



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023





Amit Yoran
Chairman and
Chief Executive Officer

At Tenable, we believe that cybersecurity is essential to modern society. Good cybersecurity frees businesses to make better and more strategic decisions. It underpins the global economy. And it protects our critical infrastructure – from transportation to clean water and electricity – keeping our families and communities safe.

Building cyber resilience is a top priority for heads of state, chief executives, boards of directors and security practitioners everywhere. It's not simply that cyber attacks are becoming more sophisticated, nor that the number of vulnerabilities organizations must address grows exponentially every year. The sustained adoption of holistic cybersecurity initiatives – foundational hygiene, combined with visibility across the entire attack surface, actionable analytics plus business context and the move toward preventing successful attacks – reflects our reality that an unpredictable world is ripe for exploitation by bad actors.

We are proud that approximately 43,000 organizations around the world trust Tenable to help understand and reduce their cyber risk. We take that responsibility very seriously. Our commitment to our customers and partners and to the broader security research community is reflected in every strategic decision we have made.

We're helping our customers confidently answer one of the most elemental questions in cybersecurity: "How secure are we?" Every chief executive asks that question when a new attack makes the headlines. It's also top of mind as companies run their daily operations. Indeed, new technology introduces new risks that require understanding, analysis and potential mitigation. It's no wonder that security teams have struggled to make sense of the constant influx of data from the many point solutions they use to manage interconnected vulnerabilities, web applications, identity systems and cloud assets. Effectively analyzing all of that information to pinpoint which exposures represent the greatest risk to the organization is near impossible. We believe there's a better way to get ahead of cybersecurity risk. Tenable One, our Exposure Management Platform, introduces proactive cyber risk management. Our cloud-based platform is helping customers anticipate and address problems before they can cause damage. Tenable One delivers the richness of our product portfolio – from vulnerability management to cloud security, identity exposure to external attack surface management, and more – in context, helping customers make better decisions based on cyber risk.

Just as we invest in our product portfolio, so do we commit to our employees. We have worked hard to establish Tenable as a premier employer – a company where smart, dedicated people can thrive and succeed with meaningful careers. We want every member of Team Tenable to be proud to work here and to feel welcomed, embraced for their authentic selves and rewarded with new opportunities. Developing and retaining our people means that we are better positioned to serve our customers and support our communities. I am particularly proud of the many ways in which our employees are enthusiastically raising their hands to drive positive change. For instance, our Employee Resource Groups are taking on a number of causes from reducing single-use plastics in our facilities to promoting allyship and championing the work of underrepresented groups.

This report summarizes Tenable's commitment to Environmental, Social and Governance ("ESG") initiatives. We have been working hard to engage with all of our stakeholders and have made some great strides in ESG over the years. In this report we will provide an update on our key initiatives. We care deeply about the communities we serve. We embrace our opportunity and our responsibility to build a more inclusive and sustainable future. There is more work to be done, of course, and I am optimistic about what we can achieve together.

Introduction

With our customers, partners and employees at the heart of all we do, we live these core values.

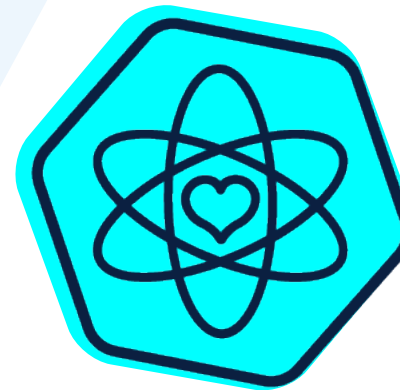
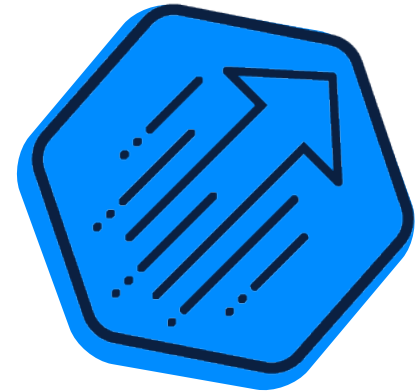
ONE TENABLE is more than just our first core value, it's our philosophy for collaborating and supporting one another as one unified global team. As we work together, we win together.

DELIVER RESULTS speaks to our high standards for product quality and customer service outcomes. Our employees hold themselves and their teams accountable for setting and achieving bold goals, and for delivering work that makes an impact.

WE CARE speaks to our involvement, passion and support for all of our communities. Whether those are internally at Tenable, across the cybersecurity industry or in the global community at large, we care about the difference we can make in our society.

WHAT WE DO MATTERS reflects the sense of mission that all Tenable employees embody and carry forward into the marketplace. Tenable empowers organizations of all sizes to understand and reduce their cyber risk, providing best-in-class transformational solutions for our customers. What we do every day makes an impact far beyond ourselves.

We believe that creating a culture of warmth and belonging, where everyone is welcome, is key to delivering results and cultivating relationships with our customers and partners. Additionally, we are committed to sustainability and strong governance practices.



