



Corporate social responsibility and sustainability

Powering a resilient, thriving world



Cybersecurity doesn't exist in a vacuum

As a global organization, we do more than develop security solutions—we examine everything about how we operate to ensure we're sustainable, responsible, and ethical. Our goal is simple: We want nothing more than to contribute to the greater good of society.

Corporate social responsibility is becoming standard in our industry, which we find heartening. We want to take a step beyond sharing our values to truly taking action and upholding those values in everyday operations. At Trellix, we're achieving the goal by focusing on four pillars: Purpose, People, Practices, and Planet.

We're excited to share more about what it means to us in the following chapters.

Trellix CSR pillars

Purpose

People

Practices

Planet

// Cybersecurity is about protecting what matters most—from our people and our information to power grids and water systems. As a result, social responsibility is foundational to our work and our commitment to sustainable business."

—Bryan Palma, CEO, Trellix



Purpose

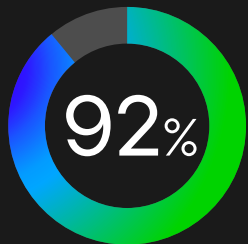
We act with meaning and intention

Our purpose is to create a resilient digital world. To deliver on this, we're focusing our efforts on solving the cybersecurity talent crisis, building a diverse talent pipeline, and creating one of the industry's strongest threat intelligence research groups to better inform and protect our digital lives.

Supporting soulful work

Cybersecurity is meaningful work because it's all about protecting people. We believe our work is deeply honorable and want to champion cybersecurity professionals, whether they work at Trellix or elsewhere.

Our soulful work campaign supports a global, industry-wide effort to address the growing cybersecurity talent gap while providing recommendations for building a larger, stronger, more diverse cybersecurity workforce. Visit soulfulwork.com to learn how you can help.



of security professionals agree that cybersecurity is purposeful, soulful work that motivates them¹

// All of us have a responsibility to leave the world a better place than how we found it."

—Jesse Netz, Principal Engineer, Trellix

Sharing intelligence for the greater good

As technology becomes entwined with our most basic human activities, the impact of cyberattacks is larger than ever. When we empower organizations to protect themselves—with threat intelligence, expertise, and technology—we become a partner toward greater global equity and a more sustainable future.

To that end, we see research as essential to our purpose at Trellix. Our research organization, the [Trellix Advanced Research Center](#), has one of the industry's most comprehensive charters and is purpose-built to deliver insights to our customers and the industry at large. We do this through:

- **Collecting, producing, and leveraging leading threat intelligence** to empower our customers and the industry to stay ahead of emerging threats
- **Innovating continually** to deliver agile technologies that adapt and respond to rapidly changing attacks
- **Addressing the cybersecurity employee deficit** by recruiting and training previously untapped talent
- **Collaborating with law enforcement and governments** to decrease customer risks and increase attacker repercussions
- **Serving as the cybersecurity experts** that SecOps professionals turn to in times of complexity or duress





To date, No More Ransom has helped more than **6 million victims** free their systems of ransomware, **saving them nearly \$1 billion²**

2. Unhacked: 121 tools against ransomware on a single website, Europol, July 2021

The Trellix Advanced Research Center is made up of elite intelligence analysts who bring a passion for protecting people. This team is shaping our industry through their insights and work on:

Adversarial intelligence

Understanding what data an attacker is after is key to creating strong risk prevention strategies. Our team leverages known and new techniques to study the world's most nefarious cyber actors and to understand how and why they engage in cyberattacks.

Cyberwarfare deep expertise

We track and monitor adversarial actors, cybercriminal groups, and vigilante groups globally. Trellix has historically had a significant customer base in Ukraine, and when cyberattacks targeting the country intensified, we coordinated closely with government and industry partners to provide greater visibility into the evolving threat landscape.

Industry action

Our team helped found [No More Ransom](#), a partnership of law enforcement and cybersecurity organizations joining forces to stop ransomware. Trellix contributes to the MITRE ATT&CK Framework to drive industry uniformity in classifying and describing attacker tactics, techniques, and procedures.

People

We celebrate and support all employees

Without our employees, our mission is just words. Our people are Trellix. We want our employees to bring their best selves to work—to collaborate, invent, challenge the status quo and engage in thoughtful discourse about the industry. And, most importantly, cultivate rich lives outside of work.

As a cybersecurity company looking to redefine the industry's future, we are focused on nurturing a purpose-driven workforce and curating an authentic, diverse culture. We do this through evaluating our own diversity, including on our executive leadership team, and developing strategies to increase equity and employee engagement across our business.

Diversity, equity, and inclusion

At Trellix, we celebrate and advance diversity efforts in many forms through our diversity, equity, and inclusion (DE&I) initiatives. It is not difficult to imagine how legal, finance, and incident response teams would all benefit from a multitude of perspectives. We're committed to working hard to anchor DE&I into our culture—not only because it will result in the best possible workforce, but also because we believe in the principles for their own sake.

