



THE  
LIQUID  
SOFTWARE  
COMPANY

# SUSTAINABILITY REPORT



Fiscal Year 2025



# LETTER FROM OUR CEO



At JFrog, sustainability is an operating principle - and it has been from day one.

I say that not to be contrarian, but because I've seen what happens when companies treat sustainability as a checkbox. They publish a report, frame some numbers, and move on. That's not what this is. This, our 2025 Annual Sustainability Report, is us being honest about what we've built, what we're still figuring out, and where we're headed.

2025 was a defining year for JFrog and the entire software industry. Artificial Intelligence (AI) didn't just accelerate development; it changed the rules. We responded by becoming the system of record for the AI era: launching JFrog ML as the first unified DevOps, DevSecOps, and MLOps platform for trusted AI delivery; introducing the AI Catalog to govern how enterprises discover, secure, and deploy AI models; unveiling agentic remediation capabilities that help developers automatically fix vulnerabilities as they write code; and integrating with NVIDIA's Enterprise AI Factory as its cornerstone artifact repository. We didn't wait to see where AI was headed. We built for it.

Through all of it, we remained grounded in something simple: care.

We care about the developers who depend on our platform. We care about the communities where our employees ("Frogs") live and work. We care about the planet we're all running our software on. These aren't separate conversations; they're the same one.

Care also means showing up when things are hard. This past year tested that. The conflict in the Middle East intensified, and for nearly half our employees ("Frogs"), this wasn't something they followed in the news — it was the harsh reality they lived day and night. Our people showed up for each other in ways that go beyond any policy or program. That's what it looks like when a company actually means what it says.

Witnessing the extraordinary strength of our global support for one another only deepens my commitment to the culture that made it possible.

This year we measured our annual GHG inventory across Scope 1, 2, and 3 emissions, continued to keep cars off the road with FrogHopper, and donated hardware to organizations supporting social mobility, children with cancer, children in foster families and more.

We also continued our partnership with a third-party partner to AI-optimize media delivery on JFrog.com, reducing image and video data transfer by 80% and saving an estimated 0.93 tons of CO<sub>2</sub> per year. Small acts, meaningful impact.

On the product side: every time we proxy and cache a public resource, we're reducing internet traffic. Every time we eliminate duplicated storage, we're reducing waste. Every time our automation tools cut an unnecessary build cycle, we're saving compute and energy. Sustainability is engineered into what we ship and how we run our offices.

As AI accelerates software delivery across every industry, the responsibility to act with intention only grows. More code, more compute, more complexity - and more opportunities to do it right.

We're not perfect. We're improving. And we're sharing our progress openly, which is the only way it counts.

The trust our customers, partners, and communities place in JFrog is not something we take lightly. We work to earn it every day, in every build, every disclosure, every line of code.

May the FROG be with you!

Sincerely,

**Shlomi Ben Haim,**  
Chief Executive Officer & Co-founder, JFrog



# ABOUT JFROG

JFrog is on a mission to power the world with Liquid Software - replacing fragmented update cycles with a single system of record that seamlessly delivers secure applications from developer to device. The JFrog Software Supply Chain Platform gives organizations end-to-end visibility, security, and control to automate the delivery of trusted software releases, keeping every artifact available, traceable, and tamper-proof. The universal, hybrid, multi-cloud JFrog Platform is available as both SaaS and self-hosted, serving millions of users and approximately 6,600 organizations worldwide, including a majority of the Fortune 100.

Our mission is rooted in a genuine need: developer and security teams must ship more software, faster, with confidence. Born from the open-source community and still fueled by it, JFrog earns trust by listening closely, contributing openly, and building solutions that practitioners actually need, making us a true "from the community, for the community" company.

- Approximately 1800 FROGS (Employees)
- 11 countries
- HEADQUARTERS: Sunnyvale, CALIFORNIA; Netanya, ISRAEL

HEADQUARTERS:

**Sunnyvale,**  
CALIFORNIA

**Netanya,**  
ISRAEL

**11**  
COUNTRIES

**~1800**  
EMPLOYEES

**~6600**  
SUPPORTED  
ORGANIZATIONS



Today, DevOps, DevSecOps, MLOps, and DevGovOps teams share a single imperative: ship secure, intelligent software at speed without sacrificing trust or governance. Founded in 2008 as an early pioneer in the DevOps movement, JFrog has grown alongside the industry and expanded the JFrog Platform to unify Engineering, Security, and AI/MLOps workflows in one place as the discipline has evolved.

