



Informatica Sustainability Report 2024

Where data
& AI come to **LIFE**™



About this Report

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 the information contained herein, the company disclaims all explicit or implicit warranties regarding the completeness, accuracy or suitability of this information. None of the qualitative or quantitative information within this report has been subjected to external assurance or audit unless otherwise stated.

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 August 12, 2025 and except as otherwise noted, statements and metrics contained in this report are as of end of FY2024. We assume no obligation to update forward-looking statements or other information. The information in this report is subject to change without notice.

This report addresses certain key aspects of Informatica Inc.’s sustainability strategy and initiatives and the progress we have made in implementing them during our fiscal year ending December 31, 2024 (FY2024). All references to “Informatica” throughout refer to Informatica Inc. and its wholly-owned subsidiaries, unless otherwise stated or implied by context.

Our report aligns with the five-pillar sustainability framework we have adopted, which is addressed further in the [Sustainability at Informatica](#) section. We have included, in an appendix, disclosures aligned to 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 welcome feedback on this report and our performance. Please send comments and suggestions to CorporateCompliance@Informatica.com.

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Message from Our CEO

I am pleased to present this year's sustainability report which shares our progress in 2024. It's exciting to see our sustainability efforts evolving through new and continuing initiatives woven into our core values and throughout our business operations.

In partnership with our key stakeholders, Informatica continues on our journey to optimize our contribution to a sustainable future, with the goal of enabling long-term growth and value creation.

We leverage data-driven insights to better understand and manage our environmental footprint and enhance sustainable practices, including by focusing on renewable energy opportunities.

We prioritize investments in our team spanning all facets of their experience with us, fostering an engaging culture that inspires industry-leading product innovation and accelerated business results.

We support our customers and communities by championing data democratization, privacy and protection.

Our business model is strategically structured to mitigate risks and champion sustainability.

We maintain robust governance underpinned by a steadfast commitment to ethical business conduct.

As in past years, our report highlights the significant strides we have made across our five-pillar framework. This framework positions us to continuously evaluate and improve our sustainability contributions, benefiting both our business and key stakeholders.

Informatica holds a unique position to drive global sustainability advancements for both our customers and the wider global community. In 2024 we continued to power our Intelligent Data Management Cloud™ (IDMC) for ESG Sustainability (IDMC for Sustainability), delivering expanded AI capabilities to improve decision-making, and remain dedicated to providing innovative solutions that drive both environmental responsibility and business efficiency.

I invite you to explore this report as we continue on our journey toward a more sustainable and responsible future.

Warm regards,
Amit Walia, Chief Executive Officer



About Informatica

Informatica (NYSE: INFA), a leader in enterprise AI-powered cloud data management, brings data and AI to life by empowering businesses to realize the transformative power of their most critical assets. We have created a new category of software, the Informatica Intelligent Data Management Cloud™ (IDMC). IDMC is an end-to-end data management platform, powered by CLAIRE® AI, that connects, manages and unifies data across any multi-cloud or hybrid system, democratizing data and enabling enterprises to modernize and advance their business strategies. Customers in approximately 100 countries, including more than 80 of the Fortune 100, rely on Informatica to drive data-led digital transformation. Informatica. Where data and AI come to life.

Driving Sustainable Value in Data Management

Who We Are

 <p>Leader in Data Management</p> <p>Empowering businesses to innovate and grow with trusted data.</p>	 <p>Global Reach</p> <p>Trusted by over 5,000 organizations across industries worldwide.</p>	 <p>Customer-Centric Approach</p> <p>Tailored solutions that enable digital transformation.</p>
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Why AI-Powered Data Management Matters

Innovation Catalyst: Powering smarter decisions and AI-powered seamless operations.

Long-Term Value: Ensuring scalable, secure, and sustainable data practices.

Commitment to Excellence: Driving measurable outcomes for our clients.

Our Vision, Mission & Values

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

Our Mission is to empower businesses to realize the transformative power of their most valuable asset — their data.

Our DATA Values reflect our shared purpose to achieve a higher standard of excellence for our company, our customers and our employees.

D

Do Good

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

A

Act as One Team

Connect, communicate and collaborate as one diverse team.

T

Think Customer-First

Accelerate customer outcomes in everything we build and how we deliver.

A

Aspire and Innovate

Continuously and fearlessly innovate through curiosity and learning.

Company Awards & Accolades



2024 Oracle Partner Awards Winner
Global Solution Provider
Business Impact



Leader in the 2024
Gartner® Magic Quadrant™
for Data Integration
Tools report



Leader in the 2024 Gartner®
Magic Quadrant™
for Integration Platform
as a Service report



Leader in the 2024
Gartner® Magic Quadrant™
for Augmented Data
Quality Solutions report



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

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Sustainability at Informatica

Our Sustainability Philosophy

Our sustainability philosophy is straightforward: we aim to develop and pursue an agile and holistic sustainability strategy that supports long-term business growth and value creation.

In practice, this means that we pay close attention to our own unique business context when trying to decide which sustainability factors matter to our stakeholders and our business.

In 2024, this philosophy translated into sixteen priority factors aligning to five broad pillars. We have used this five-pillar framework to inform our broader enterprise-level approach to sustainability, including how we are evolving sustainability governance. And as in past years, we have structured our report around these five pillars.

We believe that by adopting this five-pillar framework, we have put ourselves in a position to continuously assess and enhance our contribution to sustainable development for the mutual benefit of our business and our key stakeholders. This report helps enable that assessment and empowers our stakeholders to better understand and engage with us on our sustainability approach.



Sustainability at Informatica

Identifying Priority Factors: Stakeholder Engagement & Market Awareness

Our commitment to developing a sustainability strategy that supports long-term business growth is enabled by our related commitment to ongoing engagement and partnership with our key stakeholders.

This engagement occurs through a myriad of venues, a few of which are highlighted below.

Our workforce provides feedback through engagement & workplace surveys that lead to deeper follow-on discussions led by leadership.

The sustainability team piloted focused brainstorming sessions with **selected departments** and our **EIG leadership**.

We have direct interactions with sustainability teams at certain **investors** and have a pro-active shareholder engagement program.

Where data & AI come to



Sales-related discussions give us a good chance to understand how our approach impacts our **customers**.

We co-sponsor events and initiatives with **our partners** that help us support each others' key sustainability priorities.

We engage with **policymakers** through BSA/The Software Alliance.
We typically do not, and in 2024 did not, engage in political or issue-specific lobbying or make any direct or indirect political contributions.

We look to certain external standards, ratings and frameworks to inform our approach both to our sustainability program and to how we report on it.

We report against the SASB Standards for Software and IT Services, which we feel are relevant to our business.

We report on our environmental activities via the annual CDP questionnaire.

We participate in an annual EcoVadis assessment.

We also look to aspects of the Task Force for Climate-Related Financial Disclosures (TCFD) framework as we continue to evolve our approach.

Many of our activities are consistent with certain United Nations Sustainable Development Goals (SDGs).

We stay closely attuned to evolving market practice to benefit from shared knowledge in addressing common sustainability-related challenges. We recently became a member of Sustainability Roundtable and otherwise continue to actively participate in knowledge-sharing forums.

Sustainability at Informatica

Sustainability Governance

Our commitment to our sustainability philosophy begins with our Board of Directors. The Board Nominating and Corporate Governance Committee (NCGC) oversees our sustainability strategy, policies, practices and related reporting. Other Board committees also have oversight responsibility for matters relevant to our sustainability approach as shown to the right.

Under the Board’s strategic oversight, we have revamped our management-level governance in 2024 to better operationalize our holistic sustainability approach. Our Sustainability Steering Committee is comprised of senior-level leaders drawn from several different functional teams. Committee members and their teams plan and execute our sustainability-related initiatives and otherwise effectuate our ongoing sustainability-related commitments. This Committee is chaired by our Head Sustainability & Compliance Officer, who reports indirectly to our Chief Legal Officer and supports day-to-day implementation of our enterprise sustainability approach.

The Steering Committee model at Informatica enables shared, cross-functional ownership of enterprise-level efforts. It also provides a forum to socialize and discuss decisions, such as potential commitments, that involve multiple functional teams. Finally, it provides a venue to drive awareness and raise the profile of efforts managed autonomously by specific teams or individuals.

Board of Directors Oversight

Nominating and Corporate Governance Committee

Oversight of:

Corporate governance practices
Sustainability strategy and reporting

Audit Committee

Oversight of:

Enterprise risk management, including cybersecurity
Financial reporting processes, internal controls and internal audit function
Compliance with laws and regulations

Sustainability Steering Committee membership:

- Legal, including Sustainability & Corporate Governance teams
- Human Resources
- Finance, including Investor Relations & Internal Audit (as a non-voting member)
- Real Estate & Workplace
- Products
- Sales, including IDMC for Sustainability product team
- Procurement
- Information Security
- Public Relations & Marketing

Investing in Our People

Our employees are our greatest competitive advantage. It is their passion that drives innovation. They demonstrate our values within our culture, in every customer interaction and ultimately, they enable us to successfully pursue our vision. We want our 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 well-being.



Awards and Recognition: Celebrating a Culture of Excellence

In 2024, Informatica continued to be recognized as an outstanding employer, showcasing our dedication to cultivating a thriving and inclusive workplace culture. CEO Amit Walia secured a top 5 spot on Comparably's Best CEOs list, reflecting his trusted and employee-endorsed leadership. Additionally, we earned high rankings on Comparably's lists for #4 Best Leadership Teams, #6 Best Global Culture and #7 Best Company Outlook.

Our commitment to excellence was further highlighted with a 5-star rating for the second consecutive year in Newsweek's America's Greatest Workplaces for 2024 and recognition in U.S. News & World Report's 2024-2025 Best Companies to Work For, in multiple categories including Best Companies, Best Companies in IT, Software & Services and Best Companies in the West. Informatica was also honored as a USA Today Top Workplace in 2024, further solidifying our reputation as a top employer.

