

Proofpoint Holdings, Inc. ESG Policy

As adopted by the Board of Directors
on July 23, 2025



PURPOSE

The board of directors (the “Board”) of Proofpoint Holdings, Inc. and its subsidiaries (collectively, Proofpoint the “Company”, “we”, “our” or “us”), on behalf of the Company, believes that business-relevant Environmental Social and Governance (ESG) factors play an important role in the success of our business, from both an opportunity and a risk-mitigation perspective. This policy (the “ESG Policy”) provides a broad framework for our approach to evaluating and managing ESG risks and opportunities relevant to our business, consistent with and subject to applicable law.

SCOPE

This ESG Policy applies to how we evaluate and engage with all aspects of our Company’s operations, including our employees, suppliers and contractors. All Company employees are expected to contribute to the effective implementation of this ESG Policy.

GUIDING POLICY

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Data Privacy and Security: We create a secure environment that protects our customers’ privacy and complies with applicable laws and regulations. In accomplish this, we have adopted Security Policies.

Responsible Use of Artificial Intelligence: We promote and ensure responsible use of artificial intelligence and machine learning (“AI/ML”) where relevant to our business, in compliance with applicable law. Accordingly, we have adopted Acceptable Use Policy for Generative AI – Enterprise and Responsible AI Guidelines.

Employee Engagement and Wellness: The Company promotes employee engagement and wellness by supporting initiatives conducive to maintaining a positive and productive workforce, providing training and resources to help employees reach their potential, and providing a wide range of benefits to cover employee time off, health care, parental leave, retirement savings, disability insurance and other benefit needs, and periodically reviewing and updating our benefits offering as necessary.

Human Capital: The Company is committed to cultivating an inclusive culture where employees of all backgrounds and experiences are offered equal opportunities. We welcome and support employees without regard to age, race, ethnicity, color, sex (including sexual orientation and gender identity), national origin, native language, religion, political affiliation, socio-economic status, veteran status, family and marital status, disability, viewpoint, and other characteristics.

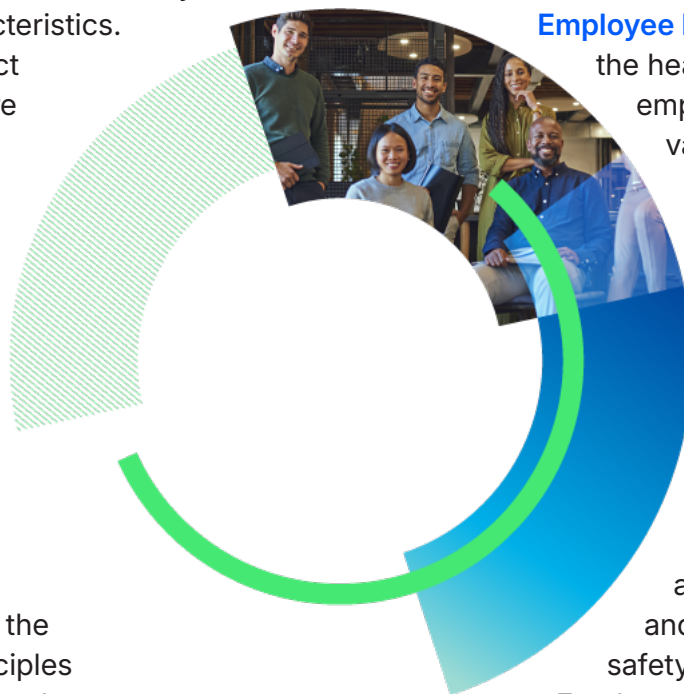
Our company policies reflect this commitment and require compliance with all applicable laws prohibiting discrimination in hiring and employment practices including in determining salary, benefits, advancement, discipline, termination or retirement.

Business Integrity:

The successful business operation and reputation of the Company is built upon principles of fair dealing and ethical conduct. The Company and its policies promote compliance with all applicable governmental laws, rules and regulations. We aim for the highest ethical standards in the conduct of our business; therefore, the integrity of each employee, officer and director is of great importance. The Company has adopted Policies Related to Ethics and Compliance (the "Code") and encourages reporting and investigation of violations of the Code. The Company also maintains an Anti-Corruption and Anti-Bribery Policy, which details the prohibitions and requirements for dealing with government officials. We use our Supplier Code of Conduct to share our ethical standards with our business partners.

Environmental Management, Climate Change and Sustainability: The Company seeks to manage environmental risks that are material to our business and prioritizes sustainable business practices and opportunities where practicable.

These are accomplished by promoting efficient use and management of resources (including energy and water) and biodiversity. The Company provides appropriate training and resources to employees in furtherance of these priorities. In addition, the Company reports in alignment with the recommendations of the ESG Executive Committee on Climate-related Financial Disclosures.



Employee Health and Safety: We view the health and safety of all our employees as a fundamental value and are focused on protecting the health and safety of individuals affected by our activities, including our employees, contractors, and the public. We have written occupational health and safety programs, seek to continuously improve our occupational health and safety training program and also maintain health and safety related policies in our Employee Handbooks, Supplier Code of Conduct and other similar codes of conduct.

Human Rights and Supply Chain: We actively prevent human and labor rights violations and promote human rights due diligence among our suppliers to help mitigate these risks in our supply chain, as reflected in our Supplier Code of Conduct. We condemn any use of forced labor or violence against workers, child labor, discrimination and harassment.

Community Engagement: The Company supports the communities in which we operate, including through corporate giving and employee giving and volunteerism. Our efforts in this regard are particularly focused on building a resilient workforce, resilient community networks and resilient ecological networks.

OVERSIGHT AND RESPONSIBILITIES

The Company's ESG Executive Committee is responsible for reviewing this ESG Policy every year and amending, supplementing or otherwise modifying this ESG Policy as it deems appropriate, including in response to changes in industry demands and regulations. As appropriate, the ESG Executive Committee may seek input and approval from the Board and other resources for purposes of the foregoing.

The Company's ESG Working Group and Global Citizenship Program Manager are responsible for the ultimate implementation of this ESG Policy and our ESG strategy.

This ESG Policy was last updated in July 2025 and is subject to change as the ESG Executive Committee considers necessary or advisable.



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Proofpoint, Inc. is a leading cybersecurity and compliance company that protects organizations' greatest assets and biggest risks: their people. With an integrated suite of cloud-based solutions, Proofpoint helps companies around the world stop targeted threats, safeguard their data and make their users more resilient against cyberattacks. Leading organizations of all sizes, including 85% of the Fortune 100, rely on Proofpoint for people-centric security and compliance solutions that mitigate their most critical risks across email, the cloud, social media and the web. More information is available at www.proofpoint.com.

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