In fact, we recently partnered with Vanson Bourne, a global market research firm, to survey 1,000 professionals to better understand today's cybersecurity workforce.

Today's cybersecurity workforce³



78%
male



64%
white



89%
straight

3. Trellix Cybersecurity Skills Research, Vanson Bourne, May 2022

We're taking concrete steps to increase diversity within the industry

HACE-Trellix Cybersecurity Accelerator Program

Trellix partnered with the Hispanic Alliance for Career Enhancement (HACE) to expand opportunities for Latino and Hispanic candidates in the cybersecurity industry. HACE will source candidates from its network of 85,000 members and provide soft skills training while Trellix creates curriculum and provides cybersecurity education. Program graduates will be given priority consideration for full-time roles at Trellix.

HBCU Career Program

Trellix joined the Historic Black Colleges and Universities (HBCU) Career Program to help with networking, mentoring, and recruitment. The program equips students to navigate the search process for positions in security, privacy, and risk. It helps build a pipeline of Black professionals to fill the cyber workforce gap and will open new pathways for those seeking purposeful careers.

Partnership with Gotara

Trellix invested in Gotara, a global career growth platform for women in STEM+. The organization provides confidential, personalized mentoring from STEM+ leaders to support women in their careers. We offer the program to women at Trellix with the goal of helping them thrive with us and in our industry.

Supporting a student pipeline

Trellix hosts undergraduate and graduate students from several colleges, including Duke University, Shenandoah University, St. John's University, and the University of Nevada, Las Vegas. We provide hands-on training, networking and professional development opportunities, and free eLearning to support skill development early in their careers.

// Partnering with organizations like HACE is just the beginning of investments we plan to make to expand and enrich the cybersecurity workforce."

—Michael Alicea, Chief Human Resources Officer, Trellix



As a part of our global diversity strategy, we focus our DE&I efforts on:

Education

Diversity training provides knowledge, skills, and tools to strengthen our ability to respect and leverage diversity to produce better results. Trellix is committed to required training to improve awareness and change behaviors.

Hiring practices

We aim to recruit a diverse slate of candidates to present to the hiring manager for every job opening. Our talent acquisition team is trained and focused on hiring practices to further enhance our reach and ability to attract and retain diverse talent.

Strategic partnerships

To fuel our talent pool, we must educate the cybersecurity talent of tomorrow by forging industry and academic partnerships. By building strong partnerships with universities known for developing diverse graduates, we can better target and build our future candidate pipeline.

Alignment to company goals

Diversity targets are built into our company goals. Our annual bonus payout is, in part, dependent on the company's ability to meet its diversity targets, among other important factors. This means every Trellix employee has a vested interest in driving diversity.



Our voluntary, employee-led resource groups (ERGs) play an important role in defining our culture by bringing our people together to create a sense of belonging for all. The groups include:



Black Heritage

Voice



Hispanic Heritage

Voice



Pride

Voice



Women's

Voice



Veterans

Voice



Abilities

Voice

Practices

We put integrity into action every day

We are committed to conducting business with the highest degree of honesty and integrity wherever we operate. As we dedicate ourselves to keeping the world safe from cyberthreats, we pledge to do so in an ethical manner that upholds our [Code of Conduct](#).

At Trellix, we honor our customers' and teams' needs. We demonstrate our integrity in every interaction—both internally and externally—with everyone we work with, including:

- Employees and colleagues
- Customers and partners
- Contractors and consultants
- Suppliers and distributors

We avoid situations where conflicts of interest can interfere, or appear to interfere, with our ability to make sound business decisions that support Trellix goals, principles, and policies.

We adhere to compliance requirements as our standard operating procedure. We uphold the applicable laws and regulations of the countries where we do business, including following guidelines to ensure the safety and lawful collection and use of the personal data that is entrusted to us.

Our Code of Conduct guides us to:

- Be open and act with integrity and ethically in all our business dealings
- Treat all people with fairness and respect
- Offer a place to work where there is equal opportunity for everyone to succeed and have fun
- Enable people to be tenacious and their authentic selves
- Foster and celebrate diversity
- Spark curiosity, innovation, and creativity
- Speak up when we have concerns
- Be collaborative, inclusive of a variety of perspectives, aware of our own biases, and receptive to feedback

Maintaining customer trust

We believe information privacy and data protection are critical elements of corporate responsibility for every organization. As cybersecurity requirements evolve in response to changes in the threat environment, digital transformation, and other factors, we strive to follow the same cybersecurity best practices we recommend to customers in our consulting engagements.



// Customer trust is foundational at Trellix. We cannot protect our customers and achieve our mission without a deep commitment to information security and data privacy ourselves."

