

VIHARA - 2023

Diversity, Equity, and Inclusion Report



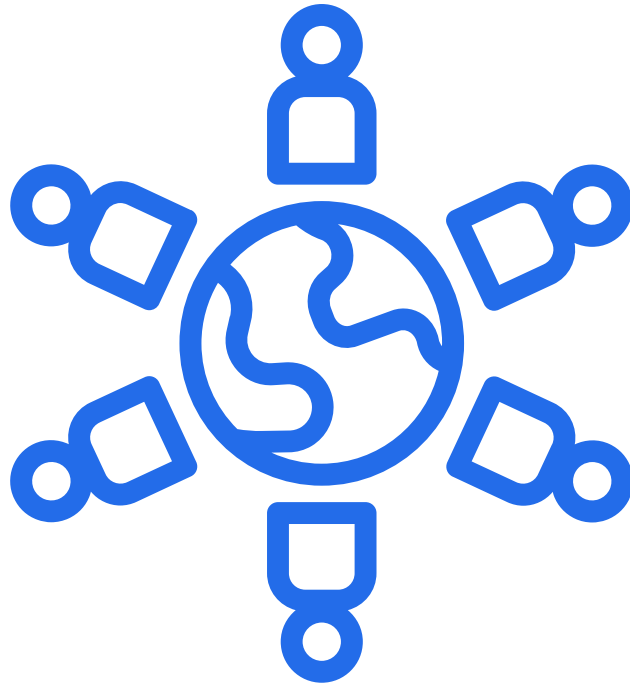
Table of Contents

03	Introduction
08	A data-driven approach to Diversity, Equity, Inclusion
15	Strategic Focus
24	Paying back and giving it forward
26	The Path Forward
28	Appendix

Introduction

Our customer-focused mission and our values are the core of our culture here at Vihara. They keep us grounded in our purpose and reflect what we stand for as a company. As we grow and scale as an organization, our “be inclusive” value becomes more important than ever. Maintaining an inclusive environment improves our ability to make bidding easier for our customers. Our customers come from different backgrounds, and it’s essential that our workplace reflects that diversity. Our goal is to foster an inclusive environment that makes everyone feel respected and valued. Vihara is committed to supporting its diversity, equity, and inclusion strategy and efforts in this goal. We believe that transparency and accountability are important to making progress as people and an organization. This report shares what we’ve focused on, where we have improved, and where we can still improve. I welcome your feedback and look forward to continuing to grow for the long term.





"Diversity is what drives innovation. Collaborating with customers becomes important as we take feedback and build innovative solutions for distressed property auctions. We achieve the best results when our inclusive culture fuels Vihara team members from different backgrounds to contribute their learnings and perspectives."



Vinayak Gupta
CEO and Co-Founder

A time for transparency

This is the very first edition of Vihara's Diversity, Equity, and Inclusion (DEI) Report. This report is published to provide an in-depth look at our organization's demographic data, inclusion-focused initiatives, and goals we are committed to working towards fulfilling. We believe that transparency leads to accountability and results. As a results-driven company, we believe that sharing data will drive our DEI efforts.

Vihara's DEI Mission

We value the unique experiences of Vihara team members to help us solve problems to become a more innovative company. We are determined to increasing DEI across teams and ensuring that Vihara is a workplace where people from all backgrounds feel included to make an impact.

Maintaining a flexible workplace

We value in-person teamwork and in-office collaboration, but also want our employees to have work-life balance and make the right decisions that work for their lives.

When we started to explore what the future of the work state should look like at Vihara, we did so by listening to our employees. Our employees strongly felt that they wanted flexibility in where they worked, and we felt that it was important for us to build a culture where we could give people this flexibility.

In late 2023, we made the decision to become a flexible workplace where employees could work from wherever they wanted. Working flexibly has not only given our employees the option to work where it works best for them, but it also expanded our aperture for hiring. We expanded opportunities to hire from a more diverse talent pool. We continue to learn on how to best support flexible work options, with a goal of supporting our teams, our customers, and our mission.





“Being a remote employee at Vihara has not only improved my productivity at work but also has improved my work-life balance. I have more time to grow at work and spend time with family.”

Remote Employee, California

01

A data-driven approach to DEI

We understand that data is important to read because it helps us become a more diverse, equitable, and inclusive company.

This section will help you see where we stand with our DEI programs around hiring, leadership, and representation. The data below is used as a benchmark for us to mark our progress in our DEI efforts.

WHY IS DEI IMPORTANT FOR US AT VIHARA?

“Data is the foundation of Vihara, and DEI data is important for us to track and improve diversity, equity, and inclusion. We use this data to set our goals and understand where we can be accountable for progress in creating a diverse company.”



Trisha Soin
COO and Co-Founder

New Hires

We are determined to recruiting top talent from all groups, demographics, and backgrounds around the world.

