

imperva

SUSTAINABILITY

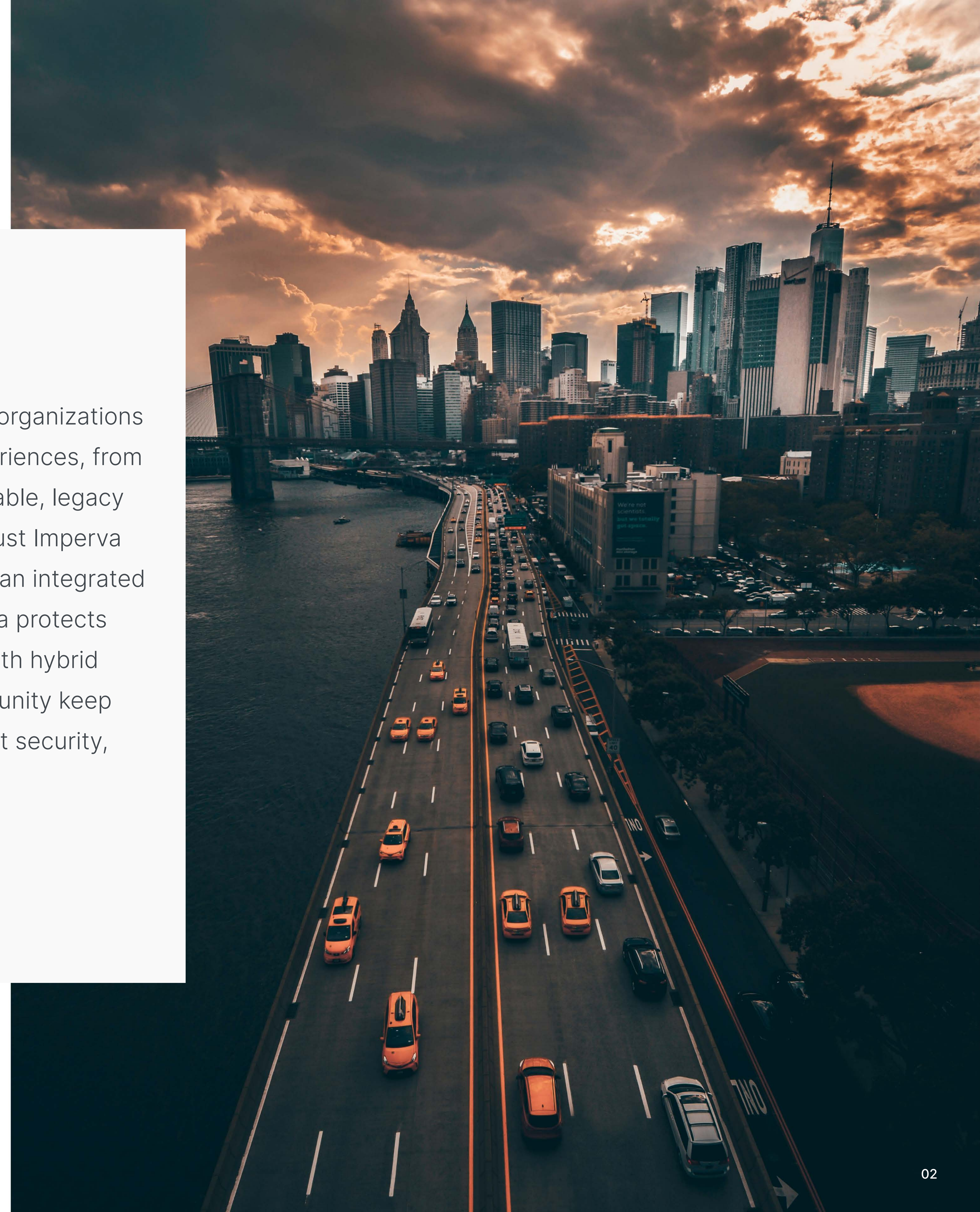
JUNE 2022 REPORT

Environmental, Social and Governance (ESG)

About Imperva

Imperva is the comprehensive digital security leader on a mission to help organizations protect their data and all paths to it. Only Imperva protects all digital experiences, from business logic to APIs, microservices, and the data layer, and from vulnerable, legacy environments to cloud-first organizations. Customers around the world trust Imperva to protect their applications, data, and websites from cyber attacks. With an integrated approach combining edge, application security, and data security, Imperva protects companies ranging from cloud-native start-ups to global multinationals with hybrid infrastructure. Imperva Threat Research and our global intelligence community keep Imperva ahead of the threat landscape and seamlessly integrate the latest security, privacy, and compliance expertise into our solutions.

For more information, visit
imperva.com





Letter from the CEO

As a global cybersecurity leader, we are focused on helping our customers protect their data and all paths to it. At Imperva, we recognize that our work to better our world doesn't stop there. We also have a responsibility to the communities we serve to be a good citizen and advocate for positive change.

The Imperva Sustainability Report provides transparency into the investments and efforts we're making as an organization to limit our carbon footprint, foster a diverse and equitable workplace, and remain compliant in every country in which we operate.

We are committed to upholding the highest standards to ensure we maintain the trust of our customers and partners globally. Our ESG strategy allows us to care for our people and planet, and also the cybersecurity industry. We believe that incorporating responsible environmental practices, social strategies, and governance policies is essential for our success. It strengthens our company performance, benefits the market in a positive way, and enables our global team to do their best work.

We live in a time when forces of nature and human action are changing the world around us. As global citizens, we have a duty to evolve to protect our environment, champion for diverse backgrounds and experiences, and positively influence the future.

With a focus on ESG, Imperva is committed to building a better planet for all. We firmly believe that our actions today can spark long-lasting change in communities around the world. Thank you for supporting us in this work.

A handwritten signature in black ink that reads "Pam Murphy".

Pam Murphy

Chief Executive Officer

Our Report is Who We Are

At Imperva, we believe that our approach to the environment, to those around us, and to our responsibilities as a worldwide organization, is an integral part of who we are. We actively foster a brand culture of inclusion and representation. As part of this, the annual Imperva Sustainability Report is an opportunity to look back, think about where we are now, and determine how we can improve in the future.

We've built our reputation on being there for our customers, partners, and local communities. The Imperva Values are simple, and we've always endeavoured to seek out diversity by leveraging our global workforce, and tried to lead with kindness and with the intent to create meaningful change.

The COVID-19 pandemic, a societal reckoning with systemic racism, and the increasingly visible effects of climate change shows us that understanding, anticipating, and managing issues related to environmental, social, and governance (ESG) are critical and can help us deliver on our mission.

Our Imperva Values:

Innovation. Customer obsession.
Sense of urgency. Collaboration. Community.





Environmental

As a **responsible global leader**, we strive to **limit our impact on the environment** by reducing our carbon footprint and promoting sustainability. We do this by assessing our consumption and emissions against industry benchmarks.

