



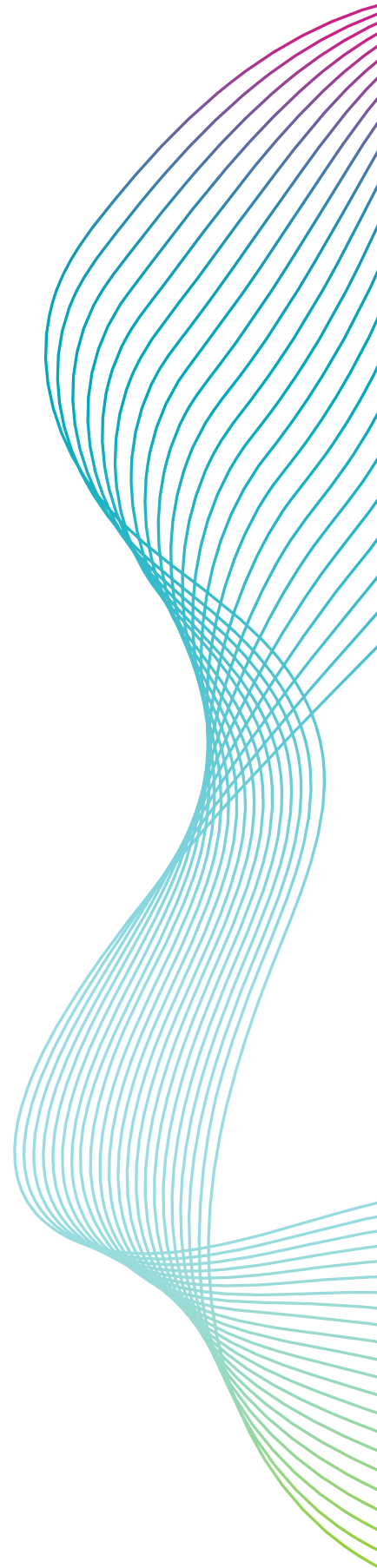
Informatica™

2022 Informatica Sustainability Report

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This report contains voluntary disclosures that we consider to be of potential interest to those seeking additional perspective on the company. This is intended for general information purposes only and not to inform or influence any investment decisions, and we are not responsible for any loss resulting from decisions made in reliance on this report. Although efforts have been made to confirm the accuracy of information contained herein, the company disclaims all explicit or implicit warranties regarding the completeness, accuracy, or suitability of this information.

This report may include “forward-looking statements” within the meaning of federal securities regulations, including with respect to the future management and outcomes of the activities described in the report. Known and unknown risks, uncertainties and other factors could cause actual events to differ materially from those described or implied by these forward-looking statements. All statements contained in this report are made only as of April 26, 2023 and except as otherwise noted, statements and metrics contained in this report are as of end of FY2022. We assume no obligation to update forward-looking statements or other information. The information in this report is subject to change without notice.



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Introduction

Message From Our CEO

Welcome to Informatica's inaugural Sustainability Report. I'm pleased to share our sustainability commitment and initiatives which are integrated with our values and span all aspects of our business.

Since 1993 we have been on a mission to guide our customers through their digital transformation journey as they introduce new products and services to grow their business, and pioneer new business models to disrupt their industry. Together with our customers, we are bringing data to life.

We are creating an environment where we are able to thrive, drive business growth, and support our communities worldwide.

- **We invest in our team and maintain a culture that supports inclusion and wellness.**
- **We make data-driven decisions to reduce our environmental impacts and increase sustainable options.**
- **We support our customers and community with data democratization, privacy and protection.**
- **We have structured our business model to minimize risk and promote sustainability.**
- **We have governance in place with appropriate independence and representation, and a strong focus on ethical business practices.**

Informatica also has a unique opportunity to enable global sustainability gains for our customers and the global community.

We believe that our enterprise cloud data management solutions can help customers define and drive their own Environmental, Social, and Governance (ESG) initiatives. We are in the process of developing a broad ESG opportunity plan and believe that our efforts, in combination with our focus on providing data access to an increasingly diverse set of users, have the potential for short and long-term sustainability advancements across many industries and geographies.

Informatica's growth journey will allow it to make a substantial impact through our dedicated sustainability initiatives. Thank you for taking this journey with us, and I look forward to sharing our results with you in the coming years.

Amit Walia, Chief Executive Officer



About This Report

This report covers the progress of our sustainability strategy and initiatives during Informatica Inc.'s fiscal year ending December 31, 2022 (FY2022). We have aligned our report with the SASB Standards related to the Software and IT Services industry. Throughout the report, we also guide readers to additional sources of information on our corporate website and elsewhere for convenience.

We promote our report through the following:

- **Prominent disclosure on our website**
- **Targeted employee communications**
- **Outreach to stakeholders with whom we have built relationships**
- **Our social media channels**

We welcome feedback on this report and our performance. Please send comments and suggestions to CorporateCompliance@informatica.com.

About Informatica

Informatica (NYSE: INFA), an Enterprise Cloud Data Management leader, brings data to life by empowering businesses to realize the transformative power of their most critical assets. We have pioneered a new category of software, the Informatica Intelligent Data Management Cloud™ (IDMC), powered by AI and an end-to-end data management platform that connects, manages and unifies data across any multi-cloud, hybrid system, democratizing data to modernize and advance their business strategies. Customers in more than 100 countries and 85 of the Fortune 100 rely on Informatica to drive data-led digital transformation. Informatica.

Where data comes to life.

Our Vision, Mission and Values

Our Vision is to create a world where every organization's data is poised for greatness, empowered to deliver outcomes of unprecedented brilliance, at a scale never imagined.

Our Mission is to bring data to life by empowering businesses to realize the transformative power of their most critical assets.

Our DATA Values

Do Good - Foster an inclusive culture where we treat each other with respect, fairness and dignity.

Act as One Team - Connect, communicate and collaborate as one diverse team.

Think Customer First - Accelerate customer outcomes in everything we build and how we deliver.

Aspire and Innovate - Continuously and fearlessly innovate through curiosity and learning.

Company Awards and Accolades

Informatica has been honored for innovative products, stellar customer service, and excellent leadership. The company's industry recognition includes being designated a leader in three **Gartner® Magic Quadrant™** reports*.

For a complete list of our awards, visit our [Awards and Recognition page](#).



* Gartner® Magic Quadrant™ for Data Integration Tools, Ehtisham Zaidi, Sharat Menon, Robert Thanaraj, Nina Showell, August 17, 2022
Gartner® Magic Quadrant™ for Data Quality Solutions, Ankush Jain, Melody Chien, November 1, 2022
Gartner® Magic Quadrant™ for Master Data Management Solutions, Sally Parker, Malcolm Hawker, Simon Walker, 6 December 2021
Gartner® Peer Insights 'Voice of the Customer': Master Data Management Solutions, Peer Contributors, 21 June 2022

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Corporate Governance and Sustainability

Our Board of Directors' Nominating and Corporate Governance Committee (NCGC) is responsible for the oversight of our sustainability strategy, policies, practices and related reporting. This includes philanthropy, environmental sustainability, labor practices and human rights, sustainable procurement, governance and fair operating practices. Our sustainability philosophy is to serve all stakeholders, including customers, partners, suppliers and employees to create sustainable value for our investors.

Our Corporate Compliance team manages our sustainability program on a day-to-day basis and reports regularly to our Corporate Compliance Programs Committee (CCPC) on climate-related risks and opportunities as well as other social and governance topics. A standing ESG Subcommittee of the CCPC has been established to connect cross-functional team members whose business units support and contribute to sustainability program activities. That sub-committee reports to the CCPC quarterly. Our Chief Legal Officer supervises the Corporate Compliance function and its work managing sustainability at Informatica.



