

# 2023 IMPACT REPORT

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Developer loved, Security trusted.



# A Word from Our CEO

As we continue to advance in our mission to partner with global enterprises to help them develop fast, while staying secure, we also push ourselves to uphold important pillars of environmental, social and governance (ESG) by engaging our Snykers worldwide to participate in key initiatives. This commitment not only enhances the well-being of these Snykers, but also positively impacts the communities in which we live and work.

Since establishing Snyk Impact three years ago, we've carefully researched and selected a diverse group of causes that mean the most to our teams. We've put significant effort and resources behind those causes to power positive change around the world. Snyk Impact shows that regardless of where each Snyker works, lives, or what function they serve – we value who they are and what they care about.

"At Snyk, our business achievements speak volumes, but, at the same time, we remain steadfast in integrating key ESG principles into every aspect of our operations. This year's Impact Report highlights how this commitment has been brought to life over the past year in new and creative ways."

We aim to create an environment in which our teams are empowered to tackle the societal challenges they feel most personally passionate about. A few notable highlights from the past year include:

- Matching more than **\$200,000 in donations** to nonprofits worldwide;
- Having more than **200 Snykers** engage in our Snyk Week of Impact, comprised of **16 events across 7 countries**; and
- Snyk employees logging more than **1,000 volunteer hours** worldwide.

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, and we look forward to sharing our progress every step of the way.

Sincerely,



Peter McKay, CEO, Snyk



*"At Snyk, our business achievements speak volumes, but, at the same time, we remain steadfast in integrating key ESG principles into every aspect of our operations. This year's Impact Report highlights how this commitment has been brought to life over the past year in new and creative ways."*

Peter McKay, CEO

# About Snyk

Founded in 2015, Snyk empowers global enterprises to innovate securely. Snyk leads the category of developer security, whereby development, 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

Snyk is the trusted partner of the world's most innovative enterprises for modern application security, empowering every organization to develop fast and stay secure. We leverage AI-powered security intelligence and automation to reliably secure code from the start—extending the unique shift-left security they pioneered, to built-in governance and holistic risk management—so that companies can unite development and AppSec teams to unleash developer productivity, reduce risk, and accelerate software delivery as they embrace DevOps, cloud, and now AI.

## Vision

The only way to deliver secure applications at the speed of modern, AI-powered development is to bring security and developers together. This means giving developers real-time security tools that integrate directly into their existing tools and workflows, and giving security teams the controls and insights to view applications holistically. When security becomes a seamlessly integrated part of the development lifecycle, applications can be delivered quickly and securely.

## Our 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.



### Care Deeply

**We create positive change.** We lead with empathy for our customers, partners, and Snykers globally to evolve our customers' organizations, as well as the communities in which we live and work.



### One Team

**We rely on each other.** We extend beyond geographical and departmental limits, fostering collaboration, inclusion, and transparency in the ways we work and support each other.



### Forward Thinking

**We shape the future.** We are driven by our ambition to inspire trust and lead the industry, surpassing limits to build unparalleled technology.



### Customer Centric

**We drive business impact.** We build security solutions, adapting quickly to market changes to provide an outstanding customer experience, leading to adoption and high satisfaction.

# Our Product

The Snyk developer security platform enables our customers to deliver their software innovations and meet critical security needs. Snyk has helped thousands of customers through this developer-first security journey to secure their organizations.

Our core application analysis products give developers security tools designed to allow them to stay productive and keep their code secure, enhanced by Snyk's proprietary DeepCode AI engine. Snyk AppRisk delivers the workbench that security teams need to scale and manage their AppSec program.

## Snyk developer security platform



### Snyk Code

An AI-powered static application security testing (SAST) tool works in real-time right from the IDEs and tools developers use, providing in-line fix recommendations for insecure code.



### Snyk Open Source

An advanced software composition analysis (SCA) tool for scanning application dependencies, as well as their transitive dependencies, for known vulnerabilities—backed by industry-leading Snyk Vulnerability Database.



