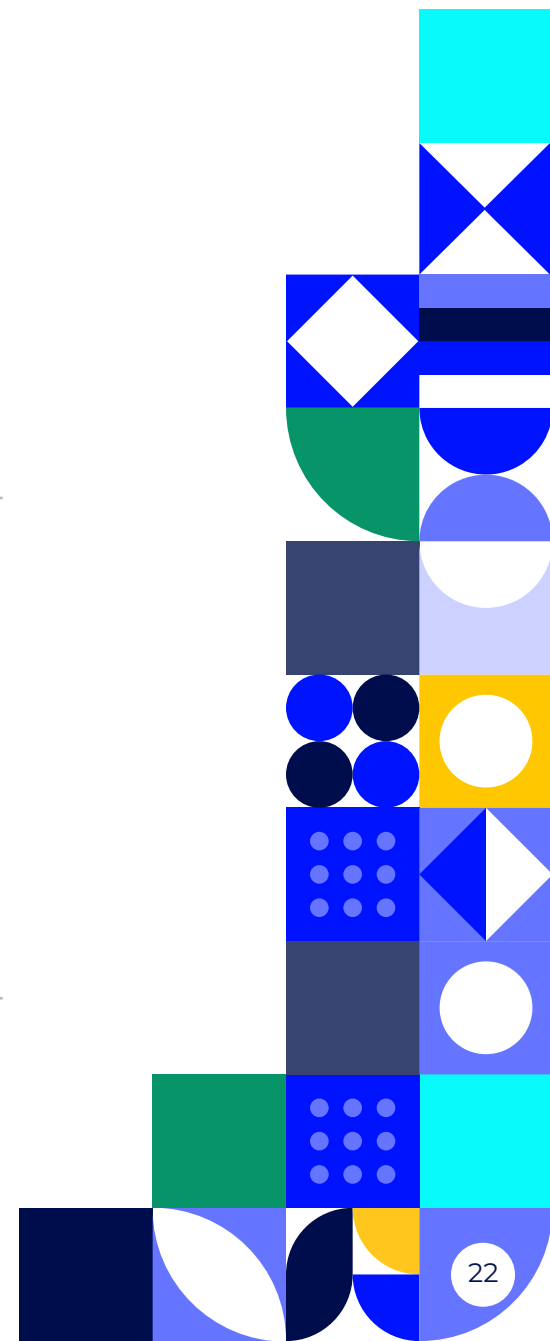
To complement our live sessions and annual themes, we offer on-demand educational content accessible year-round to every employee. These self-paced resources include learning series, employee-authored articles, job aids, and curated content that honor cultures, identities, and histories across our global community. They create space for reflection and connection and reinforce our belief that education leads to inclusion.

Our Employee Resource Groups (ERGs) amplify these efforts by sharing stories, highlighting influential figures, and offering community perspectives during heritage and awareness months. Together, these offerings help foster a stronger sense of belonging across our global teams.

Heritage and Awareness Observances Recognized in 2024

Health and Inclusion

- ADHD in Women (spotlighted during Women's History Month)
 - Autism Acceptance Month
 - Mental Health Awareness Month
 - Men's Health Month
 - Disability Pride Month — US
 - Disability Independence Day — US
 - World Mental Health Day
 - Breast Cancer Awareness Month
 - National Disability Employment Awareness Month — US
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Heritage and Awareness Observances Recognized in 2024 (cont'd)

Identity and Belonging

- International Women’s Day
- International Day for the Elimination of Racial Discrimination
- Trans Day of Visibility
- Women’s History Month
- International Day Against Homophobia, Transphobia, and Biphobia
- International Asexuality Day
- Lesbian Visibility Day
- World Day for Cultural Diversity
- Pansexual Visibility Day
- Juneteenth — US
- Pride Month
- International Non-Binary People’s Day
- Bisexuality Day and Bisexual Awareness Week
- LGBTQIA+ History Month
- National Coming Out Day
- Trans Awareness Week
- Trans Day of Remembrance
- International Men’s Day