Environmental

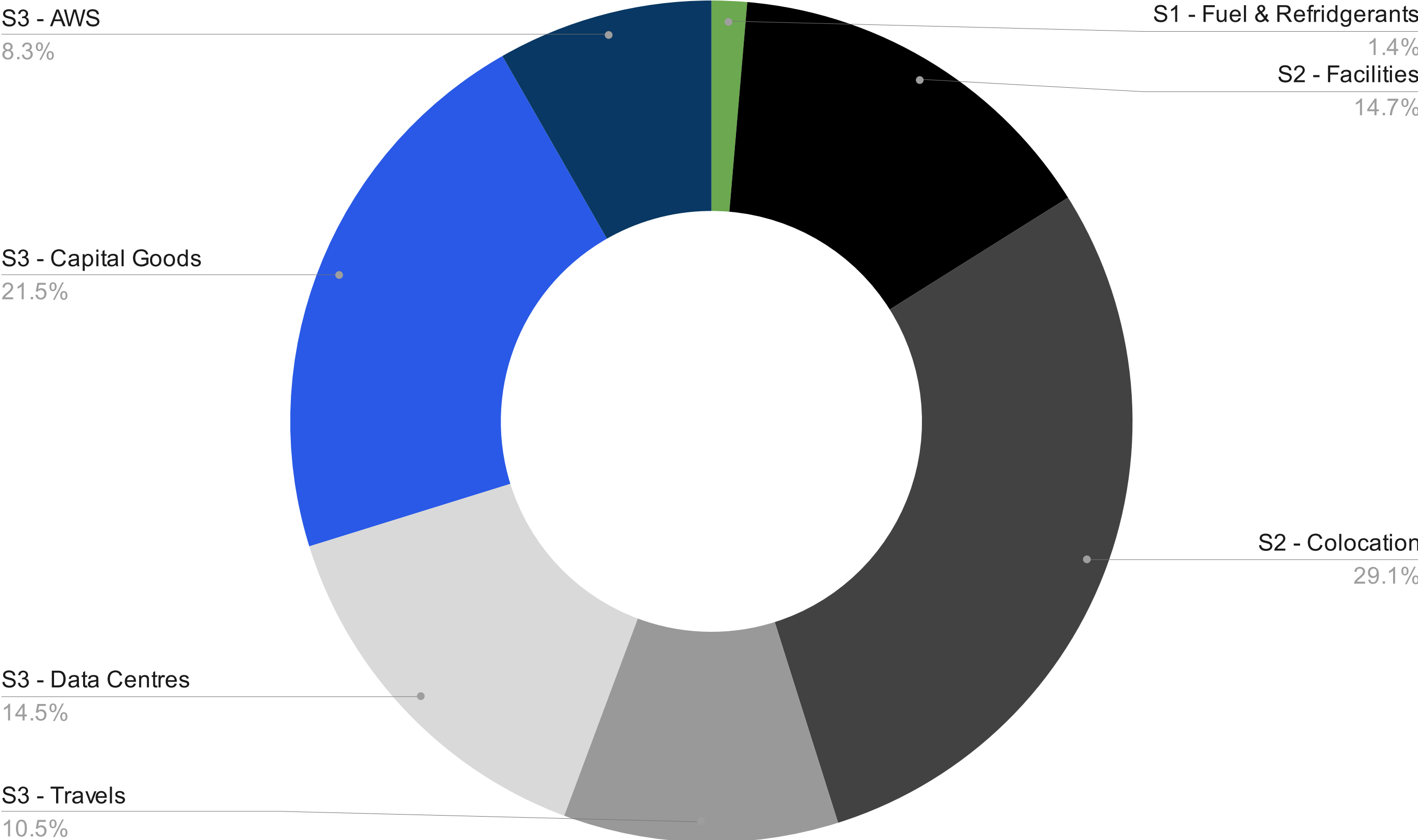
Customers around the world trust Imperva to protect their applications, data, and websites from cybersecurity threats. We enable this through a global, reliable network of more than 50 points of presence (POPs) around the world.

Emissions and Energy

Our emissions for 2021 were calculated to be 5,000 metric tonnes of CO2 equivalent, with over 50% associated with cloud infrastructure. More than 50% of the energy consumed at our San Mateo and Austin offices are from renewable sources. And, Imperva has among the lowest Scope 1 (on-site) and Scope 2 (electricity) emissions per employee compared with competitors.

While these emissions are low for a business of our size and our industry, we're committed to making continuous improvements to our operations, ensuring compliance with all current environmental legislation, and incorporating our ESG initiatives throughout our business.

Total Scope 1 & Scope 2 Emissions (2021)



5,008 MTCO2e
Estimated total of Scope 1, 2, and 3 emissions in 2021

1.1 MTCO2e
Estimated CO2e per employee

14,259 MWh
Energy consumed by Imperva offices in 2021

50%+
Of the electricity consumed at the San Mateo and Austin offices are from renewable sources



Environmental

Due to COVID-19, the volume of business travel has greatly reduced. At the same time, employees had the flexibility to work from home, empowered by the Imperva Hybrid Work model. Taken together, we reduced our Scope 3, or indirect emissions.

Waste Management

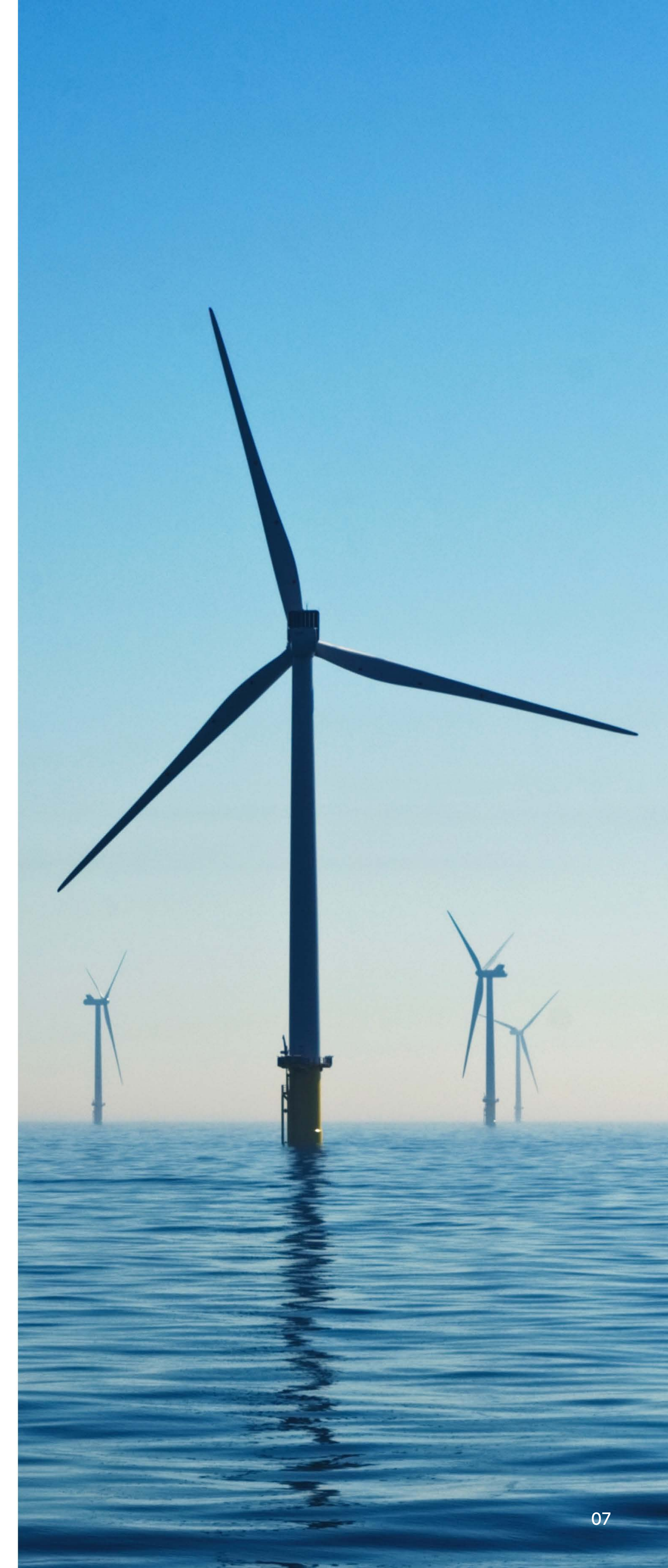
Our policy is to recycle all of our electronic equipment and to contract with vendors who use certified methods for recycling. Additionally, with employees working from home more regularly, we've significantly reduced waste at our office locations.