Board of Directors Oversight		
<p>Nominating and Corporate Governance Committee</p> <p>Oversight of:</p> <ul style="list-style-type: none"> • Corporate governance practices • ESG strategy and reporting 	<p>Audit Committee</p> <p>Oversight of:</p> <ul style="list-style-type: none"> • Enterprise risk management and cybersecurity • Financial reporting processes, internal controls and internal audit function • Compliance with laws and regulations 	<p>Compensation Committee</p> <p>Oversight of:</p> <ul style="list-style-type: none"> • Compensation programs and compensation philosophy • Use of compensation to attract, motivate and retain the best available personnel • Avoiding compensation practices that encourage excessive risk-taking
Management Responsibilities		
<p>Legal & Compliance</p> <ul style="list-style-type: none"> • Corporate governance • Ethics and legal compliance • Data privacy • Compliance training and communications • Sanctions and export controls • Potential conflicts of interest • Reporting hotline management 	<p>Corporate Compliance Programs Committee</p> <ul style="list-style-type: none"> • Climate related risks and opportunities • Social responsibility topics • Data security and privacy risk management • Overall compliance program oversight and recommendations to the Executive Committee • Internal investigations and hotline oversight 	<p>Human Resources</p> <ul style="list-style-type: none"> • Inclusion Diversity Equality & Belonging (IDEB) • Leadership and professional development • Talent acquisition • Talent and performance management • Compensation and benefits

Our Sustainability Strategy

We are committed to one another and to our customers, partners, vendors and shareholders – all of whom are integral to our business. We aim to operate a holistic sustainability program that supports long-term business growth, value creation and communities worldwide. Our commitment to the environment, our people and communities and corporate governance is woven into our culture. We are on a clear path to continuously enhance our contribution to sustainable development for the benefit of all our stakeholders.

Our sustainability strategy is organized into five pillars aligned with our core values to drive our priorities and goals.

Five Sustainability Pillars Seventeen priority factors for sustainability

Investing in Our People	Environmental Sustainability	Customers and Community	Business Model and Innovation	Governance and Leadership
<ul style="list-style-type: none"> Employee Engagement, Health and Wellness Inclusion, Diversity, Equity and Belonging Labor Practices and Employee Welfare 	<ul style="list-style-type: none"> Energy Management Environmental Management Greenhouse Gas (GHG) Management Recycling and Waste Management 	<ul style="list-style-type: none"> Digital Inclusion Data Privacy and Protection Philanthropy and Volunteerism 	<ul style="list-style-type: none"> Business Continuity and Risk Management Sustainable Solutions Intellectual Property and Competitive Behavior Supply Chain Management 	<ul style="list-style-type: none"> Board Independence and Diversity Business Ethics Stakeholder Engagement and Government Regulations
				

In addition, we have selected key sustainability standards and frameworks for reporting by choosing to follow the SASB Standards for Software and IT Services, which are most relevant to our business. Our performance under SASB metrics can be found in the Appendix. We also assess our sustainability performance based on criteria that include our impacts on the environment and social issues involved in operating a global cloud data management software company.

We consider that many activities of our program are consistent with certain Sustainable Development Goals (SDGs) adopted by the United Nations. We also take into consideration the Task Force for Carbon-Related Disclosures (TCFD) framework in the design of our approach and participate in the Carbon Disclosure Project (CDP) and annual EcoVadis assessments. Highlights of both can be found in our Appendix.



Investing in Our People

Our employees are our greatest competitive advantage. It is their passion that drives innovation. They demonstrate our values with every customer interaction and ultimately they enable us to successfully pursue our vision.

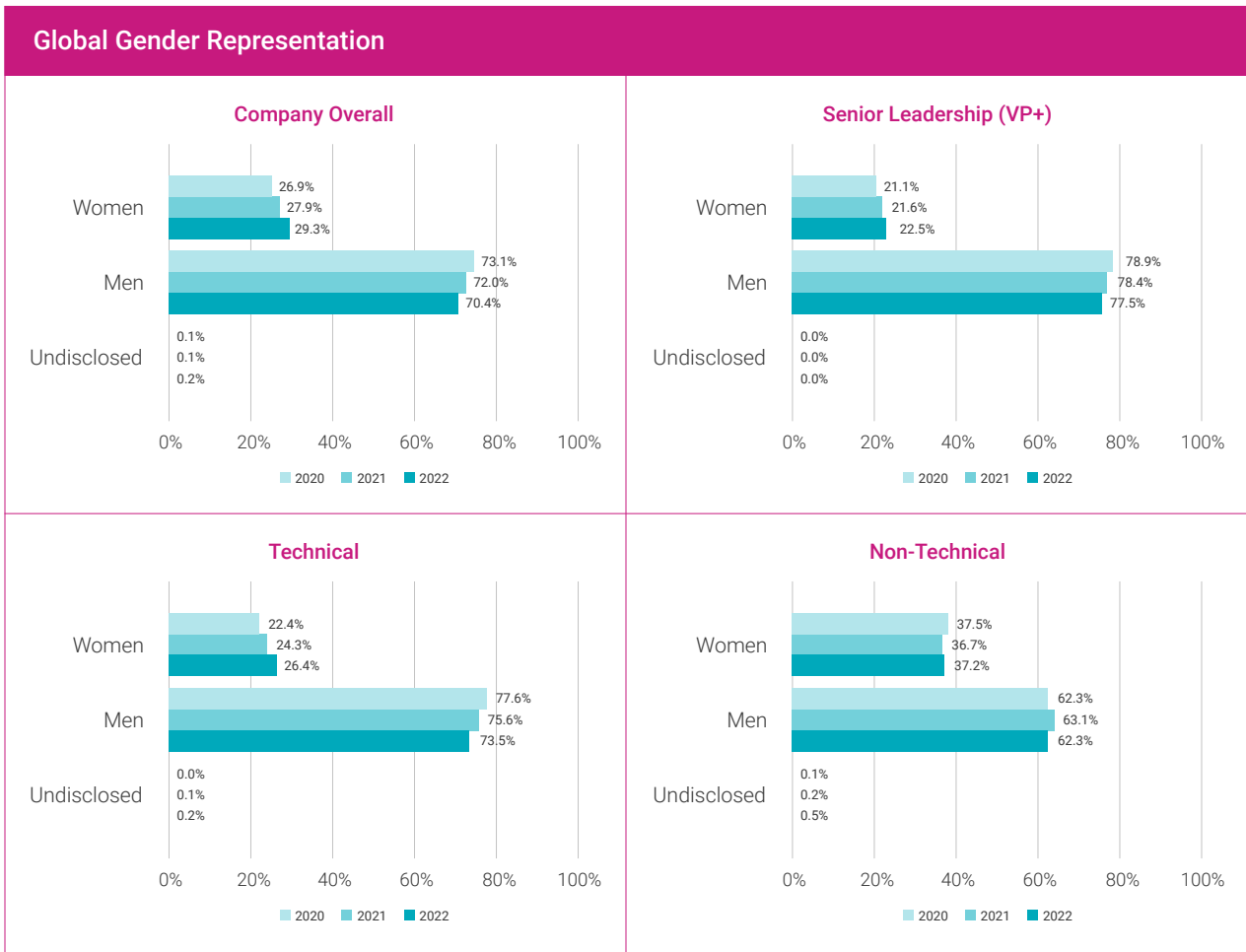
We want team members to have an enriching career with us. With their feedback, we constantly seek out new and better ways to provide an environment that supports their personal and professional wellbeing. Below are some highlights of our efforts this year.

Employee Engagement, Health and Wellness

Hiring

As an innovation leader we are committed to **attracting the best, brightest and most diverse talent into the organization**. We are implementing new resources, technology and training to provide candidates with a fair and world-class candidate experience.

In addition to our focused hiring practices, we have a robust global internship program, which has been highly successful for the organization by bringing in innovative career talent, with women representing 48% of the 2022 class. We are committed to encouraging a diverse hiring slate for all positions and building more diversity within our hiring managers, interview teams and recruiters.



