



# Ping Identity's 2024 Environmental, Social, and Governance (ESG) Report

A snapshot of Ping Identity's 2024 ESG efforts and performance.



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# A Message from Our CEO

2024 marked another pivotal year in Ping Identity's journey—**not just in what we achieved, but in how we showed up.** It was a year defined by bold evolution, thoughtful integration, and a steadfast commitment to our new guiding purpose: *Trust Every Digital Moment.*



This isn't just our new corporate tagline. It's a rallying cry. It reflects our conviction that trust is the invisible layer that underpins everything. At Ping, we're proud to be building that foundation. Whether we're advancing security, removing friction from digital experiences, or embracing the potential of AI, our mission is to establish a fabric of verified trust that protects identities with intelligence, inclusivity, and integrity.

In 2024, we leaned into innovation, amplifying customer impact, and deepening our commitment to ethical AI practices. **We approach AI with both ambition and accountability.** Through responsible governance and tight collaboration across our teams, we're working to unlock AI's potential—while staying vigilant about the risks it introduces to the very trust we're here to build. We also continued to build the foundation for environmental accountability to safeguard the planet's future.

Throughout this evolution, one constant has remained. Identity—our people—continue to drive our progress with passion and purpose. We continue to support professional inclusion and belonging, and the power of community through our employee resource groups (ERGs). We reinforced a culture that sees identity not just as a product of authentication, but as something deeply human and personal. Every Identity deserves to be seen, supported, and uplifted—and we're committed to ensuring just that.

**Looking ahead, we know what's at stake.** The pace of digital change—and the complexity of threats—is only accelerating. That's why we're leaning in with purpose. Because when trust defines every digital interaction, it opens the door to stronger relationships, greater opportunity, and a more secure digital future for all.

We're proud of what we've built so far. But we're even more energized by what's ahead.

– **Andre Durand, CEO**

# About Ping Identity

**Ping Identity's mission is to provide seamless, secure, and extraordinary digital experiences.**

At Ping Identity, we make it possible to trust every digital moment—moments with customers, employees, partners, and non-human identities. Whether you are securing millions of users, fighting sophisticated fraud, simplifying third-party access, or embracing passwordless experiences and verifiable credentials, establishing trust shouldn't slow you down. Our enterprise-grade identity platform is built for scale, speed, and flexibility—and works seamlessly with your existing tech stack across cloud, hybrid, and on-prem. We help innovators like you accelerate growth and confidently leverage AI—making life easier for your developers, users, IT teams, and partners.

Ping Identity simplifies complex problems for the world's largest enterprises. That's why over half of the Fortune 100 choose Ping Identity to provide smooth and secure digital interactions with their users. From Microsoft to Amazon, we partner with some of the most important tech companies in the world. Ping Identity serves a broad range of markets, including financial services, government, healthcare, technology, aerospace, retail, and more.

The Ping Identity Platform allows businesses to deploy leading identity solutions for their employees, customers, and partners. To cover any use case, our solutions can be deployed as software-as-a-service (SaaS) or on-premise software. We offer the flexibility to deploy our SaaS solutions in the Ping Identity cloud, as well as in both private and public clouds.

Top Identity and Access Management (IAM) industry analysts recognize Ping Identity for our innovation, standards, and commitment to best practices. For example, Ping Identity was named a Leader in the 2024 Gartner Magic Quadrant for Access Management. The Company was also recognized by the 2024 KuppingerCole Leadership Compass for Access Management, and Leadership Compass for Reusable Verified Identity. The latter noted, "Ping Identity's SaaS solutions and cloud-ready software are highly scalable and offer maximum flexibility to customers in terms of support for standards as well as innovation for cutting-edge use cases... As such, Ping Identity's platform should be included in any shortlist for Access Management platform solutions to consider."



# About This Report

Environmental, Social, and Governance (ESG) efforts at Ping Identity are overseen by our ESG Committee. This committee is dedicated to promoting sustainability, driving social change, and upholding ethical corporate governance at Ping Identity.

This 2024 ESG Report describes our ESG efforts and performance for our Fiscal Year 2024 (FY24), from January 1, 2024, to December 31, 2024, and includes all our operations worldwide unless otherwise noted. For questions about this report, please contact the Ping Identity ESG Committee at [esgcommittee@pingidentity.com](mailto:esgcommittee@pingidentity.com).

