



Phreesia



Employee Resource Groups

Phreesia's employee resource groups (ERGs) support our commitment to promoting and maintaining an inclusive culture for all employees by bringing together individuals from a wide range of backgrounds, experiences and perspectives. These groups seek to foster a sense of shared

community and empowerment for employees who share a common social identity, such as gender, race, ethnicity and sexual orientation. Phreesians can voluntarily join an ERG to network, discuss and exchange ideas and enhance their professional development.

Phreesia Women's Network

MISSION: The Phreesia Women's Network (PWN) seeks to engage employees of all gender identities across our organization to foster a healthy and supportive workplace for those who identify as women. The PWN strives to create a space where we can continually empower all company members who identify as female through career development, education, advocacy and social events.

ESTABLISHED: March 2019

OVERVIEW: The PWN was Phreesia's first employee resource group (ERG). It was created to connect all Phreesians, both

women and men, who are passionate about empowering and improving women's growth, development and equity in the workplace. This group tackles the workforce challenges women face and organizes opportunities for personal and professional development through a combination of in-person and virtual events. As examples, the PWN leads a book club that focuses on women-centric books, and offers a sub-group dedicated to supporting working moms and their unique challenges. The network also prioritizes community and connects members through a variety of social events and philanthropic causes.

Black @ Phreesia

MISSION: Black @ Phreesia was created to ensure an inclusive work environment for Black Phreesians that fosters opportunities to excel personally and professionally.

ESTABLISHED: June 2020

OVERVIEW: Launched at a crucial moment in the 2020 Black Lives Matter movement, Black @ Phreesia provides a platform for Black employees to elevate their voices and develop their careers through a supportive network

of allies across the company. We aim to expand and empower Phreesia's Black community through programs that promote cultural awareness, as well as through professional development mentorship and facilitating events that foster a diverse community. As one example, Black @Phreesia hosted a watch party for the 2020 documentary, John Lewis: Good Trouble. The event was designed to highlight the persistent racial injustices affecting the Black community and to educate all Phreesians about how our organization can make a difference.

LatinX

MISSION: LatinX exists to cultivate inclusive excellence by improving the recruitment, professional development and promotion of Latinx individuals within our organization, while also expanding Phreesia's vision of how we can best support our clients who serve Latinx patients and communities.

ESTABLISHED: July 2020

OVERVIEW: LatinX seeks to promote the heritage of Hispanic and Latino/Latina Phreesians by sharing our culture through educational opportunities, networking and social gatherings. Some of these events mark significant cultural dates,

such as National Hispanic Heritage Month, and highlight the richness of Latinx history, icons, art, cuisine and entertainment. Latinx also co-sponsors events and longitudinal programs with other Phreesia ERGs, including a mentorship program.

When LatinX debuted, the COVID-19 pandemic had highlighted the deep fractures in U.S. society—not least by race—and the crucial imperative to work towards health equity. Given our members' first-hand experiences, we also champion product enhancements that positively impact the Latinx community.

LGBTQ+ @ Phreesia

MISSION: LGBTQ+ @ Phreesia strives to build connections among the organization's LGBTQ+ peers, allies and senior executives. LGBTQ+ @ Phreesia advocates for and empowers LGBTQ+ Phreesians, both professionally and personally, and seeks to promote a supportive environment for the LGBTQ+ community both within and outside of Phreesia.

ESTABLISHED: July 2020

OVERVIEW: LGBTQ+ @ Phreesia works to provide a platform for LGBTQ+

company members, and to create an inclusive organizational culture where all Phreesians feel valued, connected and safe to express their true selves, no matter their sexual orientation, gender identity or gender expression. Our ERG focuses on educating our colleagues about the important issues facing the queer community, promoting Pride events within and outside of the company, and advocating for enhancements in Phreesia's client-facing products that ensure the inclusion of LGBTQ+ individuals.

PHR-Asian

MISSION: The PHR-Asian employee resource group was founded to promote professional development and community outreach for the Asian community at Phreesia, as well as to serve as a partner-ally to all Phreesia ERGs. Our goal is to form a coalition of working committees that take the lead in supporting our geographic and religious diversity to create an inclusive environment for all Asian company members and their allies.

ESTABLISHED: July 2020

OVERVIEW: Asia is a very diverse continent, comprising many rich and vibrant cultures. Our group aims to address such ongoing inequities as the effects of COVID-19 on the Asian community, the model minority myth and mental-health stigma in Asian cultures. PHR-Asian Phreesians also are dedicated to celebrating Asia's culture, food and religions through interactive Phreesia cooking nights, movie screenings and holiday celebrations. As our ERG grows, we aim to form smaller sub-committees dedicated to representing and supporting our diversity.

MENA (Middle Eastern/North African)

MISSION: The goal of MENA—the Middle Eastern/North African ERG at Phreesia—is to foster an inclusive environment for Phreesia company members who identify as Middle Eastern and/or North African. Our ERG allows individuals from Phreesia’s various teams and departments to discuss their interests and concerns with colleagues who share a common identity. MENA also aims to establish a Phreesia community centered on the personal and professional advancement of each member.

ESTABLISHED: September 2020

OVERVIEW: MENA seeks to accomplish its primary goal of providing professional and personal support for its members by focusing on the following objectives:

- Cultivating a positive, respectful and caring work environment that is dedicated to empowering MENA members and propelling them forward in their careers.
- Creating an open forum that encourages and fosters creative and collective problem-solving.
- Providing a direct line of communication to Phreesia leadership to address any needs, interests, or concerns identified by MENA members.
- Educating allies and fellow Phreesians about important issues identified by MENA members through our ERG’s sponsored activities, events and content.

MENA plans to employ a variety of communications to support its members, as well as to engage and educate fellow Phreesians about its mission. Examples of these channels include a Microsoft TEAMS chat for MENA group members, a MENA events calendar and MENA representation in Phreesia’s ERG mentorship program.