These achievements reflect our ongoing investment in building a culture where our team members feel empowered, valued and supported.

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



Recruiting

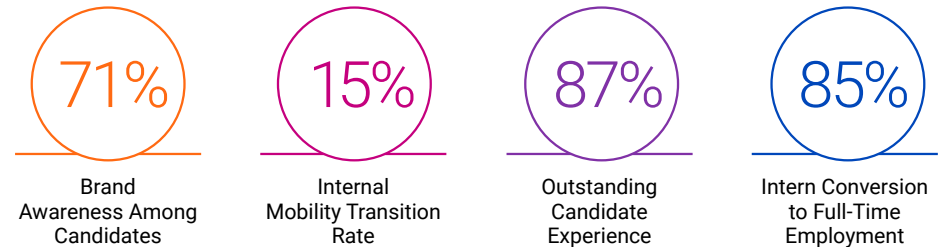
Talent Acquisition and Employer Branding

Informatica continues to excel in attracting top-tier talent, driven by our strategic focus within talent acquisition and our robust employer branding initiatives. We've further reinforced our commitment to inclusive hiring practices, internal mobility and campus programs, all of which play a pivotal role in enhancing our employer brand. By focusing on these areas, we are building our reputation as an employer of choice, expanding our talent pool with a rich diversity of candidates, while ensuring a world-class, unbiased recruiting experience.

Employer branding efforts have delivered impressive results, with 71% of candidates reporting awareness of Informatica's brand and culture before applying to a role. This recognition has been strengthened through our proactive engagement on social media, where we highlight our company culture and employee experiences, helping us attract top-tier talent across the industry. By showcasing what makes us unique, Informatica has earned over 25 culture and workplace awards in 2024 alone, validating the effectiveness of our employer branding strategy.

Our Career Advisor Program is designed to support and empower employees by helping them explore new career paths and develop key skills within Informatica. Through personalized guidance and development opportunities, the program has contributed to the growth and retention of our talent, with 15% of employees transitioning to new roles within the organization. This highlights our focus on internal mobility and the long-term success of our employees.

As part of our commitment to inclusive recruiting practices, we focus on enablement, pipeline development, interview training and technology



adoption to ensure a fair and consistent process. As a result, 87% of candidates report an outstanding candidate experience compared to other companies, underscoring our dedication to a positive, inclusive and transparent recruiting process.

Our campus and graduate programs are a key pillar of our talent strategy. Through partnerships with top-tier universities, we've embedded our products into their curricula, fostering a robust pipeline of future talent. This collaboration has proven highly effective, with 85% of our interns transitioning into full-time roles, highlighting the success of these programs in cultivating the next generation of leaders at Informatica.

Informatica's dedication to fostering a respectful, inclusive and vibrant workplace has positioned us as a frontrunner within talent acquisition and employer branding within our industry. By continuously investing in innovative programs, prioritizing internal mobility and cultivating a culture of growth and inclusivity, we are not only attracting top-tier talent but also ensuring that our employees thrive.

Workforce by the Numbers

Our workforce metrics reflect our ongoing commitment to aligning with our mission to enrich lives and create lasting value for all stakeholders. Informatica doesn't use quotas or targets in our hiring process or other employment decisions.

Ethnic Representation (U.S. Ethnic Diversity)*

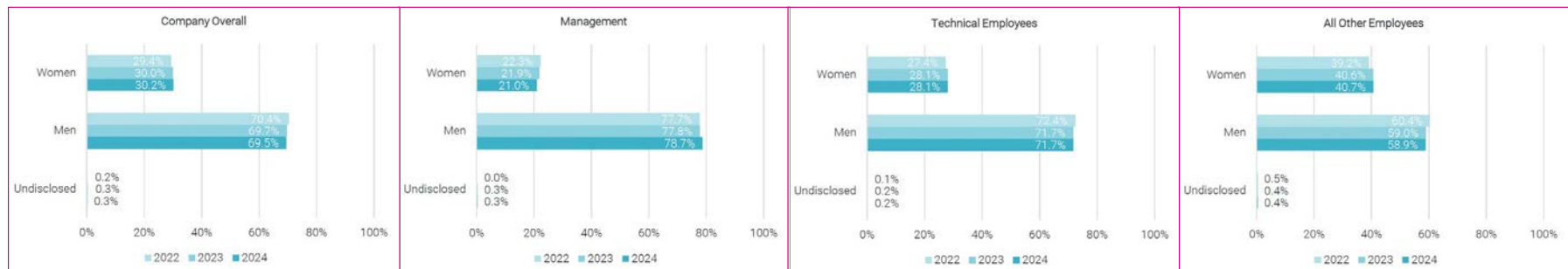
Company Overall			
	2022	2023	2024
American Indian or Alaska Native	0.4%	0.2%	0.2%
Asian	36.9%	40.3%	37.8%
Black or African American	2.5%	2.3%	3.2%
Hispanic or Latinx	4.2%	4.1%	4.4%
Native Hawaiian or Other Pacific Islander	0.3%	0.2%	0.4%
Undisclosed	5.3%	4.9%	4.9%
Two or more races	1.9%	1.8%	1.7%
White	48.7%	46.1%	47.4%

Management			
	2022	2023	2024
American Indian or Alaska Native	0.0%	0.0%	0.3%
Asian	36.1%	37.6%	37.8%
Black or African American	0.5%	0.5%	0.8%
Hispanic or Latinx	2.4%	2.4%	2.5%
Native Hawaiian or Other Pacific Islander	0.2%	0.0%	0.3%
Undisclosed	5.9%	6.2%	6.1%
Two or more races	1.2%	0.5%	0.3%
White	53.7%	52.7%	51.9%

Technical Employees			
	2022	2023	2024
American Indian or Alaska Native	0.4%	0.3%	0.1%
Asian	52.7%	58.0%	55.9%
Black or African American	2.7%	2.4%	3.1%
Hispanic or Latinx	2.9%	2.7%	3.1%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%
Undisclosed	6.0%	5.6%	5.7%
Two or more races	0.8%	0.8%	0.9%
White	34.6%	30.2%	31.2%

All Other Employees			
	2022	2023	2024
American Indian or Alaska Native	0.4%	0.4%	0.3%
Asian	16.1%	18.7%	17.5%
Black or African American	3.6%	3.3%	4.8%
Hispanic or Latinx	7.0%	7.1%	7.1%
Native Hawaiian or Other Pacific Islander	0.6%	0.7%	0.8%
Undisclosed	3.9%	3.1%	3.1%
Two or more races	3.7%	4.0%	3.5%
White	64.6%	62.9%	62.9%

Global Gender Representation*



* Data as of December 31 for each year

Management includes both Technical and Non-Technical roles from Associate Director level and above

Technical Employees includes all technical roles from Sr. Manager level and below All Other Employees includes all non-technical roles from Sr. Manager level and below

Compensation, Health & Wellness

We believe in rewarding our employees with fair, competitive compensation and comprehensive benefits that support their well-being.

Informatica's total rewards framework is designed to attract, retain and motivate our employees, enabling them to achieve their objectives and drive the success of our company. **This framework includes:**



Base Pay: Offer market competitive pay, ensuring fair and equitable compensation.



Variable Pay: Includes both short-term and long-term incentives, such as sales incentives, annual bonuses and equity awards. Equity awards may be granted to eligible new hires or current employees as part of our year-end compensation planning cycle.



Recognition: Recognize and celebrate employees who consistently uphold company values, drive company goals and demonstrate excellence in their roles.



Benefits: Vary by country, providing programs such as health and wellness, insurance, retirement plans, time off, an Employee Stock Purchase Plan (ESPP) and retirement savings plans. These benefits support the overall well-being of our employees.

Our **Compensation Philosophy** is committed to ensuring fair treatment and competitive compensation. **We prioritize:**

“Pay-to-Market” ensures that we align compensation with organizations competing for similar talent within the technology industry. We benchmark annually against external compensation survey data to develop market-competitive pay ranges, bonus structures, and equity targets. As part of our commitment to both competitive pay and fiscal responsibility, we manage compensation within our budgets while ensuring alignment with market practices.

“Pay-for-Performance,” which rewards employees based on their performance. During our annual year-end compensation planning cycle, managers differentiate merit, bonus and equity awards according to performance, ensuring that excellence and proven results are recognized and rewarded.

Pay equity is also important to Informatica. We actively monitor our pay rates globally in compliance with gender pay gap laws and general good practices. Overall, our proactive approach ensures that our employees are paid appropriately and in line with peers doing similar work in all locations where we operate.

Compensation, Health & Wellness

We strive to offer **fair and consistent 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.

Where applicable, all employees are eligible to participate in retirement plans, which may include a generous employer-matching contribution. Generally, all full-time employees are eligible for health, income protection 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:

- Local wellness events that focus on a different Wellness Pillar
- 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

To better meet the changing needs of employees and their families, we provide a comprehensive, company-funded global Employee Assistance Program (EAP). This program offers 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 1,500 mental wellness sessions in 2024.

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. In 2024 we implemented a global hybrid work structure to foster collaboration and flexibility, empowering individual teams to determine their own days in office. As part of this initiative, we introduced a commuter reimbursement program for our Canada population as a pilot group to help offset some of their commuting costs to and from the office.

In 2024, in India, our largest employee presence, we expanded the availability of the on-site clinic hours and we introduced on-site company doctors at our smaller office locations, Hyderabad and Chennai. This allows our employees more convenient access to care.

Development

Empowering Growth: Informatica's Commitment to Talent Development

At Informatica, we believe that investing in our employees' learning and career growth is central to achieving personal and professional excellence. Our comprehensive development programs are designed to foster a culture of continuous learning, equipping our employees with the skills necessary to thrive in our evolving business landscape.