Actions Taken

We care deeply about the places where we live and work. Our Board of Directors and management team recognize that we play a role in environmental stewardship. Our energy consumption and usage within data centers is an important component of the day-to-day operations of our business as a software company. Tenable outsources its data center needs to Amazon Web Services (AWS). AWS, in addition to carefully choosing data center locations to mitigate environmental risk, has a long-term commitment to use 100% renewable energy¹.

Aside from data center needs, greenhouse gas emissions and water and energy usage are not material factors in the day-to-day operations of our business. However, we believe that we can still play a part through environmentally sound practices. Consequently, we are in the process of determining and tracking our scope 1 and scope 2 footprint.

Tenable headquarters is a LEED Certified Gold for Core Construction. In addition, we have taken the following actions to enable environmental stewardship:

- Implemented recycling in our offices
- Offer biodegradable to-go boxes to reduce food waste
- Have a strict policy for disposing of hardware
- Transitioned to a travel portal that provides detail on our carbon footprint

Tenable and our employees have donated time and money to important environmental causes such as healthy waterways and other clean-up efforts, recycling, carbon footprint mitigation and protection of threatened wildlife.



Enabling Employees

We believe our employees are our most critical catalysts for change. Our Green Initiatives group continues to gain traction as a way for employees to share best practices for an environmentally conscious lifestyle, build global support within Tenable and lead campaigns such as trash clean-ups, sustainable lifestyle pledges and tree-planting initiatives. Partnering with our Tenable CARES program — detailed later in this report — the Green Initiatives group curates easy-to-implement actions and measures our collective impact.

Our regional Green Initiatives leaders build engagement and momentum by hosting regular community check-ins and information sessions and by building camaraderie among members. Through their shared passion for environmentalism, participants inspire one another to take actions for a greener and cleaner tomorrow.

Our 2023 theme, “Go Plant!” is centered around the importance of trees in mitigating the effects of climate change. The Green Initiatives group will spearhead tree-planting sessions and provide educational resources.

Overall Employee Value Proposition

We believe an inclusive culture drives employee engagement, sparks innovation and delivers exceptional business results. Tenable's people strategy aspires to create a positive and rewarding experience for new, prospective and current employees across all aspects of employee connection – recruiting, onboarding, career growth, wellness and compensation.

Our total rewards package – which includes abundant development options – recognizes employees for their contributions, gives them the opportunity for continued growth and provides resources to support well-being both inside and outside the workplace.