Our commitment to the environment

As a responsible business, we are committed to reducing our environmental impact. The Imperva ESG Council guides our work with customers, partners, suppliers, and communities to reduce the environmental impact of our business and drive us towards carbon neutrality and a sustainable future.

Imperva has five goals to minimize our effect on the environment by 2035:

1. Responsible Supply Chain Management
2. 100% eWaste recycling program globally
3. 100% renewable energy use at every office site
4. Carbon neutrality and net-zero emissions
5. Enable net-negative emissions as a global business





Social

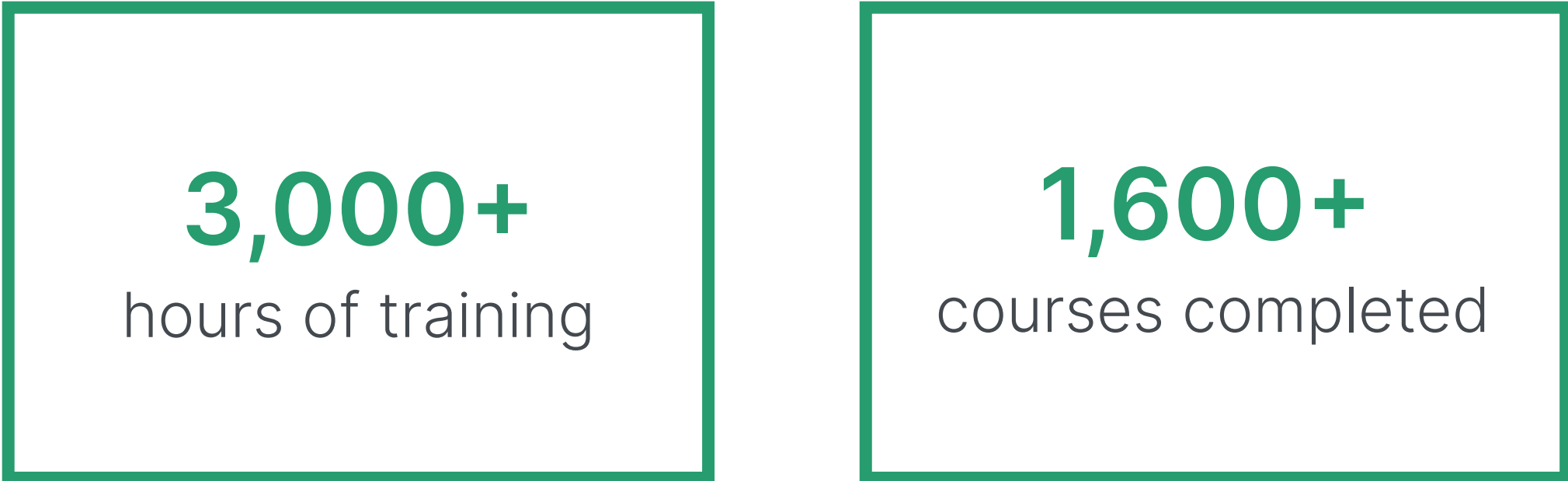
At Imperva, we lead with kindness and act with intent to create meaningful change and long-lasting relationships in the communities where we work and live. Further, we recognize that true innovation requires diversity of thought, experience, and background. As a leader in cybersecurity, we will never stop our efforts to give all current and future employees a platform to be themselves and do the best work of their career in an honest and authentic way.

In this section, we discuss how we foster diversity, equality, and inclusion (DE&I) and the ways we are creating positive change in our communities.

Our People and Culture

Our culture is informed by our diverse, global team and grounded in innovation, respect, and high performance. Imperva believes that learning and development is fundamental to helping employees identify areas of growth and opportunity, which become a catalyst for career progression. As a distributed workforce, ongoing feedback enables us to improve and become an even better place to work.

Development



Learning and development is supported and encouraged at Imperva. It's enabled through investments in technical, leadership, and personal development opportunities.

Over the past 12 months, employees benefited from on-demand, virtual learning programs that helped them develop new skills at their preferred pace.

Career progression



Career progression is foundational for the success and sustainability of Imperva. Globally, a portion of the workforce is making a career progression annually.

Opportunities for growth, or internal mobility, are made possible through positive performance and regular discussions about career goals between an employee and their manager.

Employee Engagement

Our employees play a critical role in co-creating our workplace culture. We encourage employee connection and open feedback via our monthly Company All Hands and other local office social activities. Ongoing feedback is encouraged and facilitated through a quarterly employee engagement survey. This enables leaders to take meaningful action to ensure the business addresses pressing needs.

As a result of this approach to employee engagement, Imperva ranks in the Top 25% of high tech companies according to Workday/Peakon.

We are proud of the workplace recognition awards we have received for our vibrant culture.



Top 50 Best High Tech Companies to work for in Israel



Our People and Culture



Living the Imperva Values

Innovation. Customer Obsession. Sense of Urgency. Collaboration. Community.

Everyday, we work hard to live out the Imperva Values. They inform our actions and help us to lead with intent. The quarterly I'm Imperva Award is given to a selected group of employees based on peer recognition of them living our Values.



Flexibility

The COVID-19 pandemic challenged all of us to think, live, and work in new ways. As a company, we have proven that we are agile in the face of adversity, rising to meet business and customer needs while caring for loved ones, ourselves, and each other.