Leadership and Pipeline Development

Our Leadership Programs demonstrate our commitment to nurturing top-tier leaders who inspire positive change. These programs are carefully crafted to enhance the leadership capabilities of our people managers by leveraging Informatica's Leadership Behaviors. Participants gain critical coaching and feedback skills that enable them to effectively mentor their teams and foster a culture of development. Nearly 70% of our people leaders have participated in one of our Signature Leadership Programs.

Emerging Leaders: Tailored for Managers and Senior Managers, focusing on honing essential leadership skills required to lead dynamic teams.

Excelling as a Leader: Aimed at Directors and Senior Directors, this program guides seasoned leaders in refining their strategic thinking and problem-solving abilities.

Senior Leadership Program: Launched in 2024, this immersive three-day program is designed for Vice Presidents and above. It empowers senior leaders to model our culture through effective leadership practices and collaborate seamlessly across the organization.

Manager Orientation: Recognizing the unique challenges faced by new managers, our Manager Orientation program equips new leaders with the tools they need to manage their teams effectively. With our Manager Enablement Portal, managers learn to apply current best practices and champion our Leadership Behaviors.

Leadership Succession Planning: Informatica has deepened our commitment to strategic succession planning. In 2024, we conducted an extensive review of our leadership bench strength, focusing on readiness for critical roles. This assessment, presented to the CEO and Board of Directors, sets us on a course to cultivate future leadership talent.

89,497

Total courses completed by employees in 2024

110,089

Total training hours for 2024

TOP 5 ONLINE COURSES

AWS Cloud Technical Essentials / Google Cloud Fundamental / Programming for Everybody / Prompt Engineering: How to Talk to the AIs / Generative AI Foundations for INFA

TOP 5 INSTRUCTOR-LED COURSES

Insights Discovery / Personal Branding / Manager Monday / Influencing Skills / Dealing with Change

Development

Professional and Career Development

Our approach to employee development embraces the 3 Es Development Model. This model suggests a focus of 70% of learning through Experience, 20% through Exposure, and 10% to Education and formal learning. It is a demonstration of our belief that real growth occurs by engaging with real-world challenges and learning collaboratively.

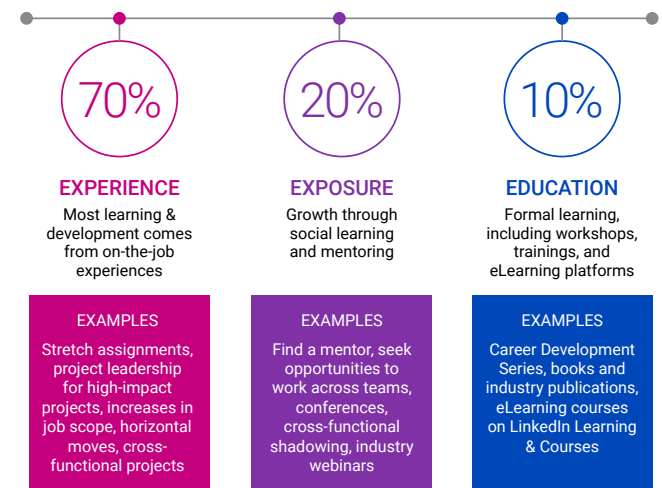
Career Development Series: Central to our development strategy is our Career Development Series, featuring over a dozen instructor-led workshops specifically designed to support professional growth. Topics range from Influencing Skills and Dealing with Change to Time Management and Business Writing. Workshops are conducted monthly across North America, EMEA, APJ, and India.

Online Learning: With over 16,000 courses made up of over 250,000 searchable learning videos, LinkedIn Learning is a great place for employees to quickly find what they want to learn. For deeper learning and longer-format courses, employees can access Coursera, which hosts over 12,000 courses and features custom-curated collections.

Inclusive Interview Program: In collaboration with our Talent Acquisition team, the newly introduced Inclusive Interview Program demonstrates our dedication to creating a fair workplace. This initiative trains employees and managers on inclusive hiring practices, ensuring we attract and retain top talent aligned with our company values.

Goal Setting and Feedback: The foundation for our performance management process is ongoing feedback to reinforce our DATA Values and Leadership Behaviors. The process begins with Goal Setting where individual goals align to company objectives, continues with a Mid-Point Check-in between managers and their employees, and concludes with our Year-End Process.

3 E's Development Model



Development

Informatica's Leadership Behaviors

To support the high-performance culture that brings data and AI to life at Informatica, we share a set of behaviors that represent our leadership philosophy and serve as guiding principles for leaders at every level across the Organization. These Leadership Behaviors are designed to promote a common leadership point-of-view that reflects what we value and want from our leaders.

Developed collaboratively by our Executive Committee, the Leadership Behaviors capture the tone and spirit of Informatica and emphasize what is needed to successfully lead Informatica into the future.

These Leadership Behaviors are integrated into our talent tools, leadership planning, promotional considerations and development programs.

Additionally, the Leadership Behaviors are a part of the annual goal setting process for all leaders. Each leader is asked to consider which of the areas they are most passionate about working on and at the end of the year, leaders and their managers will reflect on progress in these areas.

Dream Big-Strategy	Win Big – Execution	Delight Stakeholders – People
<p>Inspirational Leadership</p> <ul style="list-style-type: none"> Communicates a compelling vision for Informatica's future Exudes confidence, speaks with conviction and passion regarding Informatica's products, performance and culture Passionately inspires and motivates people through challenging situations <hr/> <p>Strategic Focus Around Innovation</p> <ul style="list-style-type: none"> Accelerates functional innovation for NPOG Constructs strategic plans to ensure success Takes challenges and risks <hr/> <p>End-to-End Cross-Functional Mindset</p> <ul style="list-style-type: none"> Builds strategy with GTM focus Takes global and cross-functional perspective; breadth beyond current function; explores impact to others Solutions mindset 	<p>Execute for Growth</p> <ul style="list-style-type: none"> Outcome oriented Builds and aligns scalable, sustainable infrastructure, systems and processes to enable long-term business and customer growth Operates with a tenacious and resilient approach, leading by example through decisive actions and creative solutions to ensure success <hr/> <p>Nimble: Constant Prioritization, Reprioritization</p> <ul style="list-style-type: none"> Continuously scans the market/ environment for customer opportunities and risk Prioritizes resources against future business and customer demand Holds people accountable, develops talent and takes decisive actions for underperformers <hr/> <p>Focused Execution for Customers and Partners</p> <ul style="list-style-type: none"> Quickly, creatively, and energetically identifies and pursues new opportunities to win with customers Accelerates business outcomes for customers Builds depth and breadth of customer relationships, both internally and externally 	<p>Leads with Values</p> <ul style="list-style-type: none"> Models our values, treating all employees with fairness, respect and inclusiveness Fosters culture of authentic, transparent and candid bidirectional communication, encouraging different points of view Demonstrates executive maturity and presence <hr/> <p>We vs. Me Collaborative Mindset</p> <ul style="list-style-type: none"> Listens to understand stakeholder needs Ability to persuade/influence and be persuaded or influenced Open to feedback and ideas; learning oriented <hr/> <p>Empathetic Leadership</p> <ul style="list-style-type: none"> Recognizes the importance of putting oneself in another's shoes Walks the talk; operates with honesty, integrity and empowerment Demonstrates IQ/EQ balance

Employee Engagement

At Informatica, the voice of the employee matters: we want to understand their experiences to identify causes for celebration and explore opportunities for improvement.

To do this, we conduct annual Employee Engagement surveys and periodic Pulse surveys with an external vendor, allowing us to formulate actionable plans across the organization in response to the confidential feedback we receive. Every time we survey is an opportunity to measure and report progress, with new action plans created in response to most recent results. In addition to our internal benchmarks, our results are also benchmarked externally* to track our performance based on the expectations of employees in the Technology space to ensure we remain a competitive employer of choice.

Additionally, our employees participate in workplace sentiment surveys conducted by Comparably and Energage's Top Workplaces program (referenced in the Awards and Recognition section), where we consistently receive strong external validation.

2024 Engagement Survey Key Insights



Engagement Score
+5 higher than Tech benchmark



Participation Rate

Highest 3 Scores

I know how my work contributes to the goals of Informatica	90%	+2 higher than Tech benchmark
We hold ourselves and our team members accountable for results	88%	+6 higher than Tech benchmark
I know what I need to do to be successful in my role	88%	+3 higher than Tech benchmark

Action in Progress

Recognition	Enhance internal peer-to-peer program and practice more functional recognition
Career Development	Continue Manager/Employee career discussions and development plans and encourage cross-functional opportunities
Communication	Skip-level meetings with Leadership team and ongoing commitment to transparency where and when we can

*New Tech 1000+ is a benchmark created by our survey provider, Culture Amp, consisting of approximately 200 organizations in the technology industry.

Commitment to Human Experience

We strive to create a healthy and engaging work environment where employees at all levels around the globe feel enabled and empowered to contribute to Informatica's success.

We believe that our employees are our most valuable resource, and we also believe in:



Treating each other with respect



Acting with integrity



Open dialogue



Being accountable to how we show up



Listening to one another



Resolving concerns promptly and objectively

However, our commitment goes beyond our employees. Adopting these same principles with our business relationships ensures that we continue to operate in the most ethical and respectable manner.

We further bring our commitments to life through our DATA values and ongoing training with our team members. Because of our high standards, we require our employees to report any instances of and will thoroughly investigate suspected violations of company policy including those referenced here. We protect those who report in good faith or aid in investigation of any misconduct with a robust anti-retaliation policy.

