

Environmental, Social & Governance Policy

We are a leading provider of simple, powerful, and secure IT management software built to enable organizations to accelerate their digital transformation. While our core competency is end-to-end hybrid IT observability and performance management, ultimately our business is about serving our stakeholders, and our team leads a focused effort to integrate sustainability and corporate social responsibility into SolarWinds' day-to-day operations. This environmental, social and governance (ESG) policy sets forth the principles that guide how we do business and addresses the issues that matter most.

Our mission is to help customers accelerate their digital transformations with simple, powerful, and secure solutions designed for today's hybrid IT and multi-cloud environments. We endeavor to be a people-first company, serving and supporting all our customers and communities, and valuing all our employees. As part of this overall mission, we focus on integrating our CARE Values (collaboration, accountability, readiness, and empathy) into how we conduct business. At SolarWinds, we believe our behaviors drive outcomes, and we strive to promote an employee culture based on respect, integrity, commitment, and humility.

Our executive leadership team and our board of directors recognize the importance of these responsibilities, and we have established an internal cross-functional working group tasked with driving additional progress in initiatives that promote sustainability. We believe in focusing our efforts on where we can have the most impact. Against this backdrop, we have determined that our ESG areas of focus include: (1) Environmental Responsibility, (2) Social Impact, and (3) Governance.



Environmental Responsibility

We embed the principles of advancing sustainability into our practices through green investments and long-term implementation of new technologies. We are devoted to operating our business in a sustainable manner and have undertaken a number of initiatives designed to reduce our impact on the environment and to promote environmentally-friendly projects. With a view to increasing efficiency and reducing waste, we are continuing to digitize manual back-office functions. We have increased the use of e-records and e-signing technology resulting in paper waste and carbon emissions reduction; continue to prioritize sustainability in our business by migrating technology infrastructure to cloud-based environments, which reduce our energy usage and carbon footprint; and encourage environmentally friendly work practices by supporting the recycling of plastic, glass and paper. In Ireland, we have aligned to the Deposit Return Scheme to improve plastic and aluminum recycling rates. In Austin, employees have access to multiple composting and recycling bins, and we provide compostable cups, washable mugs, and washable water bottles while we also work with our catering partners to limit food waste. SolarWinds Sustainability Culture Connectors is a community of Solarians centered around spreading eco-friendly learning, awareness, and best practices that can be implemented in our way of living in the office and at home.

We continuously monitor and improve the operational and environmental performance of our properties including our headquarters. We engage qualified energy professionals to conduct regular third-party inspections and provide utility and financial savings information to relevant decision makers. We are also continuously researching and designing innovative ways to boost efficiency, such as utilizing high-efficiency electrical equipment, including LED and motion detector lighting, alternative energy sources, and high-efficiency HVAC units. Additionally, water management is a priority for SolarWinds, since water is becoming a scarce resource in many locations around the globe. Beyond compliance with local water laws and regulations, our offices have demonstrated a commitment to water efficiency and conservation by utilizing hands-free faucets, toilets and water fill stations to limit water usage, among other methods. In addition, our headquarters utilizes a water harvesting system (rainwater and HVAC condensate) in order to provide 10% of the total chiller water use and 100% total irrigation use.

We believe that our focus on environmental sustainability, with the objective of reducing costs and improving sustainability of our operations, will provide a strategic benefit to SolarWinds. Furthermore, we recognize that climate change is a growing risk for our planet, and we are committed to doing our part to mitigate this risk by placing increased focus and emphasis on environmental consciousness.



Social Impact

We believe in upholding the principle of human rights, worker safety, and observing fair labor practices within our organization and within our supply chain. We are committed to ensuring wellness and embracing diversity and inclusion throughout the organization. Our social initiatives are focused on a people-first model.

We continue to transform and modernize our culture and talent management by implementing human capital management (HCM) reporting and practices. We believe these initiatives empower our leaders to effectively recruit top talent and optimize team performance. Our talent management framework is designed to be equitable and transparent, encompassing clear standards for goal-setting, impartial performance evaluations with succession planning and robust learning and development opportunities. Our objective is to establish a talent management process that is not only fair but also rooted in objectivity, ensuring equal opportunities for all individuals within our organization. We are committed to pay parity and regularly evaluate and refine our compensation model to promote fairness and inclusivity across all sectors of our business. To uphold this commitment, we conduct annual pay equity analyses by an independent, third-party vendor.