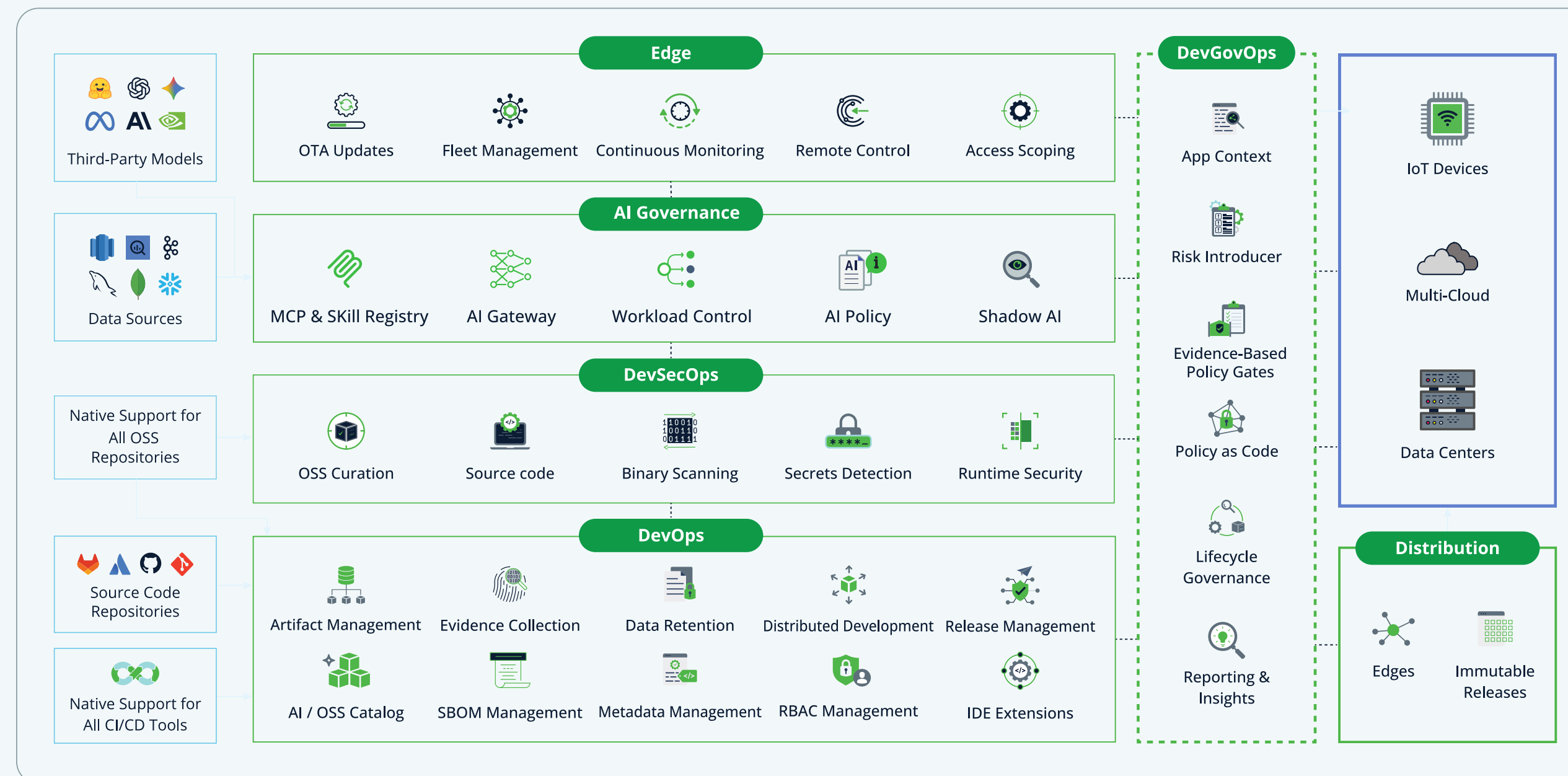
That convergence demands a new kind of infrastructure: a platform that serves every persona across the software supply chain, from developer to CISO to data scientist, through a single source of truth.

This need is accelerating. As AI coding agents join human developers in building and releasing software at unprecedented speed, automation, security, and governance must be embedded

from the start. The volume of software artifacts (e.g., packages, models, MCP servers, and AI-generated code) is growing faster than any team can manage manually, making a unified system of record more essential than ever.

JFrog meets that need. Organizations worldwide, from fast-moving startups to the most demanding enterprises, have appointed the JFrog Platform as their software system of record, trusting it to manage and secure every artifact that flows from code to production.

Our team is made up of "Frogs" (what we call our employees) working across multiple "Swamps" (what we call our offices) around the globe.



## DevOps

unifies software development and IT operations into a shared practice, breaking down silos so teams can ship software faster and more reliably.

## DevSecOps

extends DevOps by weaving security into every stage of the development lifecycle so security isn't a checkpoint at the end, but a continuous part of delivery.

## MLOps

does for machine learning what DevOps did for software: brings data scientists, ML engineers, and operations teams together to get AI and ML components reliably into production. Also called "MLSecOps" where security is considered.

## DevGovOps

takes that same philosophy and applies it to governance, risk, and compliance, shifting GRC from a manual, post-development gate into an automated, continuous process embedded in the DevOps lifecycle.



# THE JFROG CODEX

The JFrog CODEX is our shared set of values - a living commitment to our employees ("Frogs"), our customers, our partners, and the world around us.

Every new "Frog" is introduced to the CODEX on day one, guided through its principles by departmental leaders during onboarding. The CODEX is upheld by every Frog in every location, and is reviewed and refined annually to ensure its alignment with our evolving commitments and areas for improvement.

Beyond defining our cultural DNA, the CODEX serves as the foundation for our business operations, informing both internal and external interactions. It acts as our guiding framework when hiring, developing, and promoting employees, shaping partnerships, and establishing our strategic roadmap.

By embedding the CODEX into all our decision-making processes, we reinforce our commitment to sustainability, integrity, and long-term success.