### Snyk Container

Container and Kubernetes security that helps developers and DevOps find, prioritize, and fix vulnerabilities before workloads hit production.



### Snyk Infrastructure as Code (IaC)

A tool to help teams build, deploy, and operate securely in the cloud with security embedded in developer workflows from code to cloud.



### Snyk AppRisk

Helps AppSec teams take a comprehensive and proactive approach to reducing managing application risk, across their entire development portfolio, with complete application discovery, tailored security controls, and risk-based prioritization.

## Our Customers

**3,000+**  
customers

**50 million**  
vulnerabilities fixed in 2023



*"[Spotify](#) has thousands of engineers, so we were very intentional when implementing security testing automation, keeping developer needs top of mind and freeing up the developers to focus on their own priorities. For some languages and frameworks, we've automatically embedded vulnerability scanning in CI/CD pipelines, so the adoption has been seamless and hasn't required any action from developers... Now the number of scanned projects continues to increase."*



*"Snyk is providing [[the Dish Network](#)] developers with real-time feedback as they're writing code... We find that the teams using that shift left tooling are introducing fewer defects overall—security or otherwise—by quite a bit. We see the ROI is training the developers to write more secure code as they're writing the code. We want security to be integral—not an afterthought."*

# Snyk By the Numbers

Headquartered in Boston, we have Snykers located around the world.

**~1,000 Snykers located worldwide**

**35%** Women Company-Wide and Director+

**35%** VP+ Women

**30%** Women in the C-Suite

**Our Workforce%**

**36%** Flex

**11%** Office

**53%** Remote

We've learned that doing your best work may look different from one person to the next. For some, it's being surrounded by their coworkers and the ability to jump into a room for a brainstorming session. For others, it's the flexibility to work from home while balancing their responsibilities. Whatever "doing your best work" looks like to you, we're offering the opportunity to explore it.

Flexible Workplace, or Flex Work for short, is a framework that allows you to select your preference on how and where you'd like to work.

\*The above is from a total of 1,041 active employees as of Dec 31, 2023.  
\*Gender diversity is defined as All Full-Time Employees who self-identify as female

# Diversity & Inclusion

## Our Mission

Inclusion & Impact embedded in all that we do

At Snyk, we believe that limitless innovation begins with trust. We solidify our commitment to trust every day by being a company that reflects all of us. From our global workforce to our customers and partners around the world, we're building a company that celebrates our differences and leverages them as our greatest strengths. Snyk's core values secure our deeply connected culture and help us to foster a more secure, inclusive, and sustainable company where everyone feels like they belong.

## Our Mission Pillars

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Attract, Retain & Grow Diverse Talent

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Embed Inclusion & Impact Programs Globally

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Operate Sustainably

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Data-informed Decision Making

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Partnerships for Good

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## Our Snyk Resource Groups:

SRGs are Snyker-led groups whose purpose is to foster a community-focused, inclusive workplace where all employees feel like they belong. Through strategic programming, community building, networking events, and professional development opportunities, SRGs are the catalyst of Snyk's Diversity, Inclusion, and Social Impact efforts.



**Asian@Snyk**



**Mosaic@Snyk**



**Queer@Snyk**



**SnykHer**



**Black@Snyk**



**Accessibility@Snyk**

# Snyk Care



As part of our Total Rewards program, we strive to provide Snykers with a flexible well-being program to meet your needs and leave lasting imprints on your overall physical, mental, financial, and family health, so you can build the best you possible today and in the future. Some global programs we offer are mentioned below:

## Wellness Budget:

Snykers receive an annual wellness budget that varies based on your location to help support a healthy and balanced lifestyle. Knowing each Snyker is on their wellness journey, this program provides flexibility to fund what wellness means to you.

## Global Employee Assistance Program (EAP):

A free, confidential, 24/7 program that includes personalized referrals, financial/legal services, and three free mental health or work-life counseling and/or coaching sessions.



