

# 2022 Impact Report



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Developer loved, Security trusted.





# A Word from Our CEO

From our inception, Snyk has recognized that environmental, social, and governance (ESG) concerns fundamentally drive how we do business globally. Anchored in our “Care Deeply” and “Think Bigger” shared values, we are invested in ESG not only to improve our business performance, but also because we want to achieve the extraordinary and live out our core guiding principle of making the world a safer place.

In 2021, we launched Snyk Impact, formally acknowledging that our Snykers worldwide are at the heart of everything we do – and that together, we can foster a more inclusive technology industry that powers a more sustainable and secure world. By supporting causes that align with our business and motivate our team, our efforts strongly reflect the diverse passions of our workforce. Everyone at Snyk—across every region, level, and function—owns our culture and works to positively enhance it every day.

“A lot of companies get serious about ESG later in the game. We’ve embedded impact priorities into our planning processes and company culture from day one. Now, it’s in everything we do. That’s important because people come to Snyk for the culture—they want to be part of something great and own a piece of that effort.”—Peter McKay, CEO

As the leader of a disruptive technology company, I embrace the opportunity to tackle the issues shaping our future. It’s important that every Snyker feels the same. With Snyk Impact, we’ve empowered our employees with a framework to do just that.

While we’re early in our journey, I’m proud of the momentum we have already created, including:

- Executing our inaugural Snyk Week of Impact, in which 200 Snykers participated in 13 volunteering events in five countries.
- Making progress against clear environmental goals, achieving CarbonNeutral® certification, and committing to reduce our carbon footprint long-term.
- Joining the Pledge 1% Movement, setting aside 1% of our equity to fund these initiatives long term.

We continue to make progress and are committed to refining our core processes and developing new Snyk Impact programs. In the meantime, I invite you to learn more about our current impact work in this report.

We’re proud of the foundation we’ve built together but even more excited for what’s to come – we look forward to sharing our progress every step of the way.

Sincerely,



Peter McKay, CEO, Snyk



**"A lot of companies get serious about ESG later in the game. We’ve embedded impact priorities into our planning processes and company culture from day one. Now, it’s in everything we do. That’s important because people come to Snyk for the culture—they want to be part of something great and own a piece of that effort."**



# About Snyk

Founded in 2015, Snyk empowers global enterprises to innovate securely. Snyk leads the category of developer security, whereby developer, security, and operations teams effectively collaborate to integrate security throughout the entire software development lifecycle. This approach has disrupted the legacy cybersecurity market, transitioning the industry away from slow, burdensome cybersecurity approaches.

## Mission

We empower organizations to develop fast and stay secure.

## Vision

Developer security is the only path for an organization to be innovative and secure.

## Values

Our company values define who Snykers are and how we relate to each other and our customers. They guide everything we do and ensure we create an environment that attracts and retains ambitious, diverse talent.

## Our values



### Care Deeply

We are proud to lead with a passion for each other, our customers, the planet and the communities where we live and work.



### Ship It

We operate swiftly, embracing continuous innovation to deliver results for our customers, always learning, iterating, and improving.



### One Team

We celebrate the strength of our community, collaborating with enthusiasm and purpose to do great things.



### Think Bigger

We are fueled by our ambition to achieve the extraordinary, pushing past limits to build solutions that can change the world.



### Learn Always

We embrace a mindset of openness and curiosity, learning from each other and always seeking ways to grow.



# Snyk By the Numbers

1,100

Snykers located worldwide

35%

Women  
Company-Wide  
and Director+

## SIX EMPLOYEE RESOURCE GROUPS



Asian@Snyk



Mosaic@Snyk



Queer@Snyk



SnykHer



Black@Snyk



Accessibility@Snyk

2,500+ CUSTOMERS



Manulife

dun & bradstreet



INTUIT

85 MILLION

total vulnerabilities fixed  
in 2022

125,000

vulnerabilities fixed in  
open source software  
through The Big Fix

## OUR OFFICES

**Global Headquarters:** Boston

We have Snykers located around the world.





