

ENVIRONMENTAL + SOCIAL + GOVERNANCE

# 2022

*CORPORATE RESPONSIBILITY REPORT*





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Corporate  
responsibility  
*at Tyler*







# Letter from *our CEO*

In 2022, Tyler focused on enabling our clients to seize new technological opportunities in a world that had changed dramatically. Equally important, we strengthened our commitment to environmental and social sustainability, as well as good governance. At Tyler, we recognize that long-term success is dependent on striking a balance between our business and operational priorities, and we take a thoughtful approach to achieving it.

I am proud to report that Tyler has been recognized again for our efforts in sustainability. We placed in the 96th percentile of companies in the Software and Diversified IT Services industry in the S&P Global Corporate Sustainability Assessment, and we were included in the Dow Jones Sustainability Index for the second consecutive year. We also continue to be recognized in the top 20% of sustainability performers among the 600 largest U.S. and Canadian companies in the S&P Global Broad Market Index.

However, our focus on responsibility includes more than meeting external benchmarks. It is driven by our values and commitment to the communities where our team members and clients live and work. Because we measure our resource use against the

need to address energy and climate concerns, we continue to take steps to reduce our environmental impact. Our expanded Environmental Task Force and the newly launched, employee-led Green Team initiative support progress on adopting renewable energy sources, reducing waste, and promoting sustainable practices throughout our operations.

When it comes to social sustainability, we recognize that Tyler’s success is tied to the well-being of our people and the communities in which we operate. In 2022, we expanded our “Better Together, With Flexibility” principle to support where our team members work best. We also expanded our efforts to create a more inclusive workplace, with a targeted focus in areas such as recruiting, training, and community-building. Moreover, we are working to build a more equitable and just world by looking at how our efforts align to the United Nations Sustainable Development Goals (SDGs), including SDG 9 Industry, Innovation and Infrastructure, SDG 11 Sustainable Cities and Communities, and SDG 16 Peace, Justice and Strong Institutions.

Our commitment to continuously improving governance processes is also central to our intentional approach to balance. We remain laser-focused on supporting a high-functioning board

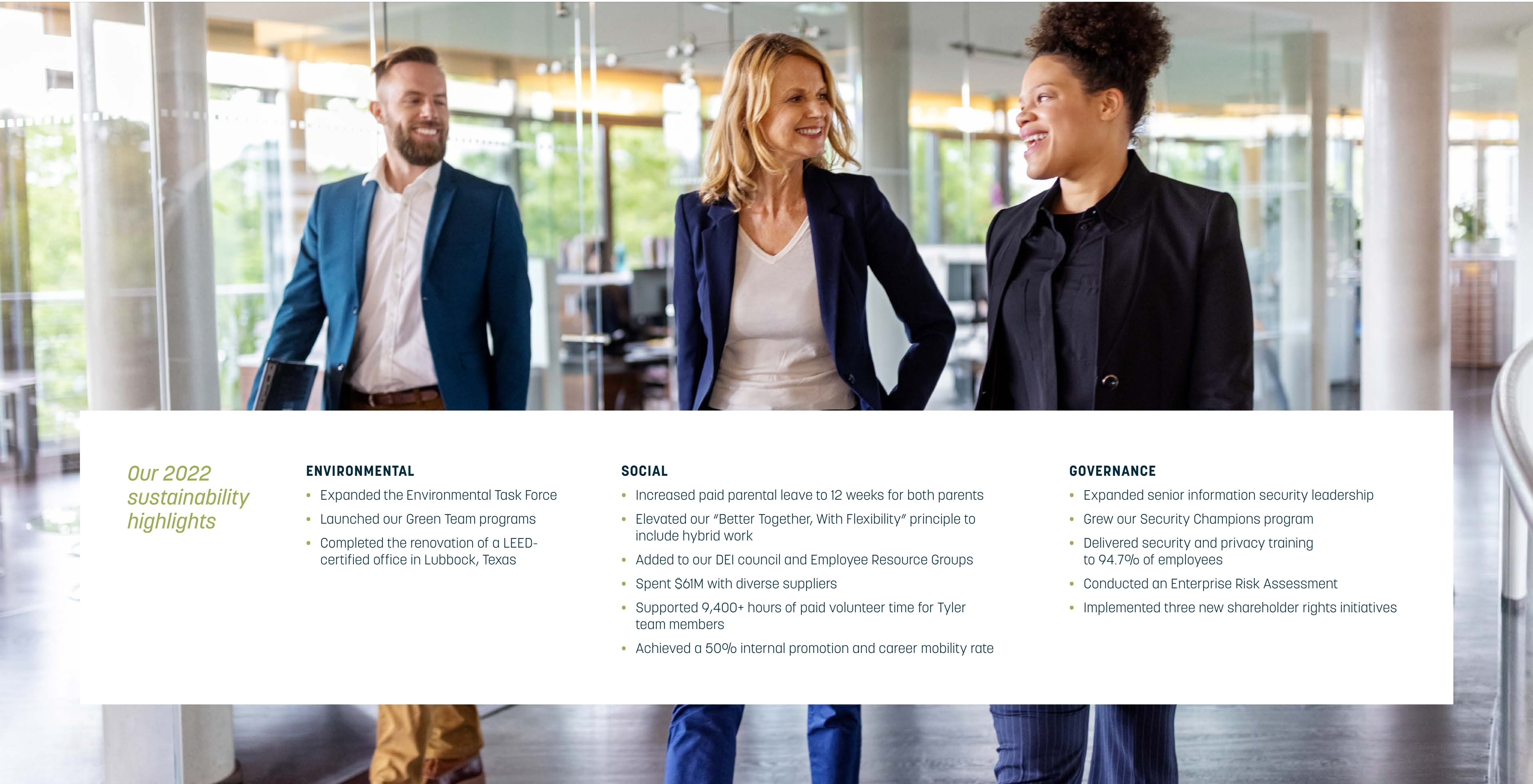
of directors, and we invested in information security and data privacy enhancements, expanding senior leadership roles in these key areas and providing training for team members. We also expanded our Security Champions program to ensure that each application team has a cybersecurity representative.

As a team, we are proud of our achievements in 2022. We know that seeking balance is a continuous process, and we capitalize on the momentum generated and lessons learned as we head into each new year. We remain committed to sustainability and responsible governance in all that we do to create smarter, safer, and stronger communities.



**H. LYNN MOORE JR.**  
*President & Chief Executive Officer*





*Our 2022  
sustainability  
highlights*

**ENVIRONMENTAL**

- Expanded the Environmental Task Force
- Launched our Green Team programs
- Completed the renovation of a LEED-certified office in Lubbock, Texas

**SOCIAL**

- Increased paid parental leave to 12 weeks for both parents
- Elevated our “Better Together, With Flexibility” principle to include hybrid work
- Added to our DEI council and Employee Resource Groups
- Spent \$61M with diverse suppliers
- Supported 9,400+ hours of paid volunteer time for Tyler team members
- Achieved a 50% internal promotion and career mobility rate

**GOVERNANCE**

- Expanded senior information security leadership
- Grew our Security Champions program
- Delivered security and privacy training to 94.7% of employees
- Conducted an Enterprise Risk Assessment
- Implemented three new shareholder rights initiatives





# Environmental, Social, and Governance (ESG) focus & oversight

In 2020, Tyler conducted a high-level prioritization exercise to determine which ESG topics were most relevant to us as we began our sustainability journey. As our understanding of ESG initiatives increased, we broadened our focus to include more topics. We plan to assess and prioritize our ESG topics further through a materiality assessment. This will help us identify the issues most important for our business and stakeholders.

## 2022 priority topics



### ENVIRONMENTAL

- Energy
- Emissions
- Waste
- Sustainable Procurement



### SOCIAL

- Diversity, Equity & Inclusion (DEI)
- Talent Development & Career Growth
- Physical & Mental Wellness



### GOVERNANCE

- Customer Privacy
- Data Security
- Corporate Governance
- Risk Management

Tyler supports actions that promote all 17 UN SDGs and believes that our company is best suited to make a positive impact on SDGs 9, 11, and 16. These SDGs most closely align with Tyler’s business, mission, and priority ESG topics.



### SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

Through our transformative technologies that support the public sector’s digital transition, we foster innovation, reduce risk, and contribute to more resilient infrastructure.



### SDG 11: SUSTAINABLE CITIES AND COMMUNITIES

Tyler’s broad software solutions and services are uniquely designed for the public sector and contribute to smarter, safer, and stronger communities. Tyler also contributes to more stable and more sustainable cities by focusing on decreasing the environmental impact of our own sites. This includes reducing our operational waste, increasing biodiversity at our sites, reducing our emissions, and increasing our use of renewable energy.



### SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS

Through our software and services, Tyler supports more equitable access to justice and empowers more inclusive government and schools.





# Our *business*

## Who we are

Tyler Technologies, Inc. has provided integrated software and technology services to the public sector since 1998. Our end-to-end solutions empower local, state, and federal government entities to operate efficiently and transparently with the public and each other. By connecting data and processes across disparate systems, we transform how clients turn actionable insights into opportunities and solutions for their communities.

We continuously strive to improve operational efficiency and deliver exceptional software solutions and services to our clients. Our mission, vision, and values inherently support sustainable operations. In 2022, we concentrated on advancing our environmental, social, and governance journey. We owe our accomplishments to each dedicated Tyler team member, as they embody our mission and bring our sustainability priorities to life.

## OUR MISSION

*We empower the public sector to create smarter, safer, and stronger communities.*

## OUR VISION

*A transformed public sector that serves thriving, connected communities.*

## OUR VALUES

-  **Accountability**  
*We deliver what we promise*
-  **Integrity**  
*We do the right thing*
-  **Focus**  
*We execute with intent*
-  **Inclusion**  
*We respect and value each other*
-  **Community**  
*We stand together*
-  **Growth**  
*We invest in our future*

## 2022 FINANCIAL OVERVIEW

Total revenue	\$1.85B
Operating profit	\$214.2M
Net income	\$164.2M
GAAP diluted earnings per share	\$3.87
Non-GAAP diluted earnings per share	\$7.50
Cash provided by operations	\$381.5M
R&D investments	\$105M

## COMPANY & OPERATIONS

-  **Headquarters**  
*Plano, Texas*
-  **7,200+** employees
-  **40% of team members**  
*with prior experience in the public sector*
-  **61 offices** in the United States, Canada, and the Philippines  
\*Note: This office count excludes single-seat offices included in greenhouse gas (GHG) and waste reports.





# Connected *Communities*

Our Connected Communities vision aims to support thriving communities by establishing a common digital foundation for enhanced data access, engagement, and transparency. Tyler empowers these connected communities by supplying the technology needed for government, schools, and residents to exchange information across geographic, agency, and departmental boundaries. This approach minimizes typical challenges faced by public sector employees and community members and replaces them with streamlined data processes. As a result, communities become safer, smarter, and more responsive to the needs of their residents.





# Tyler *solutions*

Tyler’s applications are organized into five solution groups. Our extensive solution portfolios and applications empower the public sector to deliver stronger, more efficient resources to the communities they serve.



*Courts & Public Safety*



*Health & Human Services*



*K-12 Education*



*Public Administration*



*Transformative Technology*

## 2022 highlights



**88%**  
*22 of the 25 largest counties in the U.S. are Tyler clients*



**98%**  
*Client retention*

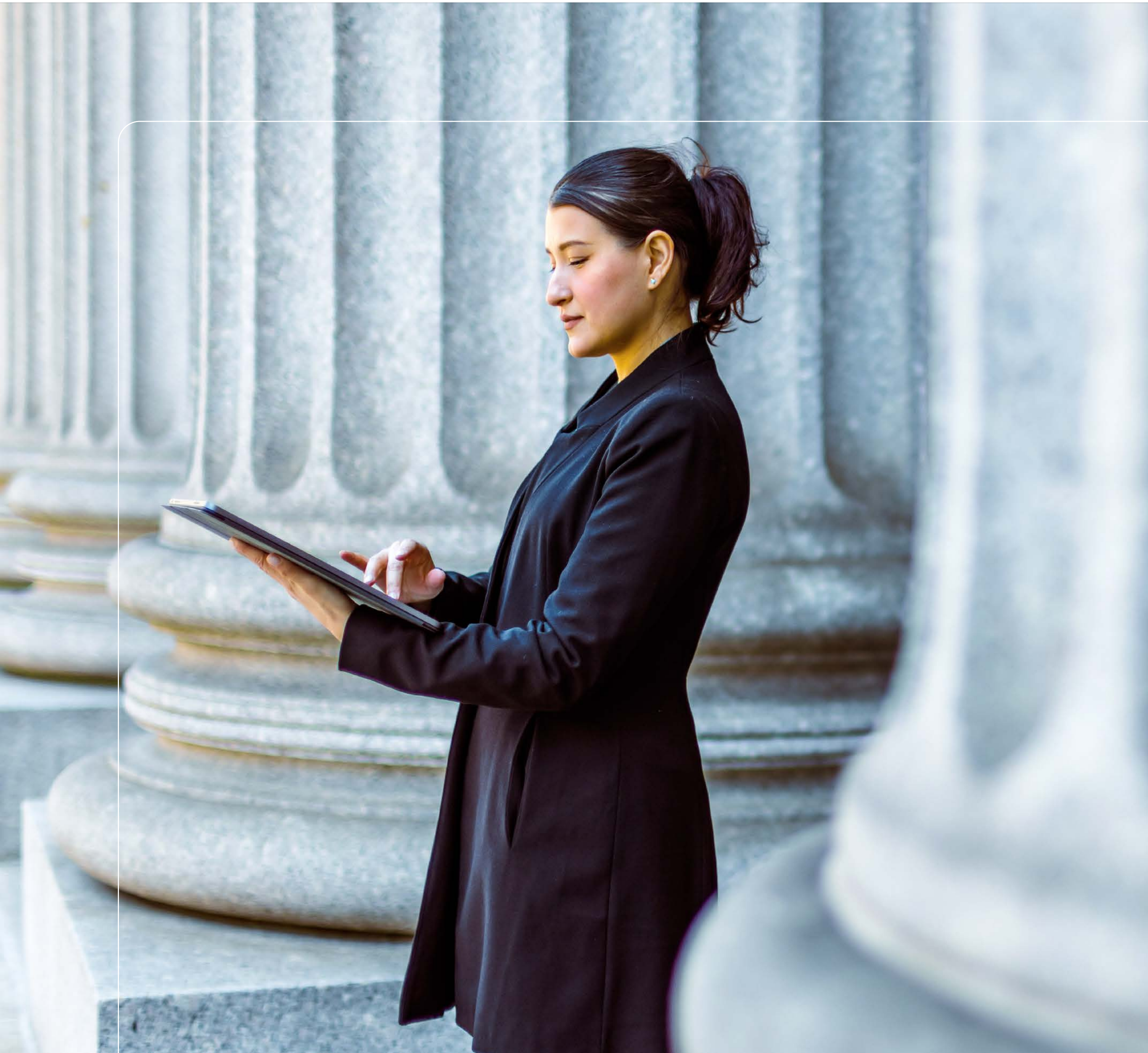
**90K+**  
*Users in Tyler Community, our user-driven software support community*

**40K+**  
*Installations across nearly 13,000 sites*

**10.5K+**  
*Clients using Tyler’s cloud-based solutions*

**23yrs**  
*Offering cloud solutions*





SOLUTION SNAPSHOT: **VIRTUAL COURT**

In 2020, Tyler created Virtual Court, a platform designed to make court hearings more efficient and accessible during the worldwide pandemic. This case management software allows real-time access to case information and document sharing through a standard video streaming service. By 2022, Virtual Court had gained widespread use, leading to a decrease in “failure to appear” rates, shorter in-person lines, and the creation of easily referable records of court proceedings. As a result, access to justice has been enhanced. Recently, our municipal court client in Seabrook, Texas, praised the value of Tyler’s Virtual Court solution.