## 2024 Ping Identity ESG Highlights

30+

inclusion events  
for employees  
across the globe

2nd annual employee volunteer Community Day

750+

participants

20+

countries

115+

organizations

2500+

volunteer hours

### Oversight of ESG at Ping Identity

The Ping Identity ESG Committee was formed in 2021 as a cross-functional team comprised of leaders from different departments:

- Security & Privacy
- Inclusion and Belonging
- Legal & Compliance
- Facilities
- Human Resources
- Marketing & Communications

Additional 2024 Highlights:

- Maintained industry-leading security and privacy audits
- SOC 2 Type II audit for Security, Availability, and Confidentiality

- ISO 27001:2013 certified for Information Security Management
- Added ISO 27018:2019 certification for protection of Personal Data
- Published additional transparency reports in the Ping Identity Trust Center
- Data Processing Fact Sheets for Ping Identity Solutions
- Report on Government Agency Requests for Information
- Subprocessor FAQ Resources

Together, these leaders provide expertise, guidance, and foresight on ESG-related matters. The ESG Committee meets regularly to review and assess Ping Identity's ESG program and to discuss new initiatives. The ESG Committee reports directly to Executive Management.

# Inclusion and Belonging Summary

*Championing and celebrating every identity at Ping Identity.*

## Ping Identity's Approach to Inclusion

Ping Identity cultivates an inclusive culture that promotes unique identities and talents. By celebrating individuality in our organization, we also promote the creativity and innovation foundational to our success.

Success in today's globalized society requires more than strong business acumen, organizations must also realize how issues like inclusivity and belonging impact their ability to build winning teams. Ping Identity is aware that our ability to attract, hire, and retain talent for business success hinges on our ability to promote a strong inclusive workforce culture. While Ping Identity will always offer best-in-class products and services, we complement our award-winning technology with a commitment to fostering inclusion and belonging for all.

At Ping Identity, we believe that culture is not a spectator sport. As such, every Identity is responsible for creating a culture of safety, belonging, and inclusion. This culture forms the backbone of a talented team that drives exceptional results for customers, employees, partners, and suppliers.

Ping Identity believes differing perspectives, experiences, and capabilities are paramount to the Company's culture, reputation, and success.

At Ping Identity, we don't just assume we have an inclusive culture. With our core, culture-based values as a foundation we deliver on a strategic plan that impacts outcomes in the following areas:

- 1) Workplace culture through learning, engagement and cultural influence
- 2) Workforce that focuses on recruitment, retention, professional development and talent management
- 3) Advancing community outreach through volunteerism and philanthropy
- 4) Corporate business through brand positioning and product enhancement

Other key drivers include:

- An inclusion policy that defines our commitment and sets the standard for positive behavior and practices in daily interactions with employees, customers, and partners.
- Employee Resource Groups (ERGs) that build community and connection for our Identityans.
- **Continuous improvement** in key areas, including employee inclusion and engagement, organizational policies and practices, and community impact.

As Ping Identity grows, we will continue making advancements across the full spectrum of our inclusion strategy.



# Key Inclusion Initiatives

Ping Identity continued to advance its Inclusion & Belonging efforts with key initiatives and achievements, reinforcing the Company's commitment to building an inclusive and supportive workplace for all.

## Inclusive Leadership Learning

Ping Identity provided a variety of learning opportunities for Identians at every level to increase knowledge and develop skills that develop empathy, inclusion, trust, and cultural competence, all of which promote fostering a place of inclusion and belonging.

In addition, Ping Identity piloted a six month program specifically for our managers to develop skills and equip them with information and tools to cultivate a more inclusive and safe environment with their teams. This included new language and tools to feel more supported as managers, ways to strengthen team member relationships, engagement, and advancement. Shifting mindsets to acts of intention to bring this forward, this cohort of leaders formed a shared experience and safely discussed topics of sensitivity. While we recognize that training alone doesn't guarantee behavioral changes, it provides a consistent framework for communication and promotes a greater understanding of diversity.

## Internal Development Opportunities

In 2024, internal development programs were relaunched, giving employees the opportunity to develop in the areas of self-awareness,

communication, high performance, and leadership skills for both individual contributors and people leaders. A company-wide Mentoring program was also launched enabling mentees and mentors to partner together on career & personal development goals. These programs build upon and help bring to life Ping's core values to a broad spectrum of Identians.