We believe the wellness and development of our employees is paramount, and SolarWinds' success is fundamentally connected with the well-being of our team members. Additionally, the health and well-being of our employees is our top priority and in recognition of this, we aim to provide a robust health and wellness package. We continually evolve our health and welfare benefits plans to remain competitive and to meet the needs of our workforce to include health and medical insurance, paid vacation, sick leave, bereavement leave, maternity leave, as well as education reimbursement. We support the wellness of all colleagues through various programs, including online health engagement.

We have adopted a corporate social responsibility policy in India in compliance with our core values and local regulations, which is focused on community development through various initiatives in the best interests of marginalized populations. Since its adoption, we have pursued programs to help improve the lives of visually impaired individuals, provide housing for the homeless and provide financial and other support to the visually impaired, foster children, transgender individuals and terminally ill patients. We will continue to evaluate other opportunities to support the community.

At SolarWinds, Inclusion and Belonging are core to our CARE values and central to our purpose of enriching lives through diverse experiences and perspectives. We are committed to building a culture where every Solarian feels respected, valued, and included. As a global company, we embrace regional diversity, identities, and cultures—ensuring all Solarians feel welcomed and supported. We are committed to providing equal employment opportunities for training, compensation, transfer, promotion, and other aspects of employment for all qualified applicants and employees without regard to sex, race, color, religion, national origin, age, disability, sexual orientation, or veteran status.

Our six employee-led Communities (Women, People with Disabilities, Veteran, Pride (LGBTQIA+), Early Career Professionals, People of Color) create safe spaces for underrepresented groups and their allies, amplifying voices, fostering connection, and building a strong sense of belonging. These groups serve as platforms for support, networking, and shared learning across our global workforce.

We take a systems-driven approach to equity by embedding fairness and objectivity across our hiring, performance management, career growth, feedback, learning and pay parity. Through ongoing education and awareness sessions, we actively address bias and discrimination – ensuring that everyone is treated fairly and feels a sense of belonging. Inclusion is foundational to how we lead, collaborate, and succeed together.

With our SolarWinds Giving program, we further contribute to advancing the SolarWinds purpose of enriching the community by giving back to our communities for sustained growth and enhancing the lives of all involved. We provide our Solarians with two SolarService days each year to volunteer their time to causes and communities they care about, reward Solarians for volunteering with our Dollars for Doers program, and match Solarians' donations. We are focused on making a positive impact with causes that support education, diversity, and health through SolarWinds' grants, partnerships, sponsorships, and local community development.



ESG Governance

Our board of directors and senior leadership actively support and promote sound corporate governance and risk management across SolarWinds. This culture of accountability, integrity, and transparency affirms our unwavering commitment to building sustainable value. We have a long history of excellence in corporate governance and compliance practices, including an emphasis on accountability and authenticity in-line with our CARE values. Key ESG governance priorities include integrating ESG matters into overall governance structure and enterprise risk management; advancing cybersecurity and risk management frameworks; and proactively engaging stakeholders.

Our [Code of Conduct](#) is designed to ensure that our directors, officers, and employees comply with applicable rules and regulations. Our [Supplier Code of Conduct](#) promotes the fair and ethical treatment of suppliers, contractors, independent consultants, and other parties that SolarWinds works with through a set of guidelines focusing on social impact, equal opportunity, protection of the environment and proprietary information, and requires the protection of human rights.

Our internal cybersecurity risk management team, headed by our Chief Information Security Officer, oversees compliance with applicable laws and regulations and coordinates with subject matter experts throughout the business to identify, monitor, and mitigate risk including information security risk management and cyber defense programs. These teams maintain rigorous testing programs and regularly provide updates to our leadership. We have a robust Information Security program that incorporates multiple layers of physical, technical, and administrative controls. We leverage the latest security configurations and technologies on our systems, devices, and third-party connections, and further vet third-party vendors' security capabilities and controls, as required, through the organization's vendor management process.

We routinely engage with our stakeholders to better understand their views on ESG matters.