Cultural Heritage and Remembrance

- Martin Luther King Jr. Day
- Holocaust Remembrance Day
- Lunar New Year
- Black History Month — US
- Holi
- Armed Forces Day
- Asian Pacific Islander Heritage Month — US
- Asian Heritage Month — Canada
- Juneteenth — US
- India Independence Day
- International Day of the World’s Indigenous Peoples
- Hispanic Heritage Month
- National Day for Truth and Reconciliation — Canada
- UK Black History Month
- Indigenous Peoples Day — US and Canada
- Diwali
- Día de Los Muertos
- Native American Heritage Month — US
- Veterans Day (Global recognition)
- International Volunteer Day





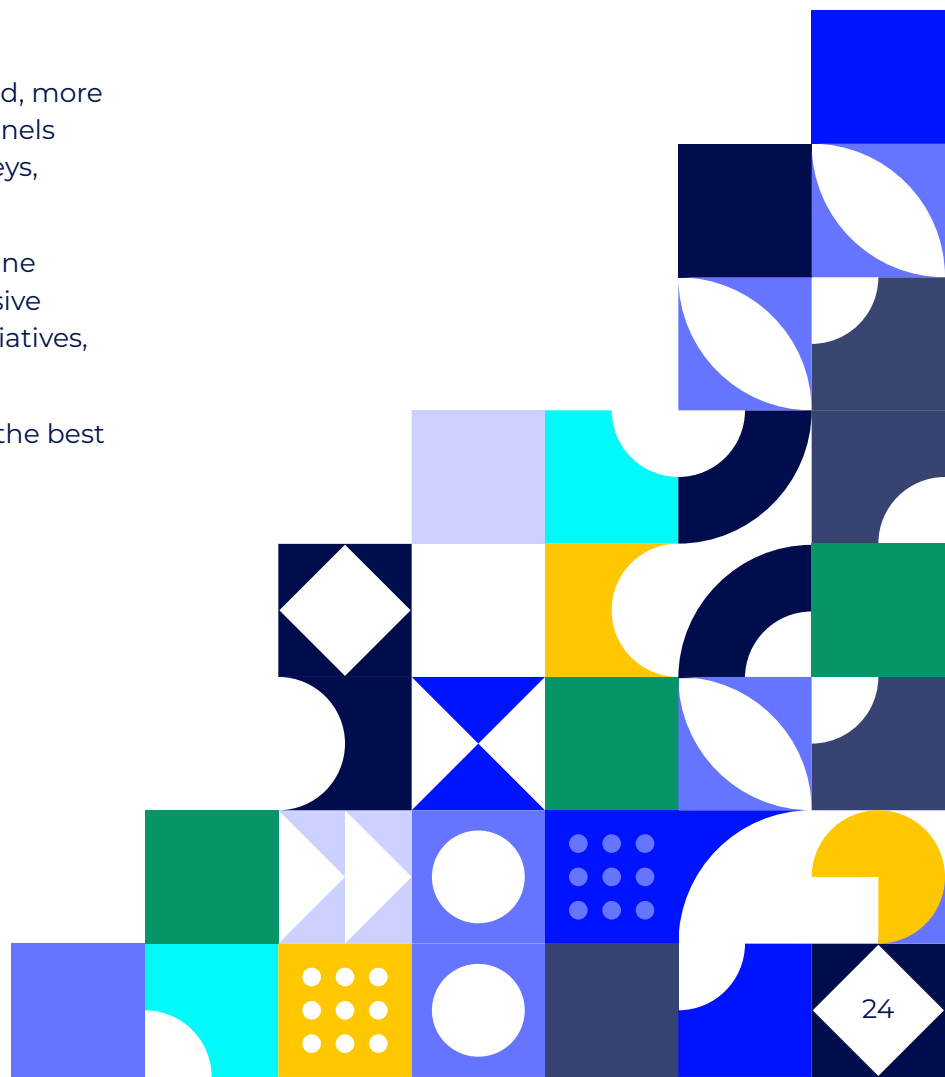
Employee Engagement

Employee engagement reflects how people experience work, leadership, and culture.

Employee feedback is central to our Culture and Community program and, more specifically, our Employee Engagement strategy. Epiq offers various channels for dialogue across regions, roles, and levels, including engagement surveys, manager conversations, team forums, and employee listening sessions.

Employee listening sessions, both in-person and virtual, provide a direct line to senior leaders, encouraging honest conversations and informing inclusive decisions. These sessions have influenced new benefits, transparency initiatives, and leadership opportunities.

