VERACODE

Diversity, Equity, Inclusion & Belonging at Veracode

Our commitment to Diversity, Equity, Inclusion, and Belonging fuels our mission to help companies secure the software upon which the world depends. We value diversity, respect and celebrate our differences, and ensure all Veracoders feel at home in our Veracode village, not only because it's the right thing to do, but because it's good for our business.

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DEIB: Commitments & Actions

Diversity

- Parity Pledge

- Partnerships with OutinTech and PowerToFly

- Transparent diversity and identity data

- Member of MASS TLC Compact for Social Justice

Equity

- Salary benchmarked on local data

- Wide range of parental employee support benefits

- Partnership with McKinsey on Women in the Workforce

- Learning & Development in multiple formats

- Flexible work location policy
  (free choice of remote and hybrid options)

Inclusion and Belonging

- Dedicated diversity, inclusion, and belonging
  programming

- Affinity Groups

- Hackathons

- Executive Women's Forum Support
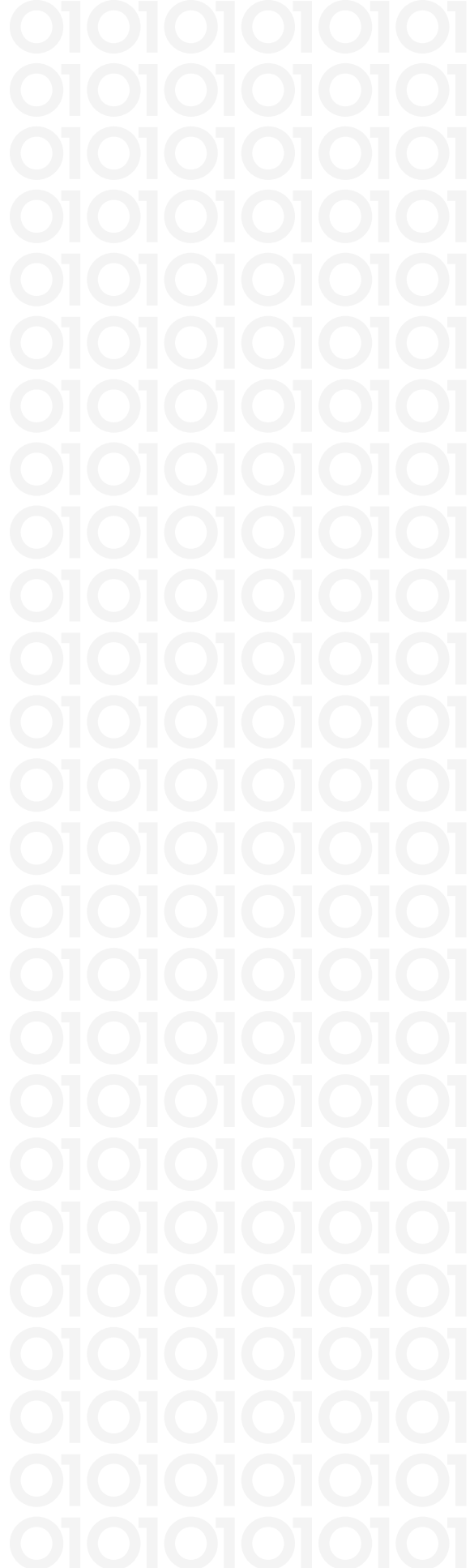
You've Found Your People – our Commitment to Diversity

We value diversity and believe it helps us make better decisions, strengthens our ability to innovate and grow, and supports us in serving our customers more effectively.

We are committed to building a team of individuals who feel respected, appreciated and free to be (and bring to work) their best authentic selves. Veracode is an Equal Opportunity Employer and maintains policies like anti-harassment and anti-bullying. We reject all discrimination related to gender identity or expression, sexual orientation, religion, ethnicity, age, neurodiversity, disability status, or any other aspect which makes someone unique.

- We've signed the Parity Pledge which means that we've committed to interview at least one qualified woman and/or person of color for every open VP, C-Suite, or Board position.

- We work with diversity partners including PowertoFly and OutinTech to increase our pipeline of diverse talent and celebrate and support the diversity of our employee community.