Ethnic Representation (U.S. Ethnic Diversity)

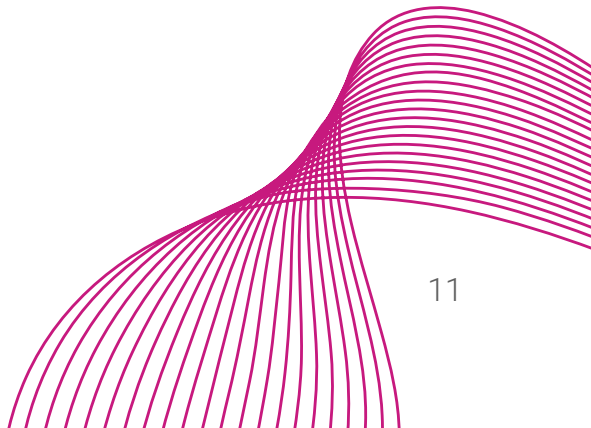
Company Overall			
	2020	2021	2022
American Indian or Alaska Native	0.3%	0.3%	0.4%
Asian	37.3%	36.8%	36.4%
Black or African American	2.0%	2.0%	2.5%
Hispanic or Latinx	4.1%	4.1%	3.6%
Native Hawaiian or Other Pacific Isander	0.3%	0.3%	0.3%
Two or more races	1.5%	1.7%	1.9%
White	49.2%	48.9%	48.4%
Undisclosed	5.3%	6.0%	6.6%

Senior Leadership (VP+)			
	2020	2021	2022
American Indian or Alaska Native	0.0%	0.0%	0.0%
Asian	38.4%	37.6%	35.0%
Black or African American	0.0%	0.0%	0.0%
Hispanic or Latinx	2.0%	2.0%	1.0%
Native Hawaiian or Other Pacific Isander	0.0%	0.0%	0.0%
Two or more races	1.0%	1.0%	1.0%
White	51.5%	51.5%	55.3%
Undisclosed	7.1%	7.9%	7.8%

Technical			
	2020	2021	2022
American Indian or Alaska Native	0.3%	0.3%	0.4%
Asian	50.7%	50.7%	52.1%
Black or African American	2.3%	2.2%	2.3%
Hispanic or Latinx	2.8%	2.6%	2.4%
Native Hawaiian or Other Pacific Isander	0.0%	0.0%	0.0%
Two or more races	1.1%	1.1%	0.9%
White	37.7%	37.6%	35.0%
Undisclosed	5.1%	5.5%	7.0%

Non-Technical			
	2020	2021	2022
American Indian or Alaska Native	0.3%	0.2%	0.3%
Asian	20.8%	21.2%	18.6%
Black or African American	1.6%	1.8%	2.7%
Hispanic or Latinx	5.6%	5.6%	5.1%
Native Hawaiian or Other Pacific Isander	0.8%	0.6%	0.5%
Two or more races	2.0%	2.4%	3.0%
White	63.4%	61.6%	63.5%
Undisclosed	5.5%	6.5%	6.3%

We continue to encourage global gender representation across all functions, focusing on increasing the number of women at senior levels. We are equally committed to providing a rich internal recruiting process where employees are encouraged to explore and grow their careers at Informatica. This year we launched a Talent Ambassador Program with dedicated Talent Ambassadors who provide one-on-one support for employees to help them navigate our development tools, understand available opportunities and maximize their careers at Informatica.



Health and Wellness

We strive to offer equitable global benefits, aligned with local market practice and competitive with our industry peers. We are committed to ensuring our benefits evolve with the ever-changing landscape to attract, hire and retain top talent.

Relating to the U.S., all employees (except interns) are eligible to participate in our 401k plan, including a generous employer-matching contribution. All employees working 24 hours or more per week are eligible for health and wellness benefits.

Our global internal wellness program is focused on our four Wellness Pillars – Physical, Emotional, Financial and Social. This program aims to be inclusive of different stages and approaches to well-being. Employees may participate in the following activities throughout the year:

- **Global wellness week that focuses on a different Wellness Pillar each day**
- **Educational seminars that support all four Wellness Pillars**
- **Fitness challenges that encourage people to be more active**
- **Volunteer opportunities that support our Do Good value and enhance social engagement**

More than 50% of our global employee population is registered with Ten Spot, our global wellness and engagement platform. Our employees engage with the platform individually and with their teams through wellness challenges and on-demand wellness sessions.

We enhanced our mental health benefit this past year to better meet the changing needs of employees and their families. We provide a comprehensive, company-funded global Employee Assistance Program (EAP) offering no-cost expert mental health support for our employees and their eligible family members through coaching sessions, therapy sessions, crisis and emergency services and a full spectrum of self-guided mental health and resiliency resources. Our employees completed more than 1,000 mental wellness sessions in 2022.

We are committed to the health and safety of our employees and their families. We recognize that providing our teams with the flexibility to connect with colleagues during coordinated days in the office and working remotely where appropriate is critical for supporting their mental and physical well-being. All of our offices are currently open and meetings include virtual technology for those joining from other locations. We will continue exploring opportunities to provide an engaging and connected culture regardless of where our teams work.



Development

We value continuous learning and career growth that fosters personal and professional development. We cultivate intellectual curiosity and provide tools that set the tone for our high-performance culture and individual success. Employees can access a broad spectrum of learning opportunities, including in-person Career Development Series workshops and online training. We also offer customized online and in-person training that supports learning initiatives related to specific business-unit needs.



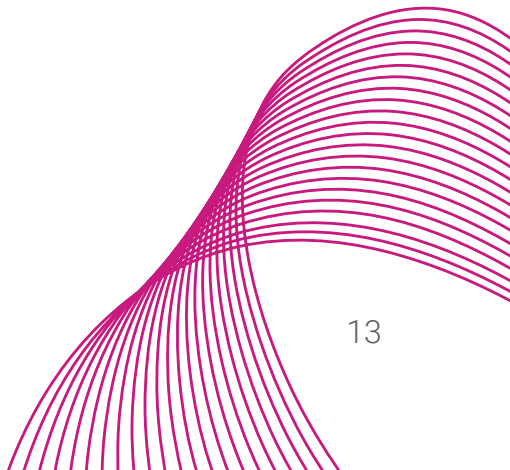
For those new to leading at Informatica we offer Manager Orientation, laying the foundation for future success. Our Manager Enablement Portal and ongoing training provide resources for thought leadership and discussion around the most pressing issues for our managers. For more experienced leaders, Signature Leadership Development Programs are tailored to each specific layer of the organization. More than 50% of our leaders have grown their careers through engagement, coaching and curriculum.

During 2022, our employees completed more than 72,000 courses for a total of almost 100,000 training hours. We support a number of platforms that enable employees to select the content and learning mode that fits their personal and professional growth and development goals including Cornerstone, Coursera, Lessonly and LinkedIn Learning, as well as internally developed courses.

Total Training Hours	Total Courses Taken
97,997	72,365

Employee Engagement

We prioritize listening to our employees to understand what they are experiencing, what is going well and how we can improve. Based on their feedback through our annual Employee Engagement and periodic Pulse surveys, we create action plans at all levels across the organization and report on progress quarterly. Our most recent Employee Engagement survey delivered extremely positive results with a 78% engagement score based on an impressive 84% participation rate. The action plans we previously implemented for Career Opportunities and Recognition resulted in the most improved scores for these areas from our previous survey. In addition, we were well above the technology industry benchmark in Leadership (+4%), Team Building (+13%) and Learning and Development (+11%).



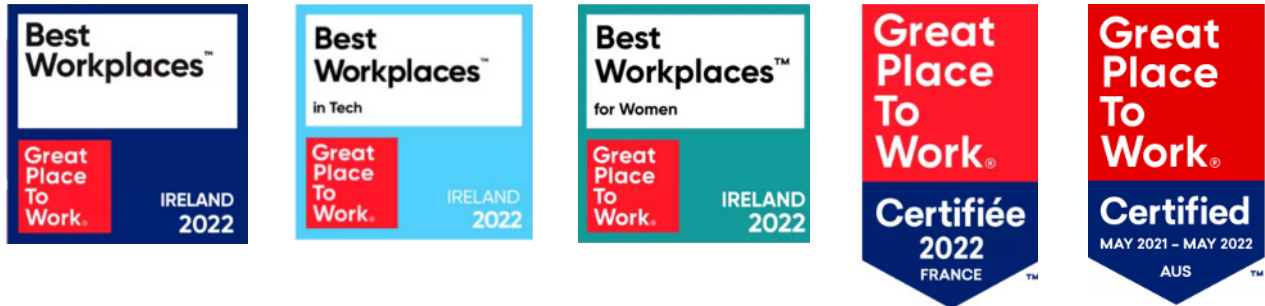
87% of respondents
are proud to work for
Informatica and would
recommend the company
as a great place to work.*



We also conduct frequent Pulse surveys to address specific focus areas identified in the annual Engagement Survey. This provides an opportunity for employees to share their experiences and create conversations that help us understand if our actions are impactful or if there is more work to do.

Best Workplaces and Great Places to Work Awards

Informatica has received employer recognition around the globe including strong Comparably ratings and several Great Place to Work® accolades:



For additional employer awards and career information, visit our [Careers Page](#).