## Integrity

Morality, decency, transparency. You might make mistakes, but you should always play fair

## Community & Customer Happiness

Fueled by user satisfaction, be a pain solver focused on the solution and not on the problem

## Thinking BIG

Nothing is too small, every detail counts

## Everyone Counts, Everyone Matters

Start the day with a "WE" commitment

## Innovation

Dare to go beyond your comfort zone

## Team Spirit

Mutual trust, joint effort, collaboration

## Open Communication

Anyone can approach everyone about anything at any time

## Agility

Change is an opportunity

## WIN!

With a "good enough" mindset, we'll never achieve greatness

## Care

We care more, it's the source of our better-ness



# OUR APPROACH TO SUSTAINABILITY

## Sustainability Oversight

Our sustainability program has never been a formality. It's a natural extension of who we are, rooted in genuine care for the developer communities we came from, and for the broader world we're all part of.

Every Frog plays a role. Our Board and executive management team monitor and guide our overall approach, while our Chief Sustainability Officer (CSO) drives strategy and execution across every function of the business. The CSO reports directly to the CEO. The board has appointed its Nominating and Corporate Governance Committee to oversee our sustainability program, and they receive a quarterly update from the CSO, involved in key decision points.

The result: sustainability considerations embedded into how we make decisions, with the CEO and Nominating and Corporate Governance Committee kept involved and apprised through quarterly updates.

Rounding out the structure, our global Community and Social Responsibility committees, made up of JFrog volunteers from around the world, recommend humanitarian and environmental initiatives and keep us attuned to what matters most in the countries where we operate. It's how we make sure every Frog has a hand in leaping us all toward a better world.

## CSO Responsibilities

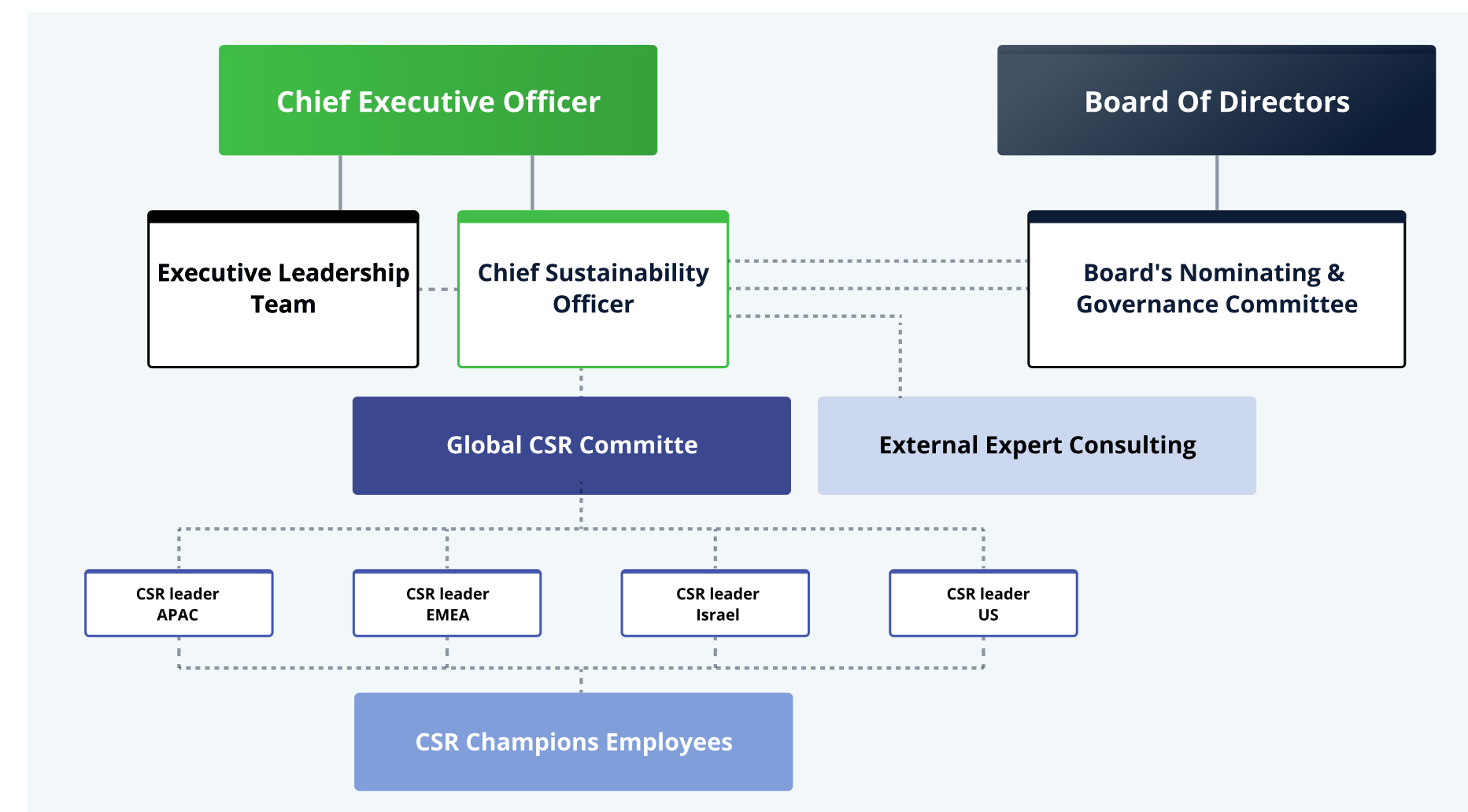
**Review and advise** on sustainability-related regulatory compliance, anticipating regulatory changes, assessing risk, and setting sustainability policies and KPIs.

