

ESG

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At Akeyless, ESG (Environmental, Social, and Governance) is an integral part of how we operate and grow as a company. As a global innovator in identity security, we recognize that trust is built not only through our technology, but also through the way we conduct our business, support our people, and contribute to society and the environment.

Our governance framework is grounded in strong ethical standards, transparency, and accountability. Guided by our Code of Business Conduct and Workplace Inclusion Policy, we ensure compliance with applicable laws and regulations while fostering a culture of integrity and responsibility across the organization. We also maintain robust systems for confidential and anonymous reporting of any concerns.

On the social front, we are committed to cultivating a diverse, equitable, and inclusive workplace where every employee feels respected, supported, and empowered. Our structured hiring and promotion practices are designed to minimize bias, and ensure fair and consistent opportunities for all employees. We uphold equal pay for equal work, offer flexible work models to support work-life balance, and invest in leadership and professional development programs that emphasize inclusive management and diverse perspectives.

Employee well-being is a core priority. We offer comprehensive health and wellness initiatives, including health insurance, gym memberships, and wellness education, alongside generous family and parental leave policies that go beyond legal requirements. We also enforce a zero-tolerance approach to discrimination and harassment, reinforced by mandatory training and clear, confidential reporting mechanisms.

In our efforts to promote environmental sustainability, we actively measure and monitor our scope 1 and scope 2 emissions. To further demonstrate our commitment, we have adopted a Science Based Target (SBTi) to maintain zero scope 1 emissions through 2030 and to reduce our absolute scope 2 emissions by 42% by 2030 (2024 base year).

At Akeyless, we believe that a strong ESG foundation not only strengthens our company culture but also enhances the trust we build with our customers, partners, and stakeholders. By aligning our values with our business practices, we aim to create long-term, sustainable impact.

We invite you to learn more about our commitment to ESG by exploring our policies and guiding principles below:

[Code of Business Conduct and Ethical Policy](#)

[Workplace Inclusion Policy and Guiding Principles](#)

[SBTi Approval Letter](#)