Employees recognize Informatica as a great place to work, with a Comparably* cultural rating of **4.8 out of 5.0** and a CEO rating of **93 out of 100**.

Inclusion, Diversity, Equity and Belonging

We know that diversity drives innovation, but diversity alone does not guarantee inclusion, equity, or a deep sense of belonging. At Informatica, we see, hear, value and respect each employee for exactly who they are with the goal of making Informatica a welcoming and safe place for everyone. We invite and encourage our employees to share their skills, experiences and unique perspectives at all levels of the company.

“The ideals of inclusion, diversity, equity and belonging are embedded in Informatica’s DNA; together we have the power to do the extraordinary and make a difference in the world and for each other.” Amit Walia, CEO Informatica

At Informatica, Inclusion, Diversity, Equity and Belonging (IDEB) is our strategy to ensure that Informatica is a welcoming and safe place for everyone. IDEB is also a daily commitment by each employee to live the IDEB behaviors, keep a growth mindset and be active allies to our colleagues, customers and partners. Our program is guided by these four principles:



In support of our IDEB principles, four operating behaviors drive our priorities and actions: Awareness, Allyship, Action and Accountability. And we have a holistic approach to our activities – some are led by our global IDEB team and others are grass-roots actions driven by our employees’ priorities in each region.

In 2022, we hired a Diversity, Equity and Inclusion (DEI) manager who, together with the global lead, partners with the IDEB Steering Committee, business leaders, and the employee inclusion groups. Together they support the IDEB goals and strategy globally.

Employee Inclusion Groups

Led by employee volunteers and supported by executive champions, our Employee Inclusion Groups (EIGs) help promote a community of awareness, understanding and allyship. From the EIG-sponsored annual company-wide celebrations that reflect our diversity to events, meetings and activities that provide members with a safe place to share experiences and grow, these EIGs play a critical role in embedding and sustaining inclusive practices in our workplace.

In 2022, we expanded our original three groups to include two new EIGs that create a platform for women to share, learn and grow together.



Black Equity Index

Launched in 2022, we are proud to be a founding member of the Black Equity Index (BEI), actively creating, funding and launching the benchmark globally. The BEI Index holds organizations accountable by providing a set of standards that harness the power of data to create opportunity for Black professionals. Going forward, this Index will help Informatica measure its progress towards increasing representation in the workplace.



Building Allyship

We believe it is important for each employee to be an active ally to our colleagues, customers and partners. We created the Awareness, Allyship and Action (AAA) forum to foster a deeper awareness of diverse experiences on topics such as racial allyship, gender vulnerability, autism awareness and how to tap into the strengths in our differences. The monthly meetings inspire attendees to take positive, consistent actions that ensure an empathetic and inclusive culture.

To encourage allyship more broadly, in 2022 we established an IDEB-related social media campaign of weekly curated posts, which employees may also leverage on their chosen social media platforms on topics from global cultural celebrations to inclusive leadership and support of diverse communities.

Acting Globally and Locally

At the global level, we are working with our business partners to ensure that IDEB principles are embedded in their activities.

Recruiting: To increase the diversity of our applicant pool, we launched a new Informatica Careers Site and assured that job descriptions are inclusive without unintentional bias.

Hiring: To increase gender representation across the organization, we trained recruiters and hiring managers to be more objective and more inclusive during the interview process.

Onboarding and training: To promote our culture globally, we added IDEB content to both the onboarding process and added curated IDEB training on LinkedIn Learning.

Listening to our employees: To track progress, we measure and track IDEB scores and feedback on our Employee Engagement Survey. In 2022, not only did we exceed the scores from 2020, we also significantly outperformed the technology industry benchmark used by our third-party survey provider.

On a local level, in 2022 our IDEB grass-roots groups pursued their goals and sponsored activities that supported our principles and reflected their passions.

North America – Our EIGs offered programs on diversity topics and worked with local organizations to promote awareness and involvement. Informatica's Black Resource Group (IBRG) regularly sponsored seminars for all employees, including a four-part Career Development Series that plans to return in 2023. Informatica's Pride Alliance held bi-monthly town halls for members and allies to support and celebrate the LGBTQIA+ community. Somos Informatica partnered with Latinitas to raise money and awareness for technology programs for disadvantaged girls throughout Central Texas. Women in Revenue brought in speakers to discuss career advancement and leadership including an executive "ask me anything" session on vulnerability.

EMEA-LATAM – IDEB Change Champions regularly hosted webinars that profiled women's career journeys, challenges, and how they overcame them. External speakers discussed themes such as "How to Build Resilience" and "Fostering a Giving Back Mentality". Regional offices arranged diversity-focused events for local teams and individuals with disabilities rallied their teammates to participate in events that raised money and increased awareness. Employees were also active in their communities, with one employee teaching young teenagers how to set up a business and use Informatica software to analyze their data.

India – A robust group of 28 IDEB Change Champions, with representation across all functions sponsors regular speakers and local events promoting IDEB topics and partners with organizations such as Jobs for Her and Girls Who Code to increase the number of women engineer applicants. And our newest EIG, Women in Technology, held an executive discussion on self-confidence, taking risks and owning your success.

Labor Practices and Employee Welfare

Protecting Human Rights

We operate in an ethical manner creating an environment where our employees are treated with respect and dignity and where they are able to contribute and be productive in a work environment that is free of discrimination and harassment of any type. We approach our business relationships with the same rigor, building relationships that are grounded in integrity and mutual respect.

While governments have the primary responsibility for protecting and upholding the human rights of their citizens, we recognize our responsibility to do our part in respecting human rights in our business. We also know that we have an opportunity to reach beyond our doors and take a strong position of opposing slavery, human trafficking and child labor. We extend those expectations to our suppliers and partners with our Supplier Code of Conduct and Partner Code of Conduct.

Our commitments are clear:

- 1. We strive for and foster a workplace free of harassment and discrimination.**
- 2. We actively support and promote inclusion, diversity, equity and belonging in our workplace.**
- 3. We recruit ethically.**
- 4. We prohibit forced, bonded, trafficked and child labor.**
- 5. We provide fair wages and benefits.**
- 6. We promote and protect health and safety in the workplace.**
- 7. We promote practices that protect the privacy and security of personally identifiable information and limit access accordingly.**
- 8. We recognize the freedom of workers to associate or not associate with a labor union and to collectively bargain when represented by a legally recognized labor union.**

Our commitment to respect human rights in the workplace is manifested in our Code of Business Conduct and policies, standards and practices. We further bring this to life through our DATA values and ongoing training with our team members.

Equal Opportunity and Respect in the Workplace

We do not tolerate any form of harassment or discrimination within the workplace and this commitment to equal opportunity employment applies to everyone involved in our operations – employees, vendors, customers and candidates for employment.

Position on Child Labor

We prohibit the use of child labor and any type of forced labor across our organization. We do not employ any individuals below the age of 18 years. No employee is made to work against their will or work as bonded/forced labor, or subject to corporal punishment or coercion of any type related to work.

Privacy Statement

We respect the confidentiality of information with which we are trusted. We set clear expectations for all employees and business partners about collecting, sharing, storing, transferring and disposing of personal data in order to protect privacy.

Position Statement on Modern Slavery and Human Trafficking

Slavery, servitude, human trafficking, forced or bonded labor, child labor and other kinds of slavery in any form (Modern Slavery) are unacceptable in modern society. We have a zero-tolerance approach to any form of Modern Slavery in our workplace and supply chain.

Health and Safety in the Workplace

We will not tolerate violence or threats of violence and we take reasonable measures to provide a safe and healthy workplace for our team members. We comply with applicable safety and health laws and regulations, as well as internal requirements that are outlined in our policies and practices.

Labor Relations

We are dedicated to creating a workplace that respects and values all employees and maintains an environment of open and direct communication. We strive to develop mutually rewarding relationships with employees through fairness, trust and integrity. We respect freedom of association without fear of reprisal, intimidation, or harassment.



Environmental Sustainability

Energy Management

We believe it is our responsibility to foster a sustainable future. Our Intelligent Data Management Cloud empowers our customers to improve efficiency, reduce waste -- ultimately lowering emissions and limiting climate change. Our strategy also involves efforts to reduce our environmental impacts and increase our use of sustainable options through data-driven decisions in our own operations.

