



VERACODE

2021 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	1
Environment	1
People	2
Community Engagement	3
Governance	3
What's Next	4

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.

Veracode serves thousands of customers worldwide across a wide range of industries. The Veracode solution has assessed more than 45 trillion lines of code and helped companies fix more than 68 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](#) and [Fitwel](#) 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 by maximizing the use of space and minimizing the use of energy (e.g., installed motion and occupancy sensors at the office in 2021).
- Our building maintains preferred parking for carpooling and electric vehicles to encourage 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 clients.
- We employ a remote-first working model that allows employees worldwide to work remotely. 75% of our employee base chose to work remotely which reduces our greenhouse gas emissions impact by fewer individuals needing to commute to work.



Our Environmental Goals:

- Planned office redesign in 2022 will look to incorporate energy saving programs such as motion sensors, LED light conversions, and green products.
- 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 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 development and upskilling. We are committed to ensuring we deliver an inclusive working environment that reflects the diversity of our communities.

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, spot bonuses, and more.

We believe in empowering Veracoders to make their own choices about how, when, and where they do their work, and how they choose to approach projects and solve problems. As part of this commitment, Veracoders can make their own choice about their working location - remote, hybrid, or in-office. 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 challenges for our customers.

We're 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.

Inclusion and Diversity. 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, has been recognized for many awards in the past year, including Top 100 Women-Led Businesses in Massachusetts, Boston Business Journal's Women Who Mean Business, and Mass TLC Tech Top 50 in the Leadership Category. We recognize that representation is critical to building a true culture of belonging, and we strive to continuously create a more diverse and inclusive team across every level of our business. Our active diversity and inclusion group meets regularly and hosts educational events to celebrate our different backgrounds and cultures.

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. We are also members of the 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 and Inclusion Goals:

- Share our identity and diversity data on Veracode.com.
- Improve % of female hires to >30%, particularly in leadership roles.
- Add second external diversity partner in Q1 of fiscal year 2023.

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.

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. Veracode maintains a comprehensive privacy program to ensure compliance with applicable data privacy laws. 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 ensure that our vendors and partners maintain those same protections. Furthermore, Veracode publishes a cookie policy on its website that discloses the information collected from website visitors via cookies. We also partner with a third-party vendor to ensure necessary notices and consents are provided to website visitors in accordance with applicable data privacy laws. Veracode made updates to its various internal policies to remain compliant with recent changes in applicable laws and regulations. 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 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.
- Analyze and report on greenhouse gas emissions.
- Begin reporting on supplier diversity data.
- Continue to share our progress on this journey with clients, employees, and our communities.

