



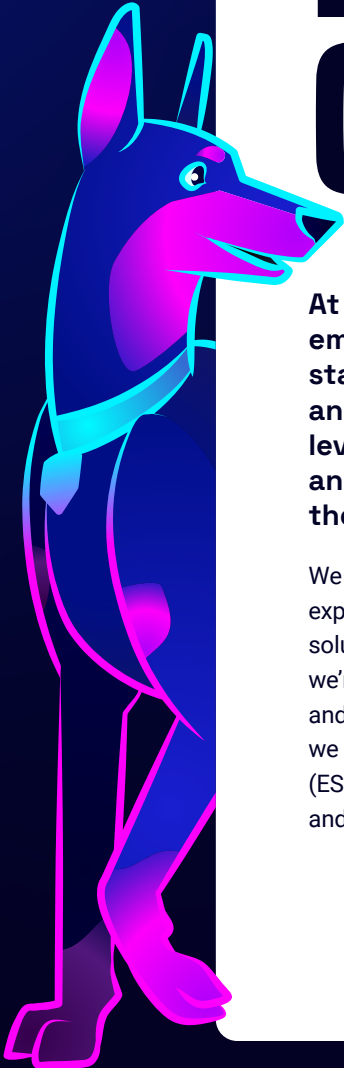
2024 IMPACT REPORT

Secure AI at full speed



Table of contents

- 3 About This Report
- 4 About Snyk
- 5 Business Overview
- 6 Our People
- 8 Snyk Care
- 9 Snyk Impact
- 11 Our Planet
- 13 Our Protocols



A WORD FROM OUR CEO

At Snyk, we are guided by a clear mission: empowering businesses to develop fast and stay secure. It has powered us since day one and continues to drive how we deliver value, leveraging AI-powered security intelligence and automation to help customers around the world keep their code secure.

We operate with agility, leveraging 10 years of industry expertise and insight to proactively deliver cutting-edge solutions that meet customers’ needs. At the same time, we’re adopting a growth mindset, looking to the future and what we can do to create long-term impact. It’s why we have placed environmental, social, and governance (ESG) considerations at the very heart of who we are and what we do.

Throughout 2024, we continued to support people and the planet, donating roughly \$100,000 to our local community and exploring new ways to reduce our carbon footprint. Yet, ESG is an ever-changing landscape, and we are committed to keeping pace, all while remaining true to our foundational company values. That’s why we are developing a roadmap that will take our ESG efforts into 2026 and beyond. In line with this strategy, we are working to understand and reduce our environmental impact, targeting emission reductions while supporting our customers in reducing their own footprints through solutions that enable faster, more efficient coding.

We are maturing our business to deliver greater stakeholder value and evolving to stay ahead in the face of industry change, all while remaining true to the fundamentals of who we are. We are developing our global strategic direction to align everyone at Snyk around a single mission, while retaining the flexibility that allows regional teams to create real, on-the-ground impact.

I would like to take this opportunity to thank everyone who has contributed to Snyk’s journey to date — our customers, communities, investors, and passionate Snykers — and invite you to come along with us as we take our next steps toward a more inclusive, sustainable, and secure world.

PETER MCKAY
CEO, SNYK



Responsible AI integration

Thoughts from our CTO

Across our business, we are harnessing technological innovation to optimize our efficiency while helping our clients cut costs and stay secure.

As we grow, we want to ensure our use of AI is responsible, from both an ethical and an impact standpoint. We are using the power of AI to enable Snykers to streamline their workflows, focusing on areas of increased value. This might mean helping our clients uncover resource efficiencies through automation of both security analysis and remediation — driving smarter operations that can reduce their carbon footprint in meaningful ways.

In essence, we believe AI will continually become a critical facet for both us and our clients’ daily activities. As we continue to unlock the full potential of this ever-evolving technology, Snyk remains committed to aligning with ethical best practices, empowering our clients to embrace new technologies in a way that protects their business’s data as well as the planet.

