



VERACODE

2020 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.

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About Us

Veracode is the leading independent AppSec partner for creating secure software, reducing the risk of security breach, and increasing security and development teams' productivity. We help companies move their business, and the world, forward. Through a combination of process automation, integrations, speed, and responsiveness, we help customers get accurate and reliable results to focus their efforts on fixing, not just finding, potential vulnerabilities. Veracode serves 2,500 customers worldwide across a wide range of industries. The Veracode solution has assessed more than 29 trillion lines of code and helped companies fix more than 60 million security flaws.

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 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](#) certified campus, meeting the strict energy performance standards set by the EPA. In addition to these initiatives:

- We use completely paperless and digital services for client-facing work, reducing unnecessary paper.
- Our operations and facilities teams constantly look for ways to increase energy efficiency in our buildings and minimize the use of space and energy.
- Our building maintains preferred parking for carpooling and electric vehicles to encourage employees to make sustainable choices.
- Whenever possible, we use collaboration technology to reduce travel, which lowers emissions while ensuring that global teams can connect virtually with each other and clients.

Our Environmental Goals:

- Reduce energy consumption through operational efficiencies.
- Commit to increasing our purchase of recycled and reusable items.



People

We value each other and we are proud to be Veracode. Our people are the foundation of Veracode, so we prioritize progressive benefits, investment in training, and are committed to diversity, equity and inclusion.

We offer employees a competitive suite of benefits, including perks like unlimited PTO, and programs for working parents. These initiatives include support for elder care providers as well as parents, offering age-appropriate learning and ways for children to get involved after school.

We encourage a culture of lifelong learning through subsidized tuition reimbursement and trainings to ensure we are enabling employees to be their best. We also offer support for employees to achieve their career goals through proactive trainings and professional development opportunities.

Diversity, equity and inclusion is a priority, and we believe it is critically important to our success. Our partnership with [PowertoFly](#), a recruiting platform that connects companies to women in tech, is one example of how we invested in reaching underrepresented populations of candidates. Our active diversity and inclusion group meets regularly and hosts educational events to celebrate our different backgrounds and cultures.

Our Diversity and Inclusion Goals:

- All employees trained on select DEI topics by 2022.
- Increase representation of women in the workforce to 35%.

Community Engagement

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

Our philanthropy strategy focuses on supporting nonprofit organizations that uplift underrepresented communities in our communities. A few of our community partners include [Resilient Coders](#), a nonprofit spreading code literacy to young people from traditionally underserved communities, and [TUGG](#), a community engagement platform connecting entrepreneurs with social enterprises serving local youth. We aim to help create the next generation of tech leaders and empower the young coders who will be leading the future.

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. We also support matching donations to help amplify our employees' impacts. Employees activated during COVID-19 through creative volunteering initiatives like partnering with [Charity Miles](#) to donate \$1 for every mile walked or run for [Resilient Coders](#), or organizing a food and toy drive to support families during a challenging holiday season.

Our Community Engagement Goals:

- Maintain or increase annual philanthropic contributions.





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. Our security systems are agile, and our data privacy protocols are compliant with applicable worldwide privacy laws, including the General Data Protection Regulation (GDPR). In addition, Veracode strives to anticipate future sustainability risks and opportunities, new regulations, and market trends to ensure the responsible development of our business. In the future, we aim to fully integrate ESG criteria into our risk management system and our management.

Our Governance Goals:

- ESG discussed at the Executive Team meeting quarterly and evaluated by executives periodically.
- 100% of staff trained on ESG topics including ethics, environmental management, and inclusion annually.

What's Next: We have big goals and expect big outcomes.

We're proud to continue our sustainability journey. We look forward to setting our 1-3 year strategic plan, establishing opportunities to lower our footprint and create reduction scenarios. Here are some of our plans for the coming year:

- Track progress on our long-term goals to show improvement.
- Continue to share our progress on this journey with clients, employees, and our communities.