As our listening practices evolve, we remain grounded in one core belief: the best ideas come from the people closest to the work.

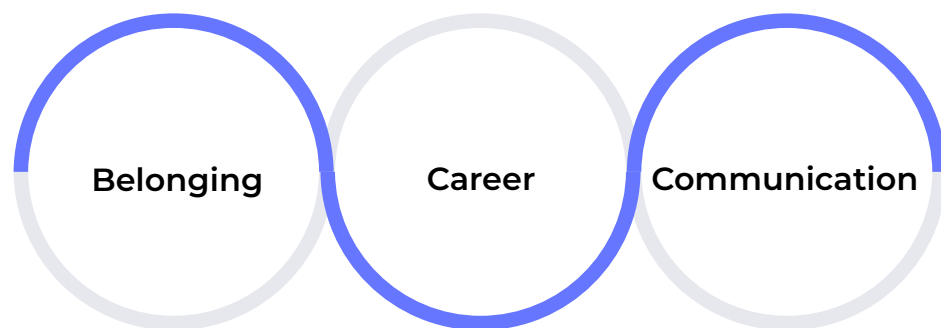


From Listening to Action

Listening is how we learn from our employees and shape our strategies. We use our annual engagement survey to understand how our teams feel and to act with purpose based on what they share.

Listening is more than a practice; it's a promise to act. That is why we have created cross-functional engagement action committees within each business function to ensure feedback translates into meaningful progress. Each committee develops strategies that meet the team's unique needs while staying aligned with our shared goals.

In 2024, our engagement survey identified three key drivers that matter most to our employees:



These focus areas guide our efforts to build stronger teams, clearer pathways for growth, and a more connected workplace experience.

The following pages present our 2024 Engagement Action Plans for each of our key drivers. We launch our annual survey each spring and update our action planning based on employee feedback. We look forward to learning about the impact of our 2024 efforts and addressing our employees' needs in 2025.

Belonging

Belonging emerged as our number one Epiq driver. It's the common thread that unites our global community. From professional development and inclusive leadership to recognition and team connection, every action we take is rooted in the belief that belonging drives performance.

To foster belonging and connection, our teams:

- Relaunched the Coffee Connections series to strengthen team bonds and build community.
- Connected new hires with senior leadership to foster relationships and reinforce the Epiq values.
- Launched a recipe-sharing initiative to support physical and mental health.
- Engaged more than 250 colleagues in our first function-wide, accessible fitness challenge to promote wellness, teamwork, and connection.
- Hosted a mental health break for World Mental Health Day, featuring breathing exercises and other stress-reduction techniques.
- Exceeded fundraising goals in a successful campaign supporting the Epiq Charitable Foundation.
- Introduced a Cultural Deep Dives series to celebrate our community's diversity, starting with Hong Kong, where more than 200 employees learned about its history, food, and recreational activities.
- Marked World Mental Health Day with wellness and self-care activities.
- Facilitated a fun and interactive fitness challenge to encourage connection and healthy habits.
- Celebrated Diwali with bay decorations, diya painting, and rangoli.

Career

Providing clear pathways for advancement, opportunities for skill enhancement, and platforms for career exploration empowers our people to envision a future within Epiq. Investing in professional development elevates individual success and drives collective organizational excellence.

To facilitate career development, our teams:

- Hosted employee development events, including a session on how to speak with effortless confidence.
- Facilitated a Sales Team Conversations series, where Sales team members shared career journey insights.
- Led a global four-part series, Developing Strategies for an Engaged Team, featuring Epiq leaders.
- Provided educational resources to enhance employee understanding of compensation decision factors.
- Introduced a Project Management Excellence learning series, hosting three sessions on advanced project management skills to enhance personal and professional growth.
- Launched Trailblazing Trios, a small group mentorship program matching three employees with diverse career experience, tenure, interests, and aspirations to foster connection, mentorship, learning, and support.
- Hosted IT leadership meetings in New York City, centered on team building and leadership principles.
- Organized roundtable discussions to facilitate connection and answer employee questions in real time.



Communication

Effective communication is crucial for employee engagement as it fosters transparency, trust, and collaboration within the organization. Employees who feel informed and heard are more likely to be invested in their work and aligned with the company's goals.