Driving Workplace Safety

Informatica values the health and safety of its employees and expects that its workplaces and company-related events will be free of workplace violence. We are committed to providing a safe and healthy workplace free from any type of actual or threatened violence where employees, customers, vendors, partners and business associates are treated with courtesy and respect. Informatica recognizes that workplace violence is a critical issue and will take reasonable precautions to prevent it. Additionally, we will not tolerate incidents of workplace violence (actual, attempted, or threatened) against or by any employee, customer, vendor, contractor, visitor or any other person at an Informatica workplace or involved in Informatica business or events.

Protecting Human Rights

We recognize that we must reach beyond our doors and take a strong position in support of basic human rights. As such we openly oppose 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 zero-tolerance approach to any form of modern slavery, includes servitude, human trafficking, forced or bonded labor and child labor in our workplace and supply chain. Simply put, no employee is made to work against their will, or subject to corporal punishment or coercion of any type related to work. Our commitments are clearly spelled out in our **Human Rights Position Statement** and manifested in our Code of Business Conduct, policies, standards and practices.

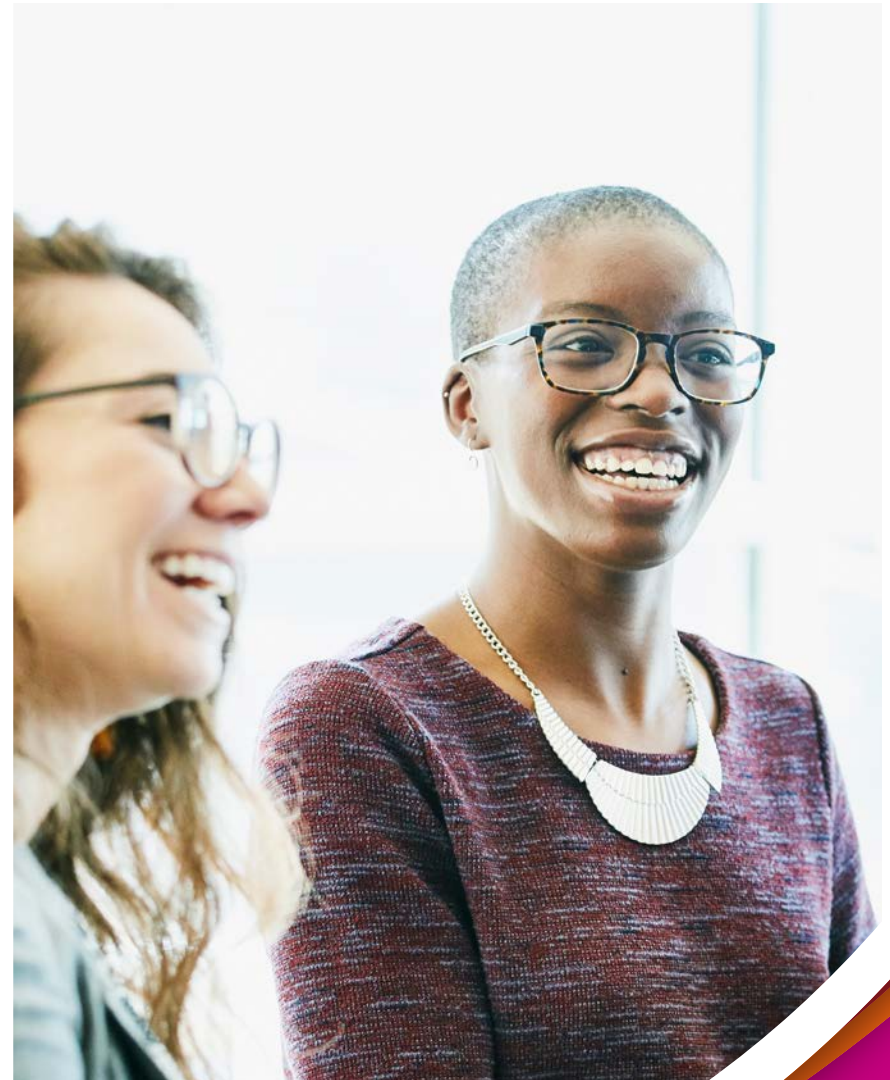
Commitment to Human Experience

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. Harassment or discriminatory conduct based on a characteristic protected by applicable law, such as race, color, ancestry, caste, national origin, gender, sex, sexual orientation, gender identity, marital status, religion, age, disability, results of genetic testing, service in the military, veteran status or other characteristic protected by applicable law, is prohibited.

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.



Our Company Culture

At Informatica, our DATA values are our north star and fostering a culture of inclusion and belonging is one of our key strategies to ensure these values come to life in our words and actions. From the first day of employee onboarding, every member of our workforce is invited to actively promote our vision to inspire industry-leading product innovation and accelerated business results by an unwavering commitment to an inclusive and respectful culture where everyone belongs. This commitment is one of the key ways that we live our foundational DATA values and we deliver on this commitment through innovative and meaningful initiatives, messaging, actions and resources.



Through Employee Inclusion Groups (EIGs), our global employee communities embrace, celebrate and share their histories, identities and cultures with all Informaticans. Through cultural and educational events and other company-wide programming, these groups play an important role in fostering mutual understanding, connection and professional and personal development within our organization. We are dedicated to expanding awareness, promoting allyship and advancing actionable strategies to uphold our company values and support each other's growth. Open to all employees, our EIGs help us attract and retain top talent to enable us to meet our ambitious business goals.



Our Company Culture

Key Partnerships and Outcomes



Corporate Compliance: Workplace culture content is now integrated into our mandatory global compliance training, reinforcing the connection and alignment with our DATA values.



Learning & Professional Development: Newly launched senior leadership training for vice presidents and above emphasizes a holistic approach to leading with our values and behaviors.



Sales: A hugely successful four-part series on Informatica products, created and sponsored by the Women in Technology EIG, was incorporated into global Sales training.



Talent Acquisition: Our employee referral workshops and employee vignettes generated interest and awareness of our inclusive culture.



Information Technology: Informatica implemented new functionality that enables employees to record name pronunciations and post to their Workday profiles to promote greater connection and respect.

Leadership Commitment

Beginning with the Board of Directors and across the Executive Committee, our leaders and our managers are on a continuous journey of learning, growth and fostering an inclusive culture where we treat each other with respect, fairness and dignity. No action could be more contrary to our values than discrimination of any kind.

Employees consistently highlight how our CEO and our executive leadership team's visible commitment serves as a crucial influence, inspiring them to model our inclusive values and treat all employees with fairness and respect.

Our dedication and focus aim to ensure that we inspire industry-leading innovation, accelerated business results and a resilient and empathetic organization that drives meaningful change in the world.

Environmental Sustainability



We recognize that to maximize long-term business success, we must do our part in ensuring respect for the world we share with our stakeholders. We remain steadfast in our commitment to environmental sustainability through optimizing efficiencies, conserving valuable resources, to mitigating our contribution to climate change.

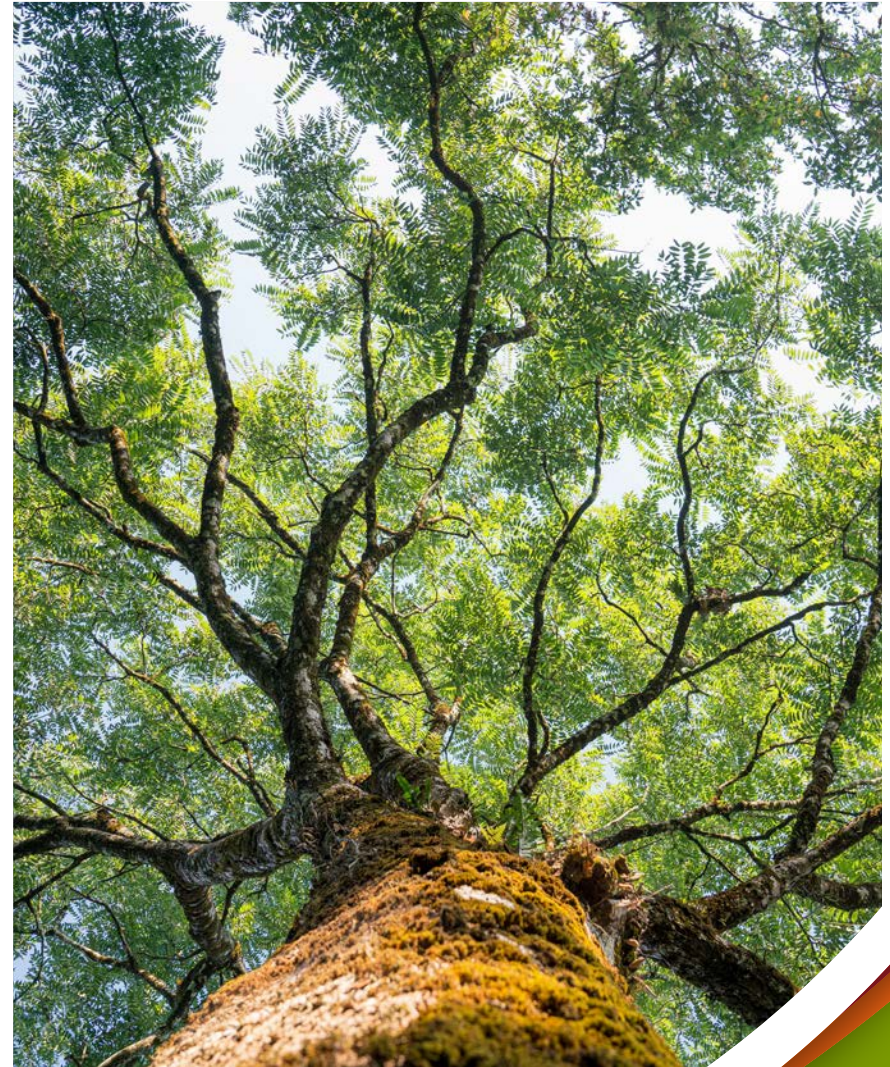
At Informatica, we know that data is essential to achieving meaningful and measurable sustainability, enabling a deeper understanding of progress we can make toward our goal of operating sustainably. We continue to mature our data-driven approach to environmental sustainability in key respects.