*“I absolutely feel Virtual Court is the Court’s future. Situations such as pandemics, crime, and emergency weather situations, such as hurricanes that we see often, will no longer stop our services. That is a true game changer for a city even as small as Seabrook.”*

– Jessica Ancira, Director of Court Services, Seabrook, Texas







SOLUTION SNAPSHOT: **RESIDENT RESOURCES**

Tyler’s Resident Resources software reduces barriers by providing jail residents with digital access to resources such as commissary, communications, education, legal resources, health resources, and electronic payment platforms. We are committed to delivering technology solutions that improve the lives of jail employees, residents, and their families by enabling easy access to information and user-friendly communication modules. Our electronic messaging system is completely free for family members in most cases and can reduce physical mail by up to 85%.



EMPLOYEE SNAPSHOT: **SILAS DEANE III**

Silas Deane III, manager of Tyler’s Community Readiness solution, received the Leadership and Innovation Award from the National Association of Community and Restorative Justice (NACRJ). Community Readiness, which is part of Tyler’s Resident Resources solution, helps bridge the gap between jails and communities by connecting residents in jails with community organizations. These organizations assist residents in obtaining an education, finding a job, and locating a place to live upon their release from jail.

*“Reducing recidivism is more than a goal, it is a need, as the U.S. continues to lead the world in repeat offenders. This impacts the individual, their families, communities, and local economies. I’m proud to receive national recognition for Community Readiness, which is rapidly expanding to multiple correctional facilities, including in Nashville, Atlanta, and Memphis. Former residents are already experiencing benefits from the solution in finding homes, jobs, and resources. This is just the beginning, and we’re excited about the future.”*

— Silas Deane III, Manager Community Readiness solution, Brentwood, Tennessee





Environmental  
*sustainability*







# Progress on *energy & climate*

In 2022, Tyler prioritized enhancing energy and resource efficiency across our campuses and transitioning to renewable energy sources. Key energy efficiency projects included installing new boilers and LED lights with timers. Additionally, our team is identifying opportunities to further integrate solar solutions into our operations.

We measure our emissions and energy consumption each year as we look for ways to increase our energy efficiency and adopt renewable energy sources. Our aim is to refine our analysis over time so that we can set a validated emissions reduction target in the future. **A summary of our recent emissions and their sources is provided below:**

	SCOPE 1	SCOPE 2	SCOPE 3
<i>Emissions sources</i>	Direct emissions from natural gas used for heating buildings, diesel used in generators	Indirect emissions from purchased electricity, estimated refrigerants, and estimated natural gas in leased sites	Indirect emissions from business travel (air travel without radiative forcing), upstream leased assets, and cloud emissions
<i>2021*</i>	1184 mt CO2e 6858 MWh	5864 mt CO2e (market-based) 6520 mt CO2e (location-based) 18673 MWh	Business travel: 7654 mt CO2e Upstream leased assets: 478 mt CO2e Cloud: 222 mt CO2e Total: 8354 mt CO2e
<i>2021**</i>	1184 mt CO2e 6858 MWh	5031 mt CO2e (market-based) 5772 mt CO2e (location-based) 16717 MWh	Business travel: 7654 mt CO2e Upstream leased assets: 478 mt CO2e Cloud: 222 mt CO2e Total: 8354 mt CO2e
<i>2020</i>	1735 mt CO2e 9412 MWh	5891 mt CO2e (market-based) 5727 mt CO2e (location-based) 15641 MWh	Business travel: 6221 mt CO2e Upstream leased assets: 279 mt CO2e Cloud: 239 mt CO2e Total: 6739 mt CO2e
<i>2019</i>	1428 mt CO2e 7807 MWh	9810 mt CO2e (market-based) 9217 mt CO2e (location-based) 23357 MWh	Not calculated

*\*Including the 2021 acquisition of NIC*  
*\*\*Excluding the 2021 acquisition of NIC*

*Tyler completed the acquisition of NIC in mid-2021, Tyler’s largest acquisition to date. Primary data for NIC was not available; therefore, our 2021 results with NIC are estimated using intensity metrics to reflect the acquisition. For transparency, we are providing data to show metrics both with and without the acquisition as an interim measure while we work to strengthen our data collection and quality.*

The results of our 2022 greenhouse gas inventory will be released in 2023 and made public on the [Corporate Responsibility](#) section of our website.





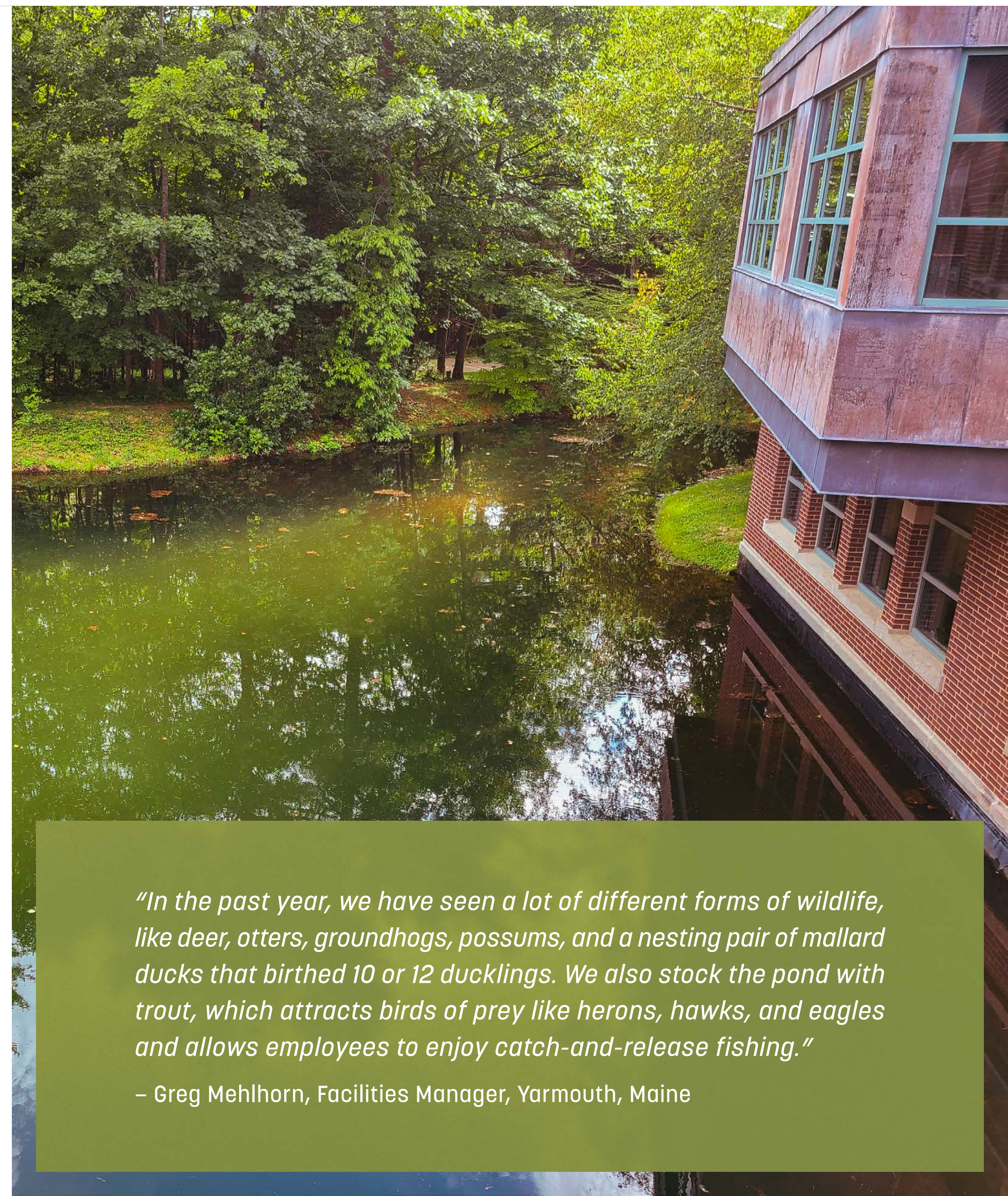
**In 2022, we closed nine underutilized locations primarily serving remote employees, while ensuring no job losses during this transition. Furthermore, we consolidated our three Toronto offices, which came through multiple acquisitions, into an individual location. This not only reduced resource consumption but also fostered a more unified culture by bringing employees closer together. Office consolidations also occurred in Plano and Nashville.**

**We have also implemented energy-efficient alternatives at our offices, such as:**

- Installing new HVAC systems in our Troy, Michigan, office
- Completely transitioning to LED lighting in our Lubbock, Texas, office
- Replacing 16 water source heat pumps at our Falmouth, Maine, office
- Applying window tinting in our Lubbock and Plano, Texas, offices to reduce energy consumption for cooling during the summer

Two out of our seven owned Tyler sites have adopted renewable energy plans through local utilities. In 2022, we explored converting the remaining five Tyler-owned campuses to renewable energy plans. After consulting with an external expert, we learned that viable options were not available in those areas. In 2023, we plan to investigate strategic mitigation measures, such as purchasing renewable energy credits to offset emissions.

We acknowledge the importance of protecting biodiversity and strive to minimize the impact of our infrastructure on the natural environments in which we operate. As part of our commitment to sustainable natural resource management, we have incorporated nearly 100% native plants in the landscaping at our Texas locations in Lubbock and Plano as well as in Yarmouth, Maine, and our new Nashville, Tennessee, warehouse. Utilizing native plants improves water efficiency, avoids the need for harmful chemicals, and promotes overall ecosystem development. Moreover, the retention pond at our Yarmouth campus serves as a thriving ecosystem that attracts diverse wildlife. These flourishing green spaces not only offer environmental benefits but also provide opportunities for our employees to enjoy the outdoors.



*"In the past year, we have seen a lot of different forms of wildlife, like deer, otters, groundhogs, possums, and a nesting pair of mallard ducks that birthed 10 or 12 ducklings. We also stock the pond with trout, which attracts birds of prey like herons, hawks, and eagles and allows employees to enjoy catch-and-release fishing."*

– Greg Mehlhorn, Facilities Manager, Yarmouth, Maine





Future state

We aim to incorporate efficient and sustainable solutions throughout our operations. For example, we are introducing a company-wide platform for business travel. This platform highlights emissions related to air travel and hotel stays, encouraging employees to opt for lower emission alternatives, when possible, thus reducing Scope 3 emissions. Other examples include installing low-flow toilets and energy-saving lights during routine maintenance checks. We are also investigating solar technologies for our new Orono, Maine, office building and Nashville, Tennessee, warehouse.

WATER	2020	2021*	2021**
Water withdrawals (gallons)	24,195,151	23,333,066	20,674,284
Wastewater discharges (gallons)	50,737,921	49,875,771	41,726,082

WASTE	2020	2021*	2021**
Mixed solid waste (pounds)	101,510	102,649	102,011
Recycling	4,964	5,020	4,988
Landfill	96,546	97,629	97,023
E-waste (pounds)	15,707	20,352	20,352
E-waste recycling	15,707	20,352	20,352
TOTAL	117,217	123,001	122,363

\*Including the 2021 acquisition of NIC  
\*\*Excluding the 2021 acquisition of NIC







## Resource *efficiency*

Tyler actively seeks opportunities to introduce efficiency projects focusing on water use, waste reduction, and recycling. Although our offices are not heavy consumers of fresh water, we still search for ways to decrease water usage. Most of Tyler’s water consumption is attributed to sanitary services, landscaping, cooling, and heating. In 2022, we installed automatic faucets and low water flow restroom fixtures in our Yarmouth, Maine, office, which will gradually reduce water consumption. We also continue to utilize rainwater collected in retention ponds for irrigation at the Yarmouth and Moraine, Ohio, campuses.

Reducing waste in our office-based settings is a crucial aspect of our resource efficiency strategy. All Tyler-owned office locations have separate recycling bins in addition to regular waste bins. At our Yarmouth office, composting bins are available, with the resulting compost used in the location’s landscaping.

Tyler collaborates with Iron Mountain to responsibly recycle electronic waste, diverting it from landfills. Iron Mountain employs the U.S. EPA’s Waste Reduction Model (WARM) to estimate energy savings and carbon emissions avoidance. In 2022, this program enabled Tyler to recycle 71% of our equipment and remarket the remaining 29%. Mixed electronics and desktop computers were our largest contributors by weight, with 100% of mixed electronics and 50% of desktops being recycled, while the rest were remarketed. Iron Mountain data does not include the Digital Solutions Division (formerly NIC).

### *Sustainable procurement*

In 2022, we established a national agreement with a furniture vendor to centralize purchasing for our new and redesigned offices. By maintaining a strong relationship with a single vendor, we can exercise more control over sourcing and progressively prioritize the purchase of lower-impact materials.





SOLUTION SNAPSHOT: **K-12 EDUCATION**

**Enabling Client Sustainability**

*Challenge*

**Creating safe and efficient bus routes for students can be a time-intensive, frustrating, and highly manual process for many school districts. Often, existing strategies are fragmented across multiple websites and software solutions, resulting in inefficiency and a slower development process.**

Malissa Duran faced this problem when she became a routing specialist for the Transportation Department at Orchard Farm School District in Missouri. Previously, bus routes were adjusted on paper before being printed and distributed, while real-time bus locations were only accessible to parents and caretakers via a phone call to the dispatch office. After learning that a nearby school was using Tyler’s Student Transportation software, Duran was eager to explore whether this solution could help her routing process.



