# tenable®

# CORPORATE SOCIAL RESPONSIBILITY

**As a pioneer in cybersecurity and a leader in vulnerability management solutions, Tenable's responsibility to the people and organizations we serve is fundamental to everything we do.**

Since its foundation, Tenable has worked hand in hand with the security community. We built Nessus – the gold standard for vulnerability assessment – from the ground up, for practitioners and by practitioners. Nearly twenty years later, that same product underpins our enterprise platform solutions and more than 30,000 organizations around the globe rely on Tenable to understand and reduce cyber risk. Today, Tenable is transforming the market with innovations like Tenable.io for vulnerability management in the cloud, and cloud security modules such as Web App Scanning and Container Security. Because digital transformation has made cloud security more critical than ever, in October 2020 we launched a new cloud security capability, Frictionless Assessment, that is designed to empower customers to instantly and continuously evaluate their cloud assets without interruption. Moreover, we are changing the way Chief Information Security Officers understand and communicate cyber risk to their businesses with Tenable Lumin, which uses our deep investments in data science to deliver an objective measure of cyber risk.

This track record of innovation reflects our unwavering commitment to our global community. We have worked with customers and our team of researchers and data scientists to create a continuous feedback loop of data and insights. We use these learnings to expand our assessment capabilities and coverage, continually optimize our solutions, and inform our product strategy and innovation priorities. We believe we have built the largest vulnerability detection knowledge base and one of the largest research teams in the industry to provide the most accurate and complete vulnerability data. Every day, we are focused on helping to ensure our customers do not miss critical issues that could expose their businesses to risk.

Just as Tenable was built on the foundation of community, our culture is built based on what we call "One Tenable" – we work together, we win together, and we consider ourselves part of one team. These words are not simple slogans on a wall. Employees are deeply committed to executing the company's strategy, in part because helping each other to succeed is fundamental to our culture.

As the market and our business evolve, so too must Tenable's commitment to protecting our environment, developing and retaining our people, serving our customers, including the security and privacy of their data, and contributing to our communities.

The following pages highlight our commitment to Environmental, Social and Governance ("ESG") initiatives. I'm looking forward to continuing our efforts to contribute in substantial and innovative ways to build a more inclusive and sustainable future. I invite you to learn more about Tenable's strategic approach to managing ESG risks and opportunities as we continue on our critical path forward.

Sincerely,

Amit Yoran
Chairman & Chief Executive Officer

# Business Overview

# Built on the foundations of risk-based vulnerability management.

Tenable's Cyber Exposure solutions provide clients with a framework to continuously assess the health of their cybersecurity programs.

Cyber Exposure is an emerging discipline that helps you see, predict and act to address risk across your entire attack surface. Cyber Exposure management best practices introduce a common risk-focused and metric-based language that everyone understands—from security and IT operations to executive leadership and key stakeholders.

Today, Tenable provides Cyber Exposure solutions to more than 30,000 organizations worldwide as one of the most widely deployed vulnerability assessment solutions.

# Sustainability
# Framework

# Creating the blueprint.

We believe good governance at all levels is necessary to drive corporate responsibility, which in turn promotes the long-term interests of our stockholders and strengthens our Board of Directors and management accountability. As a part of its primary duty overseeing our corporate strategy, our Board of Directors also oversees how environmental and social issues may impact the long-term interests of our stockholders and stakeholders. At Tenable, we stress that corporate responsibility is part of every employee's job because achieving operational excellence is intrinsically tied to how responsibly we run our business.

### Stakeholder Analysis

In 2020, we pooled internal and external resources to assess ESG factors that are material to our business. Partnering with external ESG consultants, we analyzed our businesses to better understand our material ESG risks and opportunities using a two-step process.

**1** ### Step 1: Research

We performed a robust ESG Diagnostic to better understand the views held by our stockholders, leading ESG frameworks, and ESG rating agencies. We also utilized aspects of the Sustainability Accounting Standard Board ("SASB") and the Task Force on Climate-related Financial Disclosures ("TCFD") to evaluate our practices.