To foster communication across our organization, our teams:

- Hosted five global trivia challenges to encourage cross-regional connection and learning.
- Launched a newsletter within our Global Business Transformation Services (GBTS) business unit to regularly share resources and learning opportunities.
- Implemented a virtual suggestion box to collect ongoing employee feedback for improvement and development opportunities.
- Launched a GBTS Ambassador program to elevate and promote Epiq culture and values.
- Evaluated the onboarding experience to identify and address ways for new employees to build knowledge, confidence, and meaningful connections.
- Established a feedback loop to continuously improve the onboarding experience.
- Conducted focus groups with global HR colleagues to understand their experiences and inform action plans and programming.
- Initiated a process standardization effort to refresh meeting practices, focusing on inclusive and collaborative conversations.





Recognizing Our Culture Leaders

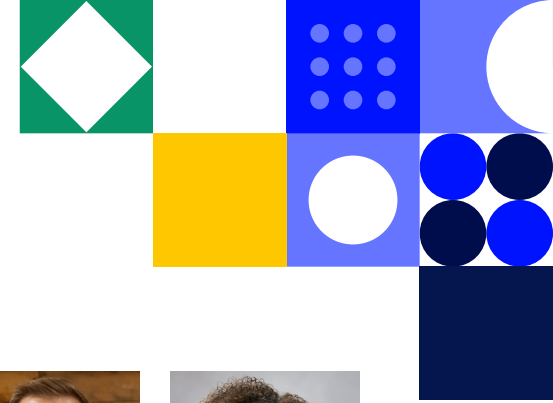
None of this work would be possible without the individuals who bring our Culture and Community vision to life every day. We are proud to recognize and celebrate the volunteers who lead with heart, purpose, and intention.

Thank you to our ERG leaders, engagement action committee members, executive sponsors, event organizers, panelists, storytellers, volunteers, and active participants. Your time, energy, and passion drive every initiative, celebration, and moment of connection.

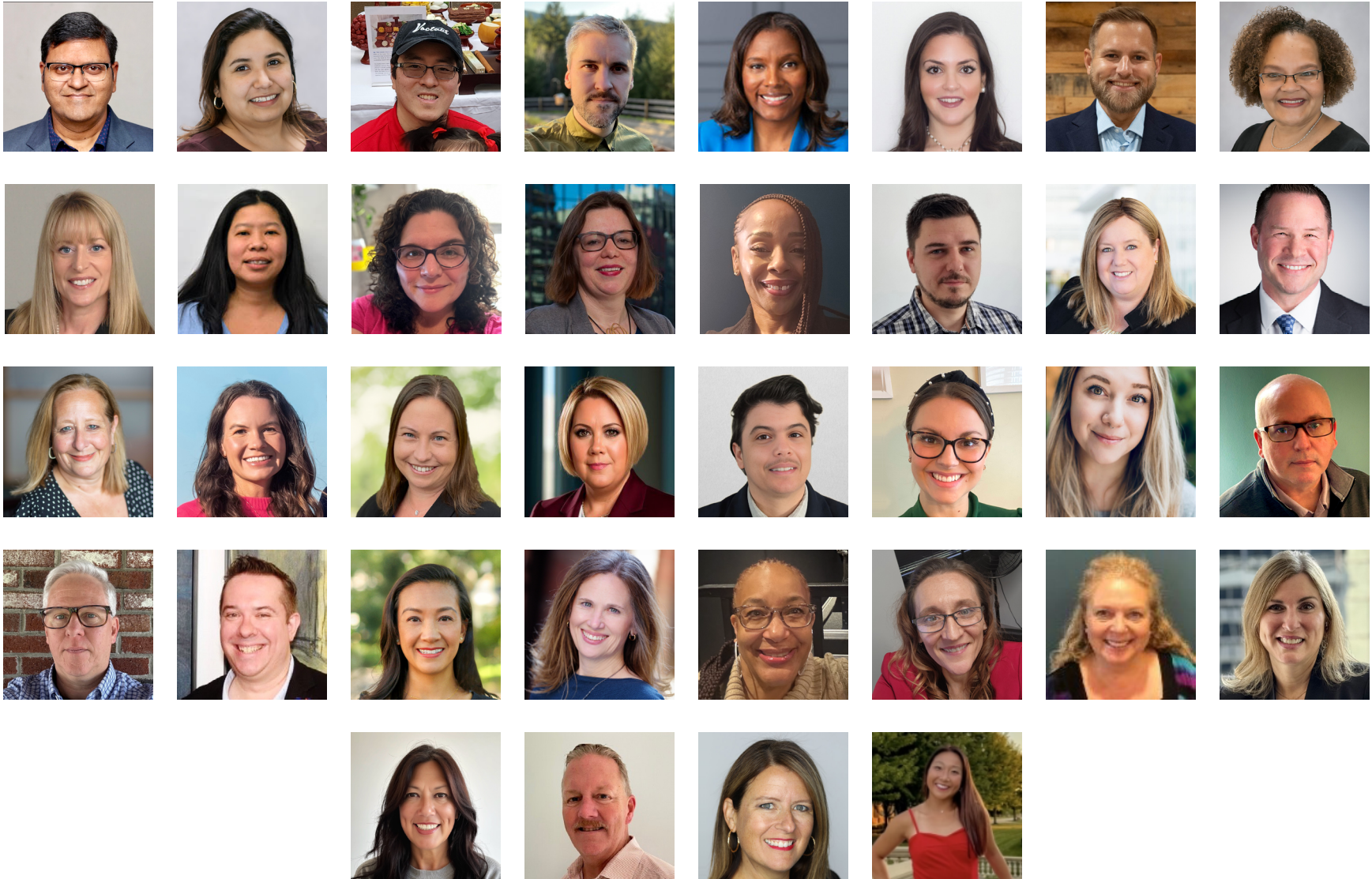
Whether you are guiding strategic efforts, hosting impactful programming, or simply showing up for your colleagues, you are helping shape the culture of Epiq in meaningful, lasting ways.