The Imperva Hybrid Work model provides flexibility between remote and in-person working, while providing accessibility to tools and resources so each employee can thrive in a hybrid environment. As a company, we value and support flexibility and in-person collaboration as part of our hybrid work model. We will continue to empower and train our leaders on effective ways to lead, hire, and manage hybrid teams.



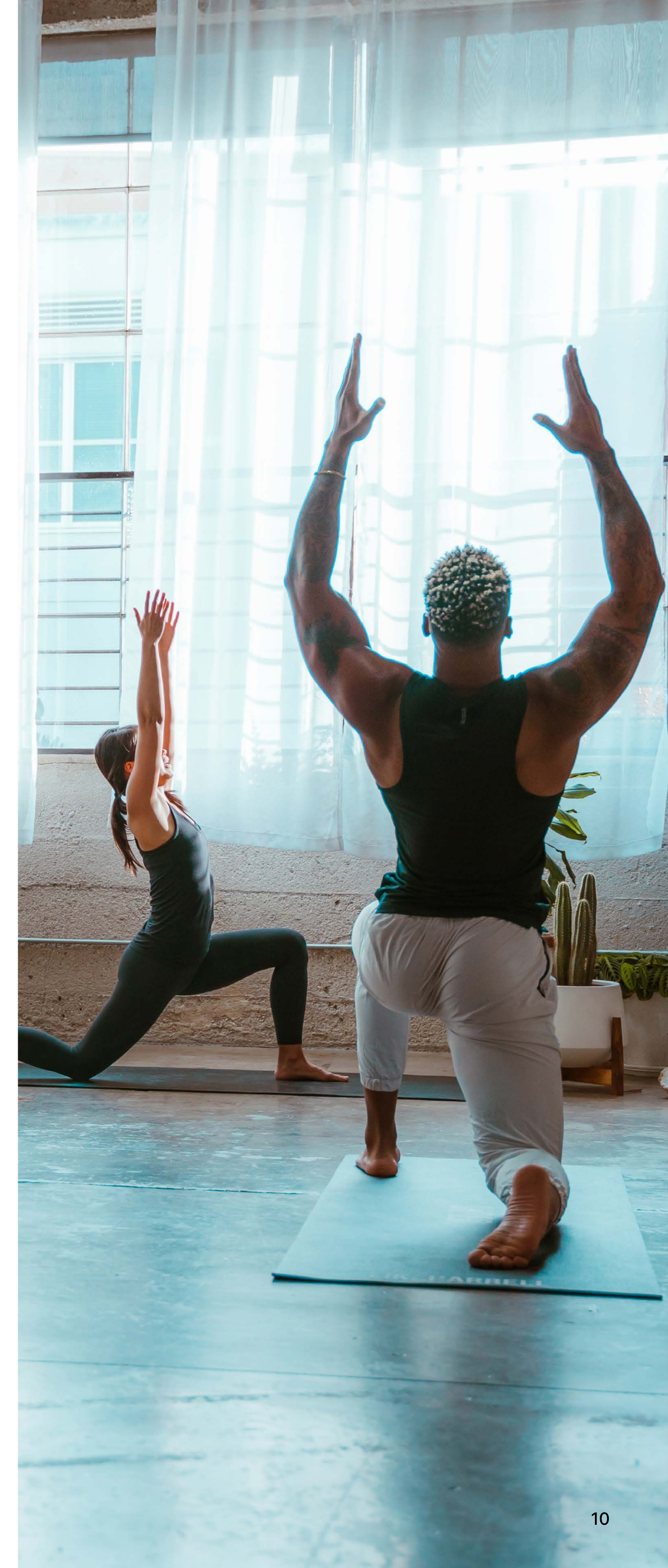
Wellness

The mental, physical, and emotional wellbeing of our employees continues to be a top priority for Imperva.

In addition to the robust benefits we offer globally, Imperva provides Recharge Days to give employees the opportunity to unplug and refresh. Separate from other leave benefits, the Recharge Day is intended to encourage and support employee wellness.

Building connections and a sense of belonging at Imperva is paramount for the wellness of our employees and as a business. We have active communities where employees come together physically and/or virtually to enjoy common interests that are not associated with work. For example, the #impervapets and #impervahealthchamps Slack groups provide regular joy and inspiration for the global team.

The Employee Assistance Program provides a range of services, resources, and confidential support to employees and their families when in need.



DE&I

Diversity, Equity & Inclusion

At Imperva, **we view diversity, equity and inclusion (DE&I) as a business imperative.** It's a strategy that better supports our global team, helps strengthen our company performance, and enhances our customer impact. Led by the Imperva DE&I Council, we are actively contributing to building a better world for all current and future generations.

Promoting inclusion

We are influencing the next generation of security professionals in South Africa by providing a data security learning path for marginalized youth to become certified cybersecurity specialists. Imperva is working with the Israeli government to help assimilate citizens with different abilities in organizations across the country. We've completed the removal of divisive language from Imperva products and redesigned the product interface with greater emphasis on iconology, not colors, for improved accessibility.

Improving visibility

We have updated our ethnicity identification categories to be more global and inclusive, which has increased employee diversity visibility by 18%. This helps Imperva better address the needs of underrepresented groups. The Imperva Women's Network (IWN) continues to be globally active and locally relevant. We have increased our representation for women at Imperva to 27%.

Establishing equity

Imperva completed its third annual Gender Pay Equity Audit that enabled the company to proactively address any inequities. At the same time, hiring processes were updated to avoid inequity at the hiring stage in the future.