## External Partnerships

Ping Identity works with several partner companies to strengthen and enhance our Inclusion and Belonging initiatives. For example, organizations like Seramount enhance Ping Identity's workplace culture with networking opportunities, educational resources, and conference participation. InHerSight helped Ping Identity expand our female candidate recruitment and hiring efforts in 2024. Out & Equal Workplace Advocates provided skills-based learning and conference participation to promote awareness of LGBTQ+ workplace inequalities.

<sup>1</sup> Seramount's employee-centric talent solutions and strategies combine research, expert advisory and innovative technology to unlock what's possible in fully engaged workforces.

## Employees and Culture

Ping Identity employees drive inclusivity and promote belonging through a range of initiatives. By supporting ERGs and focusing on key actions, the Company provides many opportunities for personal and professional growth. In addition, our competitive compensation, comprehensive benefits, and employee engagement initiatives help cultivate a positive and supportive workplace for Identians.

**In fact, 78% of our employees feel that we have an inclusive working environment.**

## Employee Resource Groups - Led by Identians, for Identians

Ping Identity's Employee Resource Groups (ERGs) are formally organized groups that cultivate community through shared purpose, identities, and experiences. ERGs provide a forum for networking, mentoring, career development opportunities and other support. **Open to everyone**, ERGs help foster a more inclusive work culture where every Identian feels respected, valued, and heard. Ping Identity currently has five mission-focused ERGs:



**Women of Ping**  
ERG

Committed to promoting inclusivity as well as personal and professional growth of all genders and gender identities. We are building a community that fosters the development of female youth and women both within local communities and Ping.



**Ping Racial & Ethnic Diversity**

Celebrates differences as strengths and empowers Identians to bring their authentic selves to work, especially for those with cultural, racial and ethnic backgrounds that are underrepresented in tech.



**Ping Community Cares**

Ping Community Cares is committed to empowering Identians to be advocates for social impact and helping our global and local communities. Our ERG supports and encourages colleague-driven volunteering in the communities where we live and work.



**Ping Young Professionals**

Grow Personally,  
Grow Professionally, Grow Ping

Facilitating growth and development of rising talent and new leadership who are contributing to future innovation at Ping.



**Ping Proud**

Amplifying, celebrating, and supporting the voices of all LGBTQ+ Identians and allies—helping Ping to realize the full value of our community while also supporting our broader I&B strategy/imperatives.



ERGs elevate the voices and needs of Identians through annual cultural programming and celebrations. A few include:

- Martin Luther King Day
- Black History Month (US)
- Women's History Month
- AAPI Heritage Month
- Pride Month
- Juneteenth
- Hispanic and Latinx Heritage Month
- Black History Month (UK)
- Indigenous Peoples' Month
- Diwali
- Veterans Day

In addition, Ping Identity also offers a variety of informal groups for networking and support, including communities for working families, veterans, and individuals with disabilities (both visible and invisible). Identians can also participate in club-oriented groups focused on shared activities such as running, cooking, and gardening. Furthermore, there are numerous opportunities for Identians to engage in community-centered programs.

Whether it be spreading cultural awareness or supporting the community, ERGs celebrated and recognized key successes through company spotlights, meetings, social channels and other digital methods.

## Compensation and Benefits

Ping Identity offers market-competitive compensation to support Identians in meeting professional and personal goals. Our pay structure includes a base salary, short-term bonuses or commissions, and long-term equity for eligible employees. Ping Identity is committed to pay equity and regularly conducts internal reviews of salary and benefits packages. We also work with an independent auditing firm that analyzes pay for potential disparities. Ping Identity believes

fair and unbiased compensation is critical for an inclusive culture and ultimately helps us attract and retain high-caliber talent.

The company reviews our benefits annually to ensure they remain competitive and meet the evolving needs of our employees. Key benefits at Ping Identity include:

- Paid parental leave
- Competitive time off
- Charitable giving match
- Fitness stipend
- Sabbatical
- In-office snacks and drinks
- Ping sponsored health & welfare benefits and or pension (location specific)

Ping Identity is dedicated to providing benefits that support our employees' wellbeing and reflect our inclusive culture. More information on our benefits offerings can be found on this page: [Ping Identity Benefits](#).

