



VERACODE

2022 ESG Report

At Veracode, we integrate environmental, social and governance (ESG) criteria into our values to help our customers change the world. We aim to be efficient and sustainable in our operations, value diversity and enabling our employees, and have a passion and commitment to security and privacy.

Table of Contents

- About Us 3**
- Environment..... 3**
 - Our Environmental Goals: 5
- Diversity & Inclusion..... 5**
 - Our Diversity & Inclusion Goals:..... 5
- Engagement..... 6**
 - Our Engagement Goals: 6
- Governance 6**
 - Our Governance Goals: 7
- Philanthropy 7**
 - Our Philanthropy Goals:..... 7

About Us

Veracode is a leading AppSec partner for creating secure software, reducing the risk of security breach, and increasing security and development teams’ productivity. As a result, companies using Veracode can move their business, and the world, forward. With its combination of process automation, integrations, speed, and responsiveness, Veracode helps companies get accurate and reliable results to focus their efforts on fixing, not just finding, potential vulnerabilities. We are committed to improving our environmental, social, and governance (ESG) criteria through the goals and processes outlined in this report and our Social & Environmental Management System.

Environment

We help our customers change the world. We believe in sustainability and minimizing our environmental impact wherever possible.

We recognize the importance of data in assessing the environmental impact. This year we looked back over the last three years and analyzed the available data to breakdown emissions by different sources. The emissions are broken down by three scopes. Scope 1 includes direct emissions from owned or controlled sources. Scope 2 includes indirect emissions from the generation of purchased energy consumed by Veracode. Scope 3 includes all other indirect emissions that occur due to Veracode’s activity. Each source of emissions was measured by tonnes of carbon dioxide equivalent (tCO₂e).

Chart 1 shows the breakdown over three-year period broken down by scope. Veracode’s emissions primarily came from Scope 3 which was measured by supply chain spend on data centers. While Veracode’s emissions lowered each year, it should be noted that the COVID-19 pandemic and global shutdown played a role in reduced emissions in 2020 and 2021. We expect that emissions numbers will return to pre-pandemic levels, and Veracode will continue to assess its environmental impact.

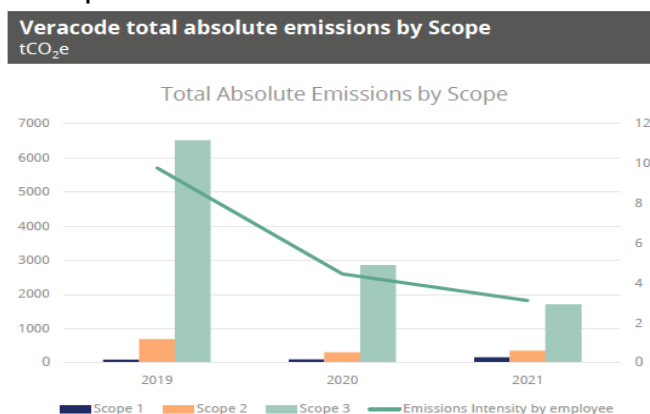


Chart 1: Breakdown by Scope

Chart 2 then shows each scope broken down by category. As previously noted, Veracode’s primary source of emissions pre-pandemic was Scope 3 (data centers), electricity to power its headquarters in Burlington and office in London, and emissions from travel. COVID-19 had an effect on reducing air travel, car rentals, and hotel bookings. Furthermore, with employees working remotely, the Scope 2 emissions for electricity have been reduced as well. We continue to monitor if emissions numbers will revert to pre-pandemic levels.