**Monitor and report relevant data** to drive continuous improvement through the collation, analysis, and disclosure of high-quality data in line with evolving reporting standards.

**Initiate, lead and oversee sustainability projects** including planning, reviewing, and tracking results to coordinate efforts.

**Manage stakeholder relationships** through constructive and transparent engagement with investors, employees, partners, customers, developers, and other key groups.

**Build organizational capabilities** by identifying and addressing gaps through appropriate upskilling and sourcing.





## Data Monitoring

Our Corporate Social Responsibility (CSR) dashboard gives us enhanced visibility into our sustainability metrics and serves as the baseline for setting longer-term targets. We monitor indicators such as number of recycled/donated computers/notebooks, number of volunteering hours and more, and continuously refine the dashboard as our program matures.

We have a third party expert vendor collect and review our climate risk and GHG emissions information which we provide upon request to our partners.

Our Nominating and Governance Committee of the Board and executive team receive regular updates to track progress and maintain accountability.

## Sustainability Priorities

JFrog identifies sustainability priorities through annual and quarterly reviews following our first materiality assessment which was conducted in 2022. In 2025, we continued partnering with independent consultants to review materials from sustainability frameworks, ratings agencies, peers, and investors, confirming that our material topics remain aligned with evolving stakeholder priorities around the world.

Following a perception study conducted in 2024, and further evaluation of our customers' and partners' needs, we have continued to assess and respond to our shareholders' sustainability priorities, including actions such as the development of our Climate-Related Financial Risk report which we provide upon request to relevant stakeholders.

We believe in focusing on what matters most and can be truly influenced by our contribution:

- Compliance with local sustainability and ESG regulations, as well as meeting our stakeholders' expectations
- The Dev communities and the communities around us in our variety of locations
- Ensuring a safe, healthy, and secure digital environment to our employees and partners
- Promoting Social Mobility as part of our Community Social Responsibility activities

# SUSTAINABILITY GOVERNANCE FRAMEWORK

Strong governance starts with clear ownership across every level of the organization. Our Board, executive leadership, and dedicated sustainability function each play a defined role in embedding sustainability into how JFrog operates.

- **Board of Directors** – Experienced professionals who provide strategic direction and oversee governance at JFrog, including evaluating risks and opportunities associated with our business.
- **Board's Nominating and Corporate Governance Committee** – Receives quarterly updates on sustainability progress, and all Board Committees meet regularly to assess risk, address governance matters, and review ethics and compliance initiatives.
- **Chief Sustainability Officer (CSO)** – Reports directly to the CEO, ensuring sustainability is embedded at the highest levels of leadership. Works closely with external expert consultants to incorporate regulatory updates, market benchmarking, and strategic feedback into our sustainability roadmap.
- **Chief Information Security Officer (CISO)** – Leads JFrog's cybersecurity strategy, ensuring security practices are embedded across all business functions. Provides regular updates on cybersecurity risks, policies, and compliance to the CEO and the Audit Committee through its Cybersecurity Subcommittee.
- **Executive Management** – Responsible for the day-to-day management of sustainability-related risks and opportunities, and committed to integrating robust cybersecurity measures into all aspects of business operations, including proactive risk management, continuous improvement, and a culture where security is embedded by design and by default.
- **Global Corporate Social Responsibility (CSR) Committee** – Chaired by the CSO with senior leaders from Finance and Legal, responsible for approving key initiatives such as computer donations and other global impact programs.
- **Local CSR Committees** – Volunteer teams at each JFrog location, representing a range of departments, roles, and backgrounds, leading community-focused initiatives aligned with local needs.
- **Stakeholder Engagement** – We actively engage with investors, employees, partners, and customers to promote transparency and inclusivity across both our cybersecurity practices and broader sustainability initiatives.
- **External Expert Consulting** – Works closely with the CSO to provide regulatory updates, market benchmarking, and strategic feedback on our sustainability roadmap.

Ethics and governance aren't just compliance requirements at JFrog. These commitments are core to how we operate and span regulatory compliance, internal auditing, cybersecurity governance, Board-level oversight, and more, with checks and balances built into every layer of the business.

Compliance with regulations, both internal and external, extends naturally from our values as corporate citizens. We hold employees and business dealings to the same standard, reinforcing expectations through regular training on our Global Code of Business Conduct and Ethics and our CODEX. Teams are empowered to meet requirements through a mix of self-guided and collective training sessions.

Our Internal Audit team investigates alleged incidents, applies appropriate consequences, and conducts quarterly audits focused on ethics and integrity. These audits are carried out in alignment with the Internal Audit Plan, in cooperation with our Chief Legal Officer, and as approved by our Audit Committee. The team also performs quarterly testing of our anonymous reporting hotline to ensure its continued effectiveness.

The Audit Committee reports to our Board quarterly, with our Chief Legal Officer providing oversight to keep compliance and ethics front and center in everything we do.