We have incorporated multiple initiatives in the last year to increase diverse representation in our workplace. We aim to continue improving representation across racial and gender representation. To help build a diverse talent pool, we post our roles on a variety of job boards when recruiting for roles.

We continue to working towards driving accountability with setting new targets for racial and gender representation in our recruitment cycles based on the distribution of talent in the methods we recruit from.

Vihara has made improvements in hiring diverse talent over the last year. However, Vihara is committed to improving hiring more females in the team and improving gender representation.



Representation

Representation is important. It creates a workplace where all voices are heard and opinions are valued, while also acknowledging differences. The differences are what make us unique and contribute to Vihara's culture.

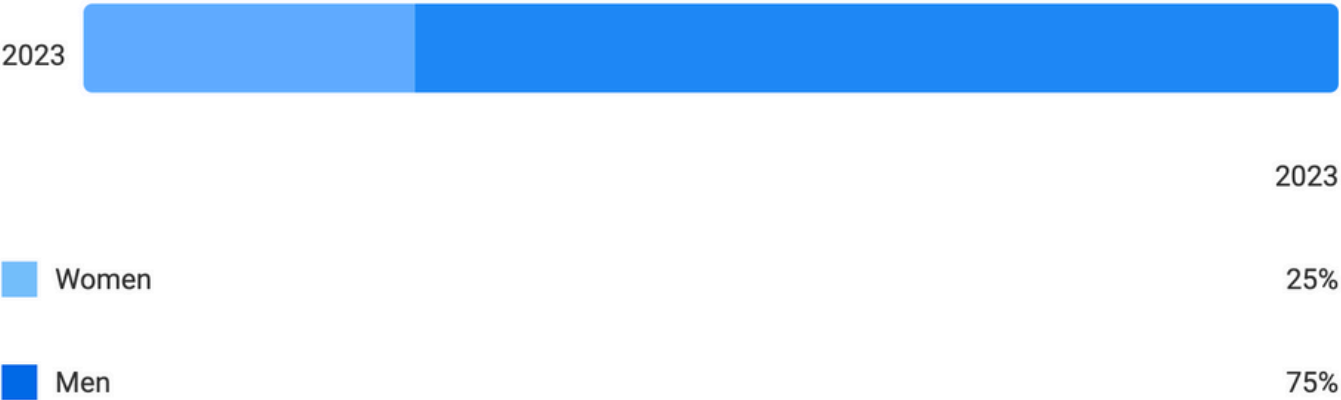
As we grow our workplace, we remain consistent in our goal to increase the number of gender non-conforming, veterans, women, LGBTQIA+, and underrepresented racial groups at all levels of the organization. We understand that we have to continue to make progress in these areas and have started to work internally and externally to meet this goal in the upcoming fiscal years.

"Company Overall" refers to Vihara team members that are currently working at Vihara. This data excludes those that did not submit gender-related data.

Company Overall

"Overall" refers to current Vihara team members, excluding those who did not report data

GENDER REPRESENTATION (GLOBAL)



2023- All employees reported their gender.

Improving Gender Representation

We value the importance of maintaining a diverse culture at Vihara. This is why we are determined to increase the number of gender non-conforming, veterans, women, LGBTQIA+, and underrepresented racial groups at all levels of the organization.



Representation in Leadership

We define leadership as people that are at the director or above level.

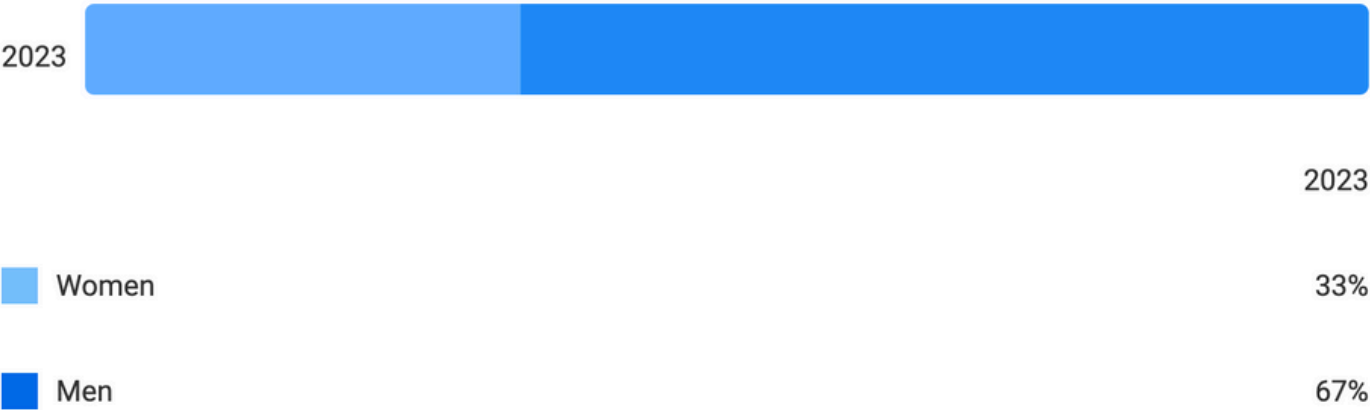
Data has shown that the best way to have diverse representation in an organization is start at the leadership level. It is important for people that come from underrepresented backgrounds to see others like themselves in leadership roles. Diversity in leadership allows a greater depth and breadth of perspective, which helps customers and employees relate to each other. Diversity in leadership at Vihara is a continuous area of focus for our leadership team.