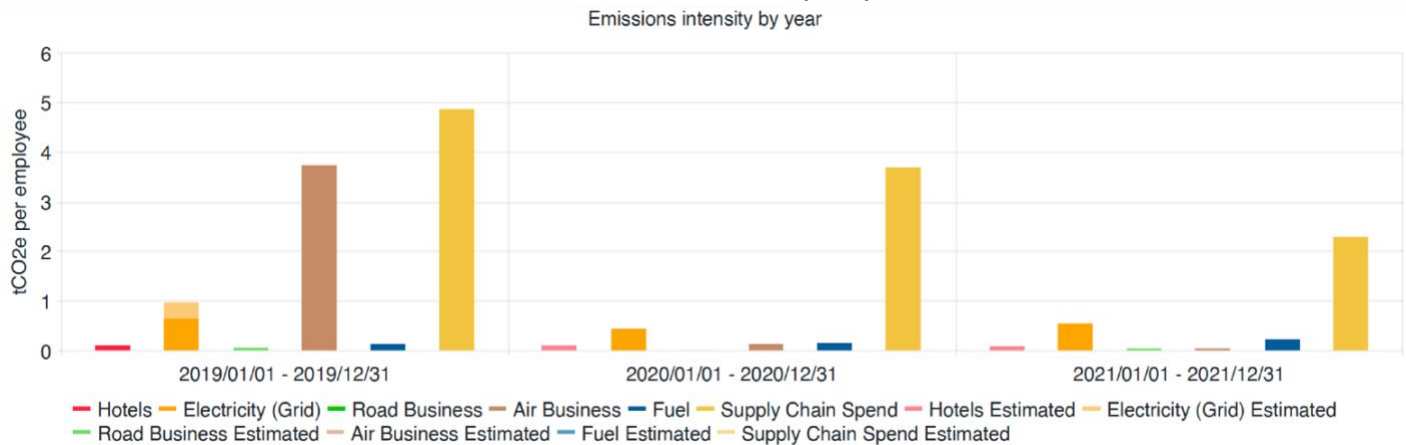


Chart 2: Breakdown by Type

We are proud to operate in a **LEED Gold certified building**, the highest standard of green certification for buildings. This LEED certification ensures that we minimize our energy and water consumption, avoid waste, improve indoor air quality and limit our environmental impact. Our headquarters is also an **Energy Star**, **Fitwel**, and **WELL Health-Safety Rating** certified campus, meeting the strict energy performance standards set by the EPA. In addition to these initiatives:

- We strive to utilize paperless and digital services for customer-facing work, reducing unnecessary paper.
- Our operations and facilities teams constantly look for ways to increase energy efficiency in our buildings by maximizing the use of space and minimizing the use of energy. One example of this is our installation of motion and occupancy sensors at the Veracode’s headquarters in 2021.
- We work in partnership with our landlord to sort and recycle trash to reduce our environmental impact.
- Our office in London encourages employees to make sustainable choices such as making bike sharing program available.
- Whenever possible, we use collaboration technology to reduce travel, which lowers emissions while ensuring that global teams can connect virtually with each other and customers.

- We employ a remote-first working model that is available to employees worldwide. 75% of our employee base chose to work remotely with the rest working in hybrid format (2 days in the office, 3 remote) which reduces our greenhouse gas emissions impact by fewer individuals needing to commute to work.

Our Environmental Goals:

- Inclusion of employee commute data to Scope 3 carbon emissions reporting.
- Planned headquarters redesign in 2023 will look to incorporate energy saving programs such as motion sensors, LED light conversions, and green products.
- Continue increased use of recycled and reusable items.

Diversity & Inclusion

We value each other and we are proud to be Veracode. We are committed to ensuring we deliver an inclusive working environment that reflects the diversity of our communities. We believe that diversity of background, thought, and experience is what drives innovation and resilience. We believe it starts from the top. Our CEO, Sam King, was recognized in 2022 by the Executive Women’s Forum (EWF) as a Women of Influence award winner, Executive of the Year. We recognize that representation is critical to building a true culture of belonging, and we strive to continuously create a more diverse and inclusive teams across our business. In 2022, we began publishing our identity and diversity data on [our company website](#) and we continued with our longstanding participation in the annual McKinsey & Company [Women in the Workplace](#) study. We have also taken the [ParityPLEDGE](#), committing to interview at least one qualified woman and/or person of color for every open VP, C-Suite and Board position.

Our partnership with [PowertoFly](#), a recruiting platform that connects companies to women in tech, is one example of how we are invested in reaching underrepresented populations of candidates. In 2022, we added a second diversity partner, [Out in Tech](#), to reach over 40,000 technical candidates in the LGBTQ+ community. We are also members of the Massachusetts Technology Leadership Council ([MassTLC](#)) Tech Compact for Social Justice - a unified effort among tech companies to combat racial inequality and support a more welcoming Massachusetts to Black Americans and people of color.