# ETHICS & GOVERNANCE

## Information Security

JFrog treats security not as a feature to be added, but as a foundation on which to be built. Senior Leadership is actively involved in establishing, maintaining, and continuously improving our information security systems - providing necessary resources, integrating security measures into all business processes, and fostering a culture where security, compliance, and excellence reinforce one another.

### Security by Design and by Default

Security is integrated from the very start of our development processes, ensuring vulnerabilities are identified and addressed early rather than patched after the fact. This includes:

- **Secure Software Development Life Cycle (SSDLC):** A formal SSDLC policy integrates security at every stage, from design and development through testing and deployment.
- **Supply Chain Security:** We use JFrog Xray for Software Composition Analysis (SCA) to ensure all third-party libraries and open-source components are secure and current. JFrog Advanced Security, JFrog Curation, and JFrog Runtime provide additional layers of protection against supply chain attacks.
- **Design and Code Reviews:** Comprehensive design reviews and thorough security code reviews are conducted to identify and address risks before and during development.
- **Threat Modeling and Penetration Testing:** Regular internal threat modeling and penetration testing on all major features identify and address vulnerabilities before they can be exploited.
- **Static and Dynamic Analysis:** We utilize both SAST and DAST tools to identify and remediate vulnerabilities throughout the development lifecycle.
- **Bug Bounty Program:** Our bug bounty program engages external security researchers to identify and report vulnerabilities, adding an independent layer of scrutiny to our security posture.

## Risk Management

Our risk management processes enable us to identify, assess, mitigate, and monitor risks effectively - using cyber-risk appetite statements to demonstrate how risks are managed and building confidence in our ability to quantify and respond to threats. Key practices include:



### Identifying Critical Assets

Ensuring only those with appropriate authorization and training can access critical systems and data.



### Regular Risk Assessments

Potential threats are assessed, documented, and reviewed by management on an ongoing basis.



### Vendor Risk Management

We continuously assess cybersecurity risks posed by vendors and third-party partners through initial onboarding assessments, ongoing monitoring, and formal annual evaluations.

## Incident Response and Mitigation

Our Incident Response Plan includes detailed procedures for detecting, analyzing, and responding to security incidents. It is reviewed annually and tested through simulated exercises, including Red Team drills that emulate real-world cyber threats. Continuous monitoring of our systems and networks ensures immediate and effective response to potential threats.

Our Business Continuity Plan and Disaster Recovery Plan are designed to ensure timely recovery of operations during unforeseen events, whether natural disasters, technological failures, or cyberattacks. We conduct annual tests to verify their effectiveness, maintain systems to ensure ongoing confidentiality, integrity, and availability of the JFrog Platform, and have established comprehensive ransomware recovery measures including separate cloud accounts for rapid data recovery.



## Compliance and Certifications

Compliance with global security standards and regulatory requirements is a cornerstone of JFrog's approach to information security. We maintain a formal, written information security program that includes a comprehensive set of policies, standards, and guidelines. These administrative, technical, and physical safeguards are designed to protect our business operations and ensure the confidentiality, integrity, and availability of our information systems and data.

Our program is governed by a suite of global certifications and is continuously matured through regular evaluations against modern frameworks, such as NIST, to address the evolving landscape of cybersecurity risks and in light of new and emerging cybersecurity risks. To verify compliance and operational effectiveness, JFrog's information security controls are audited annually by independent, certified external third-party assessors across the following standards:

### Core Certifications & Frameworks

- **ISO/IEC 27001 (Information Security Management):** The foundational global standard for our Information Security Management System (ISMS). It ensures a systematic, risk-based approach to managing sensitive company and customer information, encompassing people, processes, and technology.
- **ISO/IEC 27701 (Privacy Information):** An extension to our ISMS that establishes a robust Privacy Information Management System (PIMS). This certification demonstrates our commitment to protecting personal data and aligning with global privacy regulations like GDPR.
- **ISO/IEC 27017 (Cloud Security):** Provides enhanced security controls specifically tailored for our cloud environments, ensuring that cloud-specific risks are mitigated through industry best practices.
- **SOC 2 Type II:** A comprehensive audit report based on the AICPA's Trust Service Criteria. This validates the operational effectiveness of our controls regarding security, availability, processing integrity, confidentiality, and privacy.
- **Specialized Compliance:** Our security posture is further validated by CSA STAR Level 1, TISAX (Automotive industry standard), and KY3P (Financial services third-party risk) certifications, reflecting our ability to meet the stringent requirements of diverse global industries.