*Solution*

Duran learned that Tyler’s Student Transportation software was easily accessible to her team for bus route creation. Using this software, bus routes can be efficiently created based on state regulations and safety hazard data. Paired with the seamless integration of the software with on-vehicle hardware, Duran and her team welcomed this solution. Tyler Drive™ syncs route changes and increases busing efficiencies, including fuel and time, giving the district the potential to transport the same number of students with fewer resources. Tyler’s mobile app, My Ride K-12, further enables front-office staff, parents, and caretakers to access key information such as assigned bus stop locations, as well as when and where a student boarded and disembarked, thanks to scan card alerts. This application has reduced calls to the dispatch office by 75% as parents and guardians have greater visibility into their children’s whereabouts.

*“Tyler’s Student Transportation Software has given district employees a better understanding of transportation in general, providing a bigger picture. They have so much more information at their fingertips. And if you have information, you have everything.”*

— Malissa Duran, Routing Specialist, Orchard Farm School District St. Charles, Missouri







# Environmental Task Force & Green Teams

**In 2022, our Environmental Task Force (ETF) pursued initiatives in support of our overall sustainability goals, including energy and resource efficiency, renewable energy, water conservation, and waste minimization. The ETF meets regularly to review sustainability opportunities and strategies to improve environmental stewardship.**

**Our ETF is built on three foundational pillars:**

**01 Energy optimized operations**

Ensuring energy-efficient buildings and business operations through lighting, HVAC, and renewable energy initiatives

**02 Resource efficiency**

Saving and recycling resources, including water, single-use waste, paper, and sustainable procurement initiatives

**03 Green planet initiatives**

Promoting environmental awareness through training, signage, office Green Team engagement, behavioral change programs, and biodiversity-related initiatives

Following Tyler’s 2021 acquisition of NIC, now the Digital Solutions Division, we started applying our environmental strategy to the newly acquired assets, beginning with evaluating the environmental impact of their leased spaces across their various state entities. This year, we expanded Tyler’s ETF by adding a new representative from the Digital Solutions Division to increase awareness of our environmental initiatives and further that alignment.

In 2022, Tyler officially launched the Green Team program. These self-organized, cross-functional groups of Tyler team members voluntarily come together to educate, inspire, and empower co-workers toward sustainability-linked practices. The structure of the Green Teams reflects our hybrid work environment, ensuring opportunities to engage both in the office and while working from home.

For our new warehouse in Nashville, the ETF has been investigating the feasibility of installing solar panels. This research will help Tyler make informed decisions about the viability of resource availability and the true environmental impacts of project implementation. Our Plano headquarters currently offsets approximately 30% of the facility’s energy use in the summer by leveraging solar panels backed with batteries. As we examine solar options for other locations, we aim to increase both our energy efficiency and the emissions we offset.





# The ETF's 2023 *focus areas*

Our commitment to the public sector extends beyond the quality of our software and services; it also means ensuring that our operational practices create positive social and environmental impacts in the communities and locations where we operate. The ETF is focused on the following areas for 2023:

**01 Waste, water, and recycling**

Conducting assessments in targeted locations to understand current waste, water, and recycling practices, and developing programs and solutions to address these insights

**02 Team development and education**

Hosting internal and external guest speakers to facilitate knowledge-sharing events on topics such as energy trends and sustainable building designs to encourage strategy development based on current trends and best practices

**03 Energy reduction opportunities**

Identifying opportunities to provide employees with mass transit options to reduce our Scope 3 emissions, based on current employee travel patterns

**04 Space efficiency**

Continuing to consider environmental best practices as a criterion for selecting new leased spaces, while recognizing a hybrid work environment; ending leases, where possible, for underutilized facilities and focusing on effectively utilizing facilities with a large employee base







Social *sustainability*





# Return to *office*

Guided by our “Better Together, With Flexibility” approach, Tyler team members returned to company facilities under new work arrangements in January 2022. At year-end, 39% of team members were office-based, compared to 60% before the pandemic. As we move beyond the pandemic and our team continues to grow, the number of in-office employees is steadily increasing.

We support flexible working options that strengthen our culture, connectivity, and collaboration. New hybrid work arrangements vary from one to five days in the office each week. Prior to COVID, approximately 40% of Tyler employees worked remotely, primarily in software implementation and sales roles. Overall, the remote work rate increased to 57% in 2022. Employee surveys confirm appreciation for Tyler’s culture and continuing work-life balance.

We continue to invest in updating our major office locations, improving collaboration and focus spaces, meal options, amenities, and building efficiencies. To increase our office utilization and efficiency, we sublease some unused office spaces and share services, such as cafeterias, with subtenants.



*Employee work arrangements as of December 2022*

- 57% FULLY REMOTE
- 22% 3-5 DAYS IN-OFFICE PER WEEK
- 17% 1-2 DAYS IN-OFFICE PER WEEK
- 4% UNREPORTED





# Elevating diversity, equity & inclusion (DEI)

## Supplier diversity

Tyler is committed to engaging with diverse suppliers and underrepresented businesses to establish a broad supply base that supports the economic development of the communities we serve. Tyler utilizes a national database with thousands of suppliers to identify the vendors it engages.

**\$61M**

spent with diverse suppliers

**\$4.5M**

spent with women-owned businesses

**\$531K**

spent with veteran-owned businesses

**\$85.7M**

spent with small businesses

To enhance our current vendor management process, our team is developing a new centralized procurement system, set to launch in 2023. We plan to leverage the procurement functionality of our new Enterprise Resource Planning (ERP) system to create an integrated procurement tool. This will allow us to centralize purchasing and vendor management processes, which are currently decentralized in our business units. To ensure we continue engaging with a diverse supply base, the new tool will incorporate vendor diversity information and increase opportunities for underrepresented businesses.



## Inclusive workforce

Tyler’s team members are the backbone of our business, and we are committed to creating and maintaining a workplace where our more than 7,200 team members feel included, valued, and respected. We continually monitor talent practices and outcomes through a DEI lens, including results in recruiting, compensation, talent management and development, engagement, and retention. We are committed to equitable talent practices, including pay equity, and have implemented tools and practices to assist managers in making equitable talent decisions.



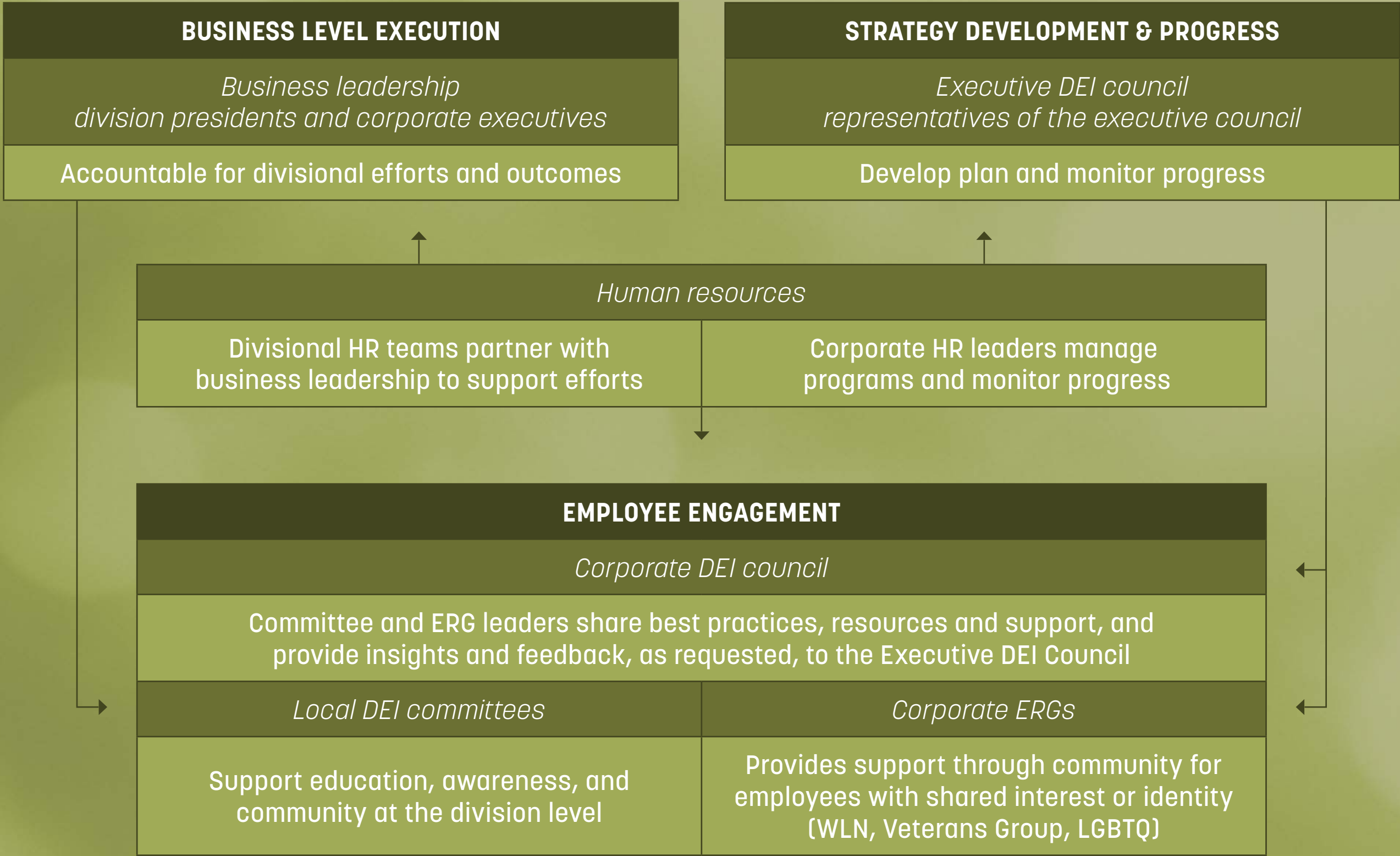


# DEI governance

Our Executive DEI Council, composed of several members of our executive and senior leadership team, began operating in the first quarter of 2021. The Executive DEI Council oversees our DEI initiatives to maintain consistency with our DEI pillars and their incorporation into our overall mission, vision, and values. In 2022, we expanded our DEI efforts to include a Corporate DEI Council composed of leaders from each local DEI committee and each Tyler employee resource group (ERG). The Corporate DEI Council members come together to share best practices, focusing on our three strategic DEI pillars:

- 01 Career**  
Recruit, manage, compensate, develop, and retain with fairness and equity a high-performing diverse workforce at all levels
- 02 Culture**  
Model our core values in a way that builds relationships across Tyler and all employees feel included, valued, and respected
- 03 Communities**  
Create and strengthen external relationships with clients, partners, and vendors that allow for mutually beneficial growth opportunities

## DEI governance structure







# DEI *engagement*

**DEI engagement at Tyler occurs through a variety of forums, spearheaded by team members, and shared with our employee community. Through our DEI Networks of Support, more than 100 volunteers actively participate in enhancing talent practices, hosting various cultural and educational events, leading specific DEI projects, and expanding resources to educate team members about diverse cultures and perspectives. These efforts include Local DEI Committees in our Digital Solutions Division, the ERP & Civic Division, and our Public Safety Division. Additionally, corporate ERGs, such as our Tyler Military Veterans (TMV) and Women’s Leadership Network (WLN), provide focused platforms for community, education, awareness, and development.**

In 2022, we established a DEI site on our employee portal, insideTyler, to provide a centralized resource for this information sharing and communication. The site now features information about our DEI strategy, links to each Network of Support, resources, governance tools, a DEI calendar of events, and a communication archive. Another opportunity to increase personal connections was DiversiChats, where team members volunteered to facilitate small group discussions in a safe space to encourage open dialogue about DEI issues and experiences. Our DEI library, established in the Yarmouth office, offers a collection of books and other resources covering topics such as allyship, gender, race, disability inclusion, LGBTQ+, veteran status, and more.







EMPLOYEE SNAPSHOT: **CIVIC SERVICES**

Diwali, the festival of lights symbolizing the spiritual victory of good over evil and light over darkness, was celebrated at Tyler offices across the country, including our team members pictured here in Gwinnett, Georgia.



Members of our Gwinnett office celebrating Diwali

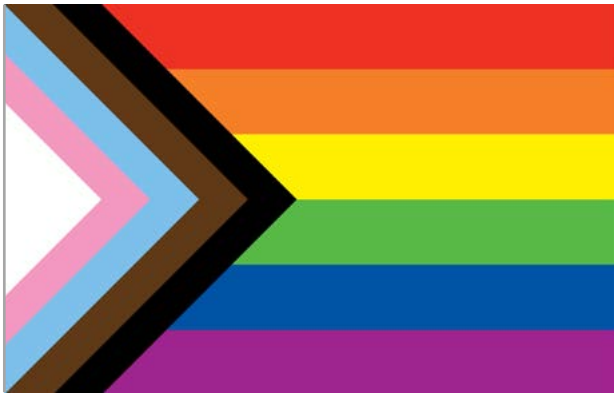
EMPLOYEE SNAPSHOT:  
**PUBLIC SAFETY TEAM**

Throughout June, cities across the U.S. celebrate Pride Month. This year, nearly 200 Tyler Public Safety team members attended a presentation and discussion facilitated by BSG Consulting. The event focused on the history of the LGBTQ+ community and spotlighted two charitable organizations: The Trevor Project and the Human Rights Campaign.

“This was Public Safety’s first annual Pride party, and we had an amazing turnout with a mix of in-person and remote attendees.”

*“Celebrating Pride is important to us because we want all Tyler employees to feel included and appreciated.”*

— Connie Warner, co-chair of the Public Safety DEI Committee







# Employee *engagement*

**Tyler actively engages with team members to share company updates, celebrate collective successes, reinforce our shared culture and values, and foster employee collaboration. In 2022, we conducted multiple internal engagement surveys across Tyler divisions, including our largest ever annual employee engagement survey. That survey focused on satisfaction levels in eight areas, including leadership, corporate culture, work environment, and overall benefits. Of the eight areas assessed, five showed improved satisfaction scores compared to our 2021 survey and three were slightly reduced. We continue to proactively identify areas and opportunities for further improvement based on annual survey results. To supplement this, our divisions and business units host regular town halls, virtual lunches, all-hands meetings and “Ask Me Anything” sessions, often inviting team members to share their thoughts directly with company leaders.**

To further enhance the employee experience and improve our human resources systems, in 2022, we launched myTyler, a global human resources information system platform connecting all Tyler team members, regardless of their division, department, or location. The system provides direct access to the information team members need through both a desktop version and a mobile application and provides managers with improved tools and access to information they need to manage their teams.