We are grateful for your continued commitment and the ripple effect of change you create across our global community.





Spotlighting Our Culture Leaders



Professional Development: Investing in People

Across every program, one theme is clear: when we invest in our people, we create confidence, capability, and connection.

In 2024, we expanded our commitment to growth through a range of programs designed to build skills, strengthen leadership, and unlock new potential across our teams.

Investment

We completed three waves of our **Management and Leadership Foundations** program across business units, providing leaders with practical tools to better support and guide their teams.

We hosted three **Leadership Engagement Sessions**, bringing together an average of **254 leaders** at each event.

Impact

95% of managers:

- Reported noticeable improvements in the management competencies of their direct reports.
- Would recommend the experience to others.
- Agree that it created meaningful opportunities for targeted feedback and coaching to support long-term development.

95% of participants reported that they planned to apply something they learned.

Over **90%** of participants said the sessions directly supported their development and would recommend them to others.

Investment

We continued to expand access to learning for employees at every level through seven **Employee Development Sessions**.

We continued our partnership with **BetterUp coaching**, offering personalized support to Epiq employees navigating leadership, communication, and well-being.

Impact

Nearly **700** live participants per session.

More than **13,000** on-demand courses completed.

91% of participants said they intended to act on something they learned.

90% of participants agreed that the experience supported their growth.

89% of participants would recommend the sessions to a colleague.

100% of participants said coaching was a valuable use of their time.

93% of participants reported being more effective at work as a result.

93% of participants called it “life-changing.”





Community Impact

The Epiq Charitable Foundation

Our culture of care extends into the most personal, difficult, and defining moments of our employees' lives. The Epiq Charitable Foundation (ECF) is an active expression of our values. It's how we show up for one another, in words and impact.

Founded and funded by employees, the ECF is an employee-driven, non-profit organization that provides critical financial support to colleagues facing unexpected crises or hardships.

From devastating natural disasters to heartbreaking personal loss, the ECF has been a source of aid for our people. It has helped employees with expenses for funerals, travel for hospital visits, medical care, and other essential needs after unplanned life events. Whether it's groceries after a hurricane, a hotel stay after a fire, or support during a health crisis, our employees show up for one another.

As we continue to grow our culture of connection, we honor every person who has contributed to this mission, whether by donating, applying, advocating, or simply showing support. The ECF reflects who we are at our best: One Epiq.