“Leadership” refers to Vihara team members that are currently working at Vihara and are at the Director or above level. This data excludes those that did not submit gender-related data.

Leadership Roles

“Leadership” means Vihara team members who are Director and above level.

GENDER REPRESENTATION IN LEADERSHIP (GLOBAL)



2023: All employees in the Leadership category reported their Gender.

Improving Gender Representation in Leadership Roles

We value the importance of maintaining a diverse culture at Vihara. This is why we are determined to increase the number of gender non-conforming, veterans, women, LGBTQIA+, and underrepresented racial groups at the Vihara Leadership level.

02

Strategic Focus

Representation in Leadership

We continue to focus our DEI strategy in three key aspects that we think will have the best impact in making Vihara a more diverse, equitable, and inclusive company:

I. Attraction

II. Development

III. Accountability

By investing time and resources into these areas with a focus on DEI, we are able to not only respond to challenges, but also build strategies that will ensure that we make sustainable growth in these areas.



I. Attraction

Creating a diverse hiring culture

Vihara aims to hire top-level talent with a wide range of skill sets and perspectives. With a diverse group of talented people, we can create more efficient solutions for real estate auctions and make bidding easier for our customers. Inclusive recruiting makes sure that diversity is a key aspect by embedding objective, inclusive, and equitable behaviors throughout the recruiting cycle. It means engaging in partnerships, prioritizing talent and ensuring our jobs are inclusive, providing education and data, and driving accountability at each level.



Broadening our Talent Pool

- We are committed to increasing diverse representation at every level through strategic partnerships and collaborations with various job boards, universities, and volunteer events.
- We intentionally reach out through channels that reflect diverse representation.

Creating Opportunities for Equity & Objectivity

- To ensure inclusivity in our job postings, we implement a step before posting where job descriptions are run through a gender decoder to eliminate gender-coded language. Since implementation, 97% of our job postings have been reviewed through this bias decoder.



Driving Accountability

- We have set strategic goals to enhance gender and racial/ethnic diversity across our tech, non-tech, and go-to-market roles. This demonstrates our commitment to making meaningful progress in diversity and equity.
- To improve our recruiting outreach strategies, we introduced a process to ensure a diverse candidate pool at the initial stages of recruitment, equipping our team with relevant data to guide their efforts.
- We have implemented multiple training programs to educate interviewers on inclusive recruiting best practices. Our training equips hiring managers to consistently source diverse talent.

Looking Forward

- We will continue to focus on targeted strategies in our recruiting processes and hiring practices to promote fairness and an equitable candidate experience, emphasizing objectivity.
- We aim for interview slates that reflect demographic market availability by function type, leading the way in our commitment to diversity, equity, and inclusion.



II. Development

Using representation and inclusion to push innovation

Attracting diverse talent globally is important, but it's not enough. We also need to ensure that individuals that become employees feel welcome and connected with the organization, and have the opportunities to excel professionally and personally. We continue to invest in programs, professional development, and employee-driven groups and clubs to support and help employees feel a sense of belonging.

At Vihara, attracting a globally diverse workforce is just the beginning. We ensure that every new employee feels welcome, connected, and has the resources to excel professionally.



Fostering an Inclusive Culture

- We introduced a Women's Leadership Team (WLT) for our employees this year, focusing on retention and development. This program aims to build a strong community, encourage collaboration, enhance self-awareness, and provide practical workplace skills.
- Our DEI training is an essential component of our onboarding process. This training educates employees on recognizing and managing unconscious bias, leading to more equitable decision-making, enhanced team productivity, and a more inclusive culture. We encourage active participation in resource groups across the company, along with various shared-interest communities.



II. Accountability

Reviewing and revising goals and policies to make sure that there is fairness across all initiatives and activities.