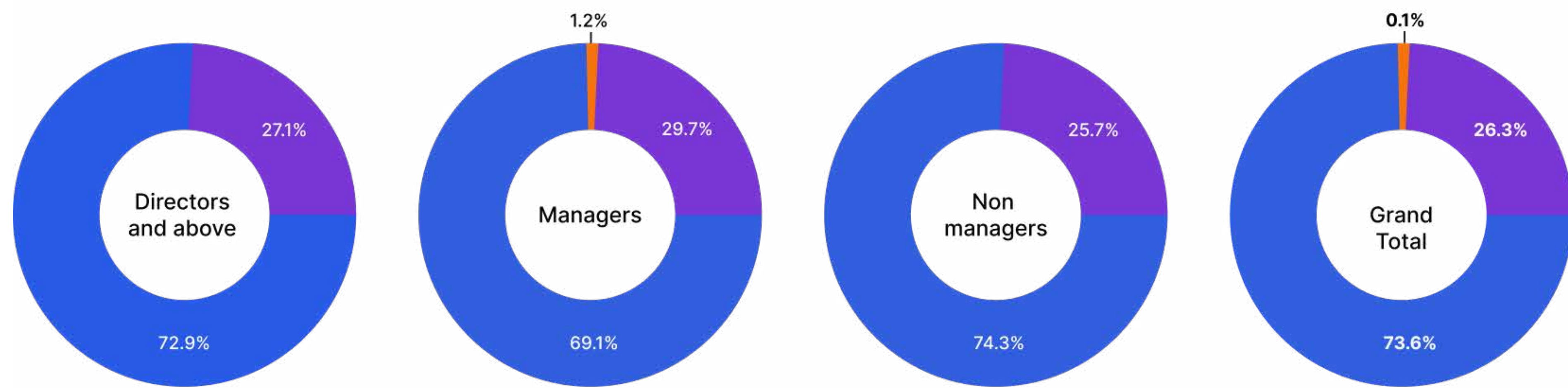


DE&I

Diversity Scorecard

Gender

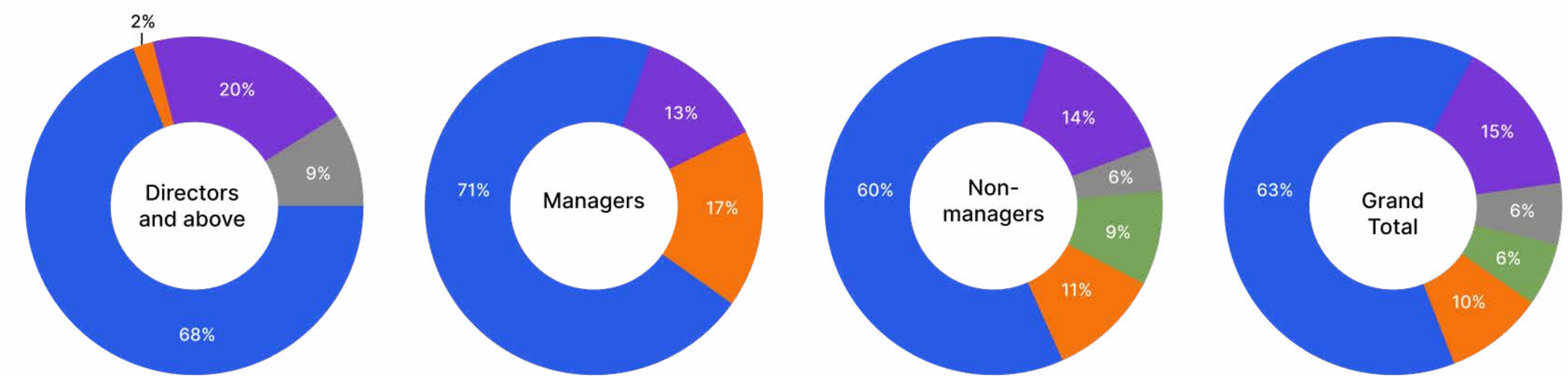
Male Female Non-Binary



Ethnicity data reflects the US employees that self-reported.

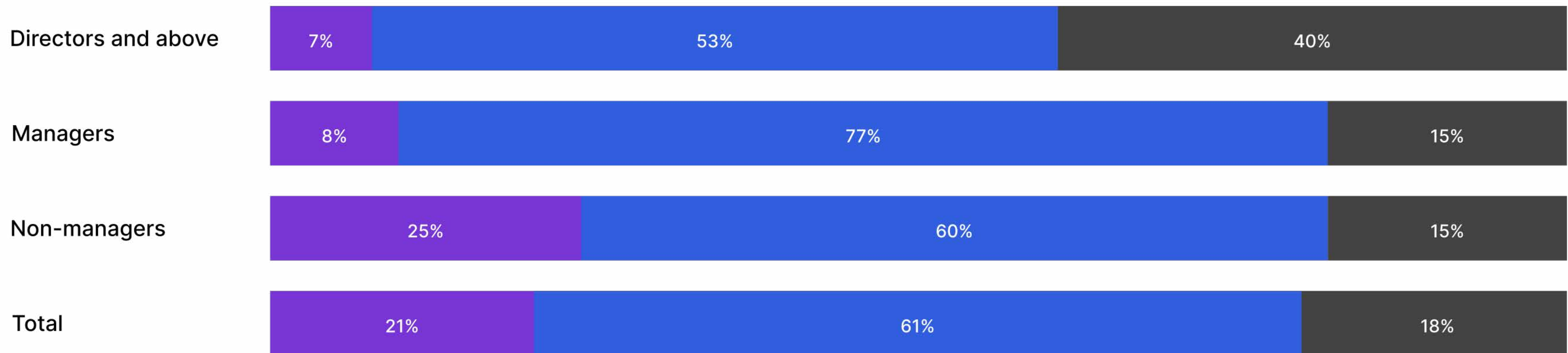
Ethnicity

Asian Black Latino White Other



Age

< 30 years old 31 - 50 years old 50+ years old



Community Engagement

Imperva believes in **leading with kindness and acting with intent to create meaningful change** within our industry and in the communities where we live and work. Globally, Imperva enables employee-led philanthropic efforts where individual employees and local teams are encouraged to contribute to causes that are important to them. We are grateful for the opportunity to give back and to be inspired by the contributions of our employees and the organizations we support around the world.

Community Impact at a Global Scale

Imperva shares its talents and time with a variety of organizations around the world -- whether that's fundraising for Kids with Cancer in Belfast, cleaning up the East Coast Park or visiting with the elderly in Singapore, or packaging up school essentials for disadvantaged students in San Mateo.

Our Volunteer Programs allow Impervians to take time off to participate in community service activities as individuals and as a team.

These are a few examples of how Impervians support their community.

Israel

- 350+ volunteers helped 3,300+ members of the community in 2022 through Good Deeds Week and other individual contributions.
- In partnership with Ta'asuka Shava, a government-sponsored initiative, Imperva supports employment services for people with disabilities.

United States

- For a third time, the proceeds from a Juneteenth fundraiser were donated to [The Black & Brown Founders](#), an organization that offers Black and Latinx entrepreneurs resources to start businesses.
- Imperva is a proud sponsor of the Peter Stuyvesant Little League Challenge Division in New York. The program provides boys and girls with physical and developmental challenges the opportunity to experience the joy of baseball and team sports.





Governance

Our governance processes and structures work to **promote accountability, transparency, inclusion, and ethical behavior.**

In this section, learn about our business practices that help us mitigate risk and maintain compliance with global standards. This ensures we operate at the highest levels and enables us to earn the respect of our customers, partners, and industry.

Governance

Compliance and business ethics

At Imperva, we are **committed to ethical business practices and behaving with integrity**. We believe that our behavior is as equally important as delivering market-leading security products. It's why we strive to meet the highest ethical standards.

The Imperva Code of Conduct informs our expectations of our employees, business partners, and other stakeholders. We encourage reporting suspected violations of our Code or any unethical or inappropriate conduct to our compliance hotline. Reports of misconduct can be made confidentially or anonymously, 24-hours a day, seven days a week, 365 days a year. Reports made through our hotline are investigated until they are resolved, and updates are provided to our Board of Directors.

As part of our commitment to ethical business practices, we work to proactively identify and mitigate risks that could lead to regulatory violations. To that end, we adopt and widely communicate written policies to foster a culture of compliance:

- **Anti-Corruption Policy**, requiring compliance with global anti-corruption and anti-bribery laws, such as the FCPA and UK Bribery Act;
- **Export Control Compliance Policy**, requiring that Imperva abides with all US export control laws and economic sanctions;
- **Related-Party Transactions Policy**, adopting procedures to assess and mitigate real and potential conflicts of interests; and our
- **Anti-harassment Policy**, helping to ensure a safe and productive work environment free from inappropriate conduct.