Since its inception, the Foundation has:





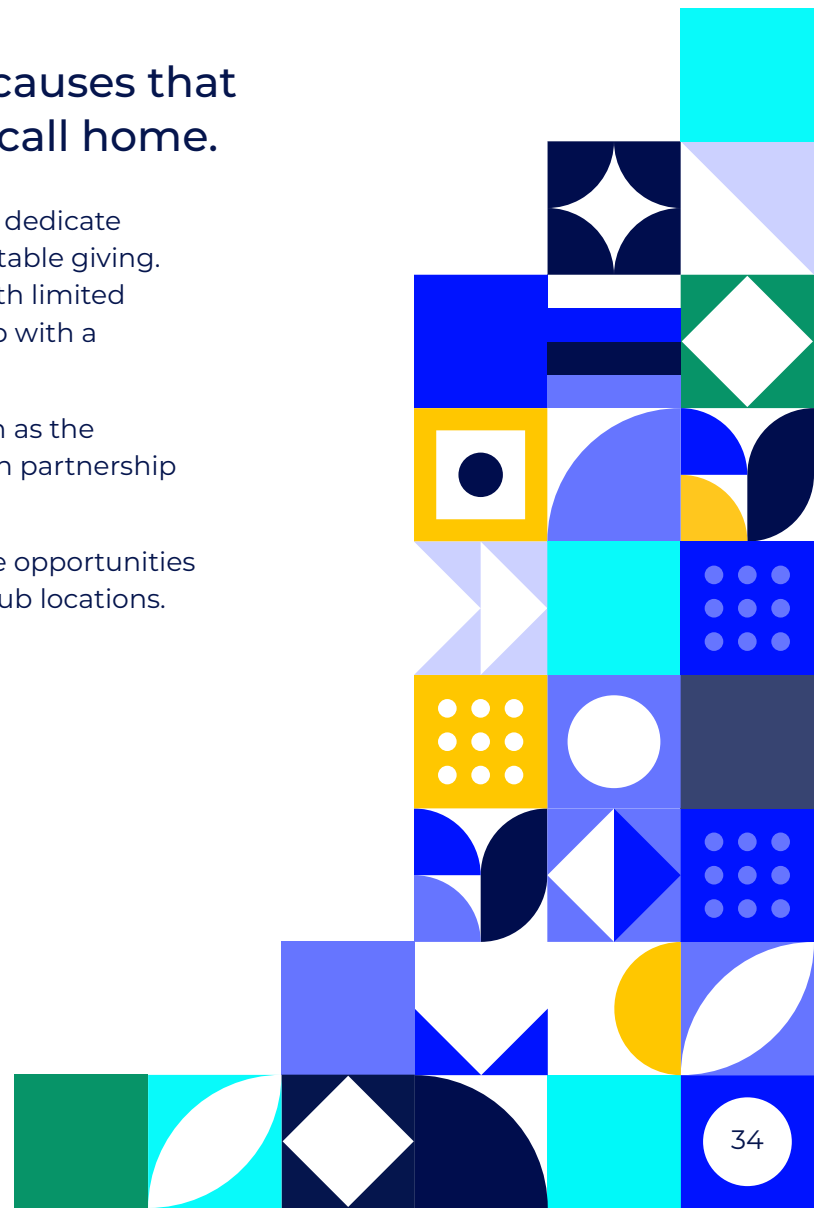
The Causes That Unite Us

We channel our values into action, uniting around causes that matter to our employees and the communities we call home.

Our global reach is matched by local engagement. Across regions, Epiq employees dedicate their time, talents, and resources to create change through volunteerism and charitable giving. Whether it's supporting families in crisis, advocating and uplifting communities with limited access to resources, or bettering the public spaces of our communities, we show up with a dedication to service.