- We leverage partnerships, recruitment opportunities, internships, mentorships, co-ops, and educational collaborations to build awareness of the Veracode employer brand across diverse populations.

- We monitor and transparently share data about our diversity and identity profile.

- We reward and promote based on merit; regularly reviewing talent, bench strength, performance, and potential without prejudice or discrimination.

- We are committed to the MASS TLC 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.

- We contribute to thought-leading McKinsey research on DEI practices in technology.

- Our philanthropy philosophy is to support nonprofit organizations that uplift underrepresented communities in our communities. We aim to help create the next generation of tech leaders and empower the young coders who will be leading the future.

We've Got You – Meeting Your Individual Needs

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Our commitment to equity means that we strive to provide our employees with equal access to the resources that they need, recognizing that each individual has a unique set of circumstances and different personal priorities. We seek to meet each individual where they are, providing flexible options wherever possible to support Veracoders in doing their best work and living their best lives.

- As a globally dispersed organization, we review and benchmark salaries and benefits against local market data.

- We provide a wide range of benefits to meet the needs of different individuals.

- We provide learning and development opportunities in different formats.

- We encourage each Veracoder to choose the working pattern which suits them best – remote or hybrid.

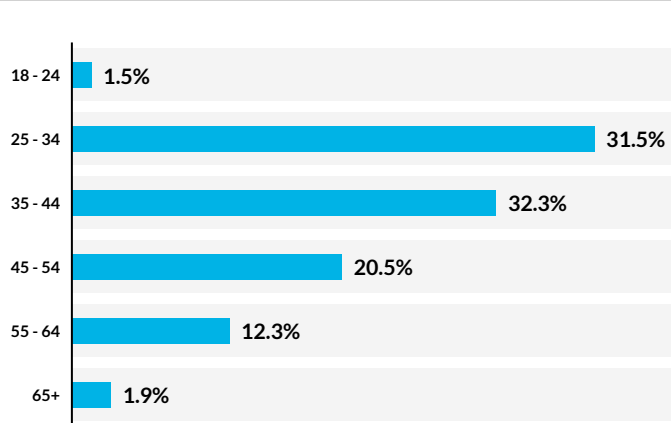# Welcome home – Inclusion and Belonging at Veracode

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We are intentional about fostering an inclusive culture where all Veracoders feel that they are welcome, that they belong, and that their contribution is valued.

- We hold true to our Veracode Way which charges us to value each other, have empathy for each other and assume positive intent in our daily interactions.

- To support inclusive behaviors, celebrate different aspects of diversity, and build deeper connections in our remote-first working environment we provide regular dedicated programming including world class speaker events, workshops, webinars, self-paced learning opportunities and more.

- We encourage open dialogue, feedback and innovation through regular executive roundtable and discussions and Q&A sessions, employee-led 'learn together' workshops and panels, and our bi-annual Hackathons.

- We are supporting the establishment of affinity groups – in Q1, 2023 we stood up our first affinity group for women.

- CEO, Sam King & many other Veracoders participate in the Executive Women's Forum, where we promote security leadership for women.
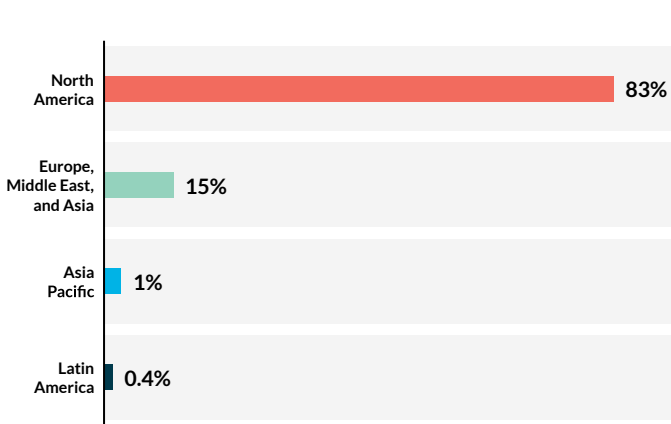
Our Identity and Diversity Data