## Data Protection Controls

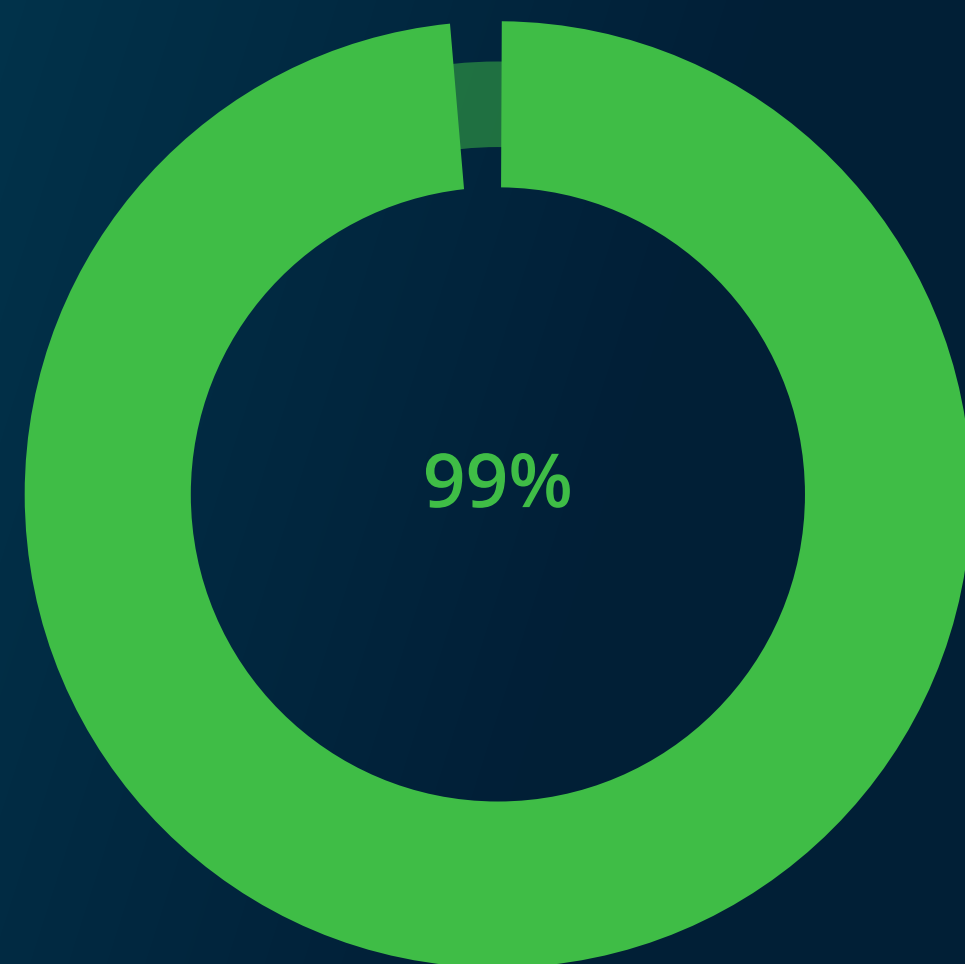
We implement policies and tools including Data Security Posture Management (DSPM) and Cloud Security Posture Management (CSPM) to manage and protect data effectively. Additional measures include:

- **Zero Critical Vulnerabilities KPI**  
Maintaining a KPI of zero critical vulnerabilities to ensure the highest level of cloud and data security.
- **Framework Alignment**  
Aligning with industry-standard frameworks such as NIST for comprehensive security measures.
- **SSPM**  
Implementing SaaS Security Posture Management to detect and mitigate risky apps and integrations.
- **Data Loss Prevention (DLP)**  
Utilizing DLP capabilities to classify data and prevent over-permissive sharing.
- **Incident Reporting**  
Our IRP includes data breach notification requirements integrated with our Terms of Service.
- **Dedicated Cybersecurity Budget**  
A separate cybersecurity budget closely aligned with our total IT budget addresses our most significant technology risks, and supported a 30% increase in cybersecurity headcount.
- **Cyber Essentials (Cyber Security Baseline)**  
A UK government-backed, industry-supported scheme that protects against the most common cyber threats. It provides a technical baseline of five key security controls, ensuring a robust defense against commodity attacks and demonstrating a commitment to essential cyber hygiene.



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# Y2025 Cybersecurity Training Completion



## Continuous Improvement

JFrog continuously monitors and strengthens cybersecurity practices using a dynamic Cyber Maturity Dashboard to track performance and refine key metrics. We conduct annual internal and external audits to assess cybersecurity maturity across multiple domains, with findings shared with relevant stakeholders and translated into actionable roadmap items. Regular updates to our Board and executive leadership ensure accountability and drive ongoing improvement.

Our ongoing training program ensures every employee is equipped to contribute to our security posture:

**Security Awareness Training:** All employees receive comprehensive cybersecurity training with mandatory annual refreshers. 99% of employees completed their training successfully in the past year, while we target to meet 100% completion by the end of 2026.

**Phishing Simulations:** Complex, real-world phishing simulations run throughout the year help employees recognize and respond to threats effectively.

**Upskilling and Development:** Targeted training initiatives, including customized secure development workshops and an annual cybersecurity learning program, close identified skill gaps.

**Executive Tabletop Drills:** Regular executive tabletop exercises simulating cyber incidents prepare leadership to respond decisively to evolving threats.

## Data Protection and Privacy

At JFrog, protecting the privacy and security of personal data is a core commitment - for our employees, candidates, customers, and users alike. Privacy controls are integral to our sustainability approach, and our governance framework includes robust individual privacy rights management and incident response procedures that strengthen both our compliance posture and our stakeholder trust.

Our privacy program goes beyond regulatory compliance to consider the ethical implications of data processing, particularly in the realm of AI.

Responsible data handling is fundamental to our corporate reputation, and our implementation of robust data management policies, cloud storage optimization, and energy-efficient technologies enhances data protection while also minimizing our environmental footprint.

Our privacy posture is reinforced through structured third-party audits and certifications, including SOC 2 Type II, ISO 27001, and ISO 27701, the international standard for Privacy Information Management Systems (PIMS). ISO 27701 addresses key areas including privacy by design, data mapping, privacy impact assessments, employee training, risk management, cross-border data transfers, and incident response. Successful audits reflect our commitment to strong governance and comprehensive privacy controls.