Energy & Greenhouse Gas Management

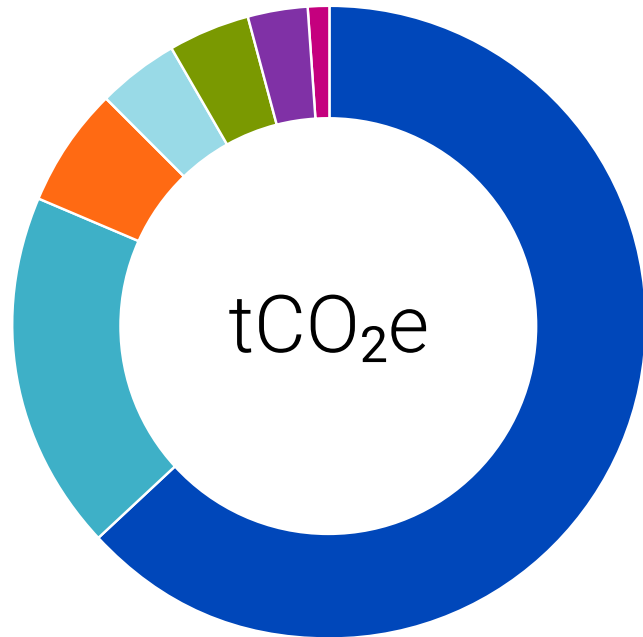
In 2024, we took a significant step forward in our data-driven journey to better address our contribution to climate change: we implemented Watershed, a SaaS platform designed to measure emissions, track reductions and streamline reporting. Through our partnership with Watershed, we calculated our first full emissions footprint covering Scope 1, 2 and 3 emissions from 2023. This measurement exercise was an important step in our journey not only because it brought insight into our footprint, but also because we began building a process to streamline collection of key data owned by different teams and external vendors. This process:

- Drove greater awareness of different internal teams' roles in emissions management
- Set the stage for continued automation and evolution, including through the use of Informatica products in our measurement process.

On the heels of this initial effort (focused on 2023 emissions), we have completed measurement of our 2024 footprint. This calculation, detailed below, enhances our understanding of where emissions are relatively more significant, allowing us to consider targeted actions and policies that may help us better manage our emissions and, where appropriate, drive meaningful emissions reductions.



Energy & Greenhouse Gas Management



2024 Emissions Measurement

GHG Category	Emissions: Market-based (tCO ₂ e)	Emissions: Market-based, Percent of Total
1 Direct emissions	1,208.9	1%
2 Purchased electricity, steam, heat, and cooling	5,089.8	6%
3.1 Purchased goods and services	53,852.2	62%
3.2 Capital goods	3,135.9	4%
3.3 Fuel and energy related activities	2,792.1	3%
3.4 Upstream transportation & distribution	46.2	0%
3.5 Waste generated in operations	3.4	0%
3.6 Business travel	16,098.1	18%
3.7 Employee commuting	4,835.3	6%
3.8 Upstream leased assets	60.2	0%
3.13 Downstream leased assets	70.6	0%

- 3.1 Purchased goods and services
- 3.7 Employee commuting
- 2 Purchased electricity, steam, heat, and cooling
- 3.6 Business travel
- 3.2 Capital goods
- 3.3 Fuel and energy related activities
- 1 Direct emissions
- 3.13 Downstream leased assets
- 3.8 Upstream leased assets
- Other

Informatica utilizes Watershed software to calculate our Scope 1-3 emissions footprint, in alignment with the Greenhouse Gas Protocol. We continue to review our selected methodologies across scopes as we mature our data collection processes. We are reporting market-based emissions here. This calculation has not been externally verified. For additional information about assumptions and methods of calculation, please contact CorporateCompliance@informatica.com.

Energy & Greenhouse Gas Management

We remain committed to maturing our emissions management efforts – an important element of our strategy of ensuring sustainable growth designed to benefit us and our stakeholders. We took several tangible steps to demonstrate that commitment in 2024.

Reduction Planning: While Informatica has not committed to specific reduction targets, we are actively looking at where we can make reductions.

- We joined Sustainability Roundtable. We plan to work closely with the organization's professionals to help us identify and assess opportunities to reduce our footprint that make business sense given our geographic footprint and line of business.
- We began formalizing an internal working group charged with assessing these opportunities. The group brings together perspectives from many of the teams with oversight over activities that drive our footprint.
- We developed a fuller understanding of our impact upon key stakeholders. We engaged directly with several customers and conducted targeted research on others to gain insights into how our efforts to manage our emissions can positively impact our business relationships.

Renewable Energy: Our focus is to enable increasing reliance on renewable and no-carbon energy sources in all our locations.

- Informatica's headquarters located in Redwood City Ca. has begun and is on track to complete the installation of a 1.4Mwh/y solar array in 2025. We expect this to fully offset the electrical consumption of the office on an annual basis for the foreseeable future. And for every tree that was removed to install the solar array, we planted two new trees.
- Data Centers - 3 out of 4 data centers are using renewable energy.
- 8 of 24 offices use renewable or low- or no-carbon electricity.

Energy Efficient Offices: Three of our offices attained LEED certifications in Operations and Maintenance: Dublin and Bangalore offices achieved Gold and a second office in Bangalore achieved Platinum status.



Electric Vehicle Charging: Our charging capability continued to expand throughout our offices in 2024. Significant additions were made to our India offices, bringing our total to 58 ports. This raises our total port count to 133 electric vehicle charging locations. These charging stations are composed of 88 ports directly provided by Informatica and 45 provided through the landlords. Also noteworthy, we have created secure e-bike parking and charging. This has led to approximately 32 employees converting to this style of transportation. We plan to expand the secure parking and storage for ebike transportation. A minimum of 30 charger ports use Renewable Energy for vehicle charging.

Car Leasing: We are focused on both improving the sustainability of the vehicles leased and reducing the total leased vehicles. In 2024 our mix of vehicles has improved as vehicle leases end and the total vehicles were reduced from 131 to 85 - a total reduction of 46:

- Electric leased vehicles increased from 11 to 15
- Hybrid leased vehicles increased from 3 to 35
- Petrol leased vehicles decreased from 12 to 3
- Diesel leased vehicles decreased from 105 to 32

Recycling, Waste & Resource Management

We are committed to promoting sustainability among our employees. To support this, we provide recycling services in 11 offices and composting in 9 offices, wherever these services are offered by local municipal waste companies. Additionally, we supply reusable and compostable flatware in 20 of our 27 offices to encourage a focus on reducing waste and reusing resources.

To conserve water, we have installed automated faucets and dishwashers in 19 of our 27 offices. We continue to be mindful of other opportunities we may have to be responsible stewards of water resources in communities where we operate, both in facilities that we control and in those where we can make changes to our leased premises.

Finally, we ensure that the generation of electronic waste (e-waste) is minimized and disposed of responsibly. Our e-waste vendors not only help avoid unintentional pollution, but also help ensure that components can be recycled where appropriate.



Customers & Community



Our sustainable business growth would be impossible without our incredible customers and the communities in which we live and work. We recognize that it's a business imperative to foster healthy, mutually beneficial relationships with these key stakeholders. We are invested in helping our customers and communities build their own sustainable futures and in the shared successes from which we all benefit.

Our Sustainable Solutions

Informatica empowers customers to manage data responsibly through its Intelligent Data Management Cloud (IDMC) solution, helping businesses operate more sustainably. Organizations can create a cohesive data governance strategy that drives both environmental responsibility and business efficiency. This alignment not only supports sustainability goals but also enhances organizational resilience and performance.

IDMC PROVIDES A SUSTAINABLE BUSINESS SOLUTION IN SEVERAL WAYS.



Environmental Impact: Informatica helps customers become more resource and energy-efficient, creating opportunities for them to reduce their environmental footprint.

- Allows customers to pay for their actual usage, enhancing workload efficiency and optimizing resource allocation.
- We utilize efficient programming and architecture, supported by effective data storage and computing infrastructure.
- As a cloud-based intelligent data management platform, IDMC optimizes workloads through dynamic scaling, centralizing IT resources in a single, connected data management platform.



Economic Impact: Informatica focuses on business model innovation and business continuity to support long-term economic viability.

- Optimized financial operations (FinOps) help reduce computing workload across different servers and cloud service providers. This approach enhances data processing and analytics efficiency, leading to better resource usage, reduced energy consumption and improved operational efficiency.
- AI-powered capabilities, such as CLAIRE GPT, Copilot and GenAI systems, introduce artificial intelligence and automation to data management tasks. These tools deliver intelligent insights through better decision making, further enhancing operational efficiency.



Societal Impact: Informatica aids organizations in protecting their data, complying with regulations and promoting social sustainability through responsible data management practices.

- Security and privacy are central to IDMC. This includes the Cloud Data Access Management (CDAM) service as part of IDMC, which controls data access. These measures support global regulatory requirements by defining data policies and employing innovative AI-powered data lineage to audit and track sensitive information.
- IDMC is globally available, offering customers the flexibility to choose data residency options that align to data storage and transfer regulations. This enables customers to meet these regulatory requirements and helps ensure their data management practices are compliant with local laws.

Our Sustainable Solutions

How We Help Customers Pursue Their Own Sustainability Strategy: IDMC for Sustainability


We also offer our customers a solution specifically designed to measure and enable reporting of key sustainability data: IDMC for Sustainability. This solution ties together and supplements a suite of our capabilities, delivering significant value to customers amid rapidly expanding sustainability reporting obligations.


We help customers give greater assurance to their own stakeholders that sustainability-related metrics and disclosures will meet the same high data quality standards as other key business metrics. Data quality is built in from the start.


The solution allows sustainability-focused internal teams to consolidate and unify diverse data from multiple sources.