DANNY ALLAN
CTO, SNYK



ABOUT THIS REPORT

Our three ESG commitment pillars of **Our People, Our Planet, and Our Protocols** are deeply integrated into everything we do at Snyk. They guide us as we grow, ensuring we remain aligned with our mission to provide quality services for our clients while maintaining high standards of ethics and environmental performance.

Our strategic roadmap

As we continue to advance against our sustainability goals, we hope to further showcase the amazing efforts of our teams in enhancing our performance against our three strategic pillars.

Our People

As the passion behind our mission and the driving force of our success, our people are what make us who we are. We strive to show up for our Snykers, advancing a One Team culture in which out-of-the-box thinking is encouraged and everyone has access to the opportunities that help them thrive professionally and personally. We are championing inclusion within our walls and beyond, recognizing the power that comes with celebrating what makes each Snyker unique. And, because we Care Deeply about our communities, we work to support them in meaningful ways, guided by a global commitment to impact.



Our Planet

Our solutions hold the power to shape the future, equipping global customers with the tools to innovate securely. But we know securing the future goes beyond uncovering next-level technologies; it's also about reducing the impact those technologies have on our planet. That's why, at Snyk, we are committed to measuring and minimizing our emissions while helping customers reduce their footprint through enhanced coding efficiency.



Our Protocols

Trust represents the backbone of our business. To instill trust between Snyk and our stakeholders, we are committed to putting in place governance processes and protocols that protect the interests of our clients, Snykers, and investors, assigning responsibility for ESG commitments, ensuring regulatory compliance, and guiding ethical action.



ABOUT SNYK



Our mission

Snyk is a key partner for some of the world’s leading enterprises, helping redefine modern application security and enabling organizations to innovate without compromising on safety. By integrating security intelligence and automation from the start, we help teams secure their code from the outset, building in tailored shift-left security, governance procedures, and holistic risk management. This empowers businesses to enhance developer productivity, mitigate risks, and deliver software faster as they embrace DevOps, cloud technologies, and AI-driven solutions.

Our vision

To keep pace with the rapid demands of modern, AI-driven development, we are enabling our clients to bring security and development teams together, allowing them to work as one. This means giving developers real-time security tools that integrate directly into their existing processes and workflows, providing security functions with the controls to take a more holistic approach to applications. We are making security a seamlessly integrated part of the development lifecycle.

Our values

Our company values outline how we expect Snykers to act and how we commit to representing their best interests. They also enable us to engage with our customers. Through our values, we aim to create an environment that attracts ambitious talent and empowers them to thrive. Our core set of values are as follows:



One Team
We rely on each other.



Customer Centric
We drive business impact.



Care Deeply
We create positive change.



Forward Thinking
We shape the future.

Our ESG milestones

Our People

Amplifying Women Leaders in Cybersecurity: Snyk successfully launched a series highlighting women security leaders, generating over 1,250 engagements and culminating in a \$25,000 donation to Girls Who Code.

Snyk Week of Impact: This year, over 270 Snykers engaged with our annual volunteering initiative, assisting across 12 different events.

Our Planet

In 2024, we made significant strides toward improving the accuracy of our carbon footprint reporting, moving from a limited assessment of our greenhouse gas (GHG) emissions to an all-scopes assessment. This included the integration of additional Scope 3 categories, such as purchased goods and services and investments, into our GHG assessment. To learn more about our emissions performance, see [Our Planet](#) section.

Our Protocols

In 2024, we undertook a comprehensive update of our Code of Conduct to align with evolving organizational values and personnel changes. Additionally, we partnered with EthicsPoint to implement a more robust and confidential whistleblowing and “speaking up” platform. These initiatives will be formally launched in 2025, reinforcing our ongoing commitment to ethics, integrity, and transparency.

