



ESG Overview

2023



Egnyte's Approach to ESG

Our Commitments

We believe that the world is a better place when knowledge workers at companies of all sizes can confidently share information without fear or friction. That's why we make it possible for any company to protect and manage its business-critical content. We are committed to sustainable and responsible business practices that contribute to environmental and social progress and create long-term value for our stakeholders, society, and the communities we serve.



Effective Governance

We are committed to the highest standards of corporate governance, compliance, ethics, and security in everything we do.



Social Responsibility

Our culture of integrity and accountability extends to all stakeholders, including our employees, partners, customers, and the communities where we live and work.



Environmental Preservation

We are committed to paving the way for future generations by protecting the planet and our delicate environmental ecosystems.

Our Accomplished Board

Chief Executive Officer



Vineet Jain



Tom Schodorf



Matt Murphy



Mike Maples



Joe DiSabato



Karim Faris



David Barrett



Jeff Kalowski



Alexa King



8 out of 9 directors are independent



11% identify as women



11% identify as individuals from underrepresented communities

ESG Oversight

Executive Leadership

Chief Financial Officer



Ravi Chopra

Corporate Governance

- Compliance & Audit
- Internal Controls and Reporting

Chief People Officer



Dean Chabrier

Human Capital Management

- Diversity Council
- Human Capital Management

Chief Technology Officer



Amrit Jassal

Sustainability

- Carbon Neutral
- Goal for 24/7 Carbon Free by 2030

Chief Security Officer



Kris Lahiri

Information Security & Data Governance

- Information System Management Security Committee

Stakeholders



Investors (IPO Pending)

- Nominating and Governance Charter



Employees

- Business Conduct and Ethics Policy
- Diversity Statement



Clients & Community

- Disaster Recovery Plan

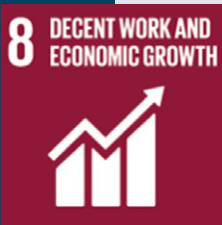


Suppliers & Partners

- Supplier and Third Party Management Processes

Working Towards a Better Future

Aligning with the United Nation's Sustainable Development Goals



Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

- Helping clients achieve higher levels of economic productivity through the modernization of IT infrastructure with cloud servers, platforms, and data security/governance tools.



Ensure sustainable consumption and production patterns

- Product allows less reliance on physical IT infrastructure and hardware for lower energy consumption and reduced carbon footprint.
- Partnership with sustainable server providers affords our clients access to green solutions for data storage and cloud computing needs.



Take urgent action to combat climate change and its impacts

- Transitioning companies to smaller carbon footprints by providing underserved middle market companies access to cloud data servers and tools.
- Client data is stored in carbon-neutral servers with the goal of becoming carbon-free 24/7 by 2030.

Our Commitment to Sustainability



Egnyte's Commitment to Minimizing its Footprint

As a leader in content security and governance, Egnyte's purpose is to secure and manage sensitive digital content for businesses. Protecting our customers' content is paramount, which also extends to protecting the planet and preserving the world for future generations. Egnyte has a collective responsibility to its employees, customers, partners, and the community it supports to have sustainable programs in place to protect the future of the world. Our environmental strategy is intended as an overview of the efforts we are conducting to do our part in preserving the planet.

Egnyte Platform

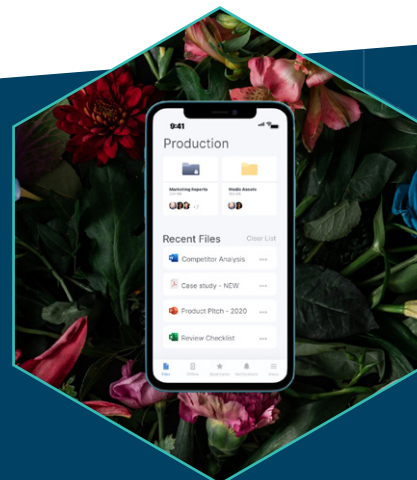
The Egnyte platform is among the world's most secure and energy-efficient facilities—Egnyte runs its services 24/7 with the highest possible speed and reliability. Egnyte's platform is carbon neutral today with the goal of running carbon-free energy 24/7 by 2030.