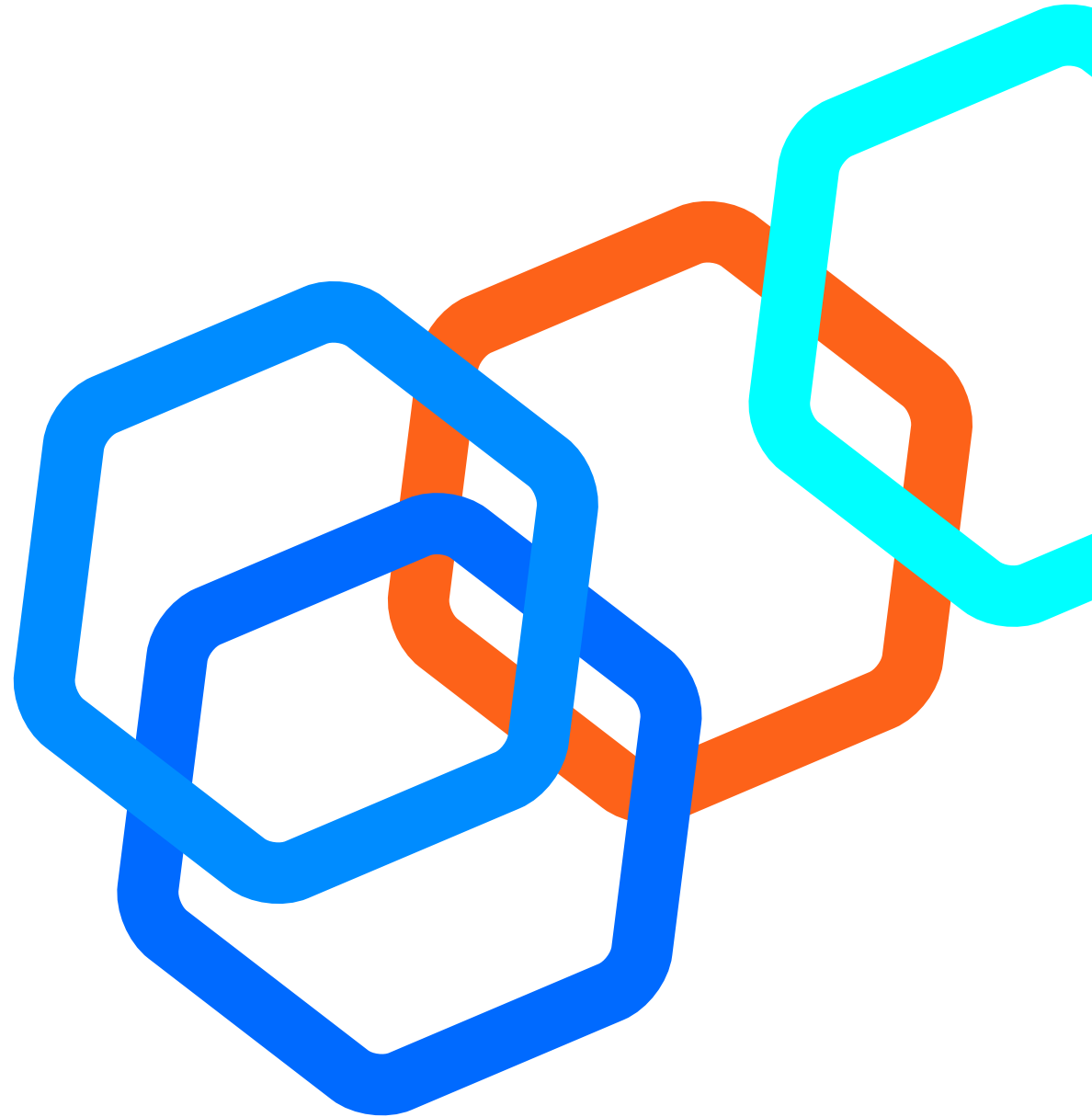


At Tenable, we strive to be a career destination in which employees from all backgrounds are welcomed and empowered, treated with fairness and respect, presented with opportunities to make a difference and provided with resources to enable them to grow.

We feel it is imperative to be transparent regarding our progress in regard to Diversity, Equity and Inclusion (DEI). We hold ourselves accountable for increasing representation in our workforce of historically excluded communities, cultivating a more inclusive culture and engaging more impactfully in the global communities that surround us.

DEI Leadership and Strategy

Tenable's Diversity Council is made up of leaders from across our organization and is responsible for developing, enabling and promoting Tenable's strategic DEI plans. They champion and prioritize all DEI initiatives and hold themselves and other leaders accountable for our DEI goals.



Our DEI strategy is aligned to three major objectives:

WORKFORCE

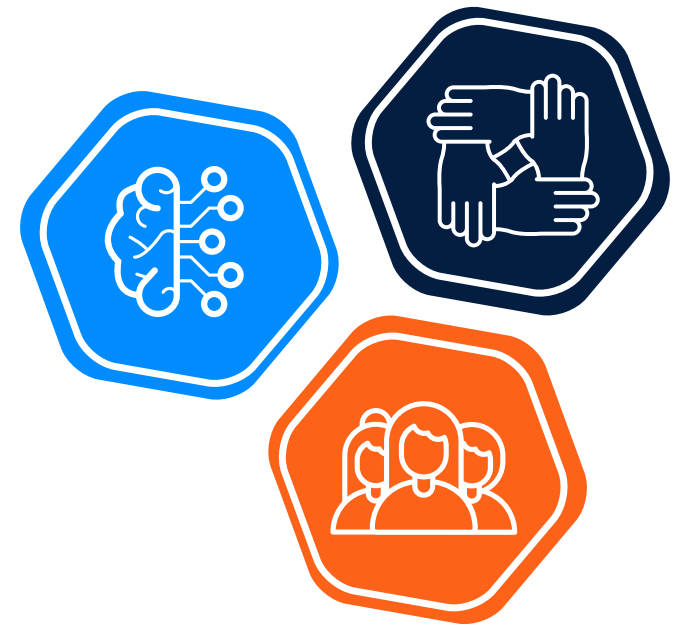
Increase the representation of women globally and people of color in the U.S

WORKPLACE

Cultivate an inclusive workplace where all employees feel they belong and are given the support they need to thrive

COMMUNITY

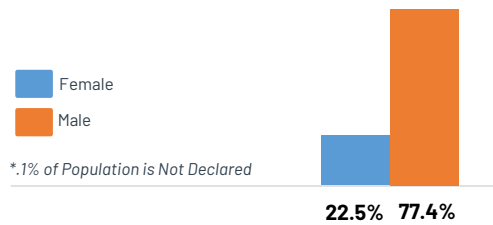
Increase our commitment to supporting the next generation of science, technology, engineering and mathematics (STEM) talent in diverse communities



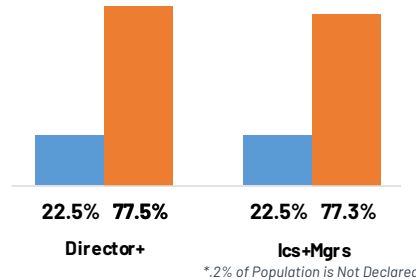
Current Population Representation

Tenable’s employee population is currently composed of the following:

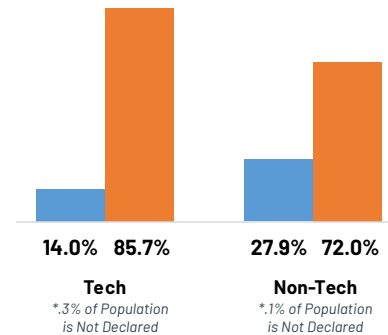
Global Gender Total*



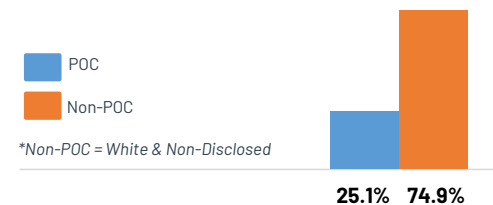
Global Gender by Job Groupings



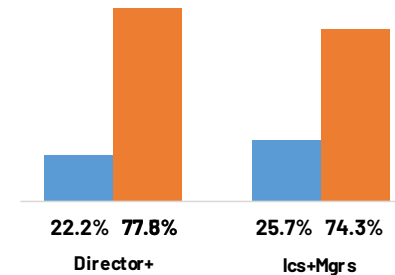
Global Gender by Tech vs. Non-Tech



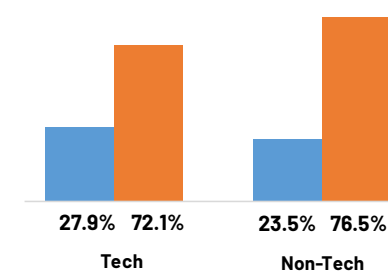
U.S. Race/Ethnicity Total*



U.S. Race/Ethnicity by Job Groupings

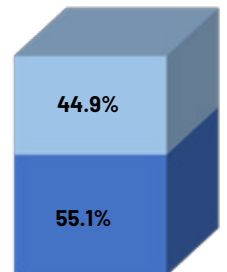


U.S. Race/Ethnicity by Tech vs. Non-Tech



Age Grouping

- Over 40
- 40 and Under



Initiatives Moving Us Forward

The efforts we undertake to achieve our DEI goals include numerous recruiting, development, engagement and retention activities.

From a recruitment perspective, we have several initiatives to drive increases in hires of women and people of color.

- We have initiatives to drive diversity at the senior level which have enabled us to increase the percentage of new hires and internal promotion
- We use diversity-focused recruiting platforms to help increase representation of women and people of color in cybersecurity. All of Tenable open external positions are made available on diversity-focused job boards
- We utilize talent scout programs for mid-level diverse talent to network with senior leaders as well as directed recruitment marketing efforts to diverse Tenable Talent Networks



Employee Resource Groups

Tenable has established several Employee Resource Groups (ERGs) to connect and support employees who identify with diverse communities and identities. Our ERGs are voluntary, employee-led groups whose aim is to foster an inclusive workplace aligned with Tenable's greater DEI strategy. Below is a list of our current ERGs:

- Azn@Tenable
- Black@Tenable
- DiverseAbility@Tenable
- Hispanic-LatinNetwork@Tenable
- Parents-Caregivers@Tenable
- Pride@Tenable
- Veterans@Tenable
- Women@Tenable

Our ERGs host events throughout the year to celebrate and acknowledge commemorative and culturally significant days and observances.



Training and Development

We take a holistic approach to building a diverse and inclusive culture, enabling all employees to learn about the business case behind DEI and to build and apply inclusive leadership skills. Tenable offers a wide range of DEI training opportunities to accommodate various learning styles (in-person, virtual and web-based) and tailored to our employees' unique regional needs. Specific topics include inclusive hiring, allyship, spotting unconscious bias, holding courageous conversations and intercultural competency. Our efforts have included:

- Working with external partners to host professional development events, including Pronoun Workshop for LGBTQ+ allies
- Launching workshops for teams to discuss inclusion-related topics, such as cultural competency, and providing an Intercultural Development Inventory Administrator Certification through Tenable's professional development benefit
- Enhancing our mentorship program, focusing on opportunities for women, Black, and Hispanic employees to establish greater professional connections and grow within our organization.

Conferences and Events

Tenable has sponsored career and professional development conferences and events for diverse groups, including:

- Society of Women Engineers
- Blacks In Technology
- Hispanic IT Executive Council
- Society of Asian Scientists and Engineers
- Out and Equal



Giving Back to Our Communities and Industry

Tenable awards scholarship funds to students from diverse backgrounds pursuing STEM degrees at schools across the U.S. All recipients to date have been either people of color and/or women. Recipient schools have included Bowie State University in Maryland, the State University of New York, University of Maryland College Park, Florida Agricultural and Mechanical University and Syracuse University. In addition, we have started partnering with Cyversity, a group committed to tackling the 'great cyber divide' with scholarship opportunities, diverse workforce development, innovative outreach and mentoring programs. Our goal is to work with the organization to sponsor Black professionals in obtaining cybersecurity certifications.