These policies and other policies designed to cultivate a culture of ethical behavior are referenced in the Imperva Code of Conduct and made available to all employees.



Governance

Business Ethics Program

In 2022, we redesigned our Ethics & Compliance training program. Training on business ethics best practices occurs on a regular basis throughout the year with formal employee acknowledgement of the Imperva Code of Conduct occurring annually.

Corporate governance

The Imperva Board of Directors (the “Board”) is comprised of eight members. All non-management Board members have served in their roles since the company’s acquisition by Thoma Bravo in January 2019. Imperva has a separate CEO and Chair role.

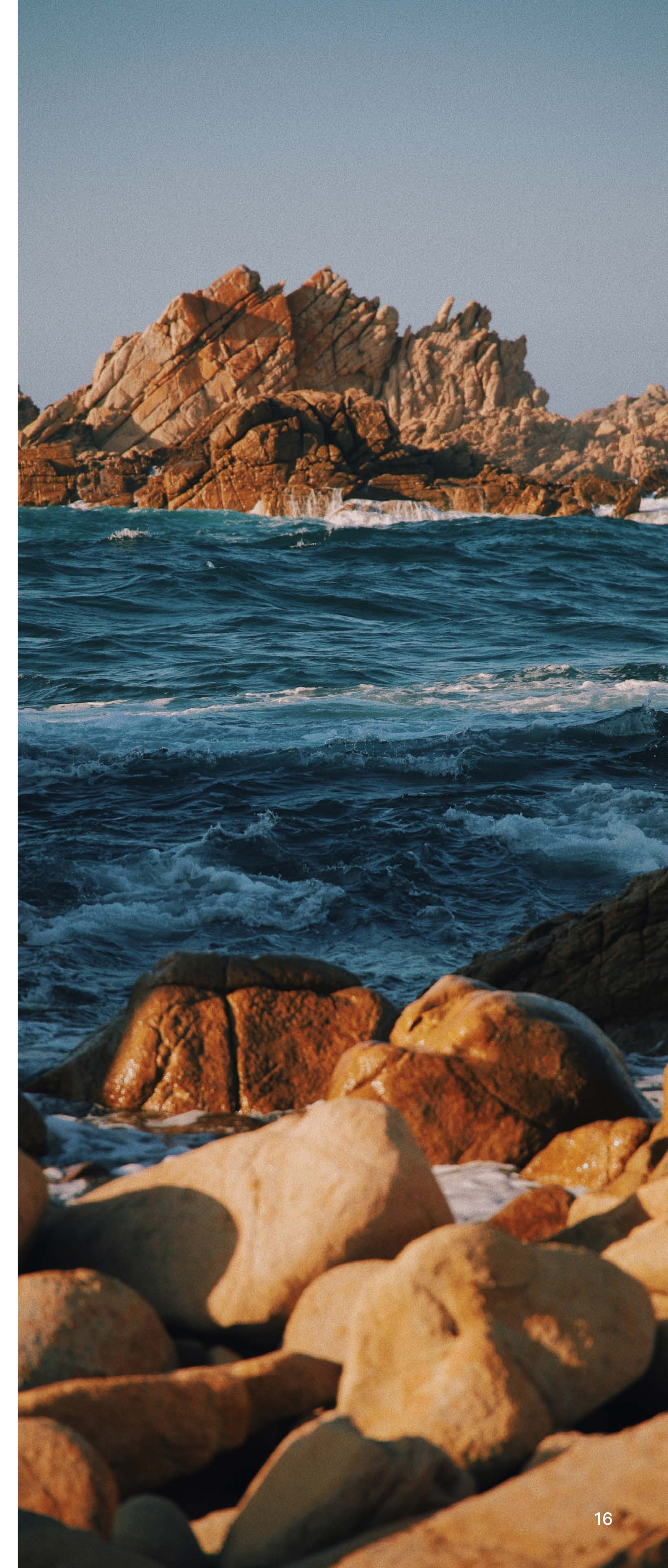
In addition to their other duties, the Board provides guidance and oversight of the executive team’s assessment and management of the company’s areas of risk. Toward that end, the Board has established committees covering cybersecurity and audit matters, including key areas concerning health and safety, privacy and data security, and regulatory compliance. Significant areas of risk, including the executive team’s response to those risks, are raised to the full Board for review.

Key areas of focus include: health and safety, environment, people, privacy and data security, supply chain and operations, and legal and regulatory risks, including antitrust matters.

Oversight of ESG initiatives

Imperva uses a cross-functional management-led **ESG Council** to define, advance, and monitor its ESG initiatives. The Board has oversight over the Council, and the group regularly updates the Board about the company’s ESG initiatives.

With guidance from the Board and ESG Council, Imperva developed internal procedures for managing environmental, social, and governance topics including how to engage with external stakeholders to learn more about how Imperva can positively impact the communities in which we work and live.



Security and Trust

Audits and Certifications



Imperva maintains globally recognized certifications for current products and services. These certifications, along with the corresponding controls, are assessed by industry leading third-party auditors to validate the effectiveness of our program.

Core Practices

Secure software development lifecycle management (SSDLC): Security architecture, code reviews, static testing, dynamic testing, penetration testing, and red-teaming.

Incident response: Cross-functional/departmental incident response team. Data encryption, hashing, masking: Safeguarding data-in-motion and data-at-rest.

Vendor management: Software supply chain security.

Access controls: Physical and technical access controls (password policies, role-based permissions policies, elevated permissions policies, and credential management policies).

Logging and monitoring: 24/7 SOC, Imperva network and system intrusion detection, and protection.

Awareness and training: Mandatory employee training (policies, standards, tabletop exercises, and attack vector training).

Imperva @ Imperva

100% of our external applications and APIs are monitored and protected by Imperva Network and Application Security.

100% of our core internal applications and services are protected by Imperva Application Security.

100% of our core data stores are protected by the Imperva Data Security Fabric and Cloud Data Security.

Cyber Threat Index

Imperva services trillions of monthly HTTP requests/responses and data store operations for customers. We publish key threat research as part of the [Cyber Threat Index](#) to share expert analysis, complete with insights and recommendations, of the current risk posture of the internet.