**2** ### Step 2: Stakeholder Analysis

We analyzed the ESG topics that are most important to our business, stockholders, and other key stakeholders, which were determined by engaging in the following analyses:

- **Stockholder Analysis** - Analyzed our current stockholder base, as well as potential new prospective investors, in order to identify key ESG issues impacting stockholder voting history

- **ESG Rating Agency Analysis** - Identified, analyzed, and summarized the key factors evaluated by the most influential agencies issuing ESG scores, including, but not limited to, Institutional Shareholder Services, MSCI, and Sustainalytics

- **Best Disclosure Practices** - Researched best practices used by peer companies to determine how we can best disclose, share, and communicate our ESG policies, principles, and practices

- **Internal Feedback** - Considered feedback from employees to help determine which topics have the greatest impact on our business

COVID-19
Response

# Maintaining business continuity.

For more than two decades, customers have been at the very heart of everything we do at Tenable. We take the trust customers place in us very seriously, and we understand that the work we do in cybersecurity matters to our customers' ability to protect their businesses. In fact, the work we do has never been more important than it is today, in our digital-forward economy.

Tenable has developed thoughtful procedures for responding to emergencies. We quickly convene teams to review developments and adjust our approach as new information comes to light. Our platform infrastructure has redundancy built in to continue to maintain our uptime Service Level Agreements. In addition, during times of emergency, our Technical Support experts are available to customers 24 hours a day, 7 days per week. We are available via the Tenable Community, phone, email, and chat. To ensure safety and business continuity for our customers, we immediately enacted all of these procedures in response to COVID-19.

## Employee COVID-19 Response

Tenable has always embraced a distributed workforce and has long empowered our employees to work remotely. We've invested in a technology infrastructure that enables our employees to work securely and effectively from any location in the world, and have practiced doing so for some time. Our globally distributed and remote teams have developed deep muscle memory in delivering with agility and speed. In moments like these, transparent communication is more critical than ever. Tenable has invested extensive time in internal and executive communications such as increased "all hands" meetings. The company prides itself on open, transparent, and continuous communication with employees.

When the pandemic began unfolding, Tenable launched weekly company-wide meetings led by the CEO and featuring a changing lineup of guest speakers to discuss everything from our evolving strategy in an uncertain global environment to new benefits to how to work from home effectively. These meetings always include Q&A and employees have the option to pre-submit their questions online or ask them live during the meeting.

Lastly, the company has recently reimagined its intranet, using user behavior data and our annual engagement survey results to focus more sharply on the information employees need to execute on Tenable's vision and strategy.

# Environmental
# Initiatives

# Responsible operating practices.

Our Board of Directors and management team recognize that we have a role to play in environmental stewardship. Given that Tenable is a software solutions company, greenhouse gas emissions and water and energy usage are not material factors to the day-to-day operations of our business. However, we believe that environmentally sound procedures are important to generating value for our stockholders, partnering well with our customers, and being a good employer to our employees.

## Data Center Energy Use

Energy consumption and usage within data centers is an important component of the day-to-day operations of our business. Tenable outsources its data center needs to Amazon Web Services. In 2014, Amazon Web Services shared its long-term commitment to achieve 100 percent renewable energy usage for the global AWS infrastructure footprint.

## Green Building Initiatives

Tenable's headquarters is a LEED Certified Gold for Core Construction. The building management is also pursuing an Energy Star rating.

# Supporting our customers.

Though greenhouse gas emissions and energy use are not material factors to Tenable's business, our solutions support some environmentally sustainable organizations. Examples of those sustainable organizations include:

**1** United States government agency that protects human health and the environment, focusing primarily on clean air, land, and water.

**2** United States government agency charged with improving safety and ensuring environmental protection related to the offshore energy industry.

**3** Australian government agency that regulates the environment, including water resources.

**4** United States renewable energy company that generates power from nearly 70 renewable energy projects for its utility-scale customers.