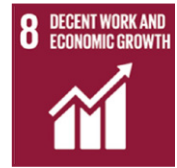
Amrit Jassal

Chief Technology
Officer

“ As an emerging SaaS company, we have taken steps to moderate our carbon footprint through our partnerships, facility selections, and the use of carbon offsets. ”



Our Stakeholders



Promoting Sustainability Through Stakeholder Relationships

Suppliers

- Administer and support Egnyte's vendor code of conduct.
- Conduct regular vendor security review and renewal process.
- Filter out ineffective, inefficient, and insecure products and services to ensure quality control.
- Validate that suppliers maintain Egnyte's requirements for managing security to ensure they comply with company standards.

Sustainable Partnerships

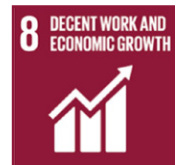
- Enable customers to gain access to sustainable data centers that are designed to maximize the efficient use of energy, water, and materials through our partnership with Google.
- Support and adopt Google's new commitment to achieve 24/7 carbon-free energy by 2030.

Customers

- Design and build for everyday business users.
- Help mid-sized businesses with 100 to 1,000 employees who are typically less prepared for attacks and breaches despite being high-risk targets.
- Protect valuable industries.
- Construction and Engineering
- Life Sciences
- Financial Services
- Legal

Facilitating Digital Transformation

We Help Our Customers Improve Their Sustainability and Business Performance Through Improved Productivity, Decreased Energy Consumption, and Reduced Carbon Emissions.



Lowering the Total Cost of Ownership

Egnyte's services are specifically designed to achieve maximum returns for customers in each of these categories*:

- Direct costs for hardware and software as well as supporting labor expenses (average annual savings \$206,000).
- Business user labor/productivity costs (average annual savings \$1.1 million).
- Costs incurred for securing as well as governing data (average annual savings \$382,000).

* Egnyte Business Value Report 2021



Reducing Hard Technology Infrastructure and Lower Emissions

- Removal of hardware (environmental cost of resources and the lifecycle of materials).
- Reduced facility sizes by removing infrastructure for data servers.
- Reduced use of energy and coolants.



Supporting Alternative Work Environments

- Customers can create more flexible work environments.
- Employees can access company data from anywhere.
- The need to commute to an office or travel frequently is minimized.



Providing Carbon-Zero Cloud Computing

- Our cloud-based technology allows customers to shift from on-premise legacy infrastructure to a carbon-zero option.

Environmental Preservation



We are Committed to Sustainable and Responsible Business Practices That Contribute to Environmental and Social Progress and Create Long-term Value for Our Stakeholders, Society, and the Communities We Serve.



Minimizing Our Emissions

- Sustainable design.
- Environmental targets.



Reducing Customers' Emissions

- Long-term, flexible work models.
- Accelerate sustainability goals.

Keeping Our Footprint Low



We are Committed to Paving the Way for Future Generations by Protecting the Planet and Our Delicate Environmental Ecosystems

This includes the following:

- Ensure the Egnyte platform is carbon neutral with the goal of running carbon-free energy 24/7 by 2030.
- Establish targets to reduce our environmental impact while always working towards continuous improvement.
- Despite being a Software-as-a-Service (SaaS) company with no physical manufacturing, we work to minimize our greenhouse gas (GHG) emissions.
- Provide sustainable work environments that promote the conservation of natural resources through energy and water efficiency, source material reduction, material reuse, and recycling.
- We look for LEED-certified or energy-efficient office spaces whenever possible. The Egnyte product line supports collaboration and productivity from anywhere. A large number of our employees do not commute to the office regularly, which reduces Egnyte's overall carbon footprint.
- Focus on environmental considerations into all strategic planning for Egnyte's platform, including opting for vendors that use green power.