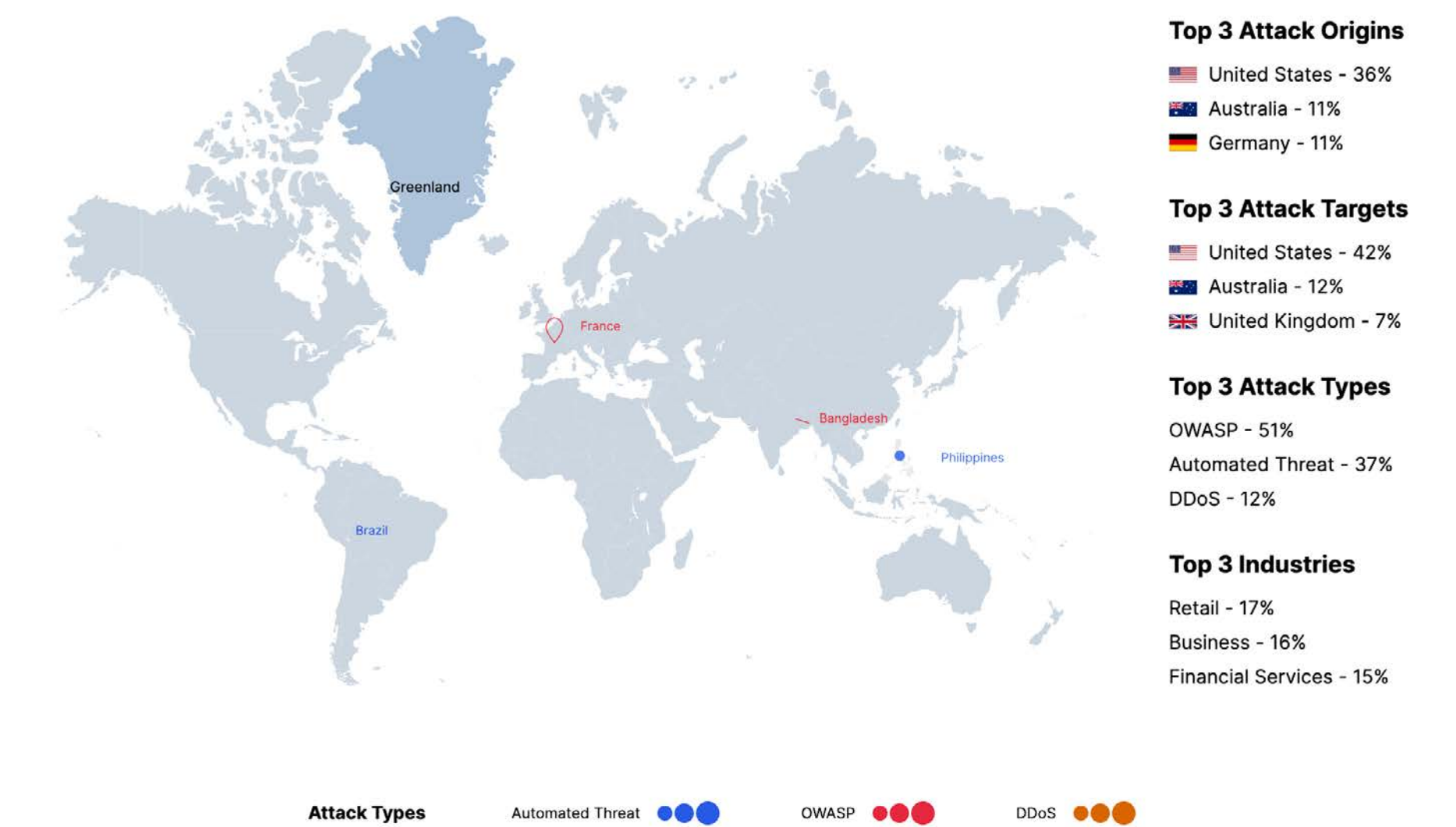
Imperva Trust Center

Find more details about Security and Trust at the [Imperva Trust Center](#).

Cyber Threat Attack Map

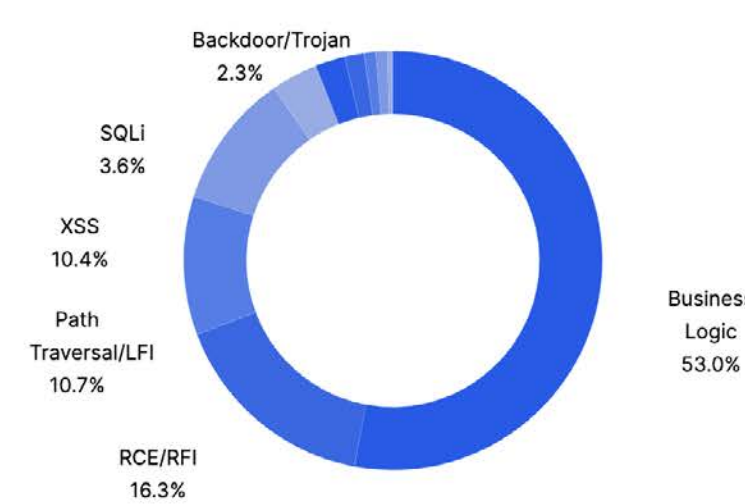
861,187,433 attack requests

21th September, 2022 - 22th September, 2022



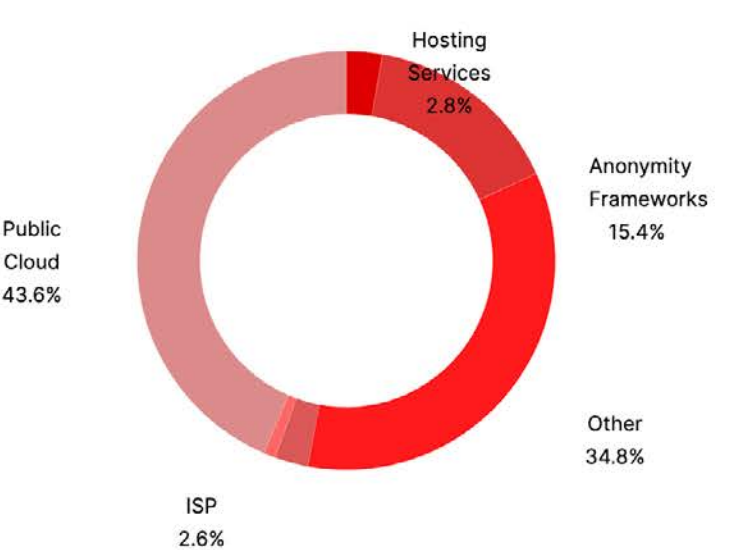
Cyber Attack Types

Breakdown of attack attempts seen in our network, split by attack types.



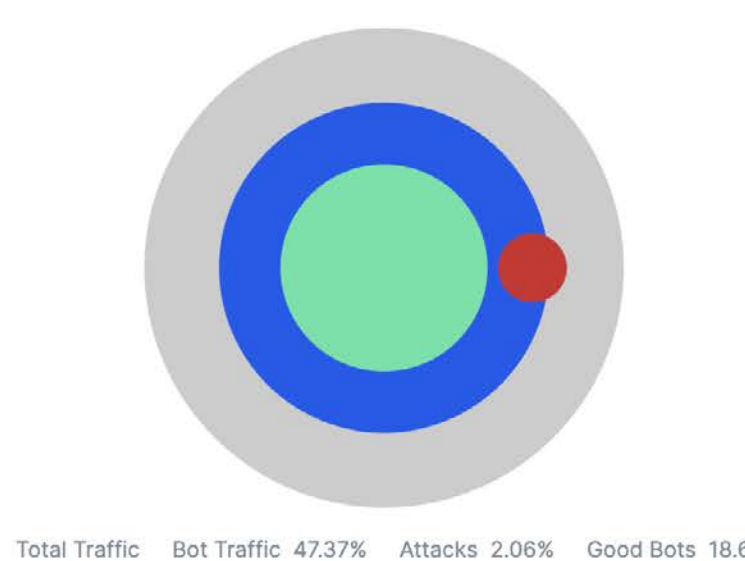
Cyber Attacks by Source

Breakdown of attack attempts seen in our network, split by the source of the attacking traffic.