# Our Impact

**PLEDGE**  
**1%**

Joined Pledge  
1% in 2022

**200+**

Snykers engaged  
in our first annual  
Snyk Week of  
Impact

**219**

Trees planted  
for new hires in  
2022



**CLIMATE  
NEUTRAL**  
since 2019

## Volunteer Time Off and Matching Gifts

While drawing on our talents and expertise is key to effecting the changes we want to see in the world, Snykers can also contribute to their communities in meaningful ways through non-skills-based volunteering. As of 2022, Snykers can request a day of Volunteer Time Off every six months and make charitable donations through Deed, our giving platform, where we match gifts of up to USD \$500 or the local currency equivalent.

## Supporting Local Causes and Crises

We also give employees the opportunity to participate in causes that matter to them. There's no better way for Snykers to amplify and extend our global impact than to give back to the communities where they live and work and to organizations that reflect their values.

## Ukraine Response

Through employee contributions and our company match, Snykers raised USD **\$300,000 for charities supporting Ukraine relief efforts**, including United Help Ukraine and Doctors Without Borders. Snyk also leveraged its business and resources to stand in solidarity with the people of Ukraine. Given the heightened risk of cyber attacks worldwide, Snyk doubled free user test limits. This means that any developer worldwide, regardless of company or project, could use Snyk Open Source with twice the number of free tests.



Cause Campaigns

Promoting equity and diversity in tech is a top priority at Snyk. We held our first Pride month action challenge in partnership with Impacttree in 2022. The virtual campaign incentivized Snykers by unlocking USD \$10,000 in donations to OutRight International through 1,000+ actions, like learning about the importance of proper pronoun use.

Through our support of the GAAD Foundation, we celebrate Global Accessibility Day (GAAD) each May. This movement is designed to raise awareness about the importance of digital access for the more than one billion people who live with disabilities worldwide.

Partners



Snyk Week of Impact

We hosted our inaugural Snyk Week of Impact in 2022. From July 10–15, we engaged over 200 Snykers in 13 in-person and virtual volunteering events across five countries. Whether it was packing vegetables in Tel Aviv, cleaning up the Mystic River in Boston, or helping elderly residents of Singapore, Snykers showed up and gave back. Following the success of the inaugural event, Snyk Impact 2023 is now scheduled for October 22–27.