## *Awards & recognition*

*Government Technology Magazine’s  
“GovTech Top 100”*

*Mainebiz’s Best Places to Work in  
Maine (15+ years)*

*The Detroit Free Press’ Michigan  
Top Workplaces 2022*

*NJBIZ’s 2022 Best Places to Work  
in New Jersey*

## TYLER VALUE SNAPSHOT: **COMMUNITY**

To bring our mission, vision, and values to life, Tyler highlights team members who have gone the extra mile to display one of our Tyler values.

Tyler Client Success Account Manager Mark Salinas put our value of Community into action, helping the Choctaw Nation of Oklahoma establish a sophisticated new court system for the tribal government that improves access to justice for all its tribal citizens and enables collaboration across the Nation’s justice agencies.

“This is a very special integration for us because we understand how closely it aligns with the mission and values of the Choctaw Nation. Providing a fair and just court system for its tribal members has been the Nation’s top priority throughout this process.”

*“This project wouldn’t have been a success without Mark’s help. He kept the needs of the tribal members at the forefront the entire time and was a true partner throughout the process.”*

— John Miller, Choctaw Nation IT Director





# Talent *management*

## *Attracting talent*

**In 2022, Tyler experienced impressive growth in new talent joining our community. We successfully hired more than 2,000 new team members. Recruiters and potential candidates connected through a three-step approach:**

### **01 Cultivating the career page and growing social media presence**

The company’s career page and social media platforms serve as the most common entry points for candidates researching Tyler. We regularly update articles and job postings to ensure candidates have the latest information on available opportunities. To introduce potential candidates to our company culture, our LinkedIn group features employee achievements, volunteering, and participation in charitable events.

### **02 Intentionally recruiting talent**

At Tyler, we seek candidates who are passionate about working collaboratively to support our public sector clients and communities, and who bring diverse skills and perspectives to their roles. Our teams continuously refine sourcing strategies to broaden the candidate search by attending college and diversity career fairs, tech-based career events, and open houses.

### **03 OneTyler recruiting approach**

In 2022, our Tyler recruiting team was integrated into a centralized structure to collaborate more closely across Tyler and support our growth. This alignment between recruiting and hiring managers increased sharing of high-potential candidates and maximized efficiency in hiring and onboarding high-quality talent in a competitive environment.

## *Career fairs and open houses*

### **Junior Tyler Days**

Tyler welcomed 30 college students to our Lubbock, Texas office for our first-ever “Junior Tyler Days” event. Students from nearby schools, such as Texas Tech University and Lubbock Christian University, networked with Tyler team members from various functional areas. The event featured seven small presentations where students could ask questions and experience a day in the life of different Tyler professions and departments.

## *Hackathons and mixers*

### **Hack K-State Hackathon**

Tyler served as the first title sponsor for the Digital Solutions Division’s backing of the Kansas State University Annual Hack K-State Hackathon. Our team of vice presidents and directors mentored participants, shared information about Tyler, and judged final projects.

### **Digital Mixer**

Technology First holds digital tech mixers in the Dayton, Ohio, region, hosting college students from local schools for meetings with representatives from technology industry companies. After participating in this event in 2022, we hired two salaried interns, who plan to transition to full-time positions with us upon graduation.

## *Diversity events*

### **Syracuse University O2O Military Career Fair**

Tyler engaged with military-connected communities through the O2O fair. In line with Tyler’s commitment to investing in hiring veterans and dependents of veterans, our outreach focused on creating a pathway to employment for transitioning service members and their families.

### **Texas Tech University Societies**

Tyler had the opportunity to speak with the Texas Tech University Society of Hispanic Professional Engineers (SHPE) and the Society of Women Engineers (SWE) to introduce them to our company and to share current and future opportunities with the engineers.

### **Path Forward**

In 2022, we continued our partnership with Path Forward, a nonprofit organization that matches work opportunities with people who have taken time off for caregiving responsibilities. Through the Path Forward program, we welcomed two female software engineers who successfully integrated into Tyler’s corporate environment.





# Growing *talent*

To promote career growth, strengthen team members’ skills, and expand their knowledge, we offer several in-depth training resources, continuing education opportunities, and tuition reimbursement programs. The nine-month Tyler Manager Development program, featuring more than 50 hours of interactive learning, supports the development of common management skills, promotes best practices, and fosters relationships among our network of managers at Tyler. In 2022, more than 200 Tyler managers participated in the program. Tyler managers reported a 32% increase in managerial skills proficiency following their participation.

Our Talent Development team created and delivered multiple career and professional development programs to teams across Tyler, including a Career Conversations workshop and a Distributed Team workshop. These sessions engaged team members in discussions on career growth steps and how to manage their career development in an increasingly hybrid work environment.

## New hire data

>2,000

New team members  
joined Tyler in 2022

60+

Career events held



50%

Of positions filled by internal  
candidates in 2022, up from  
42% in prior year



33%

More positions filled in  
2022 compared to 2021

## EMPLOYEE SNAPSHOT: **AMY WINSTON**

*“This experience changed my life and has impacted the lives of those I work with. Being a part of the Tyler Manager Development program cohort has shown me that the Tyler culture and values aren’t confined to my division. They are deeply ingrained, even in the folks I’ve met from our new acquisitions. The training ensures the culture is spread to those who are new to Tyler. This is a direct business impact of our experience, beyond just building management skills. We’ll be able to better represent the OneTyler approach with customers. I wanted to share my gratitude and the lasting effects your efforts will have.”*

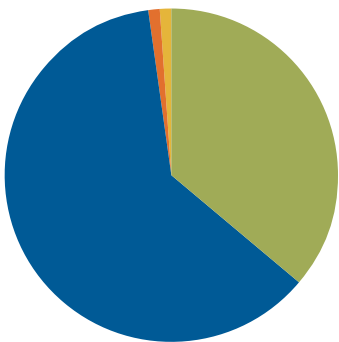
- Amy Winston, Manager, Learning Operations,  
Courts & Justice, Plano, Texas



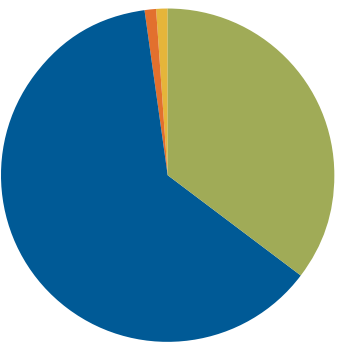


# Employee *demographics*

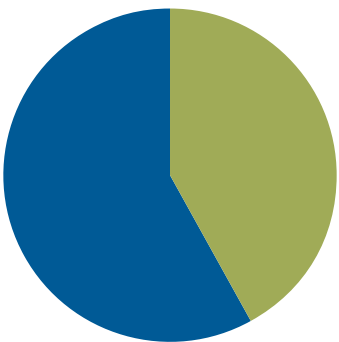
## Gender



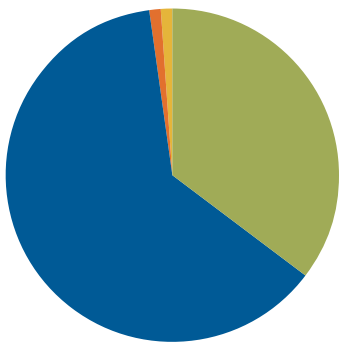
**TOTAL WORKFORCE**  
Female **37%**  
Male **63%**  
Nonbinary **<0.5%**  
Declined to answer **<0.5%**



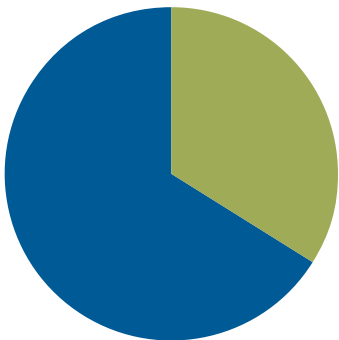
**ALL MANAGEMENT ROLES**  
Female **36%**  
Male **64%**  
Nonbinary **<0.5%**  
Declined to answer **<0.5%**



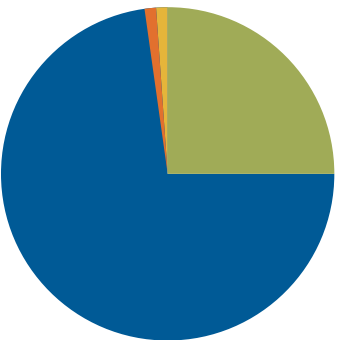
**TOP MANAGEMENT ROLES**  
Female **42%**  
Male **58%**



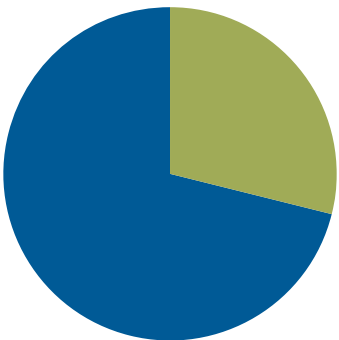
**GENERAL MANAGEMENT ROLES**  
Female **36%**  
Male **64%**  
Nonbinary **<0.5%**  
Declined to answer **<0.5%**



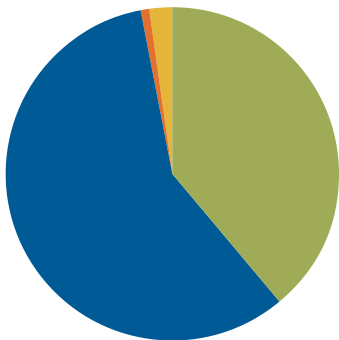
**JUNIOR MANAGEMENT ROLES**  
Female **34%**  
Male **66%**



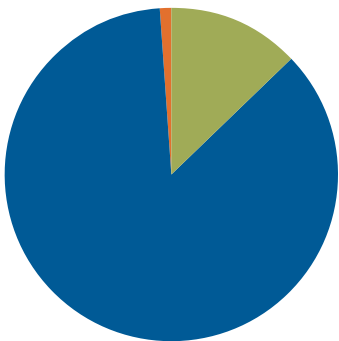
**TECHNOLOGY ROLES**  
Female **25%**  
Male **75%**  
Nonbinary **<0.5%**  
Declined to answer **<0.5%**



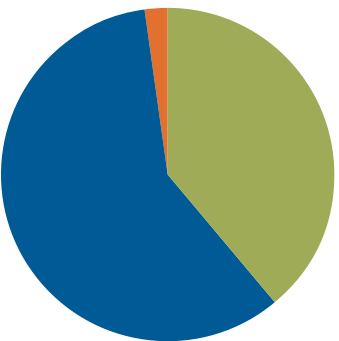
**SALES ROLES**  
Female **29%**  
Male **71%**



**NEW HIRES**  
Female **39%**  
Male **58%**  
Nonbinary **0.6%**  
Declined to answer **2%**



**VETERANS**  
Female **13%**  
Male **86%**  
Nonbinary **0.7%**

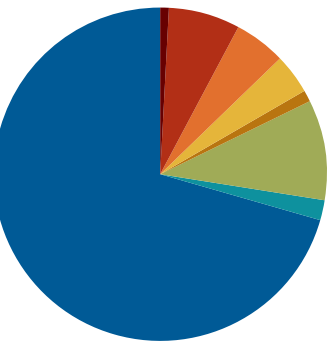


**DISABLED**  
Female **39%**  
Male **59%**  
Nonbinary **2%**



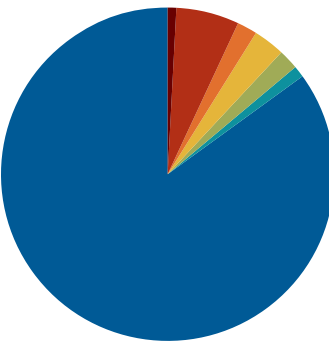


*Race and ethnicity*



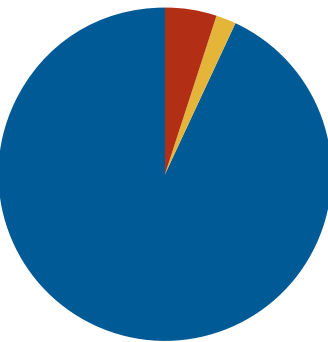
**TOTAL WORKFORCE**

- American Indian/  
Alaskan Native <0.5%
- Asian 7%
- Black or African American 5%
- Hispanic or Latino 4%
- Native Hawaiian or  
Other Pacific Islander <0.5%
- Two or more races 2%
- White 71%
- Not specified 10%



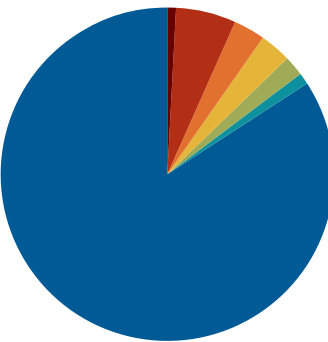
**ALL MANAGEMENT ROLES**

- American Indian/  
Alaskan Native <0.5%
- Asian 6%
- Black or African American 2%
- Hispanic or Latino 3%
- Two or more races 1%
- White 85%
- Not specified 2%



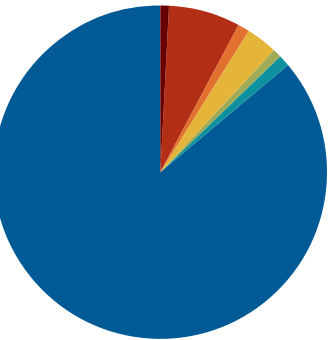
**TOP MANAGEMENT ROLES**

- Asian 5%
- Hispanic or Latino 2%
- White 93%



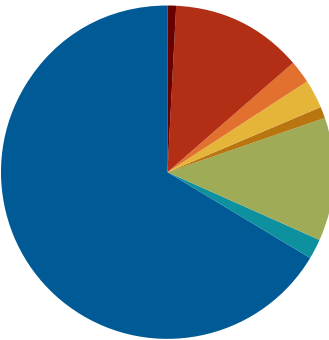
**GENERAL MANAGEMENT ROLES**

- American Indian/  
Alaskan Native <0.5%
- Asian 6%
- Black or African American 3%
- Hispanic or Latino 3%
- Two or more races 1%
- White 85%
- Not specified 2%