When we install new or replace existing equipment in our owned premises, we consider the highest efficiency options. We also retrofit existing items at our owned premises with more efficient components like variable frequency drive control, which allows electric motors to run with lower electricity use when needed; LED lighting; and air-conditioning units with an efficiency rating of EER/IEER 10.2/14.3. These units use outside air to cool the building when the temperature is right, improving efficiency and safety. Lastly, our building management system controls the major consumers of electricity and is automated and monitored to reduce the non-essential use of energy.



Environmental Management

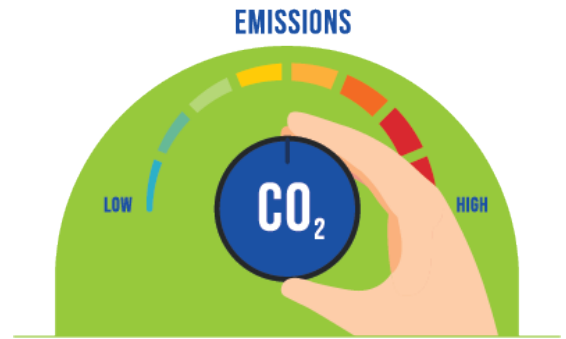
We are early in our sustainability journey and data collection phase. As we acquire more data, we are better able to understand the associated risks and opportunities that will allow us to prioritize our future actions. We are a global cloud software company with 26 leased offices, two owned headquarters buildings, five leased data centers and three cloud providers that host the enterprise cloud products used by our customers. We developed metrics for our energy use, carbon and efficiency upgrades at our owned premises in 2022 to serve as a baseline for future reporting.

Our real estate and workplace team is responsible for our world-class workplace and management of site-specific environmental risks and opportunities. We strive to reduce our buildings' impact on the environment. Most of our environmental management actions are in our owned buildings where we have full control to create positive change. In our leased offices, we focus on the areas within our control but also request updates from each landlord to drive sustainable change. In our headquarters, we have low-flow automatic faucets and toilets to reduce water use. Our updated HVAC units have better filtration MERV 13 air filters for a safer office environment while also consuming less energy.

Greenhouse Gas (GHG) Management

Climate change is one of the greatest threats to humanity and we are focused on managing our carbon footprint. Renewable electricity is one of the best ways to reduce emissions and the reason we use clean energy when available. Our headquarters and two of our corporate data centers are powered by CO₂-free renewable energy.

In addition, we provide 24 electric vehicle charging stations, which help to fuel a green commute for our employees. In 2021 we added window tint to our headquarters buildings (3m Prestige 40) to reduce heat gain by 55%, therefore reducing electricity used for cooling. We continue to seek out ways to expand renewable energy use, reduce our carbon footprint and improve sustainability across our business.



Recycling and Waste Management

The recycling and composting program in our headquarters includes fully compostable containers for all food and drink from our café and kitchens. We also offer washable dishes, glasses and silverware and each kitchen has energy and water efficient dishwashers. In other locations where local waste service providers offer composting and recycling, we participate and provide recyclable and compostable options to reduce waste. We have a global e-waste program for electronic waste to ensure that it is recycled properly.





Customers and Community

Digital Inclusion

As a leader in data management, we are committed to providing a positive and inclusive user experience across all products and services that we provide to diverse users. This year, we launched initiatives to align accessibility and language in our products and associated documentation. In addition, we established several initiatives to eliminate biased language from our product ecosystem as well as our internal and external communication.

We are dedicated to data democratization. By enabling our customers to better consolidate, distribute and consume data, we help them save time, uncover more insights and make better decisions. We are also committed to developing technologies so that data democratization can help our customers broaden access to the power of data for disadvantaged populations to:



- **Support remote workers, such as people whose health conditions, impairments or household circumstances call for working from home.**
- **Enable persons who may have less technical know-how to work with data comfortably and to feel confident discussing and making data-informed decisions.**
- **Help create more open access to data among scientists in environments with limited resources to support research diversification.**
- **Allow managers to use more data-driven insights to build teams that improve diversity and inclusion efforts and result in better business outcomes.**
- **Permit powerful data to be shared with people in disadvantaged communities to facilitate their own analytics and decision-making about priorities and community solutions.**

Data Privacy and Protection

As the global leader in enterprise cloud data management, we are committed to honoring individuals' rights to privacy and to the protection of personal data. This commitment is embraced throughout our organization and is reflected in the way we design and configure our products and services and how we conduct our business.

Many of our products and services include data transmission and cloud-based data storage. Thousands of customers, including many of the world's largest enterprises and institutions, trust us with their data by using these products and services. This trust is based on the maturity of our privacy and data protection practices and on our corporate culture that regards privacy as both a fundamental value and a key competitive differentiator. We process personal data solely as needed to operate, monitor and improve our products and services; to provide and enhance security; to comply with our legal obligations; and to manage our business, including communicating with employees, applicants, actual and prospective customers, partners and vendors. We do not sell or share personal data.

Our senior management emphasizes privacy and remains in close communication with the Privacy team, which periodically reports on privacy matters to the Audit Committee. Our Chief Privacy Officer and worldwide network of local privacy officers help ensure that we are promptly aware of regulatory changes and implement new policies responsively throughout our enterprise. The Privacy team provides guidance on strategic initiatives in addition to performing tasks such as negotiating privacy-related agreements, fulfilling data subject requests and analyzing proposed processing activities.

Our data privacy program is designed to comply with all applicable privacy laws in the jurisdictions in which we operate, including the General Data Protection Regulation, the California Consumer Privacy Act, HIPAA/HITECH and upcoming local and international laws. We train all employees on privacy annually, with additional training based on employee roles. We publish a transparency report relating to data requests from law enforcement and national security authorities and provide information on the measures we deploy to raise the level of data protection throughout our enterprise. We also prioritize data privacy compliance outside our company with appropriate contractual obligations, diligence and audit guidelines with our vendors and partners.

We do not use personal data for purposes unrelated to those in the privacy notice presented at the time of collection or at the time of the first communication.

We maintain data privacy guidelines for marketing and sales development. These guidelines instruct our marketing and sales personnel in responsible and effective collection and use of business contact and other personal data, including the lawful bases for data collection and processing, sources from which data may and may not be collected, tracking individuals' opt-in and opt-out status and storage and retention policies.

To strengthen our cybersecurity awareness and to protect Informatica from continuously evolving security threats, we offer several resources to build our resilience against security attacks, including newsletters and videos, security challenges and simulations and department-specific training.

We ensure that our marketing and sales personnel are trained annually on data privacy compliance and we received 100% completion for the data privacy training in 2022. We generally implement data privacy compliance policies on a worldwide basis and much of the training focuses on these global policies. For example, personnel are instructed to forward data subject requests to the responsible members of the Legal team, to check opt-in and opt-out status prior to marketing. Informatica also adopts regional approaches to email marketing and telemarketing, where consistent with governing law and our business goals. These regional approaches are outlined in our data privacy compliance training materials for Data Privacy Compliance Inside Sales team.

Program Overview

We understand how critical information security and privacy are to businesses. We implement security and privacy as foundational design principles for Informatica's Intelligent Data Management Cloud (IDMC). IDMC leverages industry best practices for data protection with broad support for global regulatory and compliance requirements, including support for our customers' compliance obligations through a shared responsibility model. IDMC embeds security within the infrastructure stack and throughout the accessing and processing data. This is achieved through our defense-in-depth approach to security.

Leadership in Security and Privacy

The security and privacy of customer data is a critical objective across our business. We have established a Global Security Office overseen by our Chief Information Security Officer, who is under the directive of the Board Audit Committee and reports directly to our Chief Information Officer. We adopt best practices from frameworks such as the National Institute of Standards and Technology (NIST) Cybersecurity Framework and others to manage our information security program to protect Informatica and our customers' data security and privacy. Our top priorities include pursuing broad utilization of security and risk management best practices, together with maintaining compliance and discovering opportunities to improve program efficiency.

Global Approach

Our cloud products are available globally, providing our customers with data residency choices which are often required when customers are subject to data storage and transfer regulations. We provide points of delivery (PODs) in North America (U.S. West, U.S. East, Canada), Europe (Ireland and Germany), the United Kingdom and the Asia Pacific region (Australia, Singapore and Japan).

Informatica has more independent security and privacy certifications than any other cloud data management provider.