Advancing Sustainability at Our Facilities

13 CLIMATE ACTION



Our Conservation Efforts

- EV stations at Mountain View, CA, Reading, UK, and Poznan, Poland.
- LEED certified offices in Draper, UT, and Poznan, Poland.
- Dedicated energy management team or facility operator responsible for monitoring usage in Raleigh, NC and Poznan, Poland.
- LED lighting in Draper, UT.
- Remote control over HVAC to monitor usage in off hours and unoccupied locations in Raleigh, NC.
- Recycling and battery recycling in all offices.
- Composting in Mountain View, CA and Poznan, Poland.
- Electric scooter charging stations in Poznan, Poland.
- Rainwater collection tank for watering green areas in Poznan, Poland.
- Solar panel renewable energy.
- In Reading, UK, 31 tons of CO2 has been saved since the installation to date.



“ My goal is to enable our global workforce to safely collaborate, connect, celebrate, create, and build a community. As an IFMA-certified Sustainability Facilities Professional, I am equally committed to Egnyte continuing to improve with our efforts to be more sustainable and to help our world be a healthier place to live. ”



Jeff Buck

Global Director of Workplace Experience

Effective Governance

We Believe That Successful Oversight of These Issues is Critical to Our Long-term Success

Sustainability considerations impact how we develop new technology solutions and manage our day-to-day operations. The pandemic changed the way the world lives and works, and we are proud that our platform helped many companies continue to survive and thrive through an uncertain time. Our commitment to sustainable business practices could not be achieved without strong corporate governance.



Board of Directors

- Board composition



Risk Management

- Assessment of emerging risks
- Climate risk mitigation



Information Security

- Cybersecurity
- Customer protection

Reliability, Security, and Governance

Risk Management and Mitigation Controls are Key Components of Egnyte's Values

- Data security and privacy have become essential components of corporate sustainability.
- Our team continuously reviews security certifications and risk management procedures.
- Egnyte has established formal risk assessment procedures, which include dynamic monitoring, early detection, pinpoint recovery, and attack mitigation, coupled with a rigorous annual policy review process to formally adapt to leading threats and risks.
- Our Information System Management Security Committee consists of members across multiple departments and is led by Chief Security Officer Kris Lahiri, who reports its findings regularly to the Board.
- The Committee meets quarterly to define and discuss new and evolving threats and vulnerabilities.
- No breaches detected.



Policies and Procedures

- Annual review of risk management policies and standards.



Audit & Compliance

- SOX Compliance
- ISO 27001
- ISO 27018
- SOC2 - AIACPA
- FedRAMP - NIST 800-53 (In Progress)



Oversight

- Information System Management Security Council
- Quarterly Meetings
- Reports Directly to the Board



“Safeguarding our customers’ data is of the utmost importance at Egnyte. We offer industry-leading solutions that enable organizations of all sizes to protect and manage their business-critical content.”



Kris Lahiri

Chief Security Officer

Dynamic Data Security

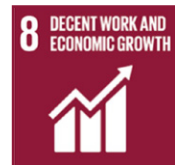
Egnyte's Products and Services Offer Secure Solutions Designed to Give Customers Ultimate Control

- Enables complete oversight of the access and encryption of their data.
- Effective protection and management of the lifecycle and compliance of sensitive business data.
- Each customer gains access to unique company solutions that are specifically designed for their industry and are automatically incorporated with any applicable regulatory compliance requirements, such as HIPPA (Healthcare) and FINRA (Financial Services).
- Within the platform, administrators can protect the integrity and quality of their data by assigning access to employees and controlling who can view and edit information.
- The data is stored in a customer's region and facility of choice, enabling companies further ease regarding regulatory compliance.



Built for Everyday Business

Egnyte provides underserved markets with affordable and efficient access to data security and governance necessary to develop, manage, and protect their content assets. We are committed to sustainable and responsible business practices that contribute to environmental and social progress and create long-term value for our stakeholders, society, and the communities we serve.



Environment

- Carbon-neutral platform.
- Helping clients reduce their carbon footprints and achieve their sustainability goals by transitioning companies to the cloud.
- Reduces required office space.
- Eliminates hardware and onsite servers.
- Enables remote work options.
- Fostering environmentally sustainable infrastructure in our offices and facilities.