1 WEEK



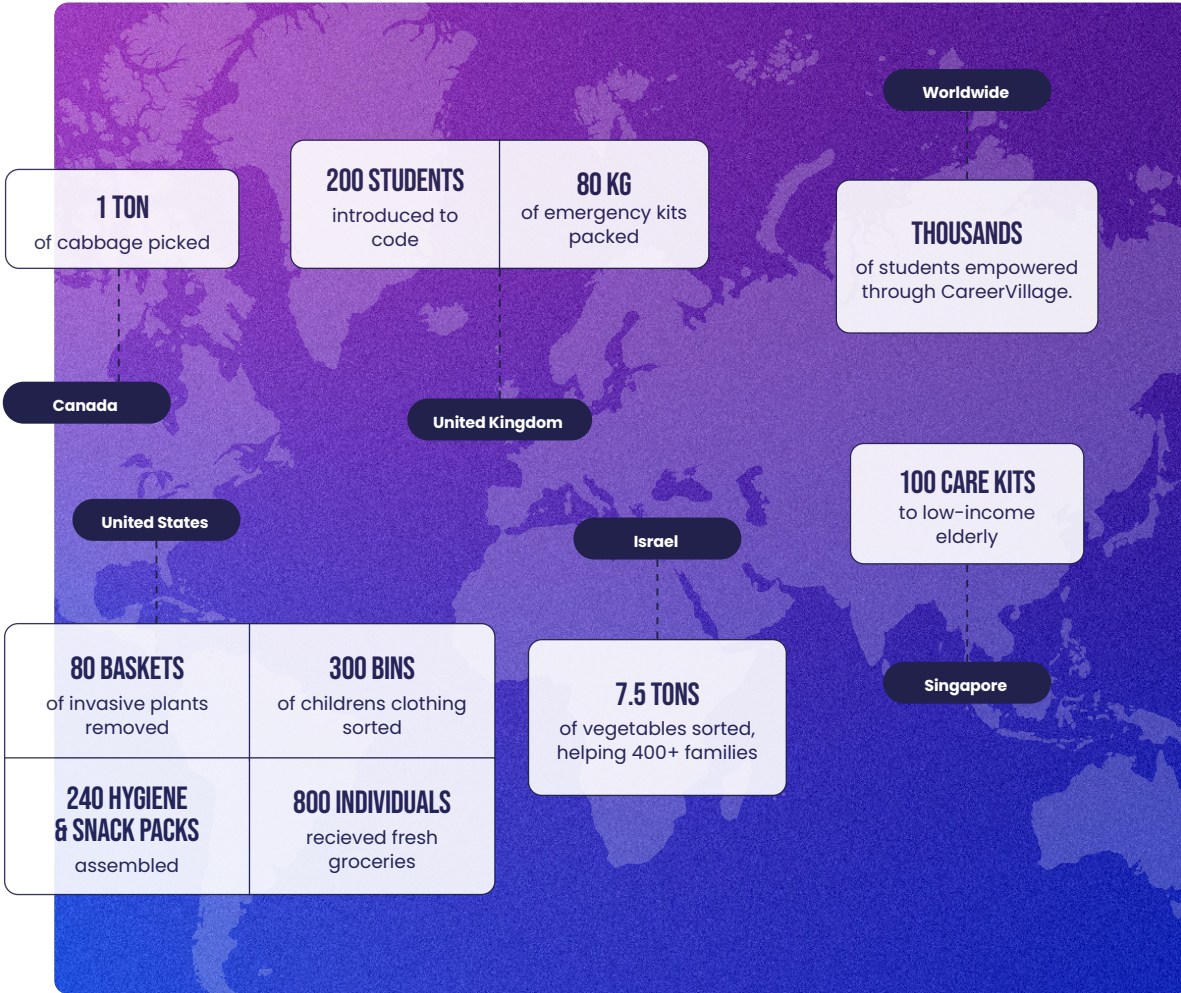
13 PROJECTS



5 COUNTRIES



200+ SNYKERS





## Environmental Impact

Caring deeply for the health of our planet is at the heart of Snyk’s environmental impact strategy. We are committed to identifying, measuring, and minimizing our organization’s environmental impact and empowering Synkers to support environmental initiatives globally. With the help of Climate Impact Partners, we have consistently measured and offset our carbon footprint to achieve CarbonNeutral® certification since 2019. In August 2022, we began developing a carbon management plan to take our environmental efforts a step further by actively reducing our emissions. This plan includes efforts to enhance Snyk’s data collection process to better quantify emissions and examine business travel, which currently contributes to the most significant proportion of our carbon emissions.

Today, it is our goal to further refine our carbon management plan into a strategy to achieve net-zero emissions.

Annual GHG emissions by scope (tCO2e)

Year	Scope 1	Scope 2	Scope 3	Total
2022	16.2	521.6	3,555.4	4,093.2
2021	48.5	111.2	631.3	891.0
2020	152.7	27.9	519.6	700.2

\*With the pandemic keeping our emissions at a record low in 2020 and 2021, our 2022 emissions increased due to our company-wide Weeks of Connection, in-person client meetings, and industry events, resulting in increased business travel. As noted above, we are working closely with Climate Impact Partners to offset all of our company’s emissions for 2022 and beyond.