## Awards & Accolades

Ping Identity's commitment to creating an inclusive and dynamic workplace earned us numerous awards and accolades in 2024. These recognitions highlight our dedication to employee growth and diversity, as well as our devotion to fostering a culture of innovation and collaboration:

- Recognized as a **Built-in Best Place to Work** for the 6th time (2019-2024)
- Several employees honored as **2024 CRN Women of the Channel**
- Listed as a **Best Information Technology and Services Company to work for** by InHerSight

# Data Security and Privacy



*"In our rapidly evolving and complex digital world, privacy and security will become increasingly critical to business success, particularly for those in the identity access management space. Ping Identity views the security and privacy of its customers and employees with the utmost importance. Our commitment to security and compliance is the top priority in everything we do. Ping Identity maintains and follows industry best practices and continuously seeks to ensure that the information we hold is kept safe and secure."*

- Russ Kirby, Chief Information Security Officer

## Security Overview

At Ping Identity, our business is security. We have a Security and Compliance Team in place dedicated to the day-to-day oversight of security policy, risk management (financial, operational, strategic), and compliance with applicable laws and regulations.

Ping Identity employs 24/7/365 monitoring on all production systems, and near-real-time reporting is in place to alert on any issues. We also have intrusion detection systems (IDS) for high-risk network zones. These safeguards provide centralized monitoring, logging, and alerting for anomalous behavior, which is then investigated by our Security Team.

Ping Identity aligns and certifies our Security Program to the ISO 27001 and ISO 27018 standards. The Company undergoes an annual ISO audit to evaluate the effectiveness and design of our security controls to ensure we maintain our certification. In addition to our ISO audit, Ping Identity undergoes an annual SOC 2 Type II assessment to attest to the effectiveness of the security controls implemented for our corporate and cloud environments.

For more information about security at Ping Identity, please visit our Security Page here: [Ping Identity Security](#).

For information on our product and data security, please see our Security Exhibit here: [Ping Identity Security Exhibit](#).

For more information on Ping Identity's SOC 2 audit report, ISO certificate, and other relevant security documents, please see our Security Portal: [Ping Identity Support Portal](#).

## Security Incidents

Ping Identity maintains a formal incident response plan that includes defining an incident and data breach, as well as procedures to notify all affected customers. Our employees are trained to properly identify and notify the correct teams when they suspect that an incident or breach has occurred.

If there is an event or disaster that results in a disruption affecting Ping Identity data centers, our operations can be shifted to an alternate local data center to ensure services are uninterrupted. If there is an event that requires the systems to be rebuilt from backups, this will be achieved from daily backups.

For more information on our security incident responses, please see our Security Exhibit here: [Ping Identity Security Exhibit](#).

## Privacy at Ping Identity

Ping Identity's Global Privacy Program is aligned with our organizational goals and objectives. The initiative has matured considerably since its inception before the GDPR. Below are highlights from Ping Identity's Privacy Program:



### Program Governance and Guidance

The Privacy Program is guided by the principles of the NIST Privacy Framework. Additionally, we have performed an ISO 27018 audit and achieved ISO 27018 certification. Regular program activities include the creation, implementation, and regular review of privacy-related policies, processes, and procedures with input from senior representatives across the company.



### Privacy Awareness and Training

Annual privacy training is required for all Ping Identity personnel. In addition, employees are required to complete role-based data protection training focused on best practices for protecting sensitive information that they encounter in their day-to-day jobs.



### Program Monitoring

The maturity of the Privacy Program is evaluated annually as part of Ping Identity's comprehensive Information Security Maturity Assessment. Results inform both privacy risk management activities and annual program planning.



### Vendor management

Our vendor due diligence process includes both security and privacy assessments, enabling Ping Identity to establish operational requirements designed to protect personal data that may be disclosed to or accessed by a vendor.



### Data Subject Requests and Privacy Inquiries

Data subject requests and privacy questions are received and processed via a web-based automated workflow, allowing for fast and efficient fulfillment of all requests.



### Data Mapping of Assets and Processing Activities

Ping Identity maps data flows for high-risk internal applications as well as Ping Identity products. The focus of these efforts is to understand the categories of personal data involved as well as the types of processing that may impact personal data.



### Privacy risk assessments

Ping Identity routinely performs privacy risk assessments (e.g., DPIAs) and completes required regulatory documentation (e.g., ROPAs) for processing activities that involve personal data.