Our Diversity & Inclusion Goals:

- Publish a Veracode DE&I Policy.
- Enhance our talent acquisition practices to ensure diverse candidate representation in each search.

Engagement

Our people are at the heart of Veracode. We offer our talented Veracoders a suite of progressive and competitive benefits, the choice of where they want to do their work, and investment in professional development and upskilling.

Veracoders are dedicated and work hard to deliver our mission. We are committed to giving them the resources they need, to help them to maintain their all-around well-being and a healthy work-life balance. We offer employees a thoughtful and generous selection of benefits, including premium healthcare, Take What You Need PTO, paid parental and adoption leave, family backup care, and complimentary access to the Calm app. In addition to formal compensation, we believe in recognizing our employees and we have lots of different ways to say thank you for hard work and contributions. These include shout-outs, appreciation awards via WorkHuman, spot bonuses, and more.

We continue to invest in training and technology to ensure that everyone has a great working experience regardless of where they choose to work. That lets us recruit the best people anywhere and enables us to better address our customer's requirements.

We are committed to helping employees achieve their career goals, learn new skills, and build on their interests. We encourage a culture of lifelong learning through subsidized tuition reimbursement, on-demand training through Veracademy, and free access to LinkedIn Learning. Plus, Veracoders have the chance to work on cool projects and innovate, play, and learn in our creative Hackathons. VeralInvents is Veracode's vibrant invention and innovation program; all employees are encouraged to submit their patentable ideas and innovations. Last year we submitted three patent applications to the U.S. Patent Office that came from the VeralInvents program.

Our Engagement Goals:

- Continue investment in technology and training to ensure all employees have a great working experience regardless of being remote, hybrid, or in-office.

Governance

We have a passion and commitment for security. We strive to foster a culture of honesty and accountability.

Cybersecurity and data privacy are founding principles for Veracode. We consider security in everything we do and act to preserve the trust of our customers. Veracode maintains a comprehensive privacy program to achieve compliance with applicable data privacy laws, and

this program constantly evolves as worldwide privacy regulations change. The program is designed to protect the personal data of our customers, prospective customers, and employees, as required by applicable data privacy laws, and to require that our vendors and partners maintain those same protections. Veracode continues to maintain its certification to the US Privacy Shield program and maintains its commitments under that program.

Our Governance Goals:

- Publish ESG Program.

Philanthropy

We are committed to making progress together. Giving to our community and volunteering our time and talent is not just what we do, it's who we are.

Our philanthropy strategy focuses on supporting nonprofit organizations that uplift underrepresented communities in our communities. One of our community partners is Resilient Coders, a nonprofit spreading code literacy to young people from traditionally underserved communities. We aim to help create the next generation of tech leaders and empower the young coders who will be leading the future. This year, Veracode also sponsored the sixth annual Tech Tackles Cancer (TTC) event in support of raising funds for pediatric cancer-related issues.

Veracoders are charitably minded. Through our annual grassroots gifting event called 'Share Your Holidays with a Child', Veracoders have contributed hundreds of gifts for children each year in need during the holidays for 10 consecutive years. Aligned to this, rather than gifting employees with something material for the holidays, we give them the choice to elect one of five charities and Veracode donates to them on behalf of employees.

All employees are encouraged to take time off for volunteering, whether through a company event or to support a cause that they are passionate about. Promoting participation in Charity Miles is one of the ways we encourage our employees to focus on their own well-being while contributing to worthy causes. We also support matching donations to help amplify our employees' impacts.

Our Philanthropy Goals:

- Seek new and innovative ways to increase our annual philanthropic contributions to causes important to Veracode.



Learn more at www.Veracode.com, on the [Veracode blog](#) and on [Twitter](#).

Copyright © 2023 Veracode, Inc. All rights reserved. Veracode is a registered trademark of Veracode, Inc. in the United States and may be registered in certain other jurisdictions. All other product names, brands or logos belong to their respective holders. All other trademarks cited herein are property of their respective owners.

VERACODE

Veracode Headquarters

65 Blue Sky Drive
Burlington, MA 01803

Phone 339.674.2500

Email hq@veracode.com

EMEA Headquarters

36 Queen Street
London, EC4R 1BN, United Kingdom

Phone +44 (0)20 3761 5501

Email emea@veracode.com