# Social
# Initiatives

# Protection for all.

## Cybersecurity

Tenable takes great pride in assisting our customers with enhancing their security posture through the use of our services and products. We understand that customers must trust and have confidence in the security of an organization to use their service offerings for managing vulnerability data. As such, we take the overall security of Tenable products and their supporting infrastructure very seriously.

Tenable aligns its information security and risk management program to the National Institute of Standards and Technology (NIST) Cyber Security Framework and has implemented an information security management system ("ISMS") to protect the confidentiality, integrity, and availability of assets against threats and vulnerabilities. Tenable achieved ISO/IEC 27001:2013 certification, recognizing its proven commitment to the highest level of information security management.

Outside of internal improvements to our platform and customer relationship management, we do not use customer data for any other purposes.

## Service Disruption

All of Tenable's cloud services are designed to consider high availability and fault tolerance. Most of our infrastructure and services are built with redundancy so we can accommodate the failure of service and an infrastructure stack without any impact on the customer experience. In addition, we have dynamic trending, monitoring, and heuristics which allow us to proactively act on the degraded condition of a service or an infrastructure. Finally, during any unforeseen incident, we are very transparent with our customers and we strive to provide timely incident reports for any potential production issue.

## Our Awards

*Vulnerability Management Champion*

PUR 2020

*Tech Impact Award*

ITI Awards2020

*Top Work Places*

The Washington Post 2020

*Most Critical Product*

SC Awards 2019

*Silver; Industrial Security*

Cybersecurity Excellence Awards

*Silver; Vulnerability Management*

Cybersecurity Excellence Awards

View all our awards on our website.

# Diversity and inclusion.

At Tenable, we seek to cultivate a diverse and inclusive workforce and environment to achieve exceptional business results. When we value and celebrate differences, we drive more innovation and grow closer to our customers, partners, and communities. We strive to be a career destination where employees from all backgrounds are welcome and empowered, treated with fairness and respect, presented with opportunities to make a difference, and provided opportunities to grow.

We undertake numerous efforts to increase diversity in our employee population and to foster a culture of fairness and belonging through a number of measures in our recruiting, engagement, retention, and outreach practices. Our dedicated Diversity & Inclusion Council and Employee Resource Groups – along with our committed leaders and managers – strive to attract and hire employees who bring broad diversity of background, thought, and style into the company and foster a sense of inclusion to make them want to stay. In addition to our global talent acquisition team receiving a diversity sourcing and recruiting certification, we have hired a DE&I leader to help spearhead these initiatives.

**Additional employee recruitment and retention efforts include (but are not limited to):**

- Sourcing broadly to invite diverse candidates into both our recruiting and leadership pipelines, and including diverse candidates on all hiring slates;

- Engagement through Employee Resource groups and events to support our communities;

- Inclusion and bias mitigation training; and

- Targeted development opportunities to help with career advancement.

**Tenable continues to build partnerships within our communities.**

Our partnerships support organizations and events that strive for greater representation of women and underrepresented minorities in cybersecurity, including (but not limited to):



*University of Maryland's Advanced Cybersecurity Experience for Students; Women in Technology; National Society of Black Engineers; STEM for Her; HBCU Career Development Marketplace; International Consortium of Minority Cybersecurity Professionals.*

Tenable's philosophy is that our diversity, equity, and inclusion efforts represent a long-term investment and require unwavering commitment.
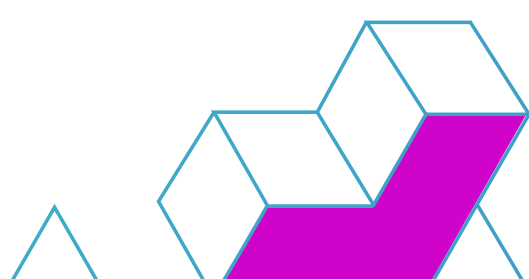
# Employee engagement and development.

Tenable promotes and supports employee development and organizational effectiveness by providing high-quality learning and development programs. These programs are designed to meet individual, team, and organizational needs and objectives. We strive to enhance learning and development programs to create a better workplace environment and to build a better Tenable.

