



Diversity, Equity & Inclusion at Rubrik

RUBRIK'S DEI MISSION

To build and sustain an inclusive culture where people of all backgrounds are valued, feel they belong, and believe they can succeed at Rubrik.

DEFINING DEI AT RUBRIK

- **Diversity** – We seek out, welcome and support the most talented people from all walks of life—different experiences, backgrounds, cultures, genders, life stages, sexual orientations, castes, and personality types—to foster more creativity, innovation and opportunity at Rubrik.
- **Equity** – We actively work to create environments where people are treated fairly and have equitable opportunities to succeed by removing barriers and mitigating bias.
- **Inclusion** – We value and celebrate people for their differences and encourage them to bring their whole authentic selves to work.



OUR COMPANY

Build a diverse company that provides equitable access to growth and success for all employees globally.

- Diversity Data Transparency & Reporting
- Leadership Accountability for Diverse Representation at all levels
- Diversity Recruitment Strategy



OUR CULTURE

Create an inclusive environment where authenticity thrives and people of all backgrounds feel like they belong.

- DEI People Leader Development
- Empowering Employee Communities
- Inclusive People Development
- DEI Leadership Council
- Cultural Celebration Committee
- DEI Speaker Series



OUR COMMUNITIES

Expand our commitment to diversity, equity, & inclusion within and beyond our company walls to invest in future generations of underrepresented talent and bring innovation to our clients.

- Strategic Diversity Alliances
- Social Justice Partnerships
- Supplier Diversity

#WeAreRubrik

EMPLOYEE COMMUNITIES @ RUBRIK



Hispanic and LatinX Community



Prism LGBTQ+ Community



Black and African American Professionals



Rubrik Asian Pacific Professionals



Women @ Rubrik



Veterans, Allies & Leaders of Rubrik