SNYK IN NUMBERS

1,171

ACTIVE EMPLOYEES
(33% WOMEN)

37%

WOMEN COMPANY-WIDE
AT DIRECTOR+

43%

VP+ WOMEN

31%

WOMEN IN THE C-SUITE ¹

¹ All figures as of December 31, 2024.

BUSINESS OVERVIEW

Our portfolio and offerings

Since our founding in 2015, we have grown almost exponentially. Over the past few years, we have sought to mature our operations, developing from a fast-growing startup to a prominent organization within the developer security industry. In a technologically advanced world, digital security is becoming paramount to every organization, regardless of industry. As demand for our services grows, due to the increasing need for robust and efficient security measures, we want to continually recognize opportunities to grow our client base and enhance our company's maturity.



Proven success across industries

Technology and software



Automotives and consumer goods



Healthcare



Industry awards

In 2024, we were proud to receive the following awards for continued excellence across our client services.

- BBJ Top Cybersecurity Companies and Largest Cybersecurity Firms in MA
- CRN Cloud 100²
- CRN Security 100
- CRN Tech Innovators
- CRN 2024 Partner Program Guide
- CRN 2024 Tech Innovator Awards
- Forbes Cloud 100 — ranked #27
- JPMorganChase Hall of Innovators



2 [The 20 Coolest Cloud Security Companies Of The 2024 Cloud 100.](#)

OUR PEOPLE

Our programming

Inclusion & Impact embedded in all that we do

At Snyk, we believe the core foundation of our business is trust. We solidify this every day across our stakeholder network by acting ethically and equitably. From our global workforce to our customers and partners around the world, we are building a company that celebrates difference, leveraging the power of trust to build strong client relationships and attract exceptional talent.

Our focus areas

- Attract, retain, and grow exceptional talent
- Embed Inclusion & Impact programs globally
- Operate sustainably
- Data-informed decision making
- Partnerships for good



When I stepped up to be a Queer@Snyk lead, the Solutions Engineering leadership team made sure I had the appropriate time to dedicate to this additional task. I also received incredible mentorship from the executive sponsor and credits to donate to a charity of my choice. While the responsibility did impact my workload, I felt supported by my Snyk colleagues so that I could show up as my best self for the Queer@Snyk individuals.

JOE BRINK-SHOPE

STAFF SOLUTIONS ENGINEER AND QUEER@SNYK LEAD

Our Snyk Resource Groups

Snyk Resource Groups (SRGs) are employee-led initiatives that promote a community-driven, inclusive work environment where every team member feels valued and connected. By organizing strategic programs, community-building activities, networking events, and professional development opportunities, our SRGs enable Snykers to further our organization's **Inclusion & Impact** initiatives in ways that enrich their teams and workplace relationships. We promote these groups across the globe, enabling them to empower our employees to build collaborative relationships and a more inclusive workplace culture.

Our SRGs



Asian@Snyk



Mosaic@Snyk



Queer@Snyk



SnykHer



Black@Snyk



Accessibility@Snyk

Women Leading Security and culture awards

We continue to foster an environment where women feel valued, motivated, and safe. We believe that, by nurturing a culture that celebrates their unique strengths and perspectives, we can play a key role in empowering the future of security leadership.

Women Leading Security project

As an organization committed to upholding the rights and voices of women within our industry, in 2024, we launched our Women Leading Security engagement project. This initiative involved hosting a series of virtual interviews with women industry leaders to create a space for them to share their unique experiences, insights, and perspectives on how to cultivate a more inclusive security community. This was our first series amplifying women security leaders through virtual interviews and we received tremendous interest.

In total, 15 women leaders were interviewed by Snyk CMO Jonaki Egenolf. Their stories were then published online via our website and social media channels, beginning in October during Cybersecurity Awareness Month and concluding in March during Women’s History Month.

Girls Who Code

As part of our mission to foster a more exceptional industry by encouraging the next generation of security leaders, we collaborated with nonprofit Girls Who Code to support their mission of closing the gender gap in tech.