# Rewards & Recognition





# Snyk Impact

200+ Snykers engaged in our second annual Snyk Week of Impact comprised of 16 events across 7 countries

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111 Global non-profits donated to by Snyk Employees

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21 Global non-profits volunteered with

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1,000+ volunteer hours logged by Snyk Employees

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\$200,000+ donated through matching gifts, and other corporate giving

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CarbonNeutral® certified since 2019

## Snyk Impact Partners



# 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.

Today, it is our goal to further refine our carbon management plan into a strategy to achieve net-zero emissions and implement a sustainability management platform to assist us in achieving our goals.

## Annual Greenhouse Gas Emissions by scope (tCO2e)

	Scope 1	Scope 2	Scope 3	Total
2023	98	271	3,532	3,900
2022	16.2	521.6	3,555.4	4,093.2
2021	148.5	111.2	631.3	891.0
2020	152.7	27.9	519.6	700.2

*"Deed is humbled to be Snyk's partner in social impact. Over the past year, Snyk has doubled its impact through donations and volunteering, driven by exceptional employee engagement at over 60 percent. With this year's DevSecCon, Movember, Week of Impact, and more exciting programs, Snyk will do more good than ever before."*

**- Russell Lowe, Head of Partner Success at Deed**

*"Snyk's approach to social responsibility is innovative, authentic, inclusive, and most importantly, impactful. The diversity of their program allows for employee voice and choice to advance causes they personally care about while engaging groups in impact campaigns and meaningful volunteerism that is helping move the needle on a diverse range of global causes. Raised by Us is proud to be a partner with such a model corporate changemaker!"*

**- Katie Kraus, Partnerships Lead at Raised by Us**

## 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 also make meaningful contributions to their communities through non-skills-based volunteering. With our Volunteer Time Off benefit, Snykers can request a day off every six months to engage in charitable activities. Additionally, through Deed, our giving platform, we match donations of up to USD \$500 or the equivalent in local currency. In 2023, Snykers logged over 1,000 volunteer hours across 21 non-profits globally.

## Supporting Local Causes and Crises

We care deeply about the communities where we live and work and encourage our Snykers to give back in a meaningful way when crises arise and hit close to home. With our partners at Deed, we identify high-impact non-profits that are taking action and creating change for those who need it most. Our Snykers can donate their dollars or volunteer their time to create lasting impact in a unique way.

## Snyk Week of Impact

We hosted our second annual Snyk Week of Impact in October 2023. From the 22-27, we engaged over 200+ Snykers in 16 volunteering events across seven countries. From renovating and improving a school in Ciucea, Romania, to sorting and packing food at The Greater Boston Food Bank and Ottawa Food Bank, to bringing meals and comfort to the homeless population in London through street outreach and cooking meals with Our Big Kitchen in Sydney, our Snykers are committed to leaving a lasting impact on the places where we live and work. We look forward to continuing our success with Snyk Impact 2024 which will take place May 19-24.



## Snykers on Giving Back

*“Working at the NYC Food Bank with local Snykers was a hugely rewarding experience. Learning about the organization and its reach within the community, and seeing the impact of our labor and time made me realize how easy it is to get involved and make a difference.”*

*“The Soup Kitchen event helped me connect with not just members of the homeless community, but also with other Snykers that I don’t cross paths with, mostly ever. I learned more about how I feel about those from less fortunate circumstances than myself and it has led to a lot of self-reflection. I appreciate the opportunity.”*

*“Having the dedicated time to give back to the community and build these meals for older adults was a fantastic feeling.”*

# Governance

We know that how we do business matters. That's why we are committed to operating ethically and responsibly.

## 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 of Directors Composition:

**77%** are independent

**22%** identify as women

**22%** are from underrepresented communities

Our board has four standing committees: the Audit Committee, Compensation Committee, Nominating and Governance Committee, and Mergers and Acquisitions 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 guides the Snyk community on compliance with legal requirements, policies and Snyk's ethical expectations. 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 Impact report, which details our overall approach to ESG topics, our intentions, and our progress thus far.

This report was published on May 22, 2024, and covers the period of January 1, 2023, through December 31, 2023, 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).