Enterprise and Product Security

Three principles govern our information security program to earn and maintain customers' trust:

- 1. Maintain a safe, secure and compliant ecosystem for customer data.**
- 2. Provide Informatica and our customers with a trustworthy environment in which to conduct business.**
- 3. Consistently monitor applicable security controls, attain and renew chosen certifications and maintain regulatory compliance.**

Our information security program focuses on the following areas:

- **Application and infrastructure security to protect core and supporting infrastructure and applications through protective controls.**
- **Identity and access management through onboarding, transfer, termination and regular reviews.**
- **Incident response through a dedicated security operations center (SOC), in-house response capabilities, simulation exercises and security investigation and forensics partnerships.**
- **Information protection by managing data in storage and in transit based on its sensitivity to preserve confidentiality, integrity and availability.**
- **Threat and vulnerability management through continuous monitoring, research and supply chain communication.**
- **Supply chain risk management by appropriate classification, measurement and the treatment and monitoring of supplier ecosystems.**
- **Training and awareness enabled by a dedicated governance, education and standards function.**
- **Business continuity and disaster recovery through plan development, testing and improvement.**

Governance, Risk Management, Compliance and Data Privacy

Protecting our critical assets and information is a shared responsibility between our cybersecurity, risk, compliance and privacy functions in partnership with our valued stakeholders. The security program is designed to uphold data protection requirements and is achieved through a thoughtful, informed approach supported by regular and highly collaborative working sessions. The transparent approach to managing data protection requires an agile, interdisciplinary methodology that spans across:

- **The entire data lifecycle – acquisition, use, storage, retention and disposal.**
- **Internal teams and external partnerships with complementary objectives (product management and engineering, user support, sales and marketing, finance, risk and compliance and security technology vendors).**
- **Multiple control domains (technical, administrative, legal).**

Our Governance, Risk Management, Compliance and Privacy Protection team is responsible for developing, implementing and leading an integrated strategy comprised of disparate and connected processes by evaluating and monitoring business and data protection risks, issues and opportunities with an emphasis on continuous monitoring and process improvement.

We take a holistic approach to identify, prioritize and address data security risks. Our information security strategy supports our business mission and vision by working to identify, prioritize and manage security risks while enabling safe innovation. Operational teams throughout the organization are responsible for identifying and testing for potential risks, including oversight of technical testing by third-party firms. They are also responsible for assessing and managing their risks in accordance with our Data Protection and Business Resiliency Risk Management Policy to provide data protection assurance.

Our security risks are addressed through the application of security controls and associated risk treatment plans and the acceptance and management of residual risks. Oversight and governance of our risk management processes is exercised by the Security Risk Management team. Our security program is audited annually by AICPA-authorized auditors against HIPAA/HITECH, SOC 1, SOC 2 and SOC 3 attestation standards.

Cloud products and our enterprise are also certified to other industry-specific compliance such as GxP and U.K. Cyber Essentials and U.S. Government Federal Risk and Authorization Management Program (FedRAMP) Moderate Level designation.

Visit <https://trust.informatica.com> for the latest list of compliance standards we support.



Philanthropy and Volunteerism

Through our volunteer programs, youth education and philanthropic efforts, we positively impact the communities where we live and work. Everyone is encouraged to share their experiences, talents and other resources with schools, nonprofits and other organizations. We endorse volunteering opportunities to help address local and global challenges such as access to education, housing and food insecurity, environmental restoration and other causes.

We support internship programs to provide college students with practical experience and attract a broader pool of future candidates to Informatica. We also participate in community outreach projects to educate young people on how STEM (science, technology, engineering and mathematics) education leads to rewarding careers, and to encourage more women and underrepresented minorities to enter and succeed in technology careers.

Community Outreach Initiatives

Our commitment to our employees and communities is expressed in our core values to Do Good and Act as One Team. In 2022 our global teams continued to look beyond the individual challenges brought on by COVID-19 and find creative ways to help those in need.

As an example, our cross-functional teams in India came together and organized many grassroots efforts, recognizing that every opportunity is a chance to make a difference:

- **We received a certificate of appreciation from the government of Karnataka, India for the exemplary work that our team demonstrated during COVID-19 Waves 1 and 2, which included donations of oxygen concentrators and cylinders to local hospitals.**
- **Running for Disadvantaged Youth: Teams fund raised for the Tata Consultancy Services (TCS) World 10K Run Bengaluru race and all donations went to three non-government organizations (NGOs) focused on education and empowerment of special needs children. As a result, our India team was recognized as a Corporate Cares Contributor by TCS and India Cares Foundation (ICF).**
- **Enabling Children with Hearing Loss: Our Hyderabad team partnered with NGO Ashray Akruti to provide hearing aids to students and their parents.**
- **During COVID-19 restrictions, children living below the poverty line stopped receiving midday meals in government schools. Our team in Bengaluru donated large appliances needed by the Samarthanam Trust for the Disabled (STFTD) to fill the gap and provide meals for more than 650 children each day.**
- **Employees in India also distributed school supplies to underprivileged children, supported Girls Who Code and shared inspiring professional journeys with more than 3,500 women students on International Women's Day.**

In EMEA, our Dublin team aligns its quarterly awareness, volunteering and donating activities with pillars based on our company values. They are Environment: Do Good – Healthy Planet; Community: Act as One Team – Volunteer; Sustainability: Think Customer First – Interact; and Wellbeing: Aspire and Innovate – Share. Groups they volunteered with include:

- **Alone, which enables older people to age at home.**
- **Aware, which provides free support, education and information services to those impacted by anxiety, depression, bipolar disorder and related mood conditions.**
- **BelongTo, which supports LGBT youth in Ireland.**
- **Dog's Trust, which is Ireland's largest dog welfare charity.**
- **Peter McVerry Trust, which focuses on national housing and homelessness.**
- **Make-a-Wish, which grants the wishes of children with life-threatening medical conditions to provide hope, strength and joy.**
- **Tag Rugby Blitz, which provided aid to Dublin's inner city primary schools.**
- **Dublin Society for the Prevention of Cruelness to Animals (DSPCA).**



Elsewhere, our 2022 community involvement included packing almost 11,000 meals for Ukrainian refugees along with individual outreach.

At the close of every year, we encourage our employees to take a break, celebrate and share some fun in the form of 3 Days of Joy. The three days include many exciting activities and events as well as an opportunity to donate to charity. Last year, Informatica and our employees donated to three charities: No Kid Hungry, the Akshaya Pātra Foundation and Save the Children.



Business Model and Innovation

Business Continuity and Risk Management

Enterprise Risk Management

We have a robust Enterprise Risk Management (ERM) program overseen by our Internal Audit team. The program consists of both annual assessments and ongoing mitigation and monitoring for assurance that we are identifying and evaluating important risks associated with our business operations.

Our ERM program has a defined risk governance structure, starting with our Enterprise Risk Management Committee (ERMC). The ERMC consists of representatives from key business units – including Finance, Sales, Products, Strategy, Legal, Information Technology and Human Resources – and has responsibility for overall program oversight and governance. The Vice President of Internal Audit reports and presents the top risks summary to the Audit Committee of the Board on a quarterly basis.



Our ERM Program Management Office (PMO) is responsible for the daily operation and oversight of the overall ERM program. Risk area subject-matter experts are brought in as required to consult with the ERMC and assist in defining requirements and scope as well as prioritization and design of mitigation plans.

Process owners have primary responsibility for identification, prioritization and mitigation design and deployment for risks associated with their processes.

Business Continuity Program

Our customers rely on our ability to deliver and maintain our products and services with minimal interruption. Our global teams are fully engaged in robust business recovery programs and exercises throughout the year to keep this goal front and center. Our Business Continuity Program (BCP) is organized to respond to and recover from disasters and/or outages with varying impacts including loss of key personnel, loss of a facility, loss of key vendors, loss of IT systems and/or network outage. Our BCP aligns with industry standards such as International Standards Organization (ISO) and National Institute of Standards and Technology (NIST) - designed to address both regulatory and customer contractual requirements while providing best-in-class services.

One of our core activities includes an annual Information Technology Disaster Recovery (ITDR) exercise. Participating teams respond to a specific scenario which includes failover application testing at the designated disaster recovery site, followed by a failback to the original production site. Additionally, the ITDR Team includes the Security Operations Center in its annual drill to recover in-scope systems to strengthen this relationship and process.