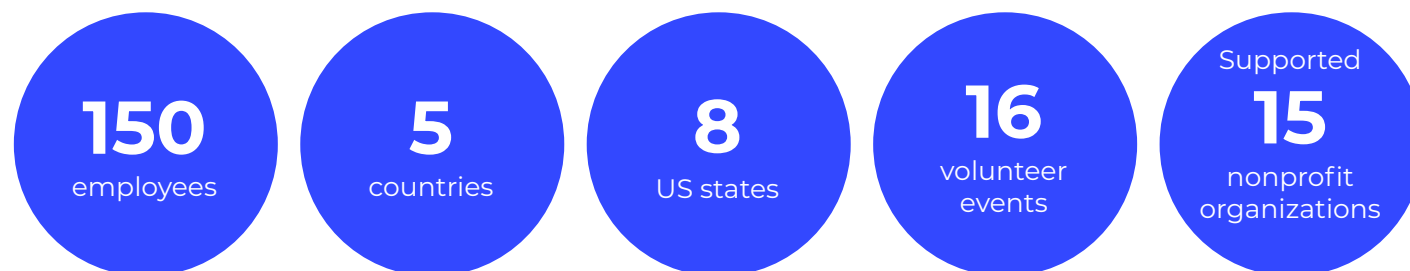
In the past, our community impact included support for several organizations, such as the International Rescue Committee, Rainbow Railroad, and Action Play, each chosen in partnership with our employees to ensure relevance and impact.

In 2024 and 2025, we are expanding our employee-led initiatives and creating more opportunities for global teams to serve together through coordinated service events across our hub locations.



Initiative Spotlight: Community Service Day

Epiq employees came together across borders and time zones for a Community Service Day, demonstrating the power of collective impact through service.



From environmental clean-ups and food bank support to blood donation drives and animal shelter revitalization projects, each event was locally driven and globally connected.

<ul style="list-style-type: none"> – Heart to Heart International – Fire Fighter Steven Coakley Foundation – Clean Up Australia – Tratwa – Northwest Harvest – Cradles to Crayons – National Park Service – Empowering the Masses 	<ul style="list-style-type: none"> – Association Sketeczni Wolontariusze – Houston Arboretum & Nature Center – The Greater Boston Food Bank – Hollywood Food Coalition – Youth for Seva – Ekostraz – Macmillan Cancer Support
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Celebrating Progress

The Culture and Community program was built on a simple idea: when people feel valued, supported, and connected, they do their best work, together. This truth is reflected in our award-winning strategies and the employees who bring them to life.

Our efforts have been recognized through industry-leading DEI honors and individual employee leadership and innovation accolades. These awards celebrate the strength of our culture and the impact of our collective efforts.



Our Commitments to Driving Culture

In last year's report, we shared a set of commitments reflecting employee feedback and aligning with our values. Throughout this report, we highlighted our progress across every area, delivering on all our 2024 commitments.

We remain focused on our culture as we look to the year ahead. These 2025 commitments reflect our continued investment in our people across our four strategic pillars.