In co-ordination with our Women Leading Security project, we pledged to donate \$20 per engagement with our related social media posts.

As a result, we were pleased to donate

\$25K

TO GIRLS WHO CODE IN MARCH 2025



It has been deeply inspiring to witness the vibrant connections built among women security leaders through Snyk’s initiative, both virtually and in-person. The powerful stories and insights these women shared don’t just highlight the significant strides made in tech inclusion in recent years, they also showcase the important work that lies ahead for our industry. Snyk takes great pride in amplifying these voices and we believe that, by continuing to spotlight these journeys and perspectives, we will be instrumental in cultivating a more inclusive future for our industry.

ERIN CULLEN

LEAD DEMAND MARKETING MANAGER

SNYK CARE

Our Total Rewards program provides Snykers with bespoke well-being support, designed to support their overall physical, mental, and financial health. The overarching goal of our Total Rewards program has always been to enrich the lives of our Snykers, allowing them to bring their best selves to work, every day.



Benefits highlights

Wellness budget

Our Snykers receive an annual wellness budget to encourage a healthy and balanced lifestyle. This program provides flexible funding for each Snyker, supporting them along their individual wellness journey. This budget can be used for anything related to physical, emotional, social, financial, or family well-being.

Global Employee Assistance Program (EAP)

We offer all Snykers a free, confidential, 24/7 personal assistance program, aimed at helping our people during their times of need. This service offers personalized referrals, financial/legal services, and three free mental health or work-life counseling and/or coaching sessions per year. Through this initiative, we aim to ensure our Snykers continually feel supported, particularly in times of personal hardship.



SNYK IMPACT

What is Snyk Impact?

Snyk Impact represents our core pathway for giving back to the communities and groups our Snykers care most about. Since Snyk Impact’s inception in 2021, we have remained committed to harnessing the power of our employees, encouraging them to provide crucial funding and volunteer time across a selection of nonprofit organizations. Over the past year, we have continued to expand our efforts, extending our ESG impact beyond our walls to improve quality of life and safeguard our planet.

Supporting local causes and crises

In 2024, we were proud to support the missions of 165 partnering nonprofits globally, reaching over \$50,000 in donations and contributing over 1,500 hours of volunteering.

Volunteer Time Off and matching gifts

Snykers are encouraged to make a meaningful impact beyond their work, contributing through hands-on volunteering and charitable efforts, and using their skillsets for good. With our Volunteer Time Off benefit, team members can dedicate a day every six months to directly support causes they care about.

Snyk Week of Impact

We hosted our annual Snyk Week of Impact in May 2024, engaging 270+ Snykers in 12 volunteering events across nine locations. Across the globe, our Snykers showed again how they are committed to leaving a lasting impact on the places where we live and work.

25th Anniversary Best Buddies Challenge

In 2024, Hyannis Port, Massachusetts, saw over 1,000 participants unite for a cycling fundraiser from Boston to Hyannis Port, ultimately raising over \$4 million for Best Buddies International. This significant event supports the nonprofit’s mission of creating opportunities for one-to-one friendships, integrated employment, leadership development, inclusive living, and family support for individuals with intellectual and developmental disabilities (IDD). Among the dedicated teams participating was Team Snyk, demonstrating their commitment to the cause by actively fundraising \$49,000 with a team of 19 riding in the Challenge. Their involvement highlights a broader corporate engagement with Best Buddies, contributing to the vital programs that empower people with IDD and foster a more inclusive world.

In total, Snyk has raised

\$132K

FOR BEST BUDDIES IN THE LAST FOUR YEARS



As Snyk embarks on our fourth consecutive year participating in the Best Buddies ride, it’s the smiling faces and lives impacted that continue to remind us why we do this. To be able to see the joy and happiness on the Buddies’ faces over the course of the day, the impact of the organization becomes clear. We ride to provide these individuals with the same opportunities the rest of us have been afforded in life — independence, employment, and social inclusion. Everyone deserves a chance to make an impact on those around them and Best Buddies proves we’re all worthy of that opportunity.