### Data Protection Officer (DPO)

To assist with GDPR compliance efforts, Ping Identity has appointed an external law firm as its DPO.

**Privacy Statement:** For more information regarding how we collect, use, share, and protect personal data and information, please review our [Ping Identity Privacy Statement](#).

**Trust Center:** Please see the [Ping Identity Trust Center](#) for additional information on our privacy program.

# Community and Societal Impact

With the growth and forward momentum of Ping Identity, we consistently seek ways to give back to the greater community. We believe that our employees are at their best when [their] communities are also at their best. To help improve communities around the globe, Ping Identity provides resources, volunteer hours, and financial support. By doing so, the Company aims to support the communities that Identians work and live in and foster greater inclusion and create pathways for underrepresented groups.<sup>2</sup>

## Ping Identity Community Cares ERG

Ping Identity Community Cares ERG is one of our foremost promoters of community involvement. This ERG supports Identian-led volunteer efforts in the places where we live and work. In 2024, Ping Identity Community Cares coordinated a range of events, including:

### Charity Match Program

Ping Identity sponsors a charity match program that supports employees' charitable contributions. When an employee donates to their charity of choice, Ping Identity will match the donation dollar for dollar, up to \$500 per calendar year.



### 2nd annual Helping Hands Day

Helping Hands Day is a company-wide volunteer event sponsored and organized by the Community Cares ERG. During this global initiative in 2024, over 750+ employees from 20+ countries volunteered with more than 115+ organizations, which resulted in 2500+ volunteer hours and \$84,000 monetary value.. Some organizations Identians worked with included:

<sup>2</sup> Note: This section highlights key organizations, partnerships, and community activity and is not an exhaustive list.

### A sampling of participation included:

- Need Base (Bengaluru IND)
- Food for Lane Country (Eugene OR)
- The Urban Farm (Denver CO)
- We Don't Waste (Denver CO)
- Denver Park Cleanup (Denver CO)
- Meal Packing (Hudock GA)
- Driving for Special Needs (Plotkin NJ)
- Longmont Humane Society (Longmont CO)
- Children's Home (Bengaluru IND)
- Our Daily Bread (Dallas TX)
- Bristol Animal Rescue (Bristol UK)
- Park Cleanup (Oxfordshire UK)
- Leket Israel (Tel Aviv ISR)
- AWSOM Animal Welfare Society (Stroudsburg PA)
- Food Pantry (Cook MO)
- Water of Leith Cleanup (Edinburgh UK)
- Redwood Empire Food Bank (Sanfilippo CA)
- House Fixup (Tel Aviv ISR)
- Food Bank of the Rockies (Denver CO)
- Queen's Square Litter Pickup (Bristol UK)
- Yolo County Food Bank (Woodland CA)
- Sunset Beach Cleanup (Vancouver BC)
- A Little Help (Denver CO)
- And many more!



## Additional Community Impact

Beyond formal company-sponsored events, Ping Identity supports employees to engage in volunteer activities that align with their passions. When Identians contribute to causes they care about, it further expands our impact on the community. In 2024, here is a sampling of a few more volunteer events:

- Ping Into Action Wellness Challenge (virtual)
- The Gathering Place (Denver CO)
- Wells Fargo Ski Cup (Winter Park CO)
- Passover Delivery (Tel Aviv ISR)
- Girls & Science (Denver CO)
- Food Bank of the Rockies (Denver CO)
- Food For Thought (Lakewood CO)
- Live at the Vineyard (Denver CO)

## Workforce Development in STEM

Ping Identity empowers young people by providing resources, mentorships, and opportunities for kids to explore careers in science, technology, engineering, and mathematics (STEM).

Ping Identity recognizes our responsibility to invest in the next generation and help expand the future talent pool. In collaboration with CBS4 Denver, Girls Inc. of Denver, and the Denver Museum of Nature and Science, for the seventh year we proudly sponsored the Girls & Science Program to ignite interest in STEM among elementary and middle school girls. Identians volunteer for this event, providing strong role models for young girls interested in STEM.



# Ping Identity and the Environment

We are committed to minimizing our environmental impact and fostering sustainability. Ping Identity engages in several programs to lower energy usage, decrease waste, and champion environmentally sound methods throughout our international operations. By embracing environmental accountability, we contribute meaningfully to our communities and safeguard the planet's future.