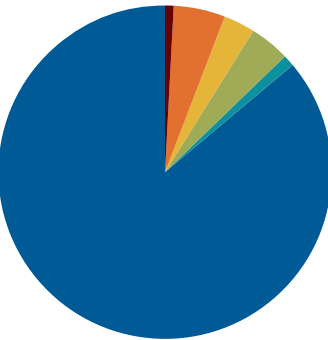
**JUNIOR MANAGEMENT ROLES**

- American Indian/  
Alaskan Native 1%
- Asian 7%
- Black or African American 1%
- Hispanic or Latino 3%
- Two or more races 1%
- White 86%
- Not specified 1%



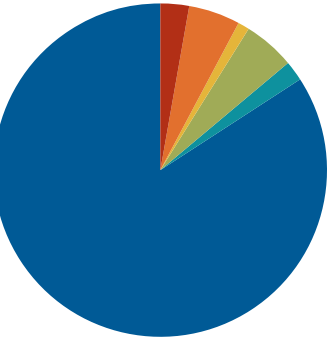
**TECHNOLOGY ROLES**

- American Indian/  
Alaskan Native <0.5%
- Asian 13%
- Black or African American 2%
- Hispanic or Latino 3%
- Native Hawaiian or  
Other Pacific Islander <0.5%
- Two or more races 2%
- White 67%
- Not specified 12%



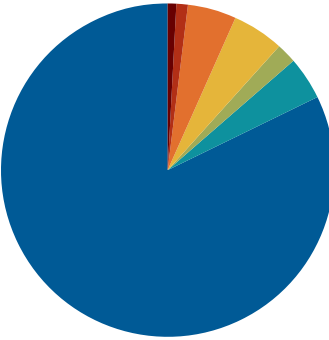
**SALES ROLES**

- American Indian/  
Alaskan Native <0.5%
- Black or African American 5%
- Hispanic or Latino 3%
- Two or more races 1%
- White 86%
- Not specified 4%



**VETERAN EMPLOYEES**

- Asian 3%
- Black or African American 5%
- Hispanic or Latino 1%
- Two or more races 2%
- White 84%
- Not specified 5%



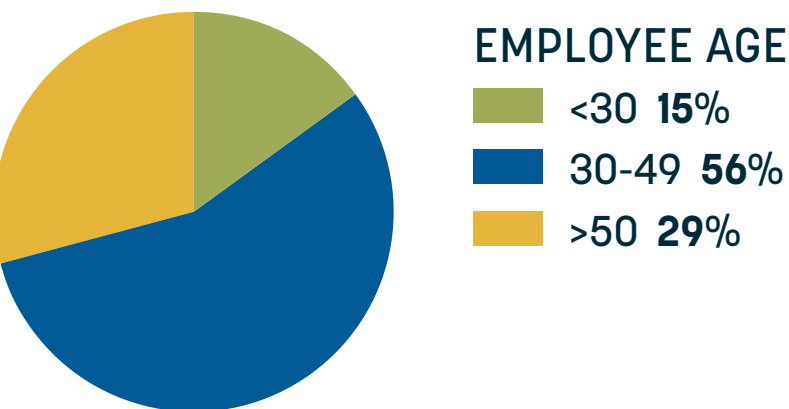
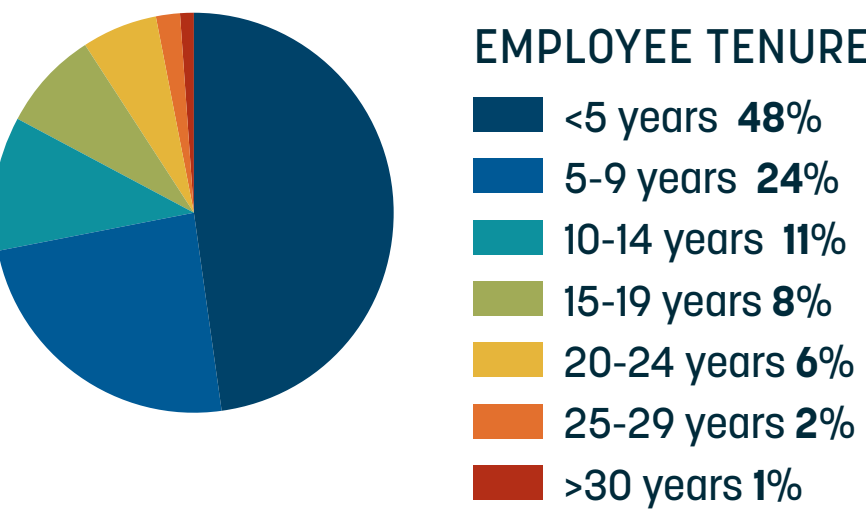
**DISABLED EMPLOYEES**

- American Indian/  
Alaskan Native <0.5%
- Asian 1%
- Black or African American 5%
- Hispanic or Latino 5%
- Two or more races 4%
- White 83%
- Not specified 2%

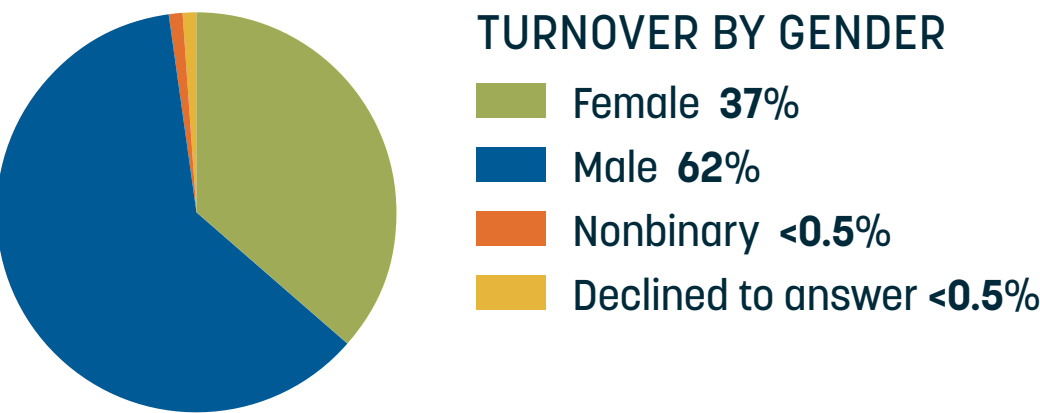




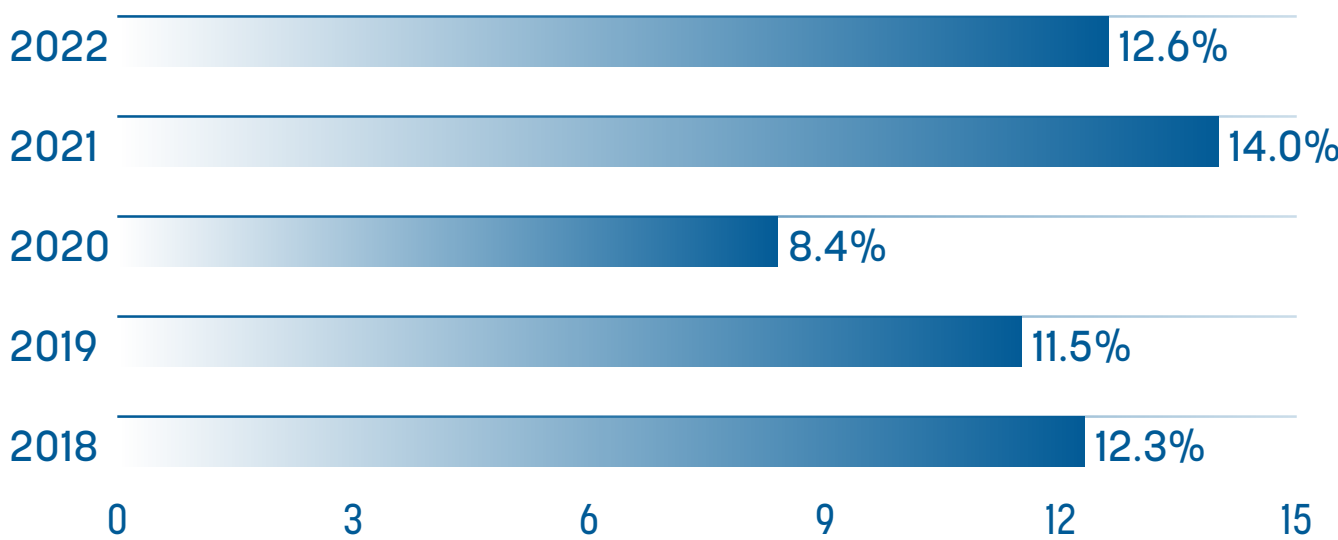
Employee tenure and age



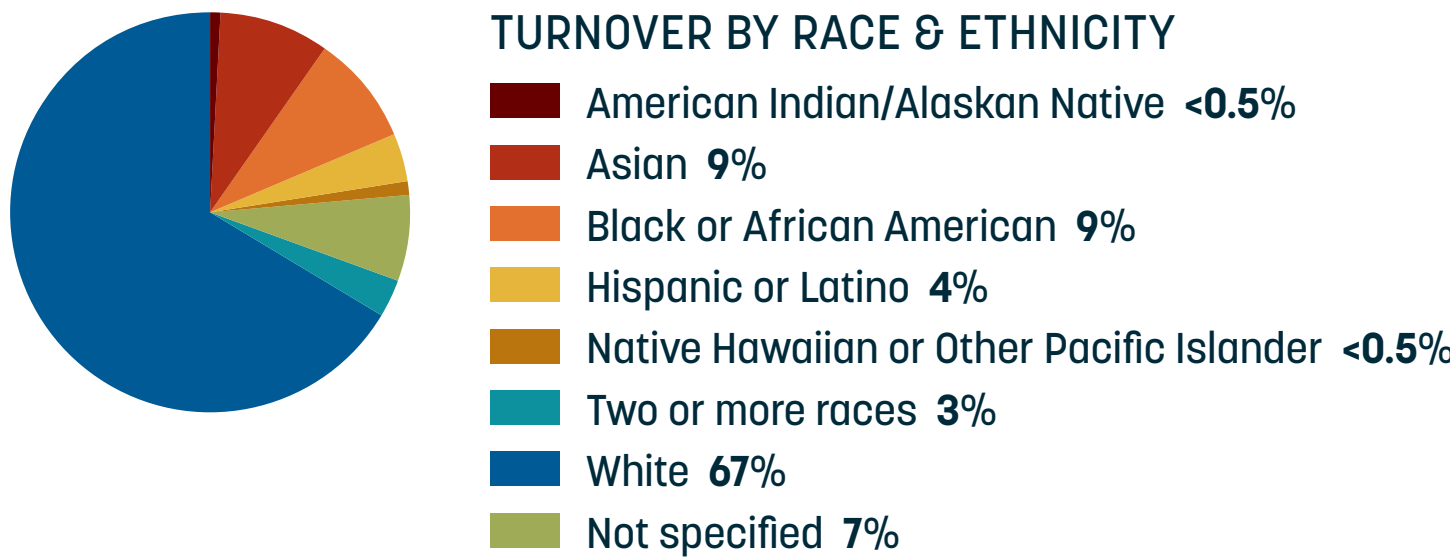
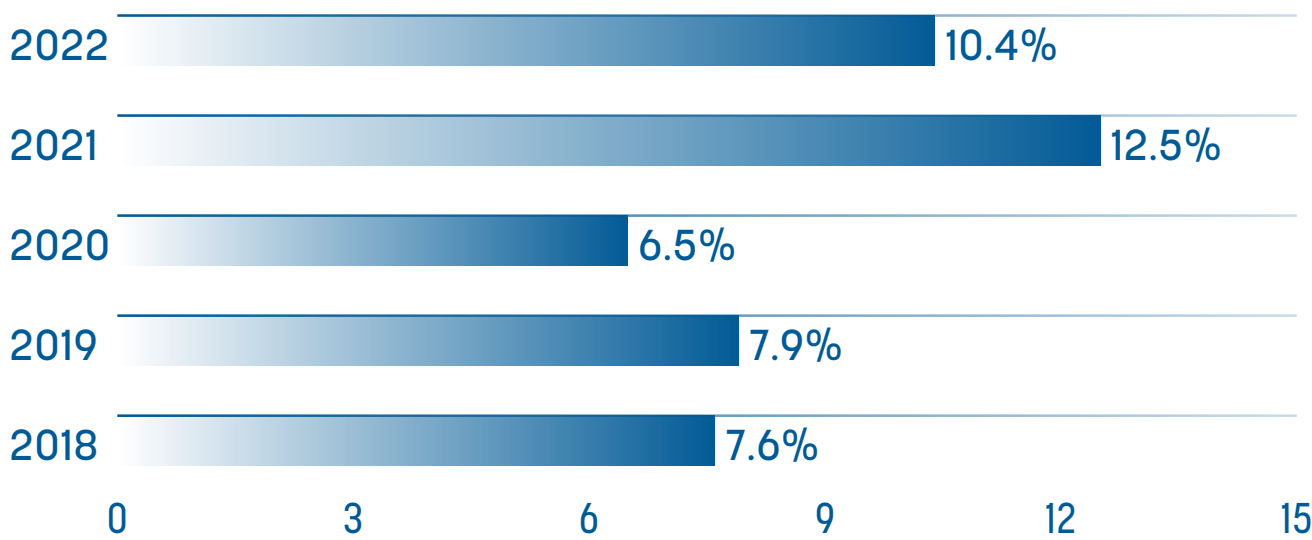
Turnover



TOTAL EMPLOYEE TURNOVER RATE BY YEAR



TOTAL VOLUNTARY EMPLOYEE TURNOVER RATE BY YEAR







TECHNOLOGY SNAPSHOT: **AWS**

**In 2019, Tyler engaged with Amazon Web Services (AWS) to ensure public sector solutions are accessible, efficient, and high quality.**

In 2022, Tyler and AWS piloted an eight-week AWS Developer Accelerator program to enhance the cloud training programs that were already available to Tyler team members. The Accelerator program is designed to prepare participating team members for the AWS Developer Associate certification exam. In 2022, more than 50 Tyler team members each participated in 60 hours of AWS Developer training, with many of those completing the AWS Developer Associate certification to validate their advanced-level development skills.

Tyler also offered over 30 AWS classes, with 974 participating team members logging close to 11,000 hours of AWS cloud certification training. Additionally, over 8,100 team members utilized the TylerU online training platform, completing almost 35,000 hours of Tyler-sponsored AWS management and compliance training.