RORY FINNEGAN

SENIOR CHANNEL MANAGER AT SNYK
BEST BUDDIES TEAM CAPTAIN

SNYKERS ON GIVING BACK



Working with other Snykers on hands-on projects that have a tangible impact on the local community. Building collaboratively, with real power tools, outside in beautiful weather was the cherry on top! There seemed to be a genuine human connection of a different kind in doing something so physical with everyone present, regardless of role and status — a true One Team, Care Deeply, effort.



Multiple locals, including kids, joined us and expressed their gratitude for what we were doing. The kids were eager to help and were excited to see their new Library. It was a really great day and we saw first-hand the impact we had.



Got to see first-hand the effect of littering on our environment. It makes me want to do more to educate my child to protect our environment.

Our events

Tel Aviv
Social Impact Workshop with Molet

Singapore
UnLitter Red Dot with Habitat for Humanity

Ottawa
Ottawa Food Bank Food Sort Challenge

London
BeeUrban Beekeeping Centre and 01Founders Event

Cluj
Renovating and improving the Library and Cultural Center in Dabaca

Bucharest
Renovating and improving the Swedish Foundation for Individual Humanitarian Aid

Boston
SnykOpen Golf Tournament and the Build a Bed Project

Generus partnership³

As part of our Snyk Impact pathway, we are active members of Pledge 1%. Pledge 1% is a global movement and nonprofit organization that encourages companies to pledge 1% of their profit, product, employee time, and/or equity to create positive social impact.

Through this partnership, we have supported a wide range of nonprofits, including aiEDU, CareerVillage, Fast Forward, LearningEquality, and UPchieve, encouraging genuine social change across the communities in which we operate.

³ A platform that connects companies with nonprofits for personalized and impactful volunteer experiences.



Cultural Center in Dabaca



Build a Bed Project

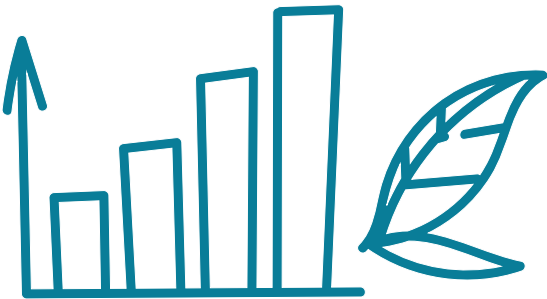
OUR PLANET

Environmental impact

Caring for the planet is central to Snyk’s environmental strategy. Since 2019, we have partnered with Climate Impact Partners to measure and offset our carbon footprint, achieving and maintaining our CarbonNeutral® certification. This year, we focused on expanding our Scope 3 reporting, introducing new emissions categories into our assessment, which in hand drastically increased our Scope 3 footprint. By gaining a thorough understanding of our emissions footprint across all material Scope 3 categories, we can construct a more holistic picture of our total emissions profile, allowing us to report accurately and maintain transparency with our stakeholders.

Greenhouse Gas Assessment

In 2024, we continued to engage with consultants Nature Positive to conduct our annual Greenhouse Gas Assessment, accurately measuring and assuring our environmental performance.⁴ As part of our assessment, we analyzed our emissions across Scopes 1, 2, and 3, gathering valuable insights into data quality, materiality levels, and potential areas for improvement.



We made significant strides in 2024 toward improving and maturing our data collection methodologies. Our review this year was an all-scopes assessment, encompassing a much broader range of emissions sources and factors compared to 2023. Additional Scope 3 categories included in our 2024 assessment are:

8,410_{tCO₂e⁵}
PURCHASED GOODS AND SERVICES

327_{tCO₂e}
EMPLOYEE COMMUTING

24_{tCO₂e}
USE OF SOLD PRODUCTS

20,095_{tCO₂e}
INVESTMENTS

To further strengthen data quality, we also integrated well-to-tank emissions into our reporting and data collection procedures. This, alongside an increase of over 50% in our traveled distance, led to a significant increase in our Scope 3 business travel emissions.