As we work together to build a better Tenable, we aim to incentivize our employees by aligning a portion of their compensation with the overall success of Tenable's business. All new hires are given an equity grant and there is broad employee participation in Tenable's Employee Stock Purchase Plan.

## Employee Communication Initiatives

- Annual engagement survey and pulse surveys on targeted topics;

- Executive roundtables held monthly with employees, providing opportunities for an exchange of information, feedback and ideas;

- Monthly companywide all hands meetings led by CEO with open Q&A;

- Surveys to gather feedback at different stages of the employee lifecycle, such as onboarding and offboarding;

- Executive sponsorship of our Employee Resource Groups, providing direct voice to senior company leadership; and

- Revamped intranet (One.Tenable 3.0) to make internal information more engaging and easier to find.

## Engagement Survey Favorability

**86%**
**"I believe workforce diversity & inclusion are valued at Tenable"**

**91%**
**"People of all different backgrounds, characteristics, and beliefs are welcome at Tenable"**

**82%**
**"I can bring my whole self to work"**

## Professional Development Opportunities

- Continuous performance development process with ongoing 1:1s and check-ins between managers and employees, real-time goal setting and goal management, real-time feedback;

- Career & Professional Mentoring Program providing ongoing opportunity to participate and be matched with a mentor or mentee within the company;

- New mentor platform (MentorCliq) used to run mentor programs;

- Tuition reimbursement benefit;

- Professional development funding for up to $2,500/year for each employee to use to further their professional skills;

- Central learning management platform providing easy access to numerous training courses - on-demand, instructor led, articles, etc;

- New employee onboarding program providing access to on-demand courses about Tenable products and a 2-day onboarding event;

- "Leading and Managing Engaged Teams" training for new managers;

- DISC Communication Workshop for teams;

- Opportunity for management and leadership 360s; and

- Compliance training: We expect our employees to respect and adhere to the highest standards of business conduct, including as set forth in our Code of Business Conduct and Ethics. All employees are expected to complete certain compliance training requirements annually. Some of the topics include Information Security, Data Privacy, Harassment Prevention, Anti-Bribery, and Insider Trading, and in some cases, we require other role-specific courses.

# Our philanthropic initiatives.

We're a company built on our "We Care" core value, and we look to make a positive difference in everything that we do – in our work, with our customers and our colleagues, and in our communities. We are proud to contribute to charities, initiatives, and programs that reflect what we do as a company and support where we do business. We contribute to cybersecurity awareness, education, and scholarships, and inspire students to pursue cybersecurity careers or a STEM field of study. In addition, we support building diversity in our field by contributing to initiatives that help build a diverse pipeline. We also give to causes that impact our employees and our communities, including donations related to disaster response and recovery.

Our We Care ➤ In Action ("WCIA") campaign invites employees to submit nominations for charitable organization sponsorship. These are causes our employees are already contributing to in some way, and by selecting one organization each year, we are able to rally our collective efforts as one global community to support a meaningful cause. For each WCIA global cause selected annually by our employees, Tenable makes a company donation, and we encourage our employees to contribute either by making a donation, volunteering their time in support of the cause, or learning about and helping to spread awareness for the cause. In 2019, we selected the Multiple Sclerosis Foundation as our WCIA global cause, and in 2020, we selected Make-A-Wish foundation as our WCIA global cause.

In addition to sponsoring charitable organizations through our WCIA initiative, Tenable makes donations to charitable causes in each of our key regions. Causes are selected by our regional leaders in each location in partnership with our regional HR leadership. In 2020, causes related to disaster relief and recovery included COVID-19, civil unrest in the United States, and Australia bushfire relief.