Through our matching gifts program, our employees donated to organizations supporting diverse groups, including:

- Asian Pacific American Legal Resource Center
- Asian Pacific Islander American Scholarship Fund
- Asian Americans Advancing Justice
- NAACP Empowerment Programs
- Equal Justice Initiative
- Wounded Warrior Project
- Malala Fund
- National Center for Transgender Equality

- LAMBDA Legal Defense and Education Fund
- National Black Trans Advocacy Coalition
- Hispanic Federation

Tenable also joined the Advisory Board of the Center for Broadening Participation in Computing, an initiative between Morehouse College and the Information Technology Industry Council, which aims to diversify the global tech industry workforce.



Employee Engagement

Our ability to adhere to our core values depends on how well we listen to our employees. We are constantly asking employees what they need in order to do their best work and we act on their input. We have several different methods of soliciting employee feedback to ensure we are hearing from all parts of the business. We also create regular opportunities for two-way communication with our executives to help our people better understand how decisions are made. Our methods include:

- Conducting an annual employee engagement survey combined with periodic division- or region-specific check-ins
- Soliciting employee feedback at various stages of their employment lifecycle, from onboarding to offboarding
- Holding monthly executive “coffee chat” sessions during which employees can engage with our senior leaders to exchange information, provide feedback and brainstorm ideas in small-group settings
- Staging monthly company-wide All Hands meetings led by Tenable’s CEO, with an open question-and-answer period
- Empowering departmental, regional or team leaders to host their own town halls for their direct reports
- Encouraging people managers to hold regular check-in meetings with their direct reports where they can focus on real-time feedback, recognition, coaching and professional development
- Ensuring executive sponsorship of each Employee Resource Group, providing each cohort with a direct path to communicate with senior leadership



Professional Development

We believe career development is a continuous and iterative process and encourage employees to think in terms of refining and redefining their development goals and plans as a path or direction, rather than as a pursuit of a specific job position or promotion. Tenable promotes and supports employee development and organizational effectiveness by providing numerous high-quality learning and development options. Employees and their managers work together to create development plans for increasing business acumen and building on the skills and knowledge each employee needs to excel in their current position and to grow professionally.

Our career development offerings include:

TENABLE CONNECT

Our Tenable Connect program matches mentors and mentees throughout the company and offers peer-to-peer, informal networking opportunities.

CONTINUOUS PERFORMANCE DEVELOPMENT

We recognize and reward contributions that lead to success for Tenable, our customers, our partners and our fellow employees.

TUITION REIMBURSEMENT AND PROFESSIONAL DEVELOPMENT FUNDS

We offer employees higher education tuition reimbursement that can be applied to a two-year, four-year or graduate degree program, professional development allowance to help them continue their professional training and two paid Development Days per year.

MANAGEMENT DEVELOPMENT PROGRAM

All people managers go through a series of learning and development sessions, including online learning and instructor-led workshops.

FUTURE MANAGER DEVELOPMENT PROGRAM

Designed to educate non-management employees about the role of a people manager, the program provides learning opportunities focused on building select foundational management skills.

CAREER ZONE

Our Career Zone internal job market is designed to help internal employees discover new roles and new career paths throughout Tenable.

CAREER DEVELOPMENT AND LEARNING

These events are designed to raise employee awareness of our many training and development resources.

INTERNSHIP PROGRAM

Tenable's paid internship program provides students with valuable hands-on experience and knowledge and a potential pathway to becoming a fulltime Tenable employee.

New Employees

Our robust new hire onboarding experience aims to make all new employees feel welcomed, prepared, informed and ultimately set up for success. Managers provide new team members with an initial development roadmap that includes assigned mentors and “buddies” who guide the employee in their first few weeks. Managers also communicate with their new hires about various orientation tasks and help them access the many resources and communications available to them. Managers also work with new hires to define their goals and determine what success looks like for them.

Each new hire participates in a three-day onboarding event during their first few months. During this event, new employees learn about our products and culture directly from the leadership team and have the opportunity to participate in question-and-answer sessions with Tenable executives. The onboarding events reinforce our mission, vision and culture while opening up the lines of communication for new hires to engage with executive leaders and one another.

We ask our new hires to provide feedback after their first week and later within their first few months to learn how we can improve our new hire experience.

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. Topics include information security, data privacy, harassment prevention, anti-bribery and insider trading.



Workplace Giving

We invest in social good in alignment with our company values. Tenable demonstrates that we care by striving to make a positive difference in everything that we do – in our work, with our customers and colleagues and in our communities. As a company, we are proud to contribute to charities, initiatives and programs that strengthen our industry. In addition to supporting the numerous education and DEI initiatives outlined earlier in this report, we also donate to causes that impact our employees and our communities.