## 2022 Awards & Acknowledgement



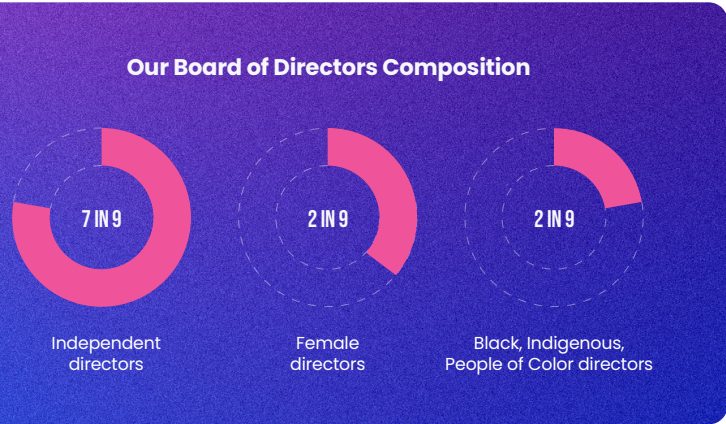
# Governance

## Oversight

Our board members collectively possess the professional and industry knowledge, financial expertise, and high-level management experience that is necessary to oversee our business.

Our board has three standing committees: the Audit Committee, the Compensation Committee, and the Nominating and Corporate Governance Committee. The respective charters of these committees clearly define the roles and responsibilities of its members, all of whom are independent.

The Nominating and Corporate Governance Committee has general oversight over ESG. The implementation and day-to-day management of Snyk’s ESG program is led by a cross-functional working group of teams from across various key functions.



## Security and Privacy

Our Vice President of Legal Commercial, Product, and Privacy and Senior Vice President of Engineering oversee our efforts to protect our users and Snykers while securing their privacy.

Our Employee Information Security Policy states all Snykers are responsible for protecting the confidentiality, integrity, and availability of information that is valuable and confidential to our business, its customers, and employees.

Our Privacy Policy details how Snyk collects and processes personal data through our website, including any data provided through the use or purchase of a Snyk product or service. It also contains information about how we store and protect personal data and how the law protects users and their privacy rights. All of these policies are included in our Terms of Service.

## Guidelines, Policies, and Commitments

Snyk’s Code of Conduct is not a list of rules, but a tool to help benefit our business by aiding Snykers in making ethical decisions. At the end of 2022, we began laying the groundwork for a comprehensive revamp of our Code. We will continue this work in 2023, focused on expanding our ethics and compliance programs by connecting our mission and values to our specific daily behaviors.

At Snyk, we recognize it is more important than ever to ensure everyone has a place to speak up and have their voices heard. Snykers are encouraged to utilize our “speaking up” platform, AllVoices, to ask questions, voice concerns in good faith or communicate directly with the people and legal teams, which if they choose, may be done anonymously.

Snyk is committed to the protection and preservation of fundamental human rights around the world. We are dedicated to an inclusive, safe, and ethical workplace as demonstrated within our Code, Equal Employment Opportunity Statement, and in our locally relevant guidelines for our people policies. We employ team members and respect individual rights in accordance with the laws in the countries in which we operate.

In 2021, we implemented a Supplier Code of Conduct, which is reviewed annually, to ensure our supply chain partners and vendors align with our core values. Our current Anti-Modern Slavery Statement is designed to keep our operations and supply chains free of slavery and human trafficking.



# About this report

We are excited to share this inaugural Impact report, which details our overall approach to ESG topics, our intentions, and our progress thus far.

This report was published on October 23rd 2023, and covers the period of January 1, 2022, through December 31, 2022, unless otherwise noted.

This document was reviewed to assess whether the data it contains can be traced back to internal or external records. The non-financial information contained in this document was not independently assured by a third party.

We continuously strive to refine our strategic objectives and enhance our programs. We are always open to feedback from our stakeholders and community members. For any feedback or questions, please contact us at [impact@snyk.io](mailto:impact@snyk.io).