# Employee *policies*

## *Equal pay*

**We believe people should be paid equitably for what they do and how they do it, regardless of their gender, race, religion, or other demographic characteristics. We understand the importance of consistent compensation and regularly review our compensation practices, both in terms of our overall workforce and individual employees, to ensure our pay is fair and equitable.**

In 2022, we continued our efforts to build a consistent, scalable, and sustainable compensation management infrastructure across our organization. With unexpected business and economic developments during the year, including inflation and recessionary warning signs, Tyler focused compensation resources where most needed, including targeted adjustments to ensure pay equity and retention of key staff. We also focused on opportunities to extend equity compensation to team members who had not previously received equity grants. In addition, we raised the budget for salary increases as we entered 2023.

We continue to provide leaders involved in compensation decisions with additional data to support equitable pay practices. This includes internal and market equity data, DEI representation in compensation programs, and identifying new, eligible participants for planned incentive programs. With the transition to myTyler, our new human resources information system, in 2022, our compensation monitoring and reporting capabilities continue to be enhanced, providing managers and leaders improved access to compensation data and an improved ability to ensure equitable pay across Tyler.







# Living well *at Tyler*

Our enhanced benefits and resources support the overall well-being of our team members, from their financial security to their physical and mental health. Tyler offers a variety of programs for employees to manage their well-being, including a 24/7 employee assistance program and discounts on various health and wellness products.

## *Paid parental leave*

In 2022, we expanded our paid parental leave benefit, providing 12 weeks of paid parental leave to team members to spend time bonding with their growing families. This leave is provided in addition to paid disability leave provided to birth mothers. In 2022, our parental leave recipients returned to the workforce and remained at Tyler at a rate higher than our overall team member retention.

## *Physical health & mental wellness*

Along with our “Better Together, With Flexibility” approach to work arrangements, we offer comprehensive virtual medical and mental health benefits coverage options. Our extensive Employee Assistance Program provides various resources, while our concierge support services help with locating providers, scheduling appointments, and negotiating claims, making it easier to navigate health and wellness care.

## *Financial wellness*

Tyler promotes the long-term financial health of our team members by providing employees with the tools to assist with financial well-being and savings. Monthly financial webinars are well-attended and one-on-one sessions see high booking demand each month. **Through our Fidelity Investments partnership, participating employees have access to a full range of financial resources that include:**

- **Ask Fidelity Group Session:** free monthly “Ask Fidelity” session on a variety of topics, including meeting savings goals and preparing for retirement.
- **One-on-One Consultations:** free personalized one-on-one consultations with a Fidelity financial advisor to discuss specific financial goals individually.
- **Financial Wellness:** access to a full range of financial resources through Fidelity for participating U.S. team members, including the extension of free virtual consultations through 2023.
- **Employee Stock Purchase Plan (ESPP):** a voluntary, company-sponsored plan that gives team members the opportunity to purchase Tyler’s common stock at a 15% discount with long-term investment incentives. Now employees can purchase partial shares, allowing them to acquire more shares per offering period.
- **401(k) plan:** a company match plan, with auto-enrollment and annual auto-increase features to help team members increase their savings for retirement.
- **Health Savings Account (HSA):** a company-match plan which provides triple tax benefits to Tyler team members, especially those seeking to save now for future medical expenses.







# Equal employment, non-discrimination & *anti-harassment*

To promote a professional and productive work environment in which all employees are treated with dignity, courtesy, and respect, Tyler has adopted an anti-harassment policy prohibiting all forms of harassment. That policy is set out in Tyler’s Code of Conduct and Business Ethics, with complementary details set forth in Tyler’s employee handbook. Tyler reviews the Code of Conduct and Business Ethics and our employee handbook with each employee at the time of hire and requires a subsequent review and acknowledgment of the employee handbook annually.

Tyler is an equal opportunity/affirmative action employer and prohibits discrimination, promoting equality in its employment policies and practices. Managers and supervisors are responsible for making decisions affecting employees without regard to race, religion, color, gender/sex, gender identity, gender expression, sexual orientation, marital status, creed, national origin, ancestry, citizenship status, age, disability, veteran status, and any other status protected under local, state, or federal laws. This includes decisions regarding all aspects of the employment relationship, including recruitment, selection, promotion and transfers, performance appraisals, compensation, and termination.

Employees undergo annual anti-harassment training, with managers undergoing additional training specific to their role and responsibilities in ensuring a workplace free from harassment. Tyler’s employee handbook and its training content explain how to lodge a harassment complaint, how the investigatory process is conducted, and the penalties for a violation, up to and including termination.





# Code of social responsibility *(human rights)*

**Tyler’s formalized Code of Social Responsibility details our commitment to protecting the rights and well-being of our employees, clients, and communities.**

We are opposed to all forms of discrimination and to all forms of slavery, human trafficking, forced or compulsory labor, and child labor. It is Tyler’s policy to conduct its business in accordance with the applicable laws, regulations, and rules of the jurisdictions where it conducts business. Tyler is committed to ensuring that its employees are treated with respect and dignity and that its business is conducted in a way that complies with its Code of Social Responsibility.

Tyler also expects its business partners to operate in a manner consistent with this Code of Social Responsibility. Consistent with the United Nations Declaration on Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work, we expect our business partners to share in our respect for human rights, employee health and safety, and a voluntary labor force. We further expect our business partners to comply with applicable human rights laws and regulations, and to respect their employees’ freedom of association.







# Community impact: *“doing well by doing good”*

## *Philanthropy data & initiatives through team member giving*

**Living our mission to serve the public and the communities where we live involves extending our support beyond our business offerings. We proudly achieve this by encouraging our team members to engage with their communities through local, grass-roots volunteering and charitable giving.**

In 2022, 1,252 employees used their Tyler-sponsored paid volunteer day, contributing 8,623 volunteer hours. Team members across the U.S. volunteered for various charitable organizations, focused on health, hunger, human services, animal welfare, and more.

Our Yarmouth and Falmouth, Maine, offices supported Preble Street, a community service nonprofit in Portland, Maine, which assists people experiencing homelessness, hunger, and poverty through food drives and advocacy. In October 2022, many Tyler teams participated in a Preble Street clothing drive, concentrating on its two most-needed items — socks and underwear — to benefit people experiencing homelessness. By the end of the month, Tyler team members donated more than 20,000 items and sent approximately 8,000 letters to stakeholders to help raise money for Preble Street’s programs.



## EMPLOYEE SNAPSHOT: **MAGGIE’S SOLE MISSION**

Maggie’s Sole Mission is a nonprofit organization in Fort Worth, Texas, that donates new shoes to support schools with economically disadvantaged students. In October 2022, during Tyler’s annual marketing team meeting in Fort Worth, 145 Tyler team members from across the U.S. engaged in a friendly shoe-decorating competition to benefit the organization. They decorated and donated 150 pairs of new tennis shoes for elementary-school age children. The shoes were distributed to two Fort Worth ISD elementary schools for students in need, including one school where 97% of its students qualify for the free or reduced lunch program. In addition, Maggie’s Sole Mission was the recipient of a \$2,500 donation from the [Tyler Foundation](#).







Top Tyler-attended charitable events in 2022

CHARITABLE FOUNDATION	NAME OF EVENT	EMPLOYEES INVOLVED
Preble Street Resource Center and Clayton's House Dempsey Center	Tyler Annual Drive for Preble Street and Clayton's House	350
Grace House and Salvation Army	Maine Needs	150
Maggie's Sole Mission	Annual Marketing Meeting	145
Court Appointed Special Advocates (CASA)	Holiday Angel Tree	80

We continue to enhance our ability to track and support Tyler corporate and individual volunteerism. Since COVID, we find that teams often use their Tyler paid volunteer day to come together in person and support their local communities. This strengthens our internal community at Tyler as well as the communities and clients we serve.

Tyler *Foundation*

The Tyler Foundation is a charitable foundation established in 1971 and funded by Tyler. The Tyler Foundation supports organizations that benefit the local communities in which we live and work, and with which our team members are directly involved, with a specific emphasis on health, human services, and technology education.

This year, the Tyler Foundation contributed more than \$376,000 across 80 organizations. This includes ongoing work with partners like the University of Maine for the Maine App Challenge, as well as employee philanthropic interests such as \$7,500 to the Grant Halliburton Foundation to support mental health resources for children, teens, and young adults. We look forward to furthering our philanthropic work by supporting organizations that promote public safety, social well-being, and education opportunities.







**Tyler remains committed to partnering closely with BEB (Both Ends Believing) to drive improvements in global child welfare. Tyler provides ongoing technical leadership, technologies, time, and resources focused on ensuring Children First Software (CFS) remains state-of-the-art and secure. Tyler devotes time and resources to help BEB transform the future for children around the world.**

The primary reason children around the world are in institutions and orphanages is that many countries lack the digital infrastructure that creates visibility into who and where they are. Without a digital identity, institutionalized children face an uncertain future. By leveraging Children First Software as an empowerment tool for governments, institutions, and children, BEB works to bring about systemic change — enabling accountability, process transparency, and the opportunity for every child to thrive in a loving family.

**More than 30,000 children are registered in Children First Software.**

- \$200,250 in contributions to BEB by the Tyler Foundation and individual employees
- Tyler employees volunteered 805 hours with BEB in 2022

**Outcomes resulting from the implementation of Children First Software include:**

- Establishing an audit trail of work for each child’s complete digital case, providing transparency into the child welfare system
- Facilitating the reintegration or placement of children into families. Registration is the starting point, but utilization of the other modules leads to the ultimate goal of children living in institutions becoming members of a permanent family
- Elevating the quality and consistency of post-placement monitoring of children
- Offering governments a standard requirement (utilization of CFS) for NGOs to become licensed or relicensed
- Reducing the number of children aging out or being trafficked as these children now have an identity and a profile and are no longer lost in the system
- Strengthening partnerships among key stakeholders so that every entity (government ministry, judiciary, children’s homes) is working from the same set of data on each child







# Governance







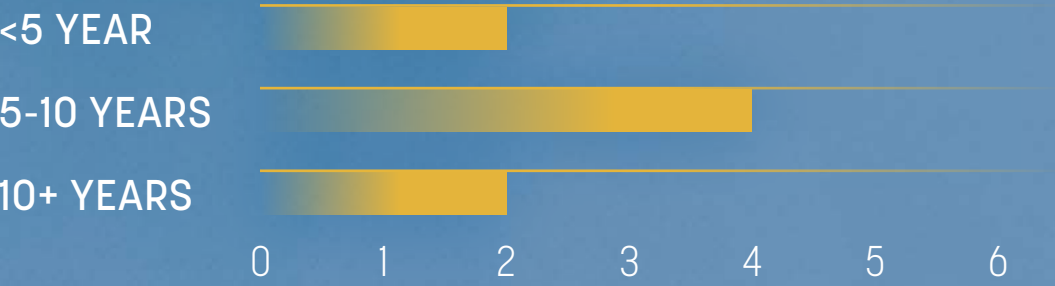
# Board of *directors*

Tyler’s board has three standing committees composed of independent directors: Audit; Compensation; and Nominating and Governance, and an Executive Committee composed of non-independent directors. More information about Tyler’s board of directors and relevant board policies, including our [Corporate Governance Guidelines](#), which can be found on our website.

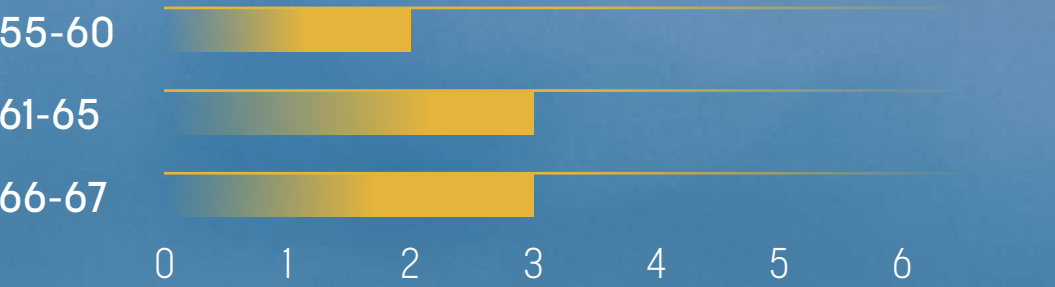
Although the board does not follow any ratio or formula to determine the appropriate mix of director backgrounds, Tyler’s board champions a diversity of experience, skills, viewpoints, and backgrounds, including, but not limited to, the diversity of race, ethnicity, gender, geography, and/or areas of expertise.

## Statistics

### BOARD TENURE



### AGE



### BOARD DIVERSITY 38%



**5**  
Independent directors

**8**  
Total directors



JOHN S. MARR JR.  
Executive Chair



GLENN A. CARTER  
Lead Independent Director



BRENDA A. CLINE



RONNIE D. HAWKINS JR.



MARY L. LANDRIEU



H. LYNN MOORE JR.



DANIEL M. POPE



DUSTIN R. WOMBLE





# Governance practices *and policies*

## *Enterprise risk management*

The board of directors is responsible for overseeing Tyler’s senior management in the execution of its risk-management responsibilities and for assessing Tyler’s overall approach to risk management. The board exercises these responsibilities periodically as part of its meetings and through its committees, each of which examines various components of enterprise risk. The Audit Committee oversees management of financial risks, as well as Tyler’s policies with respect to risk assessment and risk management, including but not limited to information security risk. In 2022, the Audit Committee received an Enterprise Risk Assessment report from the company’s internal audit team that helped direct risk-mitigation activities. The Compensation Committee oversees the management of risks relating to Tyler’s executive compensation plans and arrangements. The Nominating and Governance Committee manages risks associated with board independence and potential conflicts of interest and has oversight responsibility for the company’s ESG initiatives.