It also automates adherence with customers' internal policies and controls designed to maximize data quality and to help ensure that measurements are both robust and auditable.

Our sustainability solution also gives our customers the ability to enhance their own data with additional sources, empowering customers to quickly glean new insights into, make data-driven decisions about and measure impact of specific actions to achieve their sustainability objectives. For example, customers' supply chain data within our Supplier 360 product can be enhanced with:

 Dun & Bradstreet's climate data, using geospatial satellite imagery, with location, financial, economic and firmographic risk intelligence from the Dun & Bradstreet Data Cloud. This provides a deeper understanding of physical climate risks and resiliency.

 Dun & Bradstreet's ESG Intelligence ratings.

 Other sustainability-relevant data that customers are already collecting, like suppliers' own emissions measurements and diversity metrics.

Our solution is interoperable with other market-leading software and services providers, enabling more seamless reporting of the robust metrics that our IDMC products enable customers to create.

We have deep partnerships with providers that have complementary capabilities, such as through our collaboration with Workiva for sustainability reporting. We help these partners maximize the value of the Informatica IDMC for Sustainability solution, and we build API and other connectors that greatly reduce the workload on customers' internal technical teams.

We continue to ensure that our solution's output can "talk to" other leading sustainability software providers, even where we have not forged formal partnerships.

Our Sustainable Solutions

Both new and existing customers across multiple regions, including several who are already utilizing our sustainability solution, have expressed excitement about the opportunities created by the solution. Their experiences, which include, BayWa Renewable Energy, Bank of Ireland, Zalando and Jotun, several of which are linked below, demonstrate how we are enabling movement toward more mature, data-driven measurement of sustainability strategy.

[Data Governance for ESG Sustainability with BayWa R.E.](#)

[Cloud DATA Stories - The Benefits of ESG in Future Banking
- Bank of Ireland](#)

[Cloud DATA Stories - How Zalando Leverages Data for
ESG Sustainability](#)

[Harnessing Data for Green Futures with Jotun,
An ESG Cloud Data Story](#)



Digital Inclusion

Informatica empowers organizations to responsibly share data, unlocking the full potential of digital technologies to foster collaboration and inclusivity. Informatica ensures transparent, accountable and secure data access, empowering businesses and their stakeholders to harness information reliably, driving innovation and shaping a more equitable digital future.

DEMOCRATIZING DATA ACCESS: Informatica solutions help ensure that data is accessible to the right user at the right time. This empowers our customers to leverage data effectively and responsibly by using sensitive data in ethical and trusted ways.

BREAKING DOWN BARRIERS: Informatica solutions provide data accessibility to different user types through CLAIRE GPT using a natural language interface designed to break down barriers to data access. This enables diverse global communities to engage with and innovate using data, fostering greater inclusiveness.

GLOBAL REACH: Informatica's cloud solutions are available across the world. This provides greater accessibility by breaking down physical and mobility barriers to users everywhere.

ACCESSIBILITY STANDARDS: Informatica's product guides follow the Web Content Accessibility Guidelines (WCAG), which are industry-leading standards. These guidelines are designed to break down barriers to data access for all users, including those with vision, hearing and certain physical and neurological disabilities. Beyond our product guides, in 2024 we began a significant concerted effort to align certain of our flagship products to WCAG 2.2 at the "AA" level. We have begun updating several product features to better align with the standard. Simultaneously, we are creating technology-enabled processes to ensure that our products and updates are accessible by design. These commitments enable diverse global communities to engage with and innovate using data.

Philanthropy & Volunteerism

In 2024, Informatica's Corporate Social Responsibility (CSR) initiatives spanned across diverse geographies, reinforcing our commitment to fostering holistic community development and well-being.

By addressing key societal needs through local programs, we aimed to bring about meaningful change across several core themes. Our efforts in healthcare provided critical support to underserved regions, while our educational initiatives centered around empowering students with innovative STEM and career readiness opportunities. Additionally, environmental sustainability was championed through projects aimed at improving air and water quality and we supported community welfare through various charitable activities.

Collectively, these initiatives underscore Informatica's dedication to making a positive impact and nurturing a more inclusive and sustainable future for communities worldwide. Examples of our CSR efforts include:

India



This year **Informatica Involved**, our dedicated CSR program in India, took a comprehensive approach to addressing a variety of societal needs to promote overall community development and well-being:

- Providing enhanced healthcare access for the elderly through HelpAge India and delivering essential medical equipment to several hospitals in underserved regions.
- Establishing STEM labs in six government schools through CRY, benefiting over 2,000 students with practical learning in mathematics and science.
- Contributing to environmental health and sustainability by installing air purifiers and constructing percolation wells for rainwater harvesting.

Germany



Promoting educational empowerment through events and internships for young female students to explore careers in STEM and through our sponsorship of DV Böblingen, an educational institute focused on IT training and skill development in the Stuttgart region.

Supporting community well-being as volunteers and donors to German Life Saving Association throughout the year. During the holidays teams donate presents to children in need through the City of Stuttgart's Giving Tree – these may be the only gifts local children receive.

Philanthropy & Volunteerism

UK



Participate in year-round activities that support Alexander Devine Children's Hospice Service, which provides care for children with life-limiting conditions and their families, offering essential medical and emotional support.

Provide career guidance and work experience for young people in partnership with Learning to Work, a charity that prepares them for employment through employer-led activities. Our teams attended two enterprise events in local schools as well as hosting Mock Interview days.

Poland



Advocate for awareness and inclusion for people with disabilities by taking part in Business Run, a large-scale charity run with proceeds going to individuals recovering from mastectomies and those with mobility disabilities.

Enhance community well-being as volunteers at Noble Gift, providing essential items to families in need.

United States

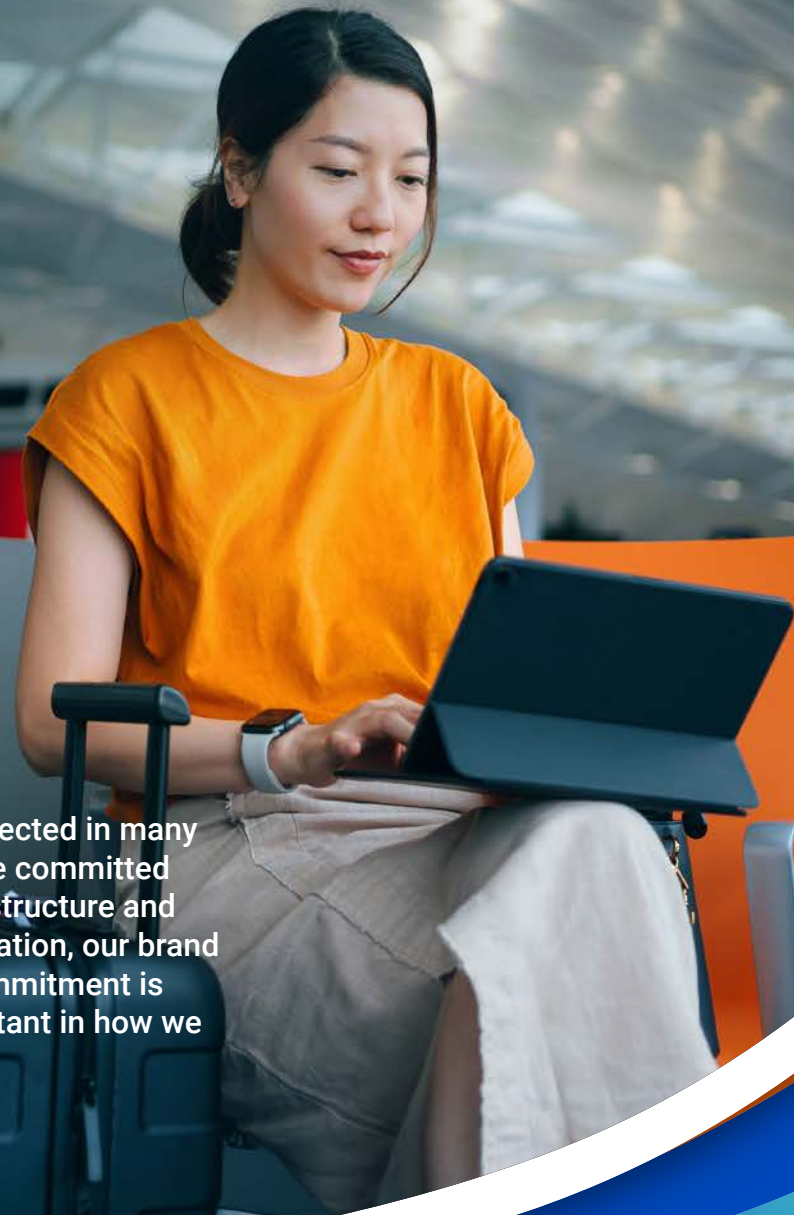


In partnership with The Public Education Foundation, Informatica's **Next 25** program is a 7-year commitment focused on preparing a cohort of 25 students for careers in science, technology, engineering and math (STEM).

The program provides academic support, one-on-one student engagement and activities designed to close the opportunity and access gap for the students, who have been a part of the program starting in middle school. In 2024, we continued to host a twice-yearly "Genius Camp," bringing the cohort together in person for a day featuring discussion topics of empowerment, career and personal coaching and guest speakers. We are excited to watch this amazing group wrap up their 7-year experience in 2025 and will be eagerly looking for ways to continue the momentum that the program has built for us and the cohort.

Business Model & Innovation

Our approach to driving sustainable business growth is reflected in many of our core, behind-the-scenes business operations. We are committed to standing up and continuously improving corporate infrastructure and operations that maximize the significant value of our innovation, our brand and our products — and proactively mitigate risks. This commitment is apparent across our organization and it is especially important in how we address several key topics.