## Emissions

Ping Identity is taking steps to better understand and reduce our carbon footprint. As part of this effort, we began exploring different areas of our operations to better understand where our greenhouse gas (GHG) emissions are generated. This work has helped us identify opportunities for improvement and set the foundation for future progress.

In 2024, Ping Identity leveraged third-party software to estimate GHG emissions across key areas of our operations, including energy use at our Denver headquarters and employee travel patterns. These estimates are presented in the table below and expressed in carbon dioxide equivalents (CO<sub>2</sub>e).

Moving forward, Ping Identity plans to refine our tracking approach, monitor changes year over year, and establish a more detailed baseline. We also plan to explore additional third-party tools to support emissions reduction strategies and identify areas where we can make the most meaningful improvements.

	2024	
DATA SOURCE <sup>3</sup>	tCO <sub>2</sub> e <sup>4</sup>	%
Air Business	2,386,742	95.6%
Electricity (Grid)	5128.66	0.21%
Road Business	104,325.46	4.18%
Rail Business	370.86	0.01%
TOTAL	2,496,567	100%

<sup>3</sup>Travel data represents all employee travel throughout all represented geographies: US, Canada, EMEA & APAC.

<sup>4</sup>These measurements are direct and indirect GHG combined.

## Ping Identity's 2024 Sustainability Initiatives

In 2024, Ping Identity put several practices in place across our offices to cut down our environmental impact. These sustainability efforts range from eco-friendly office remodels to actively reducing waste and fossil fuel consumption in our daily operations.

### Waste Reduction

Ping Identity's commitment to sustainability shines through our targeted waste reduction initiatives. Here's what we're doing in our offices:

- **Comprehensive recycling program:** We have a robust program for paper, plastics, and compostables, and where we are able to, every Identian in the office (Ping Identity employee) gets an under-desk recycling bin.
- **Less paper consumption:** We've largely moved to digital documents. When we do need physical copies, we emphasize double-sided printing.
- **Reusable products:** We provide reusable dishware, utensils, and water bottles to cut back on single-use plastics.
- **Donation of office resources:** When closing an office, we prioritize donating furniture and other resources to local charities, preventing these items from ending up in landfills.
- **Food waste reduction:** Leftover food from events is donated to local food charities, ensuring edible food doesn't go to waste.

### Energy & Water Conservation

We prioritize energy and water conservation through smart practices designed to use fewer resources. Here are some examples from our offices around the world:

- **Quick leak repairs:** We encourage Identians to report any water leaks so we can fix them fast, preventing unnecessary water waste.
- **Fewer aluminum cans:** Our kitchens have Bevi machines, which help reduce the number of aluminum cans used in the office.
- **Motion-sensor lighting:** Office spaces use motion-sensor lighting, so lights are only on when someone's in the room.
- **HVAC climate control:** We minimize HVAC energy use with smart climate control measures.

### Local Vendor Focus for Carbon Impact

To further shrink our carbon footprint, Ping Identity is actively focusing on using local vendors whenever possible. This applies to everything from local operations to company swag and various campaigns. By prioritizing local partnerships, we significantly reduce the emissions linked to long-distance shipping and transportation.

### Green Commuting

Ping Identity actively supports green commuting initiatives to help reduce our collective carbon footprint. We make it easier for our Identians to choose eco-friendly transportation options by providing bike racks and shower facilities in our offices, encouraging bicycle commuting. Additionally, we maintain flexible work-from-home policies which help reduce daily commutes and contribute to lower emissions.



## Electronic Waste Recycling

Ping Identity is committed to electronic waste (e-waste) recycling across all our offices. To accelerate this crucial initiative, we have partnered with [Revivn](#), a leading hardware lifecycle solutions provider. This collaboration is vital because, in the U.S. alone, electronics are responsible for 70% of toxic waste, releasing harmful substances like lead, cadmium, and PCBs into our environment. By recycling, we significantly reduce this impact and conserve valuable resources such as copper, gold, and tungsten, lessening the need for new mining.

Through our partnership with Revivn, we ensure that old or broken computer equipment is kept out of landfills. With convenient collection points at each office, we provide a sustainable and easy-to-follow process, contributing to a clean and waste-free workplace.