The program ensures that business leadership receives regular readouts of program metrics, testing schedules, results and after-action reports - all designed to support an iterative approach that promotes learnings and consistent improvement. Every business unit has an assigned resource to manage both strategic direction and response activities for their business unit with guidance from dedicated Business Continuity staff.

Our Sustainable Solutions

We have initiated internal efforts to identify market opportunities related to climate change and how our products and services might meet future demands. We have identified a potential opportunity to expand our software offerings to meet the growing demand for ESG solutions. We believe that our IDMC, MDM SaaS, data catalog and data governance solutions can help customers define and drive their own ESG initiatives. We are in the process of developing a global ESG opportunity plan to mobilize and deliver across all parts of our organization, including product development, product marketing, Informatica professional services, the Customer Success Management team and our sales organization.

We design our cloud products to positively impact society and the environment. The newest generations of cloud services and infrastructure provide higher levels of energy efficiency and other benefits to communities across the globe. We are committed to enabling and accelerating these advancements by continuously improving our cloud-native products and services to meet our customers' data management challenges.

- **Each of our employees are expected to look for opportunities to enhance the roles that our products and services can play in creating a more sustainable future.**
- **We enable cloud-based data integration, storage and retrieval systems that allow workplace teams to use less energy, paper and other resources by providing more immediate and distributed access to consolidated data.**
- **We offer and continuously improve technologies and applications that can benefit organizations in their compilation and management of data relevant to their own sustainability initiatives, objectives and reporting and for other applications that serve the well-being of the environment and communities worldwide.**
- **We use methods that help minimize the total resources required for computing workloads, including the use of efficient programming and architectures, modern algorithms, data storage techniques and properly sized computing infrastructure, thus reducing the need for higher-powered end-user hardware.**
- **We develop our AI technologies to speed data management and retrieval, including reducing workloads associated with redundant processing, data sets and reports and reducing the maintenance of unused data assets to free consumed resources.**
- **We include the use of renewable energy and other environmentally friendly operations by our public data center providers among the factors that we consider when selecting our partners.**

Informatica's solutions can help customers define and drive their own **ESG initiatives**— with cloud services that provide higher levels of energy efficiency and AI technologies that speed data management and retrieval.



Intellectual Property and Competitive Behavior

We respect intellectual property rights and procure and protect our own intellectual property in a manner that is fair and in conformity with our obligations under law, including restrictions on anticompetitive behavior. We implement these principles by:

- **Providing consistent oversight on matters such as third-party software use and open-source compliance.**
- **Performing legal, security and architecture approval before incorporating open source into our products.**
- **Supporting open-source communities by contributing our own proprietary code where appropriate.**
- **Utilizing our active patent-filing program to disclose our core innovations in data integration, analytics and data protection to the public while helping ensure that our investments in those innovations are protected during the patent period.**
- **Using copyright and trademark registrations to protect only the primary intellectual property and source designations of our products.**
- **Requiring personnel and suppliers to acknowledge annually our respective codes of conduct that emphasize the importance of complying with antitrust laws and avoiding anticompetitive behavior.**
- **Working to succeed in the marketplace through fair and free competition.**



Supply Chain Management

Supplier Sustainability Efforts

As our sustainability efforts continue to develop, we seek to extend our expectations and values to our suppliers. Informatica's Supplier Code of Conduct is posted externally on our website. The Supplier Code of Conduct outlines our fundamental policies and expectations of our suppliers. Within this Supplier Code of Conduct is our expectation that suppliers adhere to sustainable procurement practices and be in full compliance with applicable environmental laws and directives. We encourage our suppliers to seek to recover, recycle, reclaim and reuse resources; minimize waste discharge; and decrease or eliminate any detrimental effects from the waste they do discharge. We also request that they reduce resource and energy use wherever possible.

Highlights of our supplier sustainability program in 2022 include:

- **Increased EcoVadis Sustainable Procurement score 10 points from previous year.**
- **Performed supplier onboarding assessments, which contain sustainability related questions for all vendors that required an information security review.**
- **100% of Procurement Managers completed the Fundamentals of Sustainable Supply Chains training course, which covers social and environmental issues within the supply chain.**

Supplier Diversity Efforts

Our employees, customers and partners come from diverse backgrounds across the globe. We place the same importance on ensuring that our supplier portfolio has diverse representation from historically underrepresented groups. We recognize supplier diversity as an important component of our overall business and now track annual spending for the procurement of goods and services with small businesses and businesses owned by women, minorities, veterans, LGBTQIA+ people and individuals with disabilities. We have a team in place within procurement who manages and supports Informatica's supplier diversity program.

Highlights of our supplier diversity efforts in 2022 include:

- **Implemented internal dashboards to report on and track increases in spending with diverse suppliers.**
- **Performed quarterly Tier II reporting for eight customers in 2022, up from one customer in 2021, which allows our customers to recognize the effect of their spending with diverse suppliers within their supply chain.**
- **Surveyed U.S. suppliers to update diversity status to provide more accurate reporting to our internal and external stakeholders.**
- **As of October 2022, 13% of all procurement-managed spending was made with diverse suppliers, up from 9% in 2019.**



Governance and Leadership

Board Independence and Diversity

The gender diversity of our Board, comprised of 30% women, reflects the value we place on having diverse backgrounds and experiences at every level. In addition, our Board is comprised of 40% independent directors who help bring impartial and objective perspectives to the oversight of the company.

Business Ethics

As a publicly traded company, we are subject to numerous regulations pertaining to corporate disclosure, corporate governance and securities trading. We have a robust set of policies and procedures that guide our employees in meeting legal and customer requirements.

Our cross-functional Corporate Compliance Programs Committee (CCPC) provides oversight for compliance-related activities. The committee reviews and approves global corporate policies and procedures at least annually.

Code of Business Conduct

We conduct business with the highest degree of honesty and ethical behavior. We are committed to one another and to our customers, partners, vendors and security holders – all of whom are integral to our business. We operate with integrity, decency and fair play and we are ethical in our communications, speaking with openness, honesty and courage. We are accountable for our words and actions and strive to build a challenging work environment that rewards teamwork, innovation and success while respecting individuality, as well as diverse lifestyles and workstyles.



These principles are outlined in Informatica's Code of Business Conduct which applies to all Informatica officers, employees and directors and provides some of our fundamental policies on business conduct. It is by no means exhaustive, but summarizes important standards that underlie our business ethics, professional integrity and our foundational values and standards that apply to all Informatica representatives wherever they may be based. In addition, we have adapted our business ethics guidance specifically for partners and suppliers through the Partner Code of Business Conduct and Supplier Code of Business Conduct, to which we expect these third parties to acknowledge and adhere.

Our Legal team is responsible for ensuring that regulatory requirements, as they evolve over time, are understood and managed by the responsible business units. Each business unit incorporates regulatory requirements into applicable policies, procedures and standards and makes those documents, along with our Code of Business Conduct, available to Informatica personnel through our corporate intranet. Managers are responsible for ensuring compliance with the Code of Business Conduct and our policies and work closely with the Legal and Corporate Compliance teams to escalate to senior management specific situations that may require special attention.

All employees at every level are required to complete annual training on Informatica's Code of Business Conduct and several of our key corporate policies and other compliance topics. In addition, all employees are required to attest annually that they understand and agree to adhere to those requirements. Corporate Compliance ensures that all employees complete their annual training and policy acknowledgments by regularly reviewing training and acknowledgment completion data and contacting noncompliant employees and their managers. A hundred percent of our employees completed their annual Code of Conduct training in 2022.

Whistleblower Policy

We value the experiences of our employees and take all employee concerns seriously. We embrace an open-door philosophy and invite our employees to raise concerns to our attention. Employees can escalate their concerns to any member of leadership, Human Resources, Corporate Compliance or through our Ethics Hotline. Employees have the option to report their concerns anonymously through the hotline without fear of retaliation.

We have also adopted a Whistleblower Policy to ensure that all employees of the Company who in good faith believe that they are aware of (1) questionable accounting, internal accounting controls or auditing matters, (2) the reporting of fraudulent financial information, (3) fraud against shareholders, securities fraud, mail or wire fraud, or bank fraud, (4) violations of the rules and regulations of the Securities and Exchange Commission applicable to the Company or (5) known or suspected violations of the Company's Code of Business Conduct, can raise those concerns free from harassment, discrimination or retaliation. The Policy applies to Informatica directors, officers, employees, consultants, contractors, agents or other service providers (for example, auditors or attorneys) in any location.