Our people strive to create a better tomorrow by giving back to their communities globally through the Tenable CARES internal giving and volunteerism program. The purpose is to make it easier for employees to give – and to give together. Our Tenable CARES program is designed to support the charitable organizations that are important to employees, and to support giving in all its forms. The program offers each employee a full day per year to be used for volunteer work and matches employee donations to their preferred organizations. In addition, the program invites employees around the world to nominate a cause that's important to them for a chance to be selected as Tenable's global cause of the year. In 2022, that cause was St. Jude Children's Research Hospital. Previous causes have included the Multiple Sclerosis Foundation and the Make-A-Wish foundation. Through Tenable CARES, we aim to unite our employees around our missions and use our programs and tools to help spread the word about their charitable passions and work.



In addition to the organizations listed on page 11 supporting diverse groups, we have given to the following organizations over the past two years:

- St. Jude Children's Research Hospital
- CyberPatriot
- Information Systems Security Association Education Foundation
- Junior Achievement
- Maryland STEM Festival
- STEM for Her
- University of Maryland's Honors College Advanced Cybersecurity Experience for Students
- The Armed Forces Communications and Electronics Association
- Howard Community College Scholarship Fund
- Howard County Food Bank
- Toys for Tots
- Support SEND Kids
- Women's Aid
- The Smith Family
- Make-A-Wish - multiple locations
- Cancer Research UK
- Cyversity/ICMCP
- Shanghai Overseas Chinese Foundation
- Special Olympics
- 911 Day
- Sowers Action
- Simply Sport
- Clean Coasts
- Maggie's
- Children's National Hospital
- Aware
- Ukraine Crisis Relief Fund
- Direct Relief
- Doctors For You
- Zoe Foundation
- Aktion Deutschland Hilft
- Dog Trust
- The Salvation Army
- Sehat Foundation
- PATH
- International Red Cross
- Red Cross - multiple locations
- CARE
- Doctors Without Borders
- #GetUsPPE
- Howard County General Hospital
- CURE Childhood Cancer Association

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.

Our Board adheres to our corporate governance guidelines, which are designed to give directors and management a flexible framework for effectively pursuing the company's objectives for the benefit of its stockholders. Seven independent directors make up 87% of our Board. These members possess the appropriate balance of professional and industry knowledge, financial expertise and high-level management experience necessary to oversee and direct the company's business. To provide a mix of experience and perspective on the Board, the Nominating and Corporate Governance Committee also takes into account gender, age and ethnic diversity when considering and nominating candidates to the Board.



Committees and Business Practices

COMMITTEES / RISK MANAGEMENT

We have four committees: the Audit Committee, the Compensation Committee, the Nominating and Corporate Governance Committee and the newly formed Cybersecurity Risk Management Committee. Committees typically meet four times per year, except the Audit Committee, which meets eight times per year. The Nominating and Corporate Governance Committee is responsible for ESG oversight and is briefed at least twice a year on relevant matters pertaining to ESG.

As a leader in cybersecurity, and with our focus on sound governance, we believe adding oversight at board level is important, which is why we elevated the Cybersecurity Risk Management Committee from a subcommittee of the Audit Committee to a separate fully functioning committee of the Board. The Cybersecurity Risk Management Committee was established in November of 2022 and assists the Board in fulfilling its oversight responsibility with respect to the management of risks related to the company's information technology use and protection, cybersecurity, and product security. The Committee is responsible for oversight of the quality and effectiveness of the company's policies and procedures governing information technology and network systems, product security, data governance, incident response, disaster recovery, and management of internal and external risks relating to cyber and information security. The Committee also reviews the senior management priorities relating to information technology and engineering security functions and assesses the performance of the company's Chief Security Officer and reviews the company's cyber related SEC disclosures and cyber insurance policies and coverage.

Our Audit Committee has the responsibility to consider and discuss, among other matters, our major financial exposures and the steps management has taken to monitor, control and mitigate these exposures. The Audit Committee also monitors compliance with legal and regulatory requirements, in addition to oversight of the performance of our internal audit function.

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.

For more information on each committee's responsibilities please refer to our proxy statement.

ETHICAL BUSINESS PRACTICES

Tenable is committed to the promotion of ethical business practices and the implementation of measures to reduce the risk of corruption. We believe strongly in human rights, including, but not limited to, supporting our diverse and inclusive workforce and promoting equality of opportunity and treatment in hiring, training, promotions and working conditions.

We took some additional steps in 2022 to ensure that what is important to Tenable extends to those in which we do business with, including the adoption of a Human Rights Policy and Supplier Code of Conduct, which articulate Tenable's commitments and values regarding such matters as ethical business practices, labor practices (including child labor and human trafficking), data privacy, diversity and non-discrimination, and whistleblower protections, and our related expectations regarding supplier, vendor, and contractor practices.

Public Policy

Tenable's role as an industry leader extends beyond how our products are viewed in the market. We are also focused on advocating for policies that impact Tenable and the cybersecurity industry as a whole. We regularly engage with U.S. federal, state and local government entities to provide expertise and thought leadership to policymakers as they shape policies and regulations that directly impact our customers and cybersecurity as a whole. But our efforts are not limited to the U.S. government alone. Tenable actively engages with governments, policymakers and partners around the world to advocate on important issues affecting our business, our customers, our partners and the communities in which we operate.