### Our 2024 report highlights the positive impact of this program:

- 1,353 lbs of estimated e-waste prevented
- 451 computers repurposed
- 1,063 lbs of e-waste recycled



## Urban Beehive

At Ping Identity's Denver headquarters, you will find a buzzing testament to our commitment to environmental sustainability: two active beehives housing over 40,000 honeybees. We have achieved this remarkable feat in partnership with Alveole, an organization dedicated to promoting biodiversity through urban beekeeping.

By collaborating with [Alveole](#), Ping Identity is actively boosting pollinator populations and championing environmental health. These vibrant hives play a vital role in enhancing pollinators within the urban environment, which in turn improves the growth of local flora and strengthens the entire ecosystem surrounding our Denver headquarters.

For more information about Ping Identity's environmental goals, please read our corporate environmental policy here: [Ping Identity Environmental Policy.](#)



# Responsible Governance

At Ping Identity, strong governance is the cornerstone of our commitment to ethical business practices and long-term sustainability. From responsibly leveraging AI to upholding our Code of Ethics, we prioritize transparency, accountability, and compliance across all areas of our operations. These tenets of responsible governance are in alignment with Ping Identity's ESG values and mission to drive responsible innovation and corporate integrity.

## Artificial Intelligence (AI) Governance

Following our greater governance responsibilities, Ping Identity's AI governance is founded on transparency, accountability, and compliance. In turn, AI governance directly contributes to ethical conduct and long-term value creation with this powerful new technology.

AI helps Ping Identity boost operational efficiency, improve decision-making, and deliver more secure, personalized customer experiences. To drive innovation, we leverage AI in our products while maintaining strong governance to manage risks and uphold compliance and ethical standards.

Ping Identity formed a cross-functional AI Governance Committee to oversee AI initiatives and ensure ethical considerations are integrated into every use case. As part of our commitment to responsible AI development, the Company conducts comprehensive risk assessments, maintains continuous monitoring, and adheres to strict privacy and data protection standards. By embedding ethical AI practices in our operations, Ping Identity aims to drive sustainable growth, build stakeholder trust, and promote responsible corporate citizenship.

## Code of Ethics & Compliance Training

Socially responsible practices are central to our business at Ping Identity. Our Code of Ethics outlines company values, security guidelines, and standards of conduct. This code applies to every Identityan. Ping Identity requires employee compliance training on important topics like anti-bribery, anti-corruption, privacy, and security to reinforce our ethics and principles. This training ensures Ping Identity upholds the highest standards of integrity across our operations.

## Suppliers and Partners

Ping Identity expects our vendors to meet our ethical and moral standards. In turn, we seek partnerships with businesses that have strong ESG policies. Ping Identity uses a Responsible Procurement Policy and a Supplier Code of Conduct to ensure alignment with our ESG initiatives.

Due diligence is built into the entire Ping Identity procurement process to promote vendor partners that share our ESG values. As a case in point, Ping Identity conducts ESG due diligence at the time of vendor onboarding, which includes a mandatory agreement with our Code of Ethics.

# Conclusion

2024 was another transformative year for Ping Identity. By joining forces with ForgeRock, we greatly expanded our talent pool and offered more innovative identity solutions for global customers. Since AI has reshaped how people work and live, 2024 also proved a revolutionary year across the entire IAM landscape. Despite changes, Ping Identity never lost sight of our ESG initiatives and goals.

Ping Identity is dedicated to sustainable growth, ethical practices, and responsible innovation, regardless of the business climate. We champion every Identian, value our rich global team as our most important asset, and foster Inclusion and Belonging by ensuring access to opportunities for all Identians. Through groups like ERGs and initiatives such as Girls in STEM and HeLPing Hands Day, Identians continuously improve our workplace culture and make a positive external impact in the communities where we live and work. As a global leader in identity solutions, we prioritize strengthening security and data privacy, setting an example for clients, partners, and peers, while our environmental initiatives help

protect our planet for future generations. Since its inception, Ping Identity has continuously strived for excellence in our products, services, and operations. As our global community faces new environmental, social, and governance challenges with each passing year, we vow to engage ESG initiatives with the same passion that made Ping Identity successful in the business world. Every Identian has a shared responsibility for creating a company culture and global community that we can be proud of. The Ping Identity team looks forward to continuing this journey, into 2025 and beyond.