Raising our Bar

- **Enhanced DEI Steering Committee:** Our DEI Steering Committee now meets regularly to refine our policies, offer strategic advice to executives, and oversee our DEI efforts to ensure they align with our goals.
- **Incorporated DEI Metrics into Business Reviews:** We have integrated DEI-related data and insights into our Quarterly Business Reviews, showcasing our progress, key successes, challenges, and opportunities for improvement.
- **Implemented Department-Specific DEI OKRs:** We've established DEI-focused Objectives and Key Results (OKRs) for each department, ensuring that teams are accountable for their DEI commitments. These OKRs are tracked quarterly and discussed in leadership meetings.
- **Developed Advanced DEI Data Tracking:** We are creating detailed dashboards to monitor DEI metrics such as representation, performance, attrition, and recruitment, enabling us to make well-informed decisions.
- **Optimized Performance Review Process:** We've introduced best practices in our performance review system to reduce bias, ensure consistent evaluations, and conduct DEI analyzes to maintain fairness across all demographic groups, departments, and levels.

To further advance our DEI Goals, we will:

- **Strategically Recruit Diverse Talent:** Focus on sourcing and engaging talent from a variety of schools, networks, and industries through targeted and proactive strategies.
- **Support Professional Growth:** Provide equitable opportunities for our diverse employees to advance professionally and move into leadership roles. We aim to create pathways for upward mobility and remove barriers for underrepresented groups in the technology sector.
- **Increase Leadership Awareness:** Offer continuous education to our leaders about the benefits of intentional DEI practices, including innovation and improved business outcomes. This will help leaders transform good intentions into effective actions and understand how diversity impacts perspectives and decision-making.
- **Ensure Accountability:** Hold leaders accountable for DEI progress and integrate DEI performance into leadership competencies to enhance diverse representation at the executive level.
- **Set Ambitious Long-Term Goals:** Establish DEI objectives that extend beyond 2025, addressing existing gaps and expanding our efforts globally.
- **Embed DEI into Daily Operations:** Make DEI a shared responsibility and integrate it into our regular business activities.

03

Paying back and giving it forward

Vihara Daanam (pronounced THE-NUM), Vihara's philanthropic arm, strives to support the well-being of the less fortunate in India through various social measures. They deliver this by focusing on three pillars: Monetary Impact, Community Impact, and Technology Impact.

This past year, Vihara Daanam donated food to the Voiceless Voice Foundation for stray animals in India. This foundation supports stray animals by providing shelter and food. By regularly providing food for stray animals, we can live our core values and make an impact in underprivileged communities. Vihara continues to support many non-profit organizations including Helping Hands India, Habitat for Humanity, and India's Children. This year alone, we participate in over 30 events and tracked over 400 hours of volunteer work. The founders of Vihara donate funds regularly to certified charities and non-profit organizations across India. In addition to monetary support, Vihara donates products like iPads and tablets to schools for educational use.



04

The Path Forward

We believe that DEI is important. It's important to acknowledge and act upon. These are goals we implemented in the organization over the last year and hope to accomplish by the end of FY26. For the upcoming year, we intend to focus on updating our goals to address gaps and opportunities while broadening our DEI efforts.

Vihara FY25 DEI Goals:

GENDER PARITY AT THE PEOPLE MANAGER LEVEL

They say that great leaders build cultures and develop people. We recognize that leaders are important. That's why we are determined to work towards our goal of having parity between genders and gender expressions of our People Managers.

DIVERSIFY OUR DIRECTOR AND ABOVE POPULATION

Diverse experiences help drive innovation. We recognize that our leadership has to be diversified if we want to thrive as an organization. This is why it is our responsibility to make sure that there is fair representation. We are working towards our goal of making sure at least 20% of our Director level and above group are women.

INCREASE WOMEN IN ENGINEERING

Women rule the world, and we at Vihara truly believe so. This year, our goal is to have at least 30% women at the individual contributor level and 20% women at the Director and above level.

PARITY IN PARENTAL LEAVE

Birthing and non-birthing parents receive 14 weeks of parental leave, regardless of biological sex, sexuality, gender expression, or relationship status. We have been at parity since the inception of our organization and want to ensure that parents have the resources to feel supported in their journey of parenthood.

05

Appendix

Forward Looking Statements

This report reflects on forward-looking statements within the federal and state securities laws. All statements represented in this report, except any historical facts, are forward-looking, including statements in conjunctions to plans, timelines, and expectations for RL Auction Inc. (“Vihara”) to achieve specific diversity and related targets; Vihara’s benefit offerings; Vihara’s business goals and objectives; strategies for implementing goals; commitments to programs or policies; and expectations for Vihara’s initiatives. Statements are subject to numerous risks, assumptions, uncertainties, or other factors that may impact Vihara’s actual results, achievements, or performance to differ from results implied or stated in this report. Risks that may contribute to the uncertain nature of forward-looking statements could include risks described in Vihara’s filings with the State. All forward-looking statements in this report are based on estimates available to Vihara at the time of publication of the report and cannot be held against guarantees of future outcomes. Except when required by law, Vihara does not hold any obligation to update any statements in this report.

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vihara.ai/diversity