These expanded inclusions naturally resulted in an increase in our reported emissions footprint for 2024. While this may initially appear to be a setback, it actually marks a major step forward in transparency. With a more comprehensive understanding of our Scope 3 emissions, we are now positioned to establish a more accurate baseline for tracking our progress in the future.

Carbon Neutral Certification

With the help of Climate Impact Partners, we have consistently measured and offset our carbon footprint to achieve CarbonNeutral® certification since 2019.

As we evolve our approach to climate action, we regularly reassess our efforts, actively seeking best practices and the most effective ways to address our climate responsibilities moving forward.

4 GHG emissions were quantified by applying the most relevant emission factors. Emission factors relating to the 2024 reporting year are predominantly sourced from Government GHG conversion factors for company reporting and from the U.S. Environmental Protection Agency’s (EPA’s) Emission Factors Greenhouse Gas Inventories as appropriate.
5 Tons of carbon dioxide equivalent.

Annual greenhouse gas emissions by scope (tCO₂e)⁶

	Scope 1 ⁷	Scope 2 (market-based)	Scope 3	Total
2024	435	193	34,659	35,287
2023	98	271	3,532	3,900
2022	16	522	3,555	4,093

2024 Scope 3 emissions by category

Scope	Category name	GHG emissions (tCO ₂ e)	% of total
3.1	Purchased goods and services	8,411	24%
3.2	Capital goods	113	<1%
3.3	Fuel- and energy-related activities	139	<1%
3.5	Waste generated in operations	33	<1%
3.6	Business travel	5,073	14%
3.7	Employee commuting and homeworking	771	2%
3.11	Use of sold products	24	<1%
3.15	Investments	20,095	57%
Total		35,287 tCO ₂ e	

6 Scope is inclusive of all global locations and remote employees.
7 All emissions figures are market-based.



At Snyk, we are actively exploring the role that AI can play in advancing sustainability progress for our business, our clients, and our industry. As we grow, we want to stay aware of the significant climate impact of artificial intelligence, which is why we are fully committed to pioneering innovative solutions that reduce our environmental footprint. By investing in technology that improves the efficiency of AI, we are working toward a future where our clients can explore the benefits of artificial intelligence in harmony with their sustainability goals.

SHERICA BRYAN
VP, GLOBAL EMPLOYMENT & LITIGATION

OUR PROTOCOLS

Governance

Strong governance and transparency are key in our decision-making and overarching strategy. We are committed to acting with integrity across all that we do, putting in place the appropriate measures to ensure responsibility and accountability throughout our organization.

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

44.4%

ARE INDEPENDENT

11.1%

IDENTIFY AS WOMEN

44.4%

ARE FROM UNDERREPRESENTED GROUPS

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 their 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 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. This policy is integrated directly into our Terms of Service.

Guidance, policies, and commitments

Snyk’s Code of Conduct guides the Snyk community and suppliers on compliance with legal requirements, policies, and Snyk’s ethical expectations. In 2024, we updated our Code of Conduct to include additional information on our AllVoices reporting platform and our DisPatch resources, a resource hub for all important employee information, news, and events. We regularly review and update our policy in line with the needs of our Snykers and clients.

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 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.

Our Supplier Code of Conduct 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.

Our “speaking up” platform

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 and voice concerns in good faith, or communicate directly with the people and legal teams, which, if they choose, may be done anonymously.

Ongoing development

As part of our governance framework, Snyk’s Legal function plays a critical role in ensuring ongoing compliance with global laws and regulations. Given the dynamic nature of legal landscapes, we continuously monitor developments in key areas such as cybersecurity, data privacy, commercial law, and labor regulations. This proactive approach enables us to manage risk effectively and uphold the highest standards of legal and ethical conduct across our operations.