# Here's where we donated in 2020.

## Australia Brushfire

Australia Red Cross

NSW Rural Fire Service

WIRES

## COVID-19

#GetUsPPE

CARE

Direct Relief

Doctors Without Borders

Grassroots Crisis Intervention Center

International Red Cross

Race Across Howard County to Benefit Howard County General Hospital

## Cyber/Stem & Community-Based Charitable Giving

AFCEA 5K

Cyber Patriots

HCC 5K Challenge

Horton's Kids

Howard County Food Bank

ISSA

JA Women's Alliance

Jr Achiever Inspire

MD STEM Fest

Toys for Tots

## Diversity & Inclusion

Howard County Pride

International Consortium of Minority Cybersecurity Professionals (ICMCP)

Individual Scholarships

STEM for Her

UMD ACES

WICYS Conference

Women in Security & Privacy (WISP)

## Racial Justice

Black Lives Matter

Equal Justice Initiative

NAACP Legal Defense and Educational Fund, Inc.

## 2020 WCIA "We Care ⟶ In Action"

Australia Red Cross

Aware

Blood Bikes East

Harlington Hospice

Indian Red Cross Society
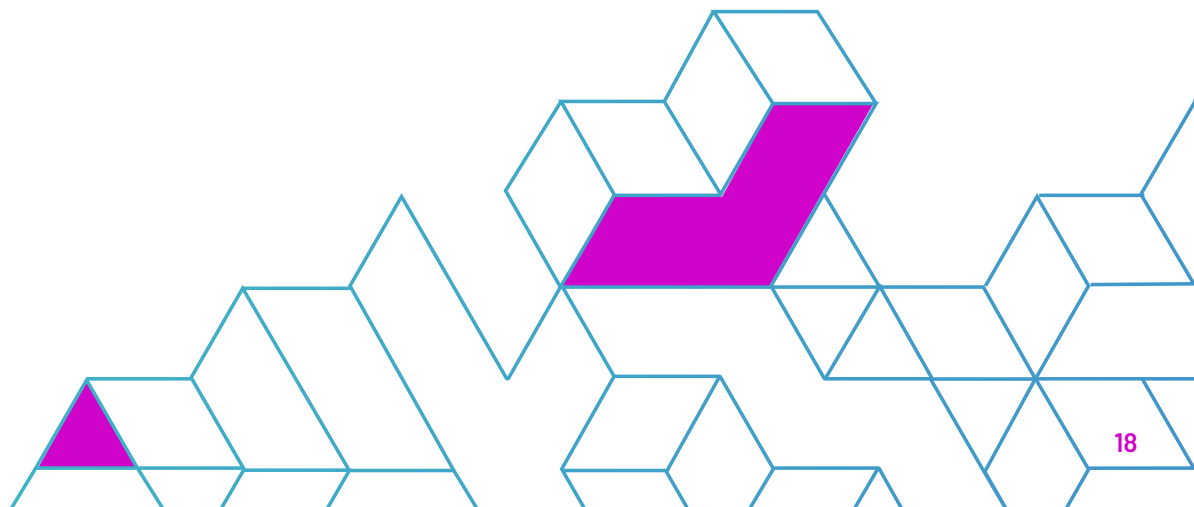
Japanese Red Cross Society

Lenderhand

Make a Wish India

Make a Wish International Global Cause

Movember

Paul's Place

Singapore Red Cross

# Supporting employee initiatives.

We strive to support each employee in their personal charitable pursuits. We believe it is important to support these causes in both time and money.

Each employee is given one day of paid leave per year to participate in volunteer activities for a charitable organization of their choice, including activities for a nonprofit or charitable organization, school events, disaster relief assistance, and peaceful activism.

Tenable provides a Volunteer Marketplace internal tool for its employees that helps match employees' skills and time with the needs of colleagues and their families. Tenable employees are not only experts in their career fields, but possess a multitude of skills and talents beyond what they bring to work. The caring volunteer spirit of our team is enormous!

In addition to supporting our employees' volunteer time, we want to support our employees' generosity in giving to charities of their choosing through our company matching gifts program. Tenable will facilitate this program through a matching gifts platform that every employee will have access to.

*Some in-person volunteering programs were temporarily suspended in 2020 due to COVID-19*

# Influencing public policy.

Just as volunteering in our communities is an important aspect of Tenable's culture, we encourage our employees to express their voices in local, state, and national public policy. Employees are given a total of one day off per year to exercise their right to vote. In addition, Tenable formed a Political Action Committee (PAC) which allows employees to pool resources in order to influence public policy matters that impact the future of Tenable's business.