As part of our journey towards a more diverse and inclusive workplace that is representative of the world in which we live, we belive in being transparent about our current Diversity and Identity data.
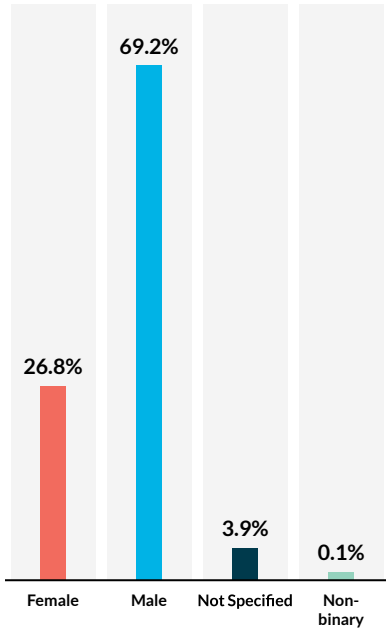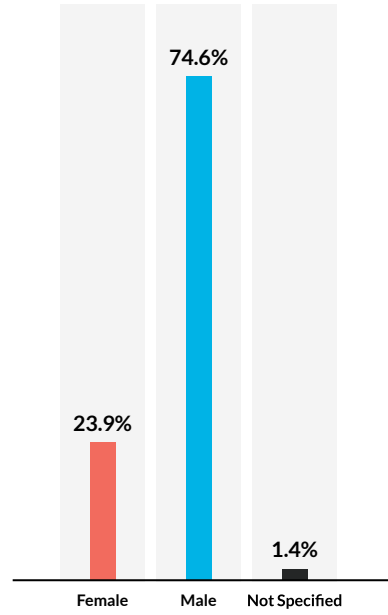
Employees by Age

Age	Percentage
18 - 24	1.5%
25 - 34	31.5%
35 - 44	32.3%
45 - 54	20.5%
55 - 64	12.3%
65+	1.9%

Employees by Region

Region	Percentage
North America	83%
Europe, Middle East, and Asia	15%
Asia Pacific	1%
Latin America	0.4%

Employees by Gender (All)

Female	Male	Not Specified	Non-binary
26.8%	69.2%	3.9%	0.1%

Employees by Gender in Engineering

Female	Male	Not Specified
23.9%	74.6%	1.4%

Employees by Gender in Leadership

Female	Male	Not Specified
21.2%	78.8%	0.0%
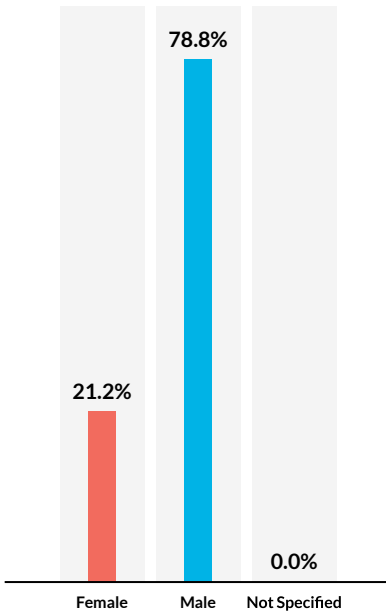
Employees by Gender in Management

Female	Male	Not Specified
36.2%	61.7%	2.1%

Employees by Ethnicity

Ethnicity	Percentage
American Indian/Alaskan Native	0.1%
Asian	11.8%
Black or African American	2.5%
Hispanic or Latino	5.4%
Not specified	20.6%
Two or more races	2.8%
White	56.7%
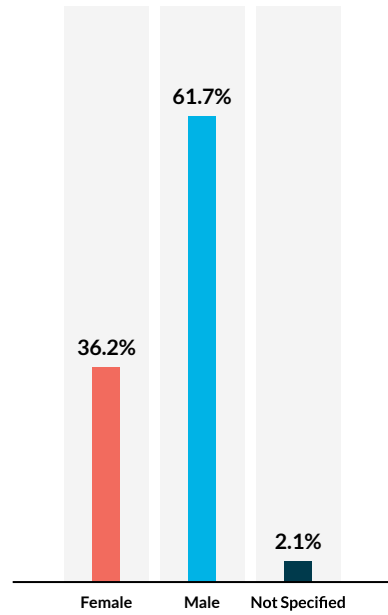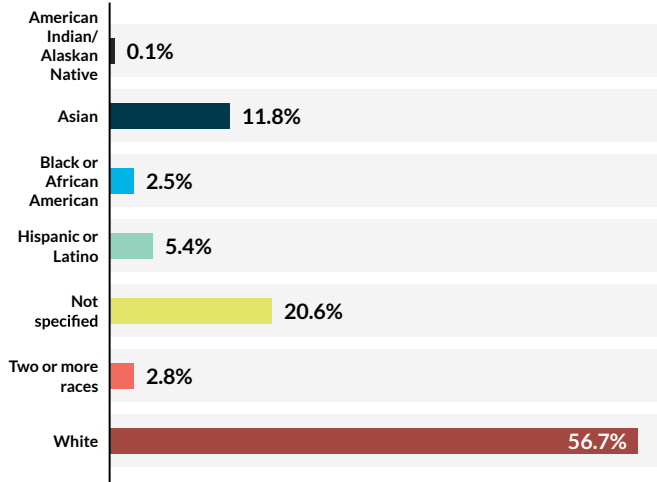
Employees by Ethnicity in Engineering