Data Privacy & Protection

The security and privacy of customer data is a critical objective across our business. We adopt best practices from frameworks such as the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF) 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 and enable innovation.

How we protect our data and our customers' data

Informatica has adopted specific security framework elements, processes and controls derived from known industry standards such as NIST and the International Organization for Standardization ("ISO"). These frameworks apply to the types of data processed and stored by Informatica, the industry and regulatory environment in which we participate and the geographic locations in which we conduct business.

The transparent approach to managing data protection requires an agile, interdisciplinary methodology that spans across:

- The entire data lifecycle – acquisition, use, storage 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, physical, administrative and legal.

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



Maintain a safe, secure and compliant ecosystem for customer data.



Provide Informatica and our customers with a trustworthy environment in which to conduct business.



Consistently monitor applicable security controls, attain and renew relevant certifications and maintain regulatory compliance.

Data Privacy & Protection

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 Type II, SOC 2 Type II and SOC 3 attestation standards.

Our security risks are addressed through the application of security controls and associated risk treatment plans, and the acceptance and management of residual risks.

Informatica cloud products and our enterprise have also attained other industry-specific compliance such as:

- GxP/ CGMP (Current Good Manufacturing Practices)
- UK Cyber Essentials Plus
- Spain's Esquema Nacional de Seguridad ("ENS") certification
- U.S. Government Federal Risk and Authorization Management Program (FedRAMP) Moderate Level designation
- Texas' TX-RAMP Level 1

Throughout 2024, Informatica continued pursuing the ISO27001 certification*, which represents our continued commitment to comprehensive information security and privacy practices.

Visit <https://trust.informatica.com>

for the latest list of compliance standards we support.

To strengthen our cybersecurity awareness and to protect Informatica from continuously evolving security threats, we offer our staff several resources to build our resilience against security attacks, including

a security champions program, newsletters and videos, security challenges and simulations and department-specific training.

How we ensure respect for individuals' privacy rights

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

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 as amended by the California Privacy Rights Act, and other local and international laws. We train all employees on privacy annually, with additional training based on employee roles. In 2024, Informatica had a 100% completion rate on assigned privacy training. We also prioritize data privacy compliance outside our company with appropriate contractual obligations, diligence and audit guidelines with our vendors and partners.

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 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.

* Informatica has since achieved ISO27001 certification.

Data Privacy & Protection

Binding Corporate Rules

Informatica's Controller and Processor Binding Corporate Rules (BCRs) were in effect and used successfully throughout 2024. The BCRs facilitate transfer of personal data through the Informatica enterprise. The Controller BCRs cover Informatica's privacy program for personal data relating to our employees and business contacts. The Processor BCRs cover our privacy program for personal data that we process on behalf of our customers. Our BCRs indicates recognition of Informatica as one of the international organizations most committed to the robust and rigorous protection of personal data.

Governance and Key Teams Involved in Protecting Data and Privacy

Informatica operates mature data privacy and security governance programs designed to honor data subject rights, meet contractual and regulatory obligations and protect against security breaches and incidents. The programs are administered by multiple functions with defined responsibilities and lines of reporting.

Our Global Security Organization (GSO) is 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. GSO supports our compliance with standards and contractual obligations relevant to cybersecurity and good risk governance. Our Product Development organization's product security lead coordinates with GSO to support cybersecurity risk management within our products.

Our Governance, Risk Management, Compliance and Privacy Protection team, which reports through GSO, is responsible for developing, implementing and leading a cybersecurity strategy with our overall Enterprise Risk Management program by evaluating and monitoring business and data protection risks, issues and opportunities with an emphasis on continuous monitoring and process improvement.

Operational teams throughout the organization are responsible for identifying and testing for potential risks, including partnerships with 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 Chief Privacy Officer, who reports on privacy matters to the Audit Committee, and our 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.

Collectively, these teams take a holistic approach to identify, prioritize and address data security and privacy risks. Our information security strategy supports our business mission and vision by working to identify, prioritize and manage risks while enabling safe innovation. Our senior management emphasizes privacy and security and remains in close communication with these teams.

Artificial Intelligence

Artificial intelligence (AI) is a key component of Informatica's product strategy and enterprise operation. We aim to use AI functionality to enhance our SaaS offerings, drive innovation and provide our customers with efficient, intelligent and sustainable services. We understand the profound potential impact of AI on our communities and guide our development with a comprehensive set of principles addressing ethical and responsible AI use.

Informatica products include features enabled by our CLAIRE® AI engine so that users may process information with an increasing degree of autonomy. In 2024, we released CLAIRE Copilots that assist users in performing data management tasks and released the first edition of CLAIRE GPT, a generative AI-powered data management assistant. We made these developments in alignment with the NIST AI Risk Management Framework to help us identify risks and incorporate trust into the resulting products. Informatica also committed to greater transparency with customers of CLAIRE features by sharing information on our approach to AI security, privacy and regulatory compliance, including information on training and testing data and our secure software development lifecycle. These developments were led by our Privacy and AI working group, which brings together leaders from our product management, development, security and legal functions.

Informatica's AI development principles govern our AI product development. These principles are designed to ensure that the AI technologies we create and deploy are developed and used in a way



that respects human rights, contributes to societal benefits including sustainability, upholds privacy and security, prioritizes transparency and explainability and strives to be inclusive and impartial. These principles include enhanced human productivity; data security and accountability, transparency and explainability; delightful user experience; democratization of AI; and bias mitigation. Our commitment also extends to not designing AI for deployment in ways that can potentially cause harm or undermine the values that we stand for.

Informatica also builds and subscribes to AI tools at the enterprise level to improve the efficiency of our internal operations. Tools are vetted by our generative AI center of excellence and our AI risk review team, which include legal, security, technology and privacy executives and experts. These teams help ensure that AI can be used in compliance with Informatica's values and legal obligations, and they direct internal policies and enablement for responsible AI governance.

Business Continuity & Risk Management



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 or outages with varying impacts including loss of key personnel, loss of a facility, loss of key vendors, loss of IT systems or network outage. Our BCP aligns with industry standards such as ISO and 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.



Enterprise Risk Management

We have a robust Enterprise Risk Management (ERM) program overseen by our Internal Audit team. The implementation of ERM at Informatica is intended to further engage and focus management in the identification, evaluation, mitigation and reporting of the most significant existing, emerging and future risks to the Company's operations which may inhibit its strategic, financial, operational, compliance or other business goals. The program consists of both annual assessments and ongoing mitigation and monitoring for reasonable 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 presents the top risks summary, including the progress on mitigation plans, to the Audit Committee of the Board on a quarterly basis.

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

Supply Chain Management

Global Supplier Sustainability

As we advance our sustainability efforts, we seek to extend our expectations to our suppliers to drive sustainability in all parts of our business and reduce the environmental impact of goods and services received from our suppliers. Informatica's 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.

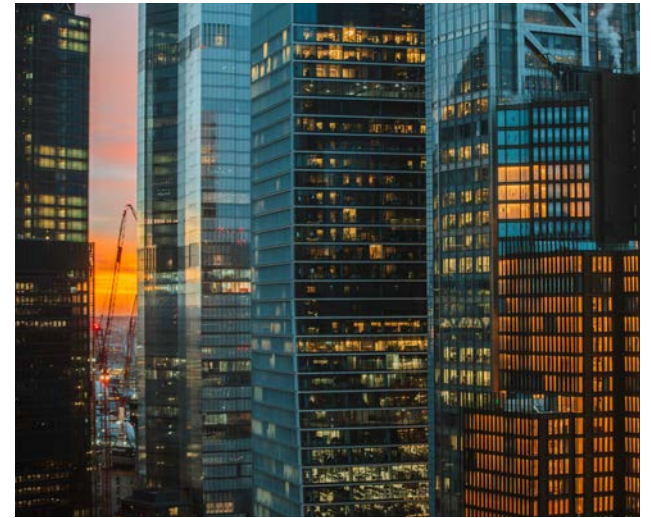
We also expect that our suppliers will respect human rights and will, as we do, oppose slavery, human trafficking and child labor. We continuously screen our suppliers to identify significant risks and are committed to preventing human rights violations in our supply chain.

Highlights of our broad supplier efforts in 2024 include:

Performed supplier onboarding assessments for all vendors that required an information security review which is a key element for supplier sustainability. Supplier onboarding assessments gauge a variety of factors about a supplier's maturity and involve multiple teams.

100% of Procurement Managers completed the ESG and Procurement: How to Decarbonize Your Supply Base training course, which covers topics on the current emissions reduction landscape, as well as procurement's role in collaborating with suppliers to achieve decarbonization.

Assisted in the implementation of Watershed, a tool to help track Scope 1, 2 and 3 emissions, by providing and validating spend data which is used to measure Scope 3 emissions.



Supply Chain Management

Global Supplier Strategy

Our employees, customers and partners come from across the globe, and therefore we strive to reflect that global representation in our supplier base. We recognize that variety in supplier's locations and company sizes are critical to mitigating supply chain issues and our overall business success. In addition to our larger suppliers, we also focus on supporting small and medium sized businesses that power much of our global economy. We have a team in place within procurement who manages and supports our efforts to ensure our suppliers are fiscally sound, comply with our **Supplier Code of Conduct** and are partners in our efforts to innovate and be fiscally responsible.



Highlights of our supplier effort in 2024 include:

Created and distributed reports to internal leadership and stakeholders to educate and increase visibility of different types of suppliers across all categories of spend.

Utilized internal dashboards to report on and track spending with all categories of suppliers.

Performed quarterly Tier II reporting for thirteen customers in 2024, up from eleven customers in 2023, which allows our customers to recognize the effect of their spending within their supply chain.

Governance & Leadership

We also recognize that sustainable growth is hampered without strong leadership addressing the imperative of integrity, ethics and compliance and a well-functioning structure designed to ensure effective, focused engagement with multiple stakeholders – including with our employees around the imperative of integrity, ethics and compliance and with the outside world.