### In 2025, we further strengthened our privacy program by:

- **Enhancing our global privacy training curriculum** with real-world scenarios to better equip teams with data protection knowledge.
- **Updating our global privacy notice** to improve transparency on data collection practices.
- **Developing and improving our Artificial Intelligence policies and procedures** to ensure a balanced and ethical approach to AI across our products.
- **Strengthening cross-border data protection mechanisms** through certification under the EU-U.S. Data Privacy Framework, the UK Extension to the DPF, and the Swiss-U.S. Data Privacy Framework.

JFrog maintains transparency and trust by clearly communicating data collection practices, processing purposes, individual privacy rights, and safeguards through our Privacy Notice, Cloud Data Processing Addendum, and Privacy Center. This ensures our customers, users, employees, and candidates are informed and empowered.

[Visit JFrog Trust - Privacy Center for more info](#)



## Extending Governance to Our Customers: JFrog AppTrust

We don't just practice governance internally, we build tools that help our customers do the same. JFrog AppTrust is our DevGovOps solution, embedding governance, risk, and compliance directly into the software supply chain so that compliance becomes a continuous, automated part of how software gets built and shipped. It enforces evidence-based policy gates at each stage of the lifecycle, integrates with partners including GitHub, ServiceNow, and Sonar to consolidate attestations into one auditable record, and grants only fully verified releases a "Trusted Release" status. As AI coding agents join human developers in releasing software at scale, automated and verifiable governance isn't optional. JFrog AppTrust is how we help our customers stay ahead of it.

## Anti-Bribery and Anti-Corruption

JFrog is committed to conducting its business ethically and with integrity, in compliance with applicable anti-bribery and anti-corruption laws in all jurisdictions in which it operates. As a publicly listed company, JFrog maintains a formal governance framework anchored in its Global Code of Business Conduct and Ethics (Code of Conduct), which applies to all employees, officers, directors, contractors, and agents worldwide and is written in accordance with relevant ethics, bribery and corruption potential risks identified as potentially relevant to the company, based on its sector, operations, and locations.

In addition, JFrog has adopted a Global Anti-Corruption Policy which explicitly addresses bribery, corruption, improper payments, political activities, anti-money laundering, and other related topics. In tandem with the Code of Conduct, the Global Anti-Corruption Policy reflects JFrog's zero-tolerance approach to bribery and corruption in interactions with both public officials and private counterparties and is overseen by the Legal and Compliance function under the leadership of the Chief Legal and Compliance Officer.

JFrog's anti-corruption controls are embedded within its broader ethics and compliance framework and supported by clear internal policies, regular mandatory employee training on the Code of Conduct, including on specific

anti-bribery, anti-corruption, and anti-harassment topics, and defined escalation and investigation procedures.

Every employee is required to receive training and acknowledge our Code of Conduct upon joining the company. In addition, each year every employee is required to do an annual refresh of the Code of Conduct training and reaffirm it. In 2025, 99% of our employees took the refresh training and acknowledged reading and agreeing to comply with the Code of Conduct and its associated policies.

Compliance with anti-bribery and anti-corruption requirements is reinforced through internal audit activities, with alleged ethical breaches subject to investigation and appropriate disciplinary action. JFrog also extends its ethical expectations to its value chain through a Supplier Code of Conduct, which requires suppliers, resellers, and business partners to comply with all applicable anti-bribery and anti-corruption laws, including prohibitions on improper payments, gifts, and inducements, and reserves the right to take corrective action in cases of non-compliance. In addition, as part of our internal system to detect and prevent incidents of bribery and corruption, we maintain approval procedures and guidelines for expenses, which are set based on monetary and risk-related thresholds.

To promote transparency and accountability, JFrog operates confidential reporting and whistleblowing mechanisms that enable employees and external stakeholders to raise concerns or report suspected misconduct without fear of retaliation. Reported matters are reviewed and investigated in accordance with internal procedures. JFrog periodically reviews and updates its Code of Conduct and related governance documents to reflect evolving regulatory requirements, emerging risks and new risks identified, and recognized best practices, supporting responsible business conduct and strong corporate governance across its global operations.





## AI at JFrog: Responsible by Design

At JFrog, AI isn't a feature. It's foundational. Every developer on our team uses AI coding assistance, and LLM capabilities are built directly into JFrog products. Beyond our own operations, the world's leading AI-native organizations trust JFrog to help them build efficient, responsible software that will shape the next generation of AI.

That position carries real responsibility. As AI accelerates software delivery across every industry, we are committed to ensuring our use of it reflects the same standards of integrity, transparency, and care that govern everything else we do. That commitment is formalized in our [Responsible AI Principles](#), a cross-functional framework that guides how we build, deploy, and govern AI across our products and operations.

### Our Responsible AI Principles

Our principles program is anchored by executive accountability. A cross-functional AI committee of senior leaders meets regularly to review and approve elements of the Responsible AI program and advise on novel issues as they arise. JFrog maintains clear roles and responsibilities across every stage of the AI lifecycle, supported by impact assessments, data governance policies, and human oversight mechanisms.