We also lend our expertise to promote cybersecurity resilience and help inform the development of cybersecurity standards. We participate in numerous government advisory bodies – such as the President's National Security Telecommunications Advisory Committee and the National Institute for Standards and Technology's National Cybersecurity Center of Excellence (NCCoE) – to provide cybersecurity and technology insight to policymakers and government officials.

These engagements have led to opportunities to provide official testimony at congressional hearings on topics ranging from securing critical infrastructure to creating the Office of the National Cybersecurity Director. Tenable participates in a range of conferences, events and summits that collectively advance our public policy goals, including the Information Technology Industry Council's "The Intersect: A Tech + Policy Summit" and the Multi-State Information Sharing and Analysis Center Annual Conference. In addition, Tenable conducts lobbying activities aimed at supporting policies that enhance cybersecurity and digital resilience. These activities are reported publicly in accordance with the Lobbying Disclosure Act and all subsequent amendments to the law.

Complementary to our policy advocacy, Tenable is engaged in cyber threat intelligence information sharing and operational collaboration with multiple organizations, including the Cybersecurity and Infrastructure Security Agency's Joint Cyber Defense Collaborative. Tenable is a member of the following associations: Alliance for Digital Innovation (ADI), the Cybersecurity Coalition, Computing Technology Industry Association, Information Technology Industry Council (ITI), International Society of Automation, National Association of Chief Information Officers and the National Governors Association.

In 2020, Tenable formed a federal Political Action Committee (PAC) which allows eligible employees to pool their voluntary, personal contributions to help support and elect pro-technology and pro-cybersecurity lawmakers to Congress. Tenable PAC does not advance a partisan or social agenda, but instead ensures public policies promote sound cybersecurity policies and growth for our business, our employees and our customers. You can find all disbursements for the Tenable PAC by visiting the Federal Election Commission website [here](#).

Policy Awards and Thought Leadership

AWARDS

- [2022 CyberScoop 50 Industry Leadership Award](#), James Hayes
- [2022 CyberScoop 50 Innovation of the Year](#), OT Coalition
- [2022 The Hill's Top Lobbyists](#), James Hayes and Jill Shapiro
- [2021 The Hill's Top Lobbyists](#), James Hayes and Jill Shapiro
- [2020 The Hill's Top Lobbyists](#), James Hayes and Jill Shapiro
- [2020 ITI Tech Impact Award](#), Tenable

PUBLIC-PRIVATE PARTNERSHIPS

- National Security Telecommunications Advisory Committee
- Cybersecurity and Infrastructure Security Agency's Joint Cyber Defense Collaborative
- National Institute for Standards and Technology's National Cybersecurity Center of Excellence (NCCoE)

ASSOCIATION MEMBERSHIPS

- Alliance for Digital Innovation
- Computing Technology Industry Association
- Cybersecurity Coalition
- Cybersecurity Tech Accord
- Information Technology Industry Council
- International Society of Automation
- Maryland Chamber of Commerce

- Maryland's Howard County Chamber of Commerce
- National Association of Chief Information Officers
- National Governors Association
- Northern Virginia Technology Council
- Washington Heads of Office Leadership Council
- World Trade Center Institute

THOUGHT LEADERSHIP

POLICY BLOGS

- [Navigating Federal Cybersecurity Recommendations for Public Water Utilities: How Tenable Can Help](#)
- [The Time Is Now for the U.S. Government To Help Africa Boost Cybersecurity](#)
- [\\$1 Billion State and Local Cybersecurity Grant Program Now Open for Applicants](#)
- [Securing Critical Infrastructure: It's Complicated](#)
- [CISA's Binding Operational Directive on Managing Unacceptable Risk Vulnerabilities in Federal Enterprises Is Key to Stopping Federal Cyberattacks](#)
- [You Can't Modernize Critical Infrastructure Without Cybersecurity](#)
- [Translating OT Security Recommendations into U.S. Policy Outcomes](#)
- [Securing Critical Infrastructure: The Essential Role of Public-Private Partnerships](#)
- [Cybersecurity in the Supply Chain: Why Vulnerability Management is Key](#)

TESTIMONY

- April 5, 2022, Tenable Chairman and CEO Amit Yoran testified before the House Committee on Homeland Security at a hearing on "Mobilizing our Cyber Defenses: Securing Critical Infrastructure Against Russian Cyber Threats."
- July 15, 2020, Chairman and CEO Amit Yoran testified before the House Committee on Oversight and Reform at a hearing on the National Cyber Director Act.

Business Continuity, Information Security and Data Privacy

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 exposure 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 Cybersecurity Framework and has implemented an information security management system 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.

Data privacy protection and information security require diligence and a community effort. Tenable enables the community through its employees, customers and products by bringing security awareness to everything we do. Additionally, as an enterprise security company, we consistently look for ways to improve our security posture to maintain data privacy and protect sensitive information for our employees and customers.