—Tara Flanagan, Chief Legal Officer, Trellix



Supplier expectations

Trellix expects every link in our supply chain, both inbound and outbound, to adopt and follow industry best practices for supply chain risk management (SCRM). Links in our supply chain that fail to achieve acceptable SCRM levels are removed from our vendor list. We expect every link in our supply chain to:

- Maintain records of incoming and outgoing materials in a way that enables it to produce credible evidence of where a batch came from, was consumed, and was shipped
- Establish a supply chain data access policy that clearly states requirements and conditions for disclosure of batch and unit shipment data

Planet

We improve the world we all share

Trellix is committed to sustainable business practices for our people and for the environment. This responsibility extends from our internal operations to our diverse ecosystem of partners and our customers. We believe every individual can make a difference and even small changes can have a big impact.

In consideration of our responsibility in the global fight against climate change and other negative environmental impact, Trellix is committed to the following action guidelines:

- Strive to promote resource and energy savings in all aspects of business activities
- Aim to promote purchases and sales of products in line with environmental conservation
- Understand environmental risks and reduce such risks in society in general

// Our solutions help our customers stay secure and sustainable, so it's important our products are also sourced in a sustainable way."

—Aparna Rayasam, Chief Product Officer, Trellix

Reducing our environmental footprint

Trellix solutions

We are committed to reducing the environmental impact of our offerings by increasing efficiency and scalability with cloud-based solutions. Most of our products are delivered electronically, eliminating the need for packaging. Our shipping materials are reused until they eventually get recycled. We have a company-wide program to recycle consumables, reduce waste, and practice energy reduction wherever possible.

IT practices

The Trellix data center team constantly reviews practices from our suppliers and vendors and makes decisions to grow or shrink compute resources based on several factors, including energy efficiency. We host most of our cloud-native solutions on Amazon Web Services (AWS). This allows us to scale the capacity of our threat detection and analysis solutions to meet our commitments to customers without increases in property, plant, and equipment.

Facilities

Our commitment to sustainability through innovation extends to our workplaces. We have several initiatives underway, including:

LEED certifications

The buildings that house our offices in Reston, Virginia, Plano, Texas and San Jose, California, are LEED certified and we are currently evaluating LEED and Energy Star certifications for our Milpitas, California, and global facilities.

Energy consumption

We are evaluating our energy use and sources worldwide to identify new opportunities to conserve energy, access sustainable energy sources, and reduce our carbon emissions.

Flexible use workspaces

Based on employee responses to our COVID-19 surveys, we are planning for a more flexible, hybrid model of workplace design as we return to the office. With more shared workspaces and fewer assigned offices, we expect to reduce the square footage of our facilities, decrease commute times for our employees, and reduce total carbon emissions.

Everyday environmental awareness

We conserve water through flow regulators and automatic faucets in our break rooms and lavatories, and reduce electricity use with motion sensors. We encourage employees to participate in our sustainability efforts, including programs to reduce the use of disposable plastic water bottles, and promote recycling and composting to divert waste from landfills.

United Nations Sustainable Development Goals (SDGs)

We actively support the United Nations Sustainable Development Goals (SDGs), which offer a blueprint for a future of sustainable, inclusive human development. While our mission to keep the world safe enables us to advance many of the SDGs, we've narrowed our social responsibility efforts to focus on four goals that align to our competencies and expertise. These include quality education (SDG4), gender equality (SDG5), reduced inequalities (SDG10), and climate action (SDG13).



We learn and adapt every day in our cybersecurity work. Likewise, our approach to corporate social responsibility will keep evolving.

In the days ahead, we'll increase our commitment to making the world a better place, doubling down on our existing efforts.

Purpose: We'll spread our soulful work message far and wide and deliver market-leading intelligence to the people who need it most through our recently revamped Trellix Advanced Research Center.

People: We'll seek to partner with more organizations focused on creating workplace diversity and develop new, outside-the-box initiatives for attracting fresh talent to our industry.

We believe it's vital for everyone to do their part to make a difference in the world, and even small changes can have big impacts. This is just a glimpse of what we're doing at Trellix, and we're grateful you're here on this journey with us.

Practices: We'll adopt leading security measures to always safeguard customer trust and update our Code of Conduct as needed to make sure it reflects current standards and meets employee needs.

Planet: We'll further reduce our environmental footprint in our solutions, IT practices, and facilities, and find innovative ways to decrease waste and energy consumption.



About Trellix

Trellix is a global company redefining the future of cybersecurity and soulful work. The company's open and native extended detection and response (XDR) platform helps organizations confronted by today's most advanced threats gain confidence in the protection and resilience of their operations. Trellix, along with an extensive partner ecosystem, accelerates technology innovation through machine learning and automation to empower over 40,000 business and government customers with living security. More at [trellix.com](https://www.trellix.com).

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