## *Information security risk management*

To ensure the protection of client information and other data, Tyler has developed a holistic risk management approach to identify and respond to information security risks. We leverage both internal and external resources, including third-party assessments. Additional highlights include:

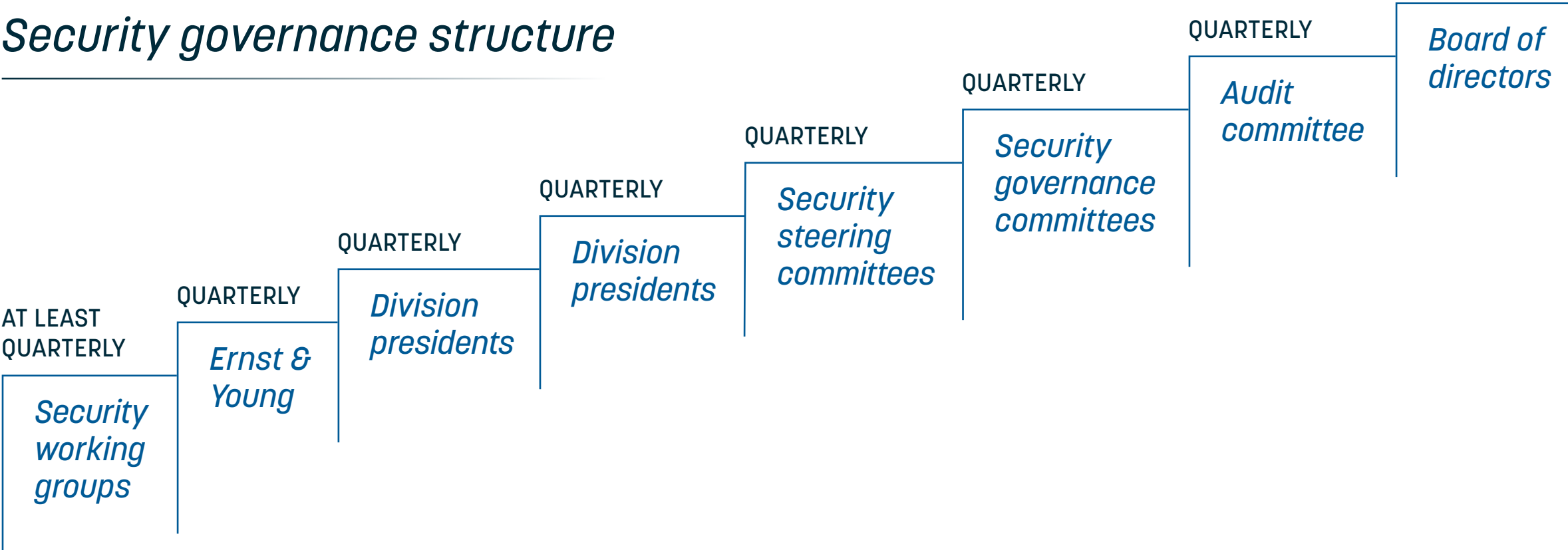
- Our full-time information security team manages incoming security risks and develops preventative responses to potential future risks. Tyler approaches this specific risk-management effort through tools targeted at people, processes, and technology. For example, Tyler offers security training to its employees, performs unannounced security testing (particularly on topics such as phishing), and distributes periodic security alert messages for urgent security communications. We repeatedly test our software, during the development cycle and once out in the field, including internal assessments of our flagship solutions against the Open Web Application Security Project (OWASP) Software Assurance Maturity Model. Tyler also utilizes technology that allows us to harden our environment from internal and external threats, such as vulnerable third-party websites, which our web-filtering tools prevent employees from visiting from a Tyler machine or a Tyler network.
- To ensure disaster recovery and business continuity, Tyler maintains a business continuity plan that establishes comprehensive procedures to recover Tyler and client assets quickly and effectively following a service disruption. Tyler’s policies and procedures for disaster recovery, as well as its process for recovering critical technology platforms, data center infrastructure, and operations, are updated regularly, tested annually, and presented to third-party auditors for validation.





# Information security *governance*

In 2022, we formalized a multi-layered security governance structure, with the goal of ensuring that responsibilities are clear, information is effectively communicated, priorities are coordinated, and proper oversight is provided. Each “layer” of the governance structure has unique meeting, reporting, and action cadences to ensure consistent communication between our security working groups, our leadership team, and our board of directors. On at least a quarterly basis, Tyler’s chief information security officer provides a formal report to the Audit Committee and to the board.



## *Security awareness and training*

Tyler is focused on developing strategies and tools to address emerging information security risks. In 2022, we expanded our Security Champions Program to identify a resource on our various application teams who proactively operationalizes security best practices on their team. This program helps to ensure that security measures are built into our programs from development to deployment. Over time, we aim to identify over 100 security champions who can collaboratively advocate security tools throughout the lifecycle of our applications.

In October 2022, we observed Cybersecurity Awareness month with interactive weekly training, workshops, and additional resources on strong cybersecurity practices. Feedback about these events was overwhelmingly positive; attendees expressed that the events were well-organized, engaging, and beneficial. With a participation rate of 23.5%, we look forward to continuing to improve engagement and attendance in future years.

**In addition to Cybersecurity Awareness month, additional cybersecurity training and awareness initiatives occurred throughout the calendar year, including:**

- Annual security compliance training
- Monthly Cybersecurity Awareness Series composed of articles and training highlighting current cybersecurity concerns
- Information Security Alerts: Company-wide communication as necessary to alert team members of potential threats
- Weekly security-related videos with opportunities to win prizes through participation

We achieved a 94.7% completion rate from the 6,000 employees assigned to complete annual security and privacy training in 2022.





### *Privacy practices*

We firmly believe that information security and data privacy must work collaboratively to give our team members, our clients, and third parties who interact with our company reassurance that we take a holistic approach to protecting their data. Over the course of 2022, our chief privacy officer, chief information security officer, and their teams partnered to manage our data practices, support our clients, and identify emerging best practices applicable to Tyler. Our privacy team has independently led data privacy asset inventories, routinely monitored and educated team members on new privacy legislation, and operationalized related key privacy processes within the company.

In 2022, we also performed a comprehensive review of our Privacy Statement and recently published an update on our website. Our [Privacy Statement](#), which covers all lines of Tyler’s businesses, promotes transparency by disclosing how we collect, process, share, and protect personal data.

### *Shareholder engagement*

**Over the course of 2022, Tyler executives and members of our board of directors regularly engaged with shareholders. Those engagements predominantly centered on our approach to enterprise risk management, board composition considerations, compensation practices, and overall progress on ESG matters. The Chairs of our Compensation Committee and Nominating and Governance Committee were typically joined by our chief financial officer, chief legal officer, and chief human resources officer for those discussions. We also regularly welcome investors and prospective investors at our corporate headquarters, where they typically meet with our chief executive officer, chief financial officer, and/or chief operating officer, along with other Company leaders.**

The 2022 Annual Meeting of Shareholders was held virtually. At the meeting, shareholders approved three shareholder rights amendments to the company’s charter. The amendments align with best practices for corporate governance. **The approved proposals included:**

- Majority vote requirements for mergers, share exchanges, and certain other transactions
- Shareholder ability to call special meetings
- Shareholder ability to request action by written consent

Also, in 2022, our board unanimously approved a proxy access amendment to afford our shareholders a meaningful stake in our corporate governance.





### *Code of business conduct and ethics*

Tyler’s Code of Business Conduct and Ethics is designed to deter wrongdoing and promote honest and ethical conduct. Our Code of Business Conduct and Ethics also details the values and behaviors that align with our company’s culture, philosophy, and commitment to integrity. We expect all company officers, directors, and team members to exercise the highest degree of professional business ethics in all actions they undertake on behalf of Tyler and in accordance with the policies outlined in the Code of Conduct.

Team members may report concerns regarding potential violations of the code to Tyler’s chief human resources officer. The board periodically reviews the code, and any adopted updates are posted to the company’s website. Company employees must annually review and acknowledge the employee handbook (which incorporates the code) and receive regular training on code topics such as protecting confidential information and anti-harassment.

### *Policy on political contributions*

Tyler’s Code of Business Conduct and Ethics includes our long-standing company policy prohibiting contributions by the company to or for any political party, committee, or candidate for any public office. Distinct from lobbying, Tyler’s policy prohibits political spending and explicitly states that Tyler’s relationships with governmental agencies and their personnel in any federal, state, local, or foreign jurisdiction where Tyler conducts business shall be conducted so that full disclosure of the conduct will not impugn or jeopardize Tyler’s integrity or reputation. Accordingly, payment to government personnel, including gifts of substantial value or lavish entertainment, is strictly prohibited, whether the payment is made from company or personal funds or assets, and whether made directly or indirectly through consultants, advisors, suppliers, clients, or other third parties.

### *Whistleblower policy*

Tyler encourages team members to report any concerns of an accounting or auditing nature. Any person may anonymously report these through a toll-free hotline or third-party website as outlined by the Whistleblower Policy. Tyler is committed to ensuring that any person reporting violations will be protected from retaliation.

### *Anti-bribery policy*

Tyler has a stand-alone Anti-Bribery Policy that sets forth the company’s expectations of integrity and anti-bribery specific to the company’s foreign activities and international presence, consistent with the applicable provisions of the U.S. Foreign Corrupt Practices Act and other international anti-bribery laws that prohibit unlawful payments to secure unfair business advantages. The policy applies to the company, all its subsidiaries, and each of their directors, officers, employees, agents, and representatives. Potential or suspected violations are to be reported to a member of the Audit Committee or to the company’s chief legal officer.

### *Company expectations of third parties*

Tyler engages third-party vendors, independent contractors, and other unaffiliated professionals if needed for a legitimate business purpose. Tyler’s standard contracts with those third parties are evolving to set consistent requirements that they abide by Tyler policies and procedures in the areas of information security, end-user and acceptable use protocols, and business ethics standards. In addition, Tyler’s Information Security team is extending data security and data privacy reviews critical to third-party solution offerings.





## About *this report*

Through this report, Tyler seeks to bring greater transparency to our efforts, accomplishments, and goals around ESG topics. Unless explicitly noted, the information included in this report covers the fiscal year 2022 (January 1 – December 31, 2022) and 100% of Tyler's divisions and business units. As detailed in the Appendix, the content in this report references recognized frameworks including the Sustainability Accounting Standards Board (SASB) Standards and Global Reporting Initiative (GRI) reporting standards. Tyler has also incorporated material referenced by the SAM Corporate Sustainability Assessment and UN Sustainable Development Goals (SDGs).

Tyler's ESG Council oversees the creation of this annual report with input from subject matter experts across the company and oversight from executives, senior leaders, and the Nominating and Governance Committee of our board of directors. This report can be accessed on the [Corporate Responsibility](#) page and in the [Investor section](#) of Tyler's website. For questions regarding this report or its contents, please contact [public.affairs@tylertech.com](mailto:public.affairs@tylertech.com).







# GRI content index

## Statement of use

Tyler Technologies has reported the information cited in this GRI content index for the period January 1, 2022 – December 31, 2022, with reference to the GRI standards.

GRI 1 used		GRI 1: Foundation 2021	
Disclosure		Requirements	Location
GRI GENERAL DISCLOSURES			
The Organization and its Reporting Practices			
GRI 2-1	Organizational details	a. Tyler Technologies (NYSE: TYL) b. Nature of ownership: See our SEC Form 10-K c. Headquarters: 5101 Tennyson Parkway, Plano, Texas 75024 d. Countries of Operation: United States, Canada, the Philippines	
GRI 2-2	Entities included in the organization’s sustainability reporting	a. Tyler currently has eight operating divisions. b. In accordance with ASC280-10, Segment Reporting, we report our results in two segments: Enterprise Software (“ES”), and Platform Technologies (“PT”) c. Tyler’s Corporate Responsibility Report covers all entities included in our financial statements.	SEC Form 10-K, Item 7. Management Discussion and Analysis of Financial Condition and Results of Operations.
GRI 2-3	Reporting period, frequency, and contact point	Unless explicitly noted, the information included in this report covers the fiscal year 2022 (January 1 – December 31, 2022) and we provide multi-year trend data where available. Tyler publishes Corporate Responsibility Reports annually; our 2022 report was published in May of 2023; this is our fourth annual report. Any questions regarding the report should be directed to public.affairs@tylertech.com.	
GRI 2-4	Restatements of information	Tyler is not reporting any restatements of information in this Corporate Responsibility Report.	
GRI 2-5	External assurance	The information disclosed in our report is not externally assured. We are considering having reports assured externally in the future.	
Activities and Workers			
GRI 2-6	Activities, value chain and other business relationships	For activities and markets served, see our SEC Form 10-K: Part 1, Item 1.	SEC Form 10-K, Part I, Item 1
GRI 2-7	Employees	As of December 31, 2022, we had approximately 7,200 total employees, detailed as follows: <ul style="list-style-type: none"><li>Female: (37%), Male: (63%), Nonbinary: (&lt;0.5%), Decline to answer: (&lt;0.5%)</li><li>Employees in U.S.: approximately 6,921; Employees outside the US: approximately 335</li></ul> No Tyler employees are represented by unions. Tyler does not track employee data by employee type (permanent, temporary, non-guaranteed hours).	SEC Form 10-K, Human Capital
GRI 2-8	Workers who are not employees	Tyler did not track the number of workers who are not employees, their common types of work, and their contractual relationships with Tyler.	





GRI Disclosure Number	GRI Disclosure Title	Requirements	Location
Governance			
GRI 2-9	Governance structure and composition	<p>A board of directors govern Tyler. The Nominating and Governance committee is responsible for decision making on and overseeing the management of Tyler’s impacts on the economy, environment, and people. The composition of the board is as follows:</p> <ul style="list-style-type: none"><li>• 2 executive and 6 non-executive members;</li><li>• 5 independent directors</li><li>• tenure;<ul style="list-style-type: none"><li>– &lt;5 years: 2</li><li>– 5-10 years: 4</li><li>– 10+ years: 2</li></ul></li><li>• 6 men, 2 women</li><li>• 38% board diversity</li><li>• Each non-employee director has extensive public sector, chief executive officer, and/or other executive leadership experience with businesses of varying size in various industries, and/or with local, state, or federal government.</li></ul>	<a href="#">Investor Relations Governance Board of Directors</a>
GRI 2-10	Nomination and selection of the highest governance body	The Nominating and Governance Committee nominates candidates for Tyler’s board of directors using a process that prioritizes relevant qualifications, ability to support strategic initiatives, and to serve the interests of our shareholders.	<a href="#">Board of Directors</a>
GRI 2-11	Chair of the highest governance body	The chairperson of the board of directors is a senior executive at Tyler.	<a href="#">Board of Directors</a>
GRI 2-12	Role of the highest governance body overseeing the management of impacts	Tyler’s board of directors periodically reviews management’s human capital measures that guide how Tyler attracts, retains, and develops a workforce that enables our business strategies.	SEC Form 10-K, Oversight and Management
GRI 2-14	Role of the highest governance body in sustainability reporting	Tyler’s board of directors is responsible for reviewing and approving the reported information, including Tyler’s priority ESG topics. The Nominating and Governance Committee has oversight responsibility for the company’s ESG initiatives.	
GRI 2-17	Collective knowledge of the highest governance body	Tyler does not have formal measures to advance the board of directors’ knowledge on sustainable development but is exploring this in the future.	
GRI 2-18	Evaluation of the performance of the highest governance body	No evaluation of the performance of the board of directors in overseeing the management of Tyler’s ESG impacts is conducted.	
Strategy, Policies, and Practices			
GRI 2-22	Statement on sustainable development strategy	<a href="#">Letter from our CEO</a>	
GRI 2-23	Policy commitments	Our policy commitments for responsible business conduct can be found in <a href="#">Tyler’s Code of Business Conduct and Ethics</a> . Our precautionary approach is reflected in our <a href="#">Enterprise Risk Management Approach</a> and <a href="#">Environmental Policy</a> .	