For Our Customers and Employees

PROTECTING OUR CUSTOMER DATA

Thousands of customers, including financial services organizations, healthcare providers, retailers, educational institutions and government agencies, trust Tenable with their exposure data, digital identities and exposure insights in our cloud platform. Security is core to our corporate ethos and Tenable allocates significant investment to protect the confidentiality, integrity and availability of all customer data.

One of our top priorities is preventing any noncustomers or bad actors from accessing, disclosing or violating the privacy and protection of data stored in the Tenable cloud platform. Using a combination of preventative and detective controls, environment segregation, automation, granular data access controls, modern identity and access management practices, and data localization, our products are built to protect data and help meet privacy obligations. Tenable continuously assesses and implements additional measures to help improve our security program and address the ever-changing threat landscape.

ENABLING OUR CUSTOMERS

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.

Our customers span all sectors of the global economy. By helping our customers reduce business risk, we believe we help them to effectively deliver their crucial services such as healthcare, commerce, delivery of water and electricity and even political discourse.

EDUCATING OUR EMPLOYEES

We believe it's up to all of us to remain vigilant to protect ourselves, our business, our partners and our customers. We enable our employees by setting out clear practices and procedures. Employees and contractors also must complete annual training focused on data privacy and information security.

THIRD-PARTY RISK MANAGEMENT

Tenable reviews every vendor through a rigorous third-party risk management program. This includes a review of the vendor's scope and an assessment of their criticality as well as a legal review, security and privacy questionnaire, architecture assessment and certification review. The list of third parties is periodically reviewed based on the risk landscape and dependency for services and vendor criticality.

THIRD-PARTY PENETRATION TESTS

Tenable leverages third parties for penetration tests of our applications, services and businesses as a whole. These have resulted in continuous updates to our products and processes for improving security and reliability. These assessments are part of ongoing compliance and security requirements to keep Tenable as a trusted provider of services.

Certifications / Actions

CERTIFICATIONS

Cloud Security Alliance (CSA) STAR: CSA STAR is the industry's most powerful program for security assurance in the cloud. Tenable is a member of the CSA STAR program. A public listing of the security controls in place for the Tenable Vulnerability Management (formerly Tenable.io) platform is available for download from the CSA.

ISO 27001

The scope of the ISO/IEC 27001 certification covers the information security management system supporting Tenable's legal areas, human resources, information technology, software development, executive leadership and customer support functions.

NATIONAL INFORMATION ASSURANCE PROGRAM (NIAP)

Tenable achieved NIAP certification across the Tenable Security Center (formerly Tenable.sc), Nessus Manager, Log Correlation Engine (LCE), Nessus Network Monitor and Nessus Agent products.

ACTIONS

Actions we took in 2022 included:

- Hosting a shred day for Tenable employees
- Providing tips and blogs throughout cybersecurity awareness month
- Providing sensitive data awareness and improved controls
- Implementing a bug bounty program
- Deploying additional security benchmark controls
- Increasing SaaS Posture Management visibility

We believe our work makes a difference and that each of us plays a part in doing the right thing to help others protect what matters most. During 2022, we did not experience any material data breach that required SEC disclosure.

Forward Looking Statement

This report includes certain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements include, but are not limited to, statements regarding our ESG goals, commitments, and strategies as well as related business and stakeholder impacts, and other statements in this report that are not historical facts and statements identified by words such as “anticipate,” “believe,” “continue,” “estimate,” “expect,” “intend,” “may,” “will” or words of similar meaning. These forward-looking statements reflect our current views about our plans, intentions, expectations, strategies and prospects, which are based on information currently available to us and our views as of the date of this report. Although we believe that our plans, intentions, expectations, strategies and prospects as reflected in or suggested by those forward-looking statements are reasonable, we can give no assurance that the plans, intentions, expectations or strategies will be attained or achieved. Furthermore, actual results may differ materially from those described in the forward-looking statements and will be affected by a variety of risks and factors that are beyond our control, including those more fully described in our filings with the Securities and Exchange Commission (“SEC”), including our Annual Report on Form 10-K for the year ended December 31, 2022, and our Quarterly Report on Form 10-Q for the quarter ended March 31, 2023. We assume no obligation to update any forward-looking statements contained in this document as a result of new information, future events or otherwise.

Quantitative data contained in this report are not based on generally accepted accounting principles and have not been audited. This report also includes certain information regarding ESG practices that is obtained from published sources or third parties. The accuracy and completeness of such information are not guaranteed. Any references to websites outside of this report, including third-party websites, are provided for convenience only and the content of such websites are not incorporated by reference into this report. The standards of measurement and performance for ESG issues are developing or are based on assumptions, and norms may vary.

The inclusion of information and data in this report is not an indication that such information or data or the subject matter of such information or data is material to the company for purposes of applicable securities laws. The principles used to determine whether to include information or data in this report do not correspond to the principles of materiality contained in federal securities laws, the concept of materiality used to determine whether disclosures are required to be made in filings with the SEC or otherwise disclosed, or principles applicable to the inclusion of information in financial statements.



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