Ethnicity	Percentage
American Indian/Alaskan Native	0.5%
Asian	24.4%
Black or African American	2.9%
Hispanic or Latino	3.8%
Not specified	8.6%
Two or more races	1.9%
White	57.9%
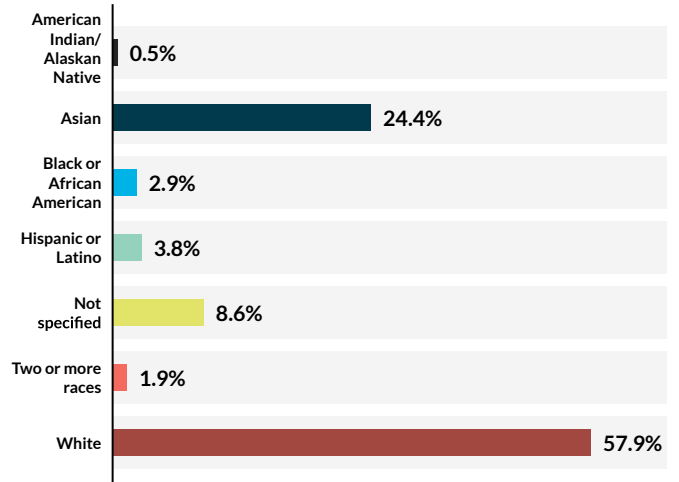
Employees by Ethnicity in Management

Ethnicity	Percentage
Asian	8.5%
Hispanic or Latino	2.1%
Not specified	17.7%
Two or more races	2.8%
White	68.8%

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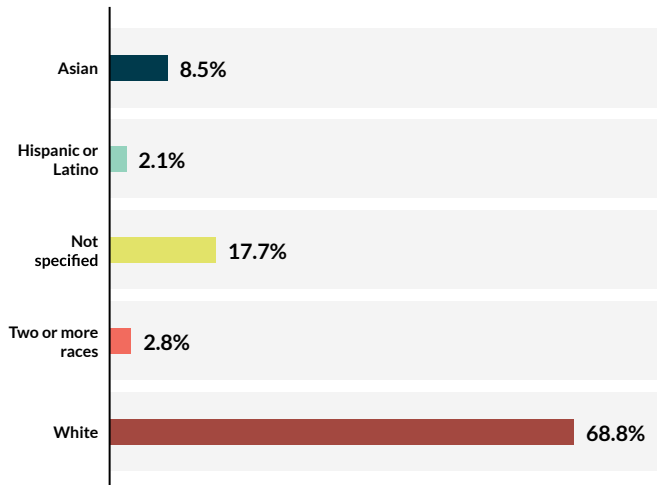
Veracode is intelligent software security. The Veracode Software Security Platform continuously finds flaws and vulnerabilities at every stage of the modern software development lifecycle. Prompted by powerful AI trained by trillions of lines of code, Veracode customers fix flaws faster with high accuracy. Trusted by security teams, developers, and business leaders from thousands of the world's leading organizations, Veracode is the pioneer, continuing to redefine what intelligent software security means.

Learn more at **www.veracode.com**, on the **Veracode blog** and on **Twitter.**