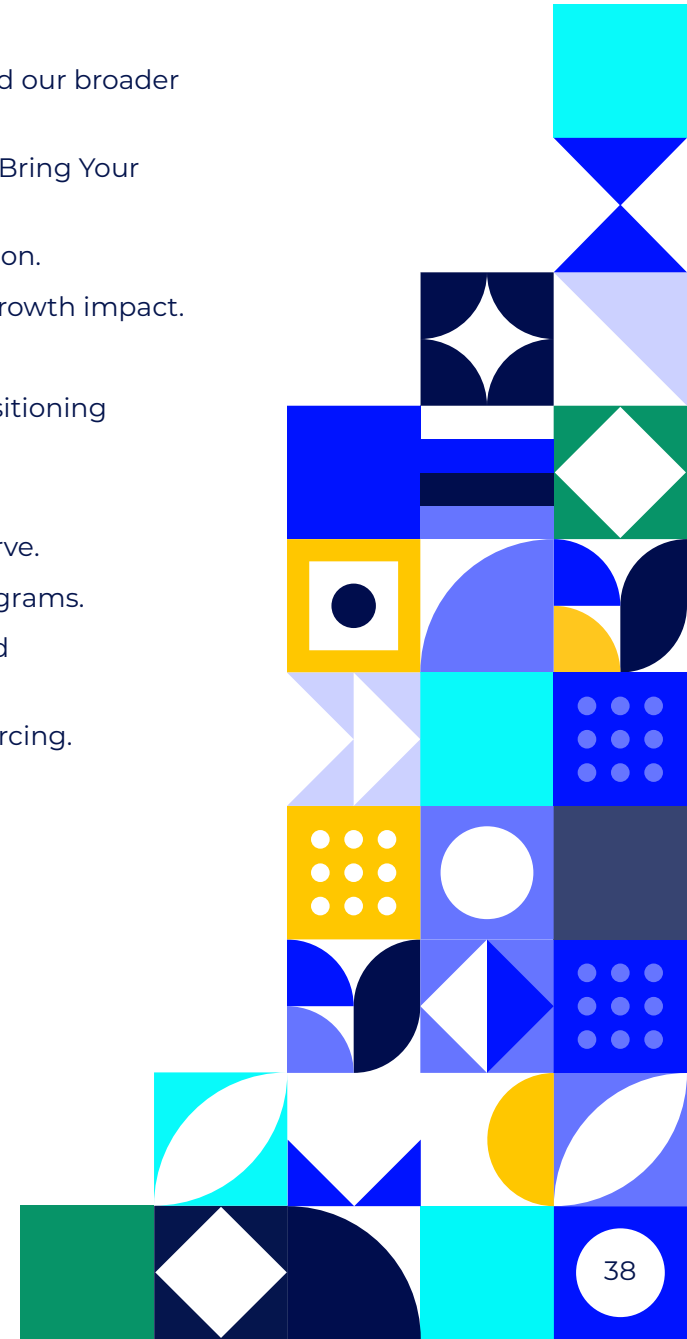
Commitments

- Continue to review and expand our benefits offerings based on employee feedback and evolving needs.
- Relaunch Epiq Belonging as a disability and chronic illness-focused Employee Resource Group (ERG).
- Expand intergenerational programming to foster learning and connection across experiences.
- Host monthly ERG membership meetings to support community and engagement.
- Launch a pulse survey to assess ERG member experience and enhance future programming.
- Deliver our all-employee education roadmap with a focus on building community.
- Conduct regular employee listening sessions to stay informed on evolving employee perspectives.
- Review employee engagement survey insights and implement targeted action planning at the team and business unit level.
- Launch a recognition program for our culture leaders who go above and beyond to support our ERG and engagement action planning.
- Launch new leadership competencies to guide expectations and development across roles.



Commitments (cont'd)

- Offer professional development opportunities tailored to business units, ERG members, and our broader employee base.
- Host in-person belonging events that foster connection across teams and regions, such as Bring Your Child to Work Day and cultural celebrations.
- Sponsor Pride at a local hub location, providing educational resources for workplace inclusion.
- Further advance our ERG program reporting to track retention, engagement, and career growth impact.
- Relaunch our Career Hub to facilitate and advance internal mobility.
- Launch HR business partner and manager guides to support transgender employees transitioning in the workplace.
- Host HR training to support broader inclusive practices and programming.
- Organize a Global Service event series to strengthen our impact in the communities we serve.
- Pursue awards and certifications that recognize the impact of our people, culture, and programs.
- Further deepen our external expertise by partnering with industry leaders, consultants, and professional networks.
- Expand our investment in culture and community programming through additional resourcing.





Thank You

As we close another chapter in our journey, I want to express my gratitude to each of you. Your passion, commitment, and belief in the power of community are what make Epiq a special place.

This year marked a new era, where we've expanded and amplified the culture and community at Epiq, transforming how we work and show up for one another through our values.

Thank you to our employees who have shared their perspectives, embraced challenges, and championed inclusivity. Your voices fuel change.

To our leaders, mentors, and volunteers who have dedicated time and energy to advancing our mission, you are the heart of this work, and we see you. And to our clients and partners who stand alongside us in this journey, we appreciate your trust and commitment to an environment where people and businesses thrive together.

As we look ahead, we reaffirm our commitment to what matters most: our people. Diversity, Equity, and Inclusion will continue to be the cornerstone of our culture, not just in words, but in action. We will deepen our investment in employee engagement, professional development, and community impact to amplify voices, empower individuals, and strengthen communities.

This is more than an initiative; it's a movement. We are committed to making an impact, listening with intention, and growing together. Let's ensure that Epiq remains a place where everyone belongs and thrives.

Thank you for being part of this journey. We are shaping the future.

With appreciation,



A handwritten signature in black ink that reads "Terry".

Terry Gaylord
Chief Human Resources Officer





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