GRI Disclosure Number	GRI Disclosure Title	Requirements	Location
GRI 2-26	Mechanisms for advice and concerns about ethics	Employees may report concerns regarding the Code of Business Conduct and Ethics to Tyler’s chief human resources officer. Should there be concerns of an accounting or auditing nature, any person may anonymously report these through a toll-free hotline or third-party website. Tyler is committed to ensuring that any person reporting violations will be protected from retaliation.	<a href="#">Code of Business Conduct and Ethics</a> <a href="#">Whistleblower Policy</a>
GRI 2-28	Membership associations	Tyler is a member of the following industry associations and/or national/international advocacy organizations in a significant role: <ul style="list-style-type: none"><li>• National Association State CIOs - Corporate Participant</li><li>• National Association State Accountants, Controllers, Treasurers - Corporate Associate</li><li>• National Association State Budget Officials - Corporate Sponsor</li><li>• National Association State Secretaries - Corporate Affiliate</li><li>• National Association State Chief Administrators - Corporate Partner</li><li>• International City and County Managers Association - Corporate Partner</li><li>• Esri - Corporate Member</li><li>• National Association of County Officials - Corporate Partner</li><li>• National League of Cities - Capstone Partner</li><li>• Government Management Information Sciences - Corporate Partner</li></ul>	
Stakeholder Engagement			
GRI 2-30	Collective bargaining agreements	None of Tyler’s employees are represented by unions.	SEC Form 10-K, Human Capital
MATERIAL TOPICS			
GRI 3-1	Process to determine material topics	In 2020, we conducted a high-level prioritization exercise to identify key ESG topics.	<a href="#">ESG Governance &amp; Oversight</a>
GRI 3-2	List of material topics	<b>Environment</b> <ul style="list-style-type: none"><li>• Energy</li><li>• Emissions</li><li>• Waste</li><li>• Sustainable Procurement</li></ul> <b>Social</b> <ul style="list-style-type: none"><li>• Diversity, Equity &amp; Inclusion</li><li>• Training &amp; Education</li><li>• Physical &amp; Mental Wellness</li></ul> <b>Governance</b> <ul style="list-style-type: none"><li>• Customer Privacy</li><li>• Data Security</li><li>• Corporate Governance</li><li>• Risk Management</li></ul>	
GRI 3-3	Management of material topics	The management of our material topics is delegated to leaders across our business to minimize our negative impacts.	





GRI Disclosure Number	GRI Disclosure Title	Requirements	Location
GRI SPECIFIC STANDARD DISCLOSURES - ECONOMIC			
Topic: Anti-Corruption			
GRI 205-2	Communication and training about anti-corruption policies and procedures	Tyler requires 100% of our board members to complete anti-bribery/corruption training. Additionally, Tyler requires that 100% of our employees complete online training on our Code of Conduct during the onboarding process to ensure the code is well socialized.	
GRI 205-3	Confirmed incidents of corruption and actions taken	If allegations of corruption are brought to our attention, we work to investigate and resolve them appropriately and disclose material, substantiated incidents as appropriate.	
SPECIFIC STANDARD DISCLOSURES - ENVIRONMENT			
Topic: Energy			
GRI 3-3	Management of material topics	Tyler calculated our Scope 1, 2, and 3 emissions and energy, and updated our data to include our acquisition of NIC.	<a href="#">Progress on Energy &amp; Climate</a>
GRI 302-1	Energy consumption within the organization	Stationary fuels made up 1.184 tCO2e of our emissions and energy consumption in our direct operations in FY 2021.	<a href="#">Progress on Energy &amp; Climate</a>
Topic: Emissions			
GRI 103-1 to 103-3	Explanation of the material topic and its Boundary	Tyler calculated our Scope 1, 2, and 3 emissions and energy, and updated our data to include our acquisition of NIC.	<a href="#">Environmental Policy</a> <a href="#">Progress on Energy &amp; Climate</a>
GRI 305-1	Direct (Scope 1) GHG emissions	<p>Tyler’s greenhouse gas inventory is conducted in accordance with the World Resources Institute’s (WRI) and World Business Council for Sustainable Development’s (WBCSD’s) GHG Protocol, including the GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition), the Scope 2 Guidance and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Tyler defines the organizational boundary using the Operational Control Approach. Emission factors were sourced from the US Environmental Protection Agency (EPA) and International Energy Agency (IEA). GWPs have been sourced from the Intergovernmental Panel on Climate Change Fifth Assessment Report (IPCC AR5) whenever possible. In the absence of IPCC SAR sources, GWPs have been sourced or calculated using information from the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) Standard 34.</p> <p>Gases included in the calculation include CO2, CH4, N2O, and HFCs. Biogenic emissions are not relevant. 2019 represents our base year.</p> <p>Tyler’s GHG inventory is not verified by an independent third party.</p>	<a href="#">Progress on Energy &amp; Climate</a>
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Tyler’s greenhouse gas inventory methodology is as referenced in 305-1. Gases included in the calculation include CO2, CH4, and N2O. As the first year Tyler undertook a greenhouse gas inventory, 2019 represents our base year. Tyler’s GHG inventory is not verified by an independent third party.	<a href="#">Progress on Energy &amp; Climate</a>





GRI Disclosure Number	GRI Disclosure Title	Requirements	Location
GRI 305-3	Other indirect (Scope 3) GHG emissions	<p>Total calculated Scope 3 emissions: 15,244 mt CO2e</p> <p>Scope 3 business travel emissions include air travel, car rentals, and hotel stays. Data for 2021 was provided by our vendor and was reported in terms of CO2 in our previous year’s report. In 2020, we revisited this methodology to complete a more accurate analysis; we also calculated our scope 3 emissions for Upstream Leased datacenters, including colocations.</p> <p>Scope 3 - Business travel: 14,543 mt CO2e</p> <p>Methodology: Flight miles by trip and hotel nights by country are provided by the travel partner. Based on the flight mileage, each flight is categorized as short, medium, or long haul to align with the DEFRA business travel emissions factors. The DEFRA EFs are then multiplied by the total miles and the number of hotel nights per country to determine carbon emissions.</p> <p>Scope 3 - Upstream leased assets (cloud services): 478 mt CO2e</p> <p>Methodology: For datacenter emissions, Tyler requested the PUE from our vendor partners, and applied these to the emissions calculated based on vendor provided electricity consumption associated with Tyler equipment. GWPs were sourced from IPCC AR5. For cloud services, Tyler requested emissions data associated with Tyler accounts directly from our vendors.</p> <p>Tyler’s GHG inventory is not verified by an independent third party. Tyler has not undertaken a full scope 3 screening or analysis.</p>	<a href="#">Progress on Energy &amp; Climate</a>
Topic: Waste			
GRI 103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Resource Efficiency</a>	<a href="#">Environmental Policy</a> <a href="#">Environmental Task Force</a> <a href="#">Green Teams</a>
GRI 306-1	Waste generation and significant waste-related impacts	Tyler recycles electronic waste through Iron Mountain, which helps us divert waste from landfill. In 2021, we recycled 100% of our e-waste (20,352 lbs. in total). 2021 e-waste data excludes NIC acquisition.	<a href="#">Resource Efficiency</a>
GRI 306-2	Management of significant waste-related impacts	<a href="#">Resource Efficiency</a>	
GRI 306-3	Waste generated	Financial Year 2021: 123,001 lbs.; includes mixed solid waste and e-waste. 2021 e-waste data excludes NIC acquisition.	<a href="#">Resource Efficiency</a>
GRI 306-4	Waste diverted from disposal	Financial Year 2021: 5,020 lbs. of mixed solid waste was recycled. Financial Year 2021: 20,352 lbs. of e-waste was recycled (100%). 2021 e-waste data excludes NIC acquisition.	<a href="#">Resource Efficiency</a>
GRI 306-5	Waste directed to disposal	Financial Year 2021: 97,629 lbs. directed to landfill	<a href="#">Resource Efficiency</a>





GRI Disclosure Number	GRI Disclosure Title	Requirements	Location
SPECIFIC STANDARD DISCLOSURES - SOCIAL			
Topic: Training and Education			
GRI 103-1 to 103-3	Explanation of the material topic and its Boundary	Training and education are provided to Tyler employees covering a multitude of areas ranging from data security and privacy to management training and cloud development skill building.	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	<p>In 2022:</p> <ul style="list-style-type: none"><li>• Annual leadership assessment and talent reviews conducted by division presidents and corporate function executives.</li><li>• Nearly 95% of our employees completed Tyler’s security and privacy training in 2022.</li><li>• 974 Tyler team members participated in close to 11,000 hours of AWS cloud certification training.</li><li>• Over 200 managers participated in our nine-month Tyler Manager Development program. To date, 42% of our management leads have participated.</li><li>• Over 8,100 team members utilized the TylerU online training platform completing almost 35,000 hours of Tyler-sponsored AWS management and compliance training.</li></ul>	<p>SEC Form 10-K</p> <p><a href="#">Employee Engagement</a></p> <p><a href="#">Growing Talent</a></p> <p><a href="#">Information Security &amp; Privacy Practices</a></p>
Topic: Diversity and Equal Opportunity			
GRI 103-1 to 103-3	Explanation of the material topic and its Boundary	Tyler is committed to creating an inclusive corporate environment where our team members feel valued and respected, and where they are encouraged to act with integrity and to foster an inclusive community. Our executive Diversity, Equity & Inclusion (DEI) Council began operating in the first quarter of 2021. The council manages our DEI initiatives to maintain consistency with our DEI pillars and their incorporation into our overall mission, vision, and values.	<p><a href="#">Inclusive Workforce</a></p>
GRI 405-1	Diversity of governance bodies and employees	38% board diversity	<p><a href="#">Diversity, Equity &amp; Inclusion Governance</a></p> <p><a href="#">EEO Report</a></p>
Topic: Customer Privacy			
GRI 103-1 to 103-3	Explanation of the material topic and its Boundary	<a href="#">Information Security &amp; Privacy Practices</a>	<p><a href="#">Tyler Technologies, Inc. Privacy Statement</a></p>
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2022, anonymous individuals filed a lawsuit, <i>Roe v. State Bar of California et al.</i> , C. D. Cal. Case No. 22-cv-983, that contains privacy-related claims. Tyler disputes the allegations and would not consider them “substantiated,” but acknowledges the lawsuit. Tyler did not receive any other substantiated complaints from third parties or regulatory bodies concerning customer privacy.	





EEO-1

CO= AG59091  
u= AG59091

EQUAL EMPLOYMENT OPPORTUNITY  
2021 EMPLOYER INFORMATION REPORT EEO-1  
CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. TYLER TECHNOLOGIES INC  
5101 TENNYSON PARKWAY  
PLANO, TX 75024

2.a. TYLER TECHNOLOGIES INC  
5101 TENNYSON PARKWAY  
PLANO, TX 75024

c. EIN= 752303920

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- N DUNS=

SECTION E - ESTABLISHMENT INFORMATION  
NAICS: 551112 - Offices of Other Holding Companies

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
			***** MALE *****						***** FEMALE *****						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	59	0	0	2	0	1	14	0	0	0	0	0	76
FIRST/MID OFFICIALS & MGRS	24	16	530	13	0	30	2	4	312	16	2	16	2	5	972
PROFESSIONALS	105	78	1881	108	5	177	4	59	976	85	3	151	4	39	3675
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	4	2	143	6	0	1	1	3	53	3	1	0	0	0	217
ADMINISTRATIVE SUPPORT	4	10	87	9	0	0	0	3	122	11	0	0	2	4	252
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	5	0	0	0	0	0	0	0	0	0	0	0	5
LABORERS & HELPERS	1	0	6	1	0	0	0	0	0	1	0	0	0	0	9
SERVICE WORKERS	0	0	7	0	0	0	0	0	5	0	0	0	0	0	12
TOTAL	138	106	2718	137	5	210	7	70	1482	116	6	167	8	48	5218
PREVIOUS REPORT TOTAL	116	98	2666	119	5	210	9	65	1430	117	6	167	7	49	5064

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 12/15/2021 THRU 12/31/2021

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: JULIA FUSARI  
EMAIL: JULIA.FUSARI@TYLERTECH.COM

EEO1 REPORT CONTACT PERSON: JULIA FUSARI  
EMAIL: JULIA.FUSARI@TYLERTECH.COM

CERTIFIED DATE [EST]: 5/9/2022 5:34 PM

TITLE: DIRECTOR - BENEFITS AND PAYROLL  
PHONE: 2075184200

TITLE: DIRECTOR - BENEFITS AND PAYROLL  
PHONE: 2075184200





CO= JJ73084  
u= JJ73084

EQUAL EMPLOYMENT OPPORTUNITY  
2021 EMPLOYER INFORMATION REPORT EEO-1  
CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. Tyler Federal  
12901 Worldgate Drive, Suite 800  
Herndon, VA 20170

2.a. Tyler Federal  
12901 Worldgate Drive, Suite 800  
Herndon, VA 20170

c. EIN= 541867340

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- N DUNS=

SECTION E - ESTABLISHMENT INFORMATION  
NAICS: 518210 - Data Processing, Hosting, and  
Related Services

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
			***** MALE *****						***** FEMALE *****						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	1	0	10	0	0	1	0	0	0	0	0	1	0	0	13
FIRST/MID OFFICIALS & MGRS	0	0	23	2	0	4	0	1	14	1	0	6	0	1	52
PROFESSIONALS	3	0	76	6	1	33	0	3	47	9	0	25	0	3	206
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS	0	0	2	2	0	0	0	0	0	1	0	0	0	0	5
ADMINISTRATIVE SUPPORT	1	0	1	0	0	1	0	0	4	0	0	1	0	0	8
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	5	0	112	10	1	39	0	4	65	11	0	33	0	4	284
PREVIOUS REPORT TOTAL	1	4	108	10	3	39	0	2	65	9	0	31	0	5	277

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 12/15/2021 THRU 12/31/2021

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: Nikita Taylor  
EMAIL: nikita.taylor@tylerfederal.com

EEO1 REPORT CONTACT PERSON: Nikita Taylor  
EMAIL: nikita.taylor@tylerfederal.com

CERTIFIED DATE [EST]: 5/4/2022 4:08 PM

TITLE: HR Manager  
PHONE: 9014250126  
TITLE: HR Manager  
PHONE: 9014250126