## What is the Tenable PAC?

Like other PACs, the Tenable PAC is a means by which eligible Tenable employees can pool their personal contributions to help provide financial support for candidates running for elected office.

## The Tenable PAC is completely voluntary and strictly non-partisan.

It does not exist to advance any particular partisan or social agenda, but rather to ensure public policies promote growth for our business, our employees, and our customers.

## The Power of Our Voices Combined

Together, we have a much more powerful voice in the public policy and political arena than any one of us could ever have alone. The Tenable PAC helps us build a foundation for political engagement that will ensure a stronger future for our company and the cybersecurity industry.
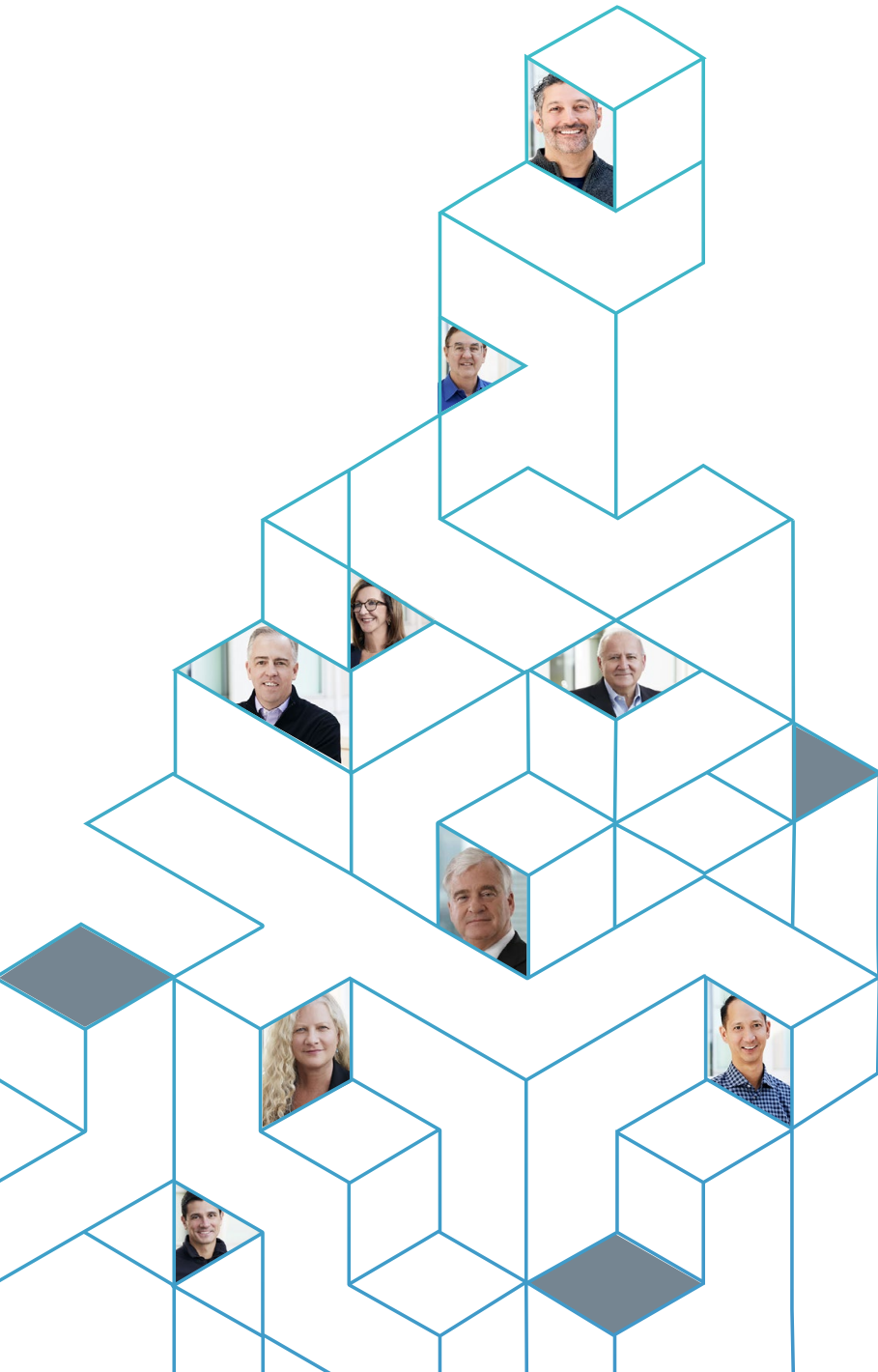
## Who We Support