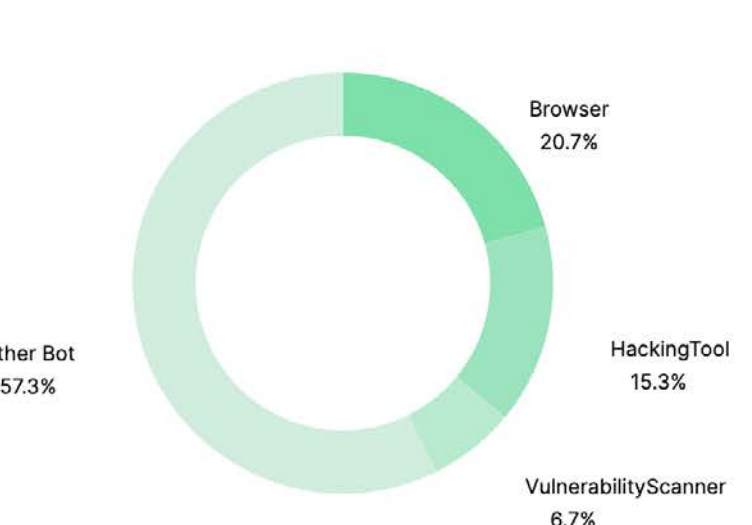
Automated vs Human Attacks

Shows the proportion of bot and human traffic identified as performing attacks within all observed traffic.



Attacks Observed by Tool Used

Shows the breakdown of attacks in our network by the type of tool used by attackers.



Privacy

Privacy as a priority

Imperva believes privacy is a fundamental human right, and we have made that belief a core part of our business.

In 2021, we achieved APEC PRP Certification, incorporating strong data privacy practice through a third-party led assessment of Imperva's operations. In 2022, we continued our commitment to privacy by design and accomplished GDPR Privacy Program Validation, which also involved a third-party assessment of Imperva's operations against the standards of GDPR, ISO 27001, plus other leading privacy and security standards.

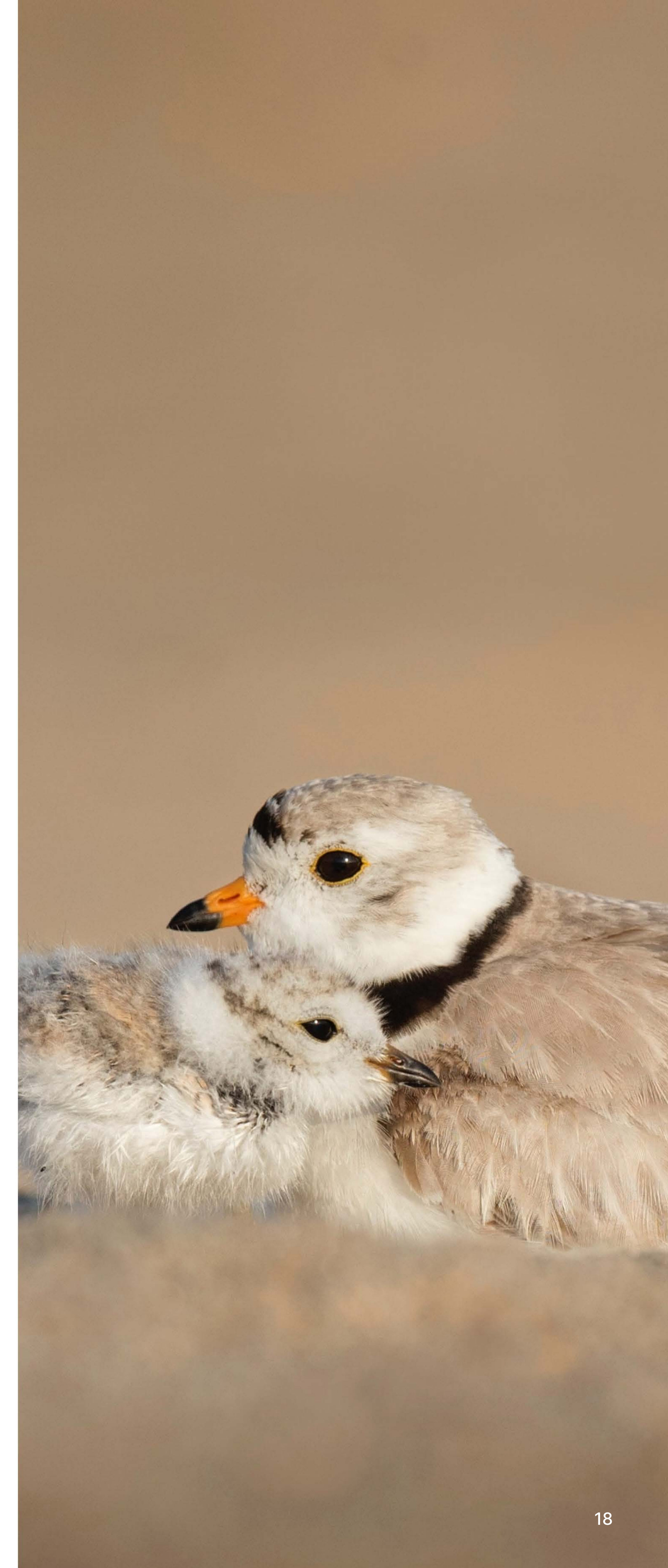
The Importance of transparency

Imperva has adopted the EU's General Data Protection Regulation (GDPR) as its global data privacy standard, and we implement national derogations in the rare cases where local law requires. In keeping with our value of privacy as a fundamental human right, we honor individuals' requests for access to their personal data even where applicable law does not require it.

You can learn more about how we have assimilated data privacy into our daily operations at our [Privacy, Compliance, & Trust Center](#).

Protecting personal data is our business

Fundamentally, our products and services are designed to protect personal data. Within our products and services, we process personal data to provide and improve our offerings, to identify and protect against cyber threats, and to manage our business operations. Where feasible, personal data is anonymized, pseudonymized, or de-identified to provide an additional layer of protection.



Conclusion

We are committed to upholding the highest standards to ensure we maintain the trust of our customers and partners globally. We believe our ESG strategy plays a vital role in not only caring for our people and planet, but also the cybersecurity industry.

Incorporating responsible environmental practices, social strategies, and governance policies strengthens our company performance, benefits the market in a positive way, and enables our global team to do their best work.