Business Ethics & Compliance

Our sustainable business growth is enabled by our firm commitment to conducting business ethically and in full compliance with myriad applicable laws and standards. As a publicly traded company operating across the globe with customers representing dozens of industries, we are subject to numerous regulations and standards pertaining to the conduct of business. We continuously focus on strengthening our culture of integrity and compliance, with our DATA values as our guide, in several important ways.

Our Code of Business Conduct and Policies

Informatica’s Code of Business Conduct clearly articulates high-level guidance implementing our commitment to conducting business with the highest degree of honesty, integrity and ethical behavior,

fostering personal and collective accountability. Our Code applies to all Informatica officers, employees and directors. Informaticans are expected to know and follow the letter and spirit of the Code.

Implementing our Code is a set of policies and procedures that guide our employees in meeting legal and customer requirements and the Code’s high standards. These policies and procedures help ensure that key regulatory and customer requirements, as they evolve over time, are understood and managed by the responsible business units. To that end, our Code and many of our compliance-related policies are subject to regular review—often annual—and are available to Informatica personnel through our corporate intranet. 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 adhere.

How we keep our Code and policies top-of-mind

<p>MANDATORY NEW HIRE & ANNUAL CODE OF BUSINESS CONDUCT TRAINING addresses:</p> <p>Anti-corruption • Fair competition • Conflicts of interest • Fraud • Sanctions & export controls • Insider trading • Reporting misconduct & whistleblower protections</p>		<p>MANDATORY POLICY REVIEW & ACKNOWLEDGEMENT requires:</p> <p>Code of Conduct review • Review of other key compliance policies • Disclosure of potential conflicts of interest</p>	<p>AUDIENCE: All Informatica employees</p> <p>2024 COMPLETION RATE: 100%</p>
<p>Targeted training of other business teams focusing on their specific compliance policy obligations.</p>	<p>Compliance-related policies are available to employees on demand on Life@, our corporate intranet.</p>	<p>Managers are expected to understand and do their part to coach their teams on policy requirements.</p>	

Business Ethics & Compliance

Operationalization of Ethics & Compliance and Cross-Functional Collaboration

Our Corporate Sustainability & Compliance team within the Legal Department is responsible for implementing several key compliance-related obligations from our Code of Business Conduct and policies. The team is led by our Chief Compliance Officer and staffed by compliance professionals with deep subject matter expertise and significant experience standing up and leading corporate compliance programs. Some compliance programs under the oversight of the Compliance team include:



Our **Anticorruption** program focuses on, among other key risks, mitigating third-party corruption risks that could arise in the course of our business and on driving awareness of clear, actionable guidance on permissible gifts, travel and entertainment.



Our **Sanctions & Export Controls** program takes a comprehensive, multi-faceted approach to ensuring compliance with international trade requirements.



We drive awareness of the importance of full compliance with **Competition Law** both in how our personnel and our business partners conduct themselves.



We require disclosure and review of potential **Conflicts of Interests**.

The team also manages annual training in collaboration with other subject matter experts and the periodic policy update process for many of our compliance policies.

The Corporate Sustainability & Compliance team also plays a key role in effectuating Informatica's highly collaborative compliance model. In 2024, we revamped our cross-functional Compliance Committee, comprised of leaders from compliance functions throughout the enterprise, including several Legal teams, our Global Security Organization, Products, Human Resources, Real Estate & Workplace, Finance and Internal Audit (in a non-voting capacity). The Committee seeks to raise awareness of key developments with cross-team impact, oversee cross-functional projects and ensure efficient collaboration between different functions in operationalizing our commitment to ethics and compliance.

Business Ethics & Compliance

Reporting & Addressing Misconduct

One key mechanism we use to strengthen our culture of integrity and compliance is requiring all officers, employees and directors to report concerns about possible violations of our Code of Business Conduct, Company policy or the law and cooperate with investigations of those concerns. We have established multiple options for employees to raise their concerns, as shown on the next page.

When concerns are raised, they are promptly addressed by experienced investigators. Investigation responsibility is shared between our Corporate Sustainability & Compliance and Human Resources teams according to written procedures designed to facilitate independent and comprehensive investigations and appropriate, effective remediation of alleged misconduct. A subcommittee of our Compliance Committee analyzes investigation findings and related data under strategic guidance from our Board's Audit Committee.

We have zero tolerance for any type of retaliation—including overt or implied threats, reprisals or harassment—against anyone because they have raised concerns in good faith or have cooperated in investigations of concerns. Additionally, we do not limit employees from raising complaints with or otherwise cooperating with external government bodies.



Business Ethics & Compliance

How mandatory reporting works for employees

OUR CODE & WHISTLEBLOWER POLICY REQUIRE REPORTING OF ALLEGED:

Code of Conduct violations

Policy violations

Questionable accounting, internal controls or auditing matters

Fraudulent financial reporting

Fraud against investors

Securities, mail, wire or bank fraud

SEC rule violations

Other violations of law

REPORTS MAY BE MADE TO:

The employee's manager or any other member of management

Human Resources, including with an HRBP

Corporate Sustainability & Compliance through our email list

Our Chief Legal Officer

Through our online reporting portal*, linked at our intranet homepage

By calling our phone reporting hotline* (phone numbers available here)

Directly to the Board Audit Committee for certain matters

* Can be anonymous

AFTER REPORTING, EMPLOYEES...

are required to cooperate with investigations of allegations.

are protected from any form of retaliation.

Appendix



Sustainability Disclosures and Assessments

EcoVadis Highlights Summary

For the past nine 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 scores in the Ethics and Sustainable Procurement sections are above average for all other software providers they assess. In 2024 we received an overall score of 54 and received a Committed Badge 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 2024, we submitted our third formal response to CDP, a global non-profit that runs an environmental disclosure system for companies, cities, states and regions. Our response included Scope 1, Scope 2 and Scope 3 emissions for certain categories covering FY23. As an IT software and services company we monitor and evaluate ways to mitigate potential climate-related opportunities and risks.



SASB Index: Software and IT Services

We have elected to report under the SASB: Software and IT Services Standard.

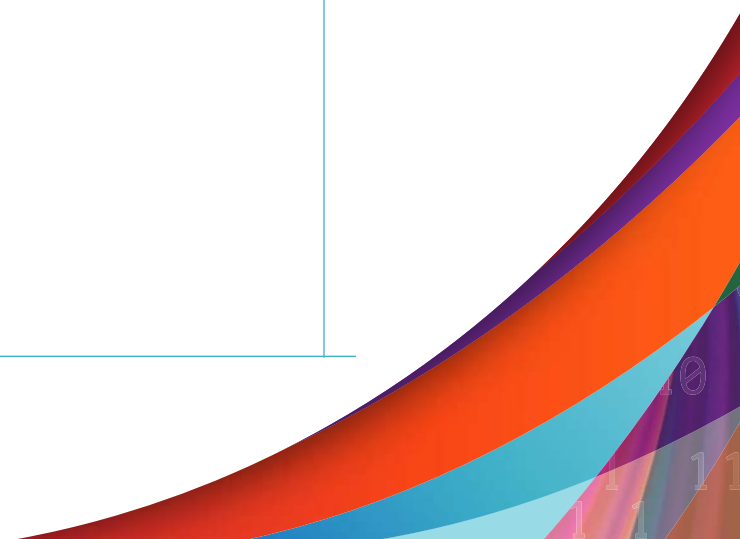
SASB connects businesses and shareholders on the financial impacts

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, 2024 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 (2) Percentage grid electricity (3) Percentage renewable	TC-SI-130a.1	(1) 60,295 (GJ) total energy consumed (2) 77% of grid electricity (3) 22% renewable	Page 27
	(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. We primarily work with vendors that have ISO 14001 certification.	NA

SASB Index: Software and IT Services

SASB Topic	Accounting Metric	Item Code	Response	Page # or URL
Data Privacy and Freedom of Expression	Description of policies and practices relating to targeted advertising and user privacy	TC-SI-220a.1	Please see the Data Privacy and Protection area provided in the report.	Informatica Privacy Policy
	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	No material losses as a result of legal proceedings associated with user privacy.	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 2024.	NA



SASB Index: Software and IT Services

SASB Topic	Accounting Metric	Item Code	Response	Page # or URL
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	TC-SI-220a.5	To the best of our knowledge, none of our products are subject to government-required monitoring, blocking content filtering or censoring. Like other multinational companies, Informatica is subject to and complies with applicable sanctions and related international trade and export control regulations.	A complete and up-to-date list of prohibited countries and other sanctions programs can be found here: Sanctions Programs and Country Information Office of Foreign Assets Control
Data Security	(1) Number of data breaches (2) Percentage that are personal data breaches (3) Number of users affected	TC-SI-230a.1	We did not experience any material data breaches, including those that might include PII, in 2024.	NA
	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. Informatica uses NIST and ISO standards to address internal risks and external risks from our supply chain. Annual risk assessments are conducted on the Enterprise and our product platforms.	Page 40
Recruiting and Managing a Global, Diverse and Skilled Workforce	Percentage of employees that require a work visa	TC-SI-330a.1	In 2024, 8.6% of the workforce was on a work visa.	NA

SASB Index: Software and IT Services

SASB Topic	Accounting Metric	Item Code	Response	Page # or URL
	Employee engagement as a percentage	TC-SI-330a.2	Our 2024 engagement score was 75%, 5% higher than the tech benchmark of 70%. See Employee Engagement section for details.	Page 20
	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	TC-SI-330a.3	See Our Company Culture section for details.	Pages 23-24
Intellectual Property Protection and Competitive Behavior	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 2024.	NA
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues (2) service disruptions (3) total customer downtime	TC-SI-550a.1	In 2024 our cloud products were available for customers > 99.9% of the time.	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 42

Where data & AI come to



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