Governed by a diverse group of Tenable employees, the Tenable PAC supports candidates who:

- Share Tenable's interests and recognize the importance of what we do as a company;

- Are decidedly pro-technology and pro-cybersecurity;

- Understand the challenges and opportunities within our industry;

- Serve in key leadership roles or on committees relevant to cybersecurity; and

- Represent districts with a Tenable presence.
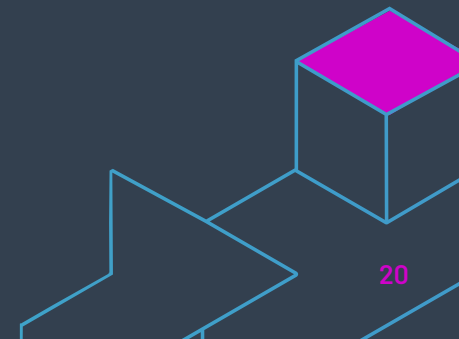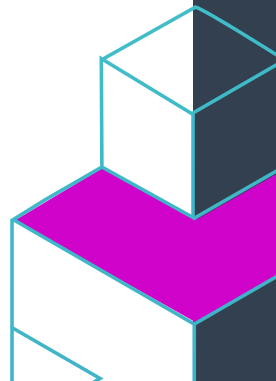
Governance Approach

## Setting the bar high.

Tenable's Board of Directors sets high standards for the company's employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board to serve as a prudent fiduciary for stockholders and to oversee the management of the company's business.

# Board's Role in Risk Oversight

# Informed oversight.

In the risk management process, risk oversight is one of the Board's key functions. The Board does not have a standing risk management committee, but rather administers this oversight function directly through the Board as a whole, as well as through various Board standing committees that address risks inherent in their respective areas of oversight. In particular, our Board is responsible for monitoring and assessing strategic risk exposure, including a determination of the nature and level of risk appropriate for the company.

Our Audit Committee has the responsibility to consider and discuss our major financial risk exposures and the steps our management has taken to monitor and control these exposures, including guidelines and policies to govern the process by which risk assessment and management is undertaken. The Audit Committee also monitors compliance with legal and regulatory requirements, in addition to oversight of the performance of our internal audit function. Audit Committee responsibilities also include oversight of our independent registered accounting firm, and oversight of information security risk management. This includes thorough oversight of the Cybersecurity Subcommittee of the Audit Committee, which assists the Audit Committee and the Board in overseeing cybersecurity risk management.

Our Nominating and Corporate Governance Committee monitors the effectiveness of our corporate governance guidelines, including whether they are successful in preventing illegal or improper liability-creating conduct. Our Compensation Committee assesses and monitors whether any of our compensation policies and programs has the potential to encourage excessive risk-taking.

## Governance Highlights

### 4.4%
of shares outstanding are Non-employee Director owned

### 4
Average Director tenure (in years)

### 2
Women serving on Tenable's Board of Directors, representing 22% of the Board

## In Conclusion

As Tenable celebrates its 19th anniversary, we also mark a year of continued achievements in driving positive change across environmental sustainability, culture and diversity, and corporate responsibility. This inaugural Corporate Social Responsibility Report has described many of our ESG efforts as a company. As we look to the future, Tenable will continue to engage with its stakeholders to improve its evolving ESG initiatives.

tenable®

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