Stakeholder Engagement and Government Relations

We actively and appropriately engage with our stakeholders. At Informatica, we are committed to one another and to our customers, partners, vendors and investors — all of whom are integral to our business. Each employee is expected to deal fairly with the Company's customers, fellow employees, service providers, suppliers, competitors and business partners.

We require approval from the Chief Legal Officer or Chief Financial Officer for any funds or assets used for, or contributed to, political campaigns or political purposes. This includes any contributions made directly or through intermediaries (such as political action committees, non-profit advocacy organizations or industry associations) anywhere in the world. We did not make any such contributions in 2022.

Our Code of Business Conduct and Anti-Corruption Compliance Policy and Guidelines help employees understand the complex rules and regulations that apply to offering gifts to government employees, officials and representatives of the United States and foreign governments. We provide employees with guidance about under what circumstances gifts, travel and entertainment may be appropriate through the Code and policy, as well as through annual training and routine awareness programs. In addition, employees have easy access to the Corporate Compliance team, who answers questions about proposed business interactions and provides guidance about proper interaction with government and non-government customers and other third parties.

Lobbying activities are similarly highly regulated and therefore scrutinized at Informatica. To the extent we engage third-party representatives for government relations work, they are not paid contingent fees, nor do they participate in commission, referral fee or other incentive programs on any transaction involving a public sector end user or customer (including public higher education, healthcare, tax and/or utilities). Employees are responsible for understanding when their activities may be legally considered lobbying in a particular jurisdiction. We did not engage any lobbyists for any particular political issue or pending legislation in any jurisdiction in 2022. We are a member of BSA/The Software Alliance, a trade association and policy advocate for the global software industry. Our Chief Legal Officer served on the group's Board in 2022.



Appendix 1 - Sustainability Disclosures and Assessments

EcoVadis Highlights Summary

For the past seven years, we have participated in the EcoVadis third-party sustainability assessment, which measures our performance in four major areas: environment, ethics, labor and human rights and sustainable procurement. Our overall score has increased each year based on our accomplishments in each of the individual areas. Our scores in each of these areas are above average for all other software providers they assess. In 2022 we received a corporate social responsibility (CSR) rating of 51, which is in the bronze category, showing our commitment to protecting the environment and people through our business practices. Highlights of our assessment results can be found on our [website](#).

CDP Report Summary

In 2022, we submitted our first formal response to CDP, a global non-profit that runs an environmental disclosure system for companies, cities, states and regions. Our response was for FY2021, and set that year as the baseline for our Scope 1 and Scope 2 emissions reporting for those office spaces for which data was available. As an IT software and services company we monitor and evaluate ways to mitigate potential climate-related risks.

We have initiated internal efforts to quantify the market opportunities related to climate change and how our products and services might meet those future demands. Our CDP submission included a high-level summary of potential opportunities to expand our software offerings to meet the growing demand for ESG solutions. We believe that our IDMC platform comprising MDM SaaS, data catalog, and data governance solutions, can help customers define and drive their ESG initiatives. We are developing our global ESG opportunity plan to mobilize and deliver across all parts of our organization, including product development, product marketing, Informatica professional services, the Customer Success Management team and our sales organization.

Appendix 2 - SASB Index: Software and IT Services

We have elected to report under the SASB: Software and IT Services Standard. SASB connects businesses and shareholders on the financial impacts of sustainability. We do not currently disclose all metrics included in the standard for our sector, but we intend to continue to evaluate them in the future. All data is for the fiscal year ending December 31, 2022, and for Informatica Inc. and its subsidiaries, except where otherwise noted.

SASB Topic	Accounting Metric	Item Code	Response	Page # or URL
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed	TC-SI-130a.1	(1) 9,067 total energy consumed (GJ)	Page 22
	(2) Percentage grid electricity		(2) 77% of grid electricity	
	(3) Percentage renewable		(3) 77% renewable	
	(1) Total water withdrawn (2) Total water consumed (3) Percentage of each in regions with high or extremely high baseline water stress	TC-SI-130a.2	We do not track any water-related metrics as it is not considered a priority sustainability topic for our business.	NA
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	The information technology team is responsible for ensuring that we efficiently manage energy consumption in our leased data centers. We evaluate our data center vendors for proper limiting of loss — either to getting power to or cooling our equipment. This includes hot and cold aisle separation, efficient cooling systems and consistent monitoring of hot spots through infrared scanning. Vendors that have ISO 14001 certification are given preference.	Page 22
Data Privacy and Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Please see the Data Privacy and Protection area provided in the report.	https://www.informatica.com/privacy-policy.html

SASB Topic	Accounting Metric	Item Code	Response	Page # or URL
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	Informatica does not use personal data for purposes unrelated to those in the privacy notice presented at the time of collection or at the time of the first communication.	NA
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	We were not a party to any legal proceedings related to user privacy issues in 2022.	NA
	(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Percentage resulting in disclosure	TC-SI-220a.4	We did not receive any requests for user information from any law enforcement agency in 2022.	NA
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	TC-SI-220a.5	<p>Generally, without a license, Informatica may not provide access to its software (including any download of non-public documentation), provide its services, or export when it knows that its software or services are intended for access from or transmission, shipment, or other provision to any of the following prohibited countries: Cuba, Iran, Syria, North Korea and Region of Crimea.</p> <p>In addition to the prohibited countries subject to general embargoes, there are several other countries or regions for which there are lesser sanctions in place that are administered by the U.S. Department of Commerce's Bureau of Industry and Security (BIS), OFAC, or both, as follows:</p>	A complete and up-to-date list of prohibited countries and other sanctions programs can be found here: https://www.treasury.gov/resource-center/sanctions/Programs/Pages/Programs.aspx

SASB Topic	Accounting Metric	Item Code	Response	Page # or URL
			Afghanistan, The Balkans (all countries included), Belarus, Burma (Myanmar), Central African Republic, China (specific entities and Chinese Military Companies), Democratic Republic of the Congo, Ethiopia, Hong Kong, Iraq, Lebanon, Libya, Mali, Nicaragua, Russia, Somalia, South Sudan, Sudan and Darfur, certain regions of Ukraine, Venezuela, Yemen and Zimbabwe.	
Data Security	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of users affected	TC-SI-230a.1	We did not experience any data breaches, including those that might include PII in 2022.	Page 29
	Description of approach to identifying and addressing data security risks, including use of third party cybersecurity standards	TC-SI-230a.2	Please see the Data Privacy and Protection area provided in the report.	
Recruiting and Managing a Global, Diverse and Skilled Workforce	Percentage of employees who are: (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Our headcount as of December 31, 2022 was 6,094: • 8.5% of employees are foreign nationals • 77% of employees are located offshore	Page 11
	Employee engagement as a percentage	TC-SI-330a.2	Our 2022 engagement score was 78%, 5% above the tech benchmark of 73%. See Employee Engagement section for details.	Page 9

SASB Topic	Accounting Metric	Item Code	Response	Page # or URL
	Percentage of gender and racial/ethnic group representation for management, technical staff and all other employees	TC-SI-330a.3	See Invest in Our People Section	Page 11
Intellectual Property Protection and Competitive	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	We did not experience any monetary losses as a result of legal proceedings in this area in 2022.	Page 35
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues (2) service disruptions (3) total customer downtime	TC-SI-550a.1	In 2022, our cloud products were available for customers > 99.5% of the time. See chart on following page for full details by product and region/data center.	Additional information can be found on the Informatica Intelligent Cloud Services Status
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	See Business Continuity section for details.	Page 32



Informatica™

About Us

Informatica (NYSE: INFA) brings data to life by empowering businesses to realize the transformative power of their most critical assets. When properly unlocked, data becomes a living and trusted resource that is democratized across the organization, turning chaos into clarity. Through the Informatica Intelligent Data Management Cloud™, companies are driving bigger ideas, creating improved processes and reducing costs. Powered by CLAIRE®, our AI engine, it's the only cloud dedicated to managing data of any type, pattern, complexity or workload across any location — all on a single platform, with a simple and flexible consumption-based pricing model.

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