Targets/Goals:

- Carbon Neutrality Statement.
- 24/7 carbon energy free by 2030.

Social

- Advancing diversity and employee resources.
- Diversity Council employee resource group.
- Managing a sustainable supply chain
- Sustainable partnership with Google.
- Maintaining and reviewing suppliers to ensure high quality and data security.

Policies:

- Diversity, Equity, and Inclusion Statement
- Business Conduct and Ethics
- Vendor Code of Conduct
- Health & Safety Policy.

Governance

- Board oversight of sustainability.
- We are in the process of developing and defining our executive leadership and oversight of ESG.
- Board oversight of data security.
- Annual review of risk management policies and standards.
- Award-winning data security
- No breaches detected.
- Board and executive leadership – 8 out of 9 directors are independent.

Compliance:

- ISO 27001
- ISO 27018
- SOC2 – AIACPA
- NIST SP 800-171
- FDA 21 CFR Part 11
- FedRAMP - NIST 800-53 (In Progress)

Corporate Social Responsibility

At Egnyte, corporate social responsibility has been woven into our ethos and culture. We believe that establishing strong environmental, social, and governance programs are important to our company and stakeholders. We are also very proud that Egnyte's products and services at their core are helping to advance more sustainable and secure solutions in the long run.

Egnyte provides underserved markets with affordable and efficient access to data security and governance solutions that are necessary to develop, manage, and protect content assets from unauthorized access. The Egnyte platform enables companies to transition their data storage needs from inefficient legacy infrastructure to select cloud servers that optimize carbon footprint reductions.



Dean Chabrier
Chief People Officer

“ Our commitment to Corporate Social Responsibility is at the core of how we approach business problems, design solutions, and implement them for our clients. ”

Trusted by more than
17,000 companies



Egnyte Company **Values**



We Commit to
**Invested
Relationships**



We Practice
Fiscal Prudence



We Have
**Candid
Conversations**

Our Approach to Human Capital

Health & Safety

- Ergonomics support for in-office and remote employees.
- Access to wellness apps to support employees' physical, emotional, and financial well-being (Aaptiv, Ginger.io, Headspace, & Omada, etc.)
- Reimbursements for gym memberships, workout classes & workout subscriptions.
- Disaster recovery plan.

Benefits/Incentives

- Medical, vision, and dental coverage.
- Responsible paid time off.
- High percentage of remote work opportunities.
- Paternity & maternity leaves.
- Internet and cell phone reimbursements & commuter funds.
- Anthem Travel Assistance for personal and business travel (healthcare).
- 401(k).
- Life and disability insurance.



Dean Chabrier
Chief People Officer

“ Our people are the spark behind Egnyte’s success as they are passionate about what they do and driven to find a new way of doing business. ”



Diversity, Equity, and Inclusion

At Egnyte, we celebrate our differences and thrive on our diversity for the benefit of our employees, customers, investors, and communities. Employment at Egnyte is based solely on a person's merit and qualifications directly related to professional competence. We do not discriminate based on race, color, ancestry, religion, sex, national origin, sexual orientation, gender identity or expression, disability, age, veteran status, marital status, pregnancy or related condition, or any other basis protected by law.



Egnyte Employee Communities

- Employee resource groups to connect Egnytors who have a common identity and help educate and inspire.
- We have six amazing Egnyte Employee Communities, with more groups forming that connect employees from around the world.
- Employees create educational videos and story content designed to share personal stories and cultural diversity.



Development & Hiring

- Focused hiring initiatives around diverse candidate pools.
- In 2021, we more than doubled the number of African American and Hispanic employees and saw a 30% increase in employees who self-identify as two or more races.
- Provide guest speakers.

History of Excellence



Awards and Recognitions

- Top 50 Best Remote Work Products
- Leader in Data-Centric Security
- Leader in Data Governance
- Leader in Cloud Content Collaboration



TOP CUSTOMER RATED SOFTWARE