Those principles cover eight areas:

- 1. Accountability and Responsibility.** Clear ownership across the AI lifecycle, backed by a governance framework that includes impact assessments, data governance policies, and ongoing human oversight.
- 2. Transparency and Explainability.** Users always know when they are interacting with an AI system. JFrog designs product experiences to make that distinction clear, enabling customers to make informed choices about their engagement with AI.

**3. Privacy and Security.** AI systems are built with data protection by design. JFrog does not train models on specific customer data; any training uses aggregated data that does not identify JFrog customers or their users.

**4. Reliability and Safety.** Comprehensive testing, validation, and active monitoring are standard practice. We have established mechanisms to detect and mitigate potential cyber threats before they affect production systems.

**5. Fairness and Non-Discrimination.** AI systems are developed with human oversight and diverse perspectives to mitigate the risk of bias or discrimination. Regular audits and fairness checks are conducted to identify and address potential issues.

**6. Continuous Improvement.** We foster a culture of adaptive learning through feedback loops, user education, cross-disciplinary collaboration, and regular compliance reviews to keep pace with emerging capabilities and risks.

**7. Sustainability.** Our AI development practices aim to minimize environmental impact and account for the long-term effects of AI technologies on the planet.

**8. Vendor Governance.** JFrog carefully vets third-party AI vendors, requiring a commitment that vendor models will not be developed, trained, or fine-tuned on JFrog or JFrog customer content.

### How We Put These Principles into Practice

Our approach to responsible AI operates across three dimensions:

**Responsible use internally.** We deploy AI tools with clear governance, ensuring our employees ("Frogs") use them in ways that are secure, ethical, and aligned with our CODEX values. Enterprise AI tools are provisioned through Okta, ensuring employees access approved, managed platforms rather than unvetted personal accounts.

Our AI Adoption Learning Program reached 70% of employees in 2025, building the skills and judgment needed to use AI as a strategic partner rather than an unchecked accelerator.

**Responsible design in our products.** LLM capabilities embedded in JFrog products are built with the same security-by-design philosophy that governs our entire platform. JFrog ML unifies DevOps, DevSecOps, and MLOps in a single platform, enabling data scientists, ML engineers, and AI developers to build, deploy, and secure AI and ML models alongside all other software artifacts. The JFrog MCP Registry serves as an enterprise-grade control plane and single source of truth for all MCP servers, enabling AI agents and developers to access MCP tools in a managed, governed way - enforcing security policies at the point of request and blocking unverified servers before they reach production. The Agent Skills Registry, part of JFrog AI Catalog, provides a unified repository for organizations to centrally manage, govern, and secure the AI agent skills used across their environments, treating them as first-class governed software assets rather than unmanaged scripts.

**Responsible enablement for the ecosystem.** As the system of record for AI delivery, JFrog helps organizations govern every component of the agentic software supply chain - from ML models and MCP servers to agent skills and AI-generated code - through a single, unified platform. Our ongoing security research extends that commitment further, with our team actively discovering and disclosing vulnerabilities in AI tooling and open-source repositories to protect the broader developer ecosystem.

We continue to develop and refine our AI policies and procedures to ensure they keep pace as new risks, regulations, and capabilities emerge. The same care we put into every build, every disclosure, and every line of code applies to AI as well.



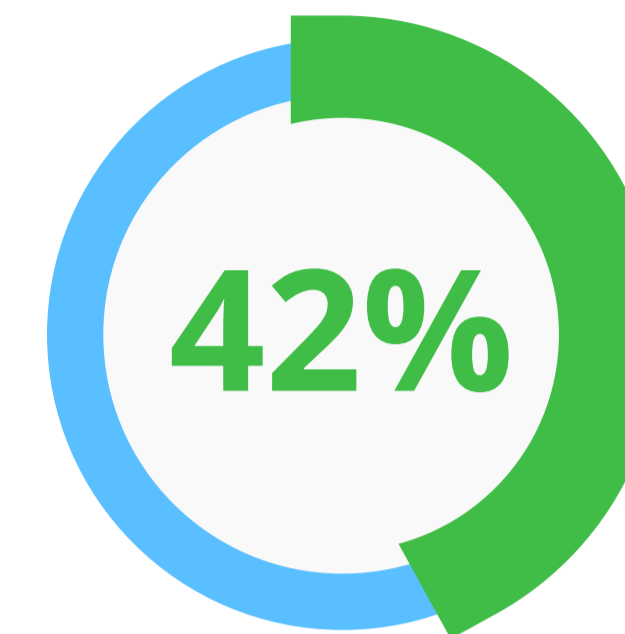
# OUR RESPONSIBILITY TO PEOPLE AND COMMUNITIES

JFrog's roots are in the open source community - JFrog Artifactory began as an open source project before JFrog even became a corporation. Those roots still inform who we are, how we operate, and how we show up for the communities around us, both virtually and physically.

Our CODEX value "everyone counts, everyone matters" isn't just an internal mantra. It reflects a genuine commitment to the world around us. As a growing technology company, we recognize the influence that comes with our position, and we've always put that influence to work - showing up in times of need across environmental initiatives, medical emergencies, refugee assistance, and more. This is in our DNA, not our business plan.

That culture of care has helped us attract exceptional people whose ideas make our products and business more innovative. It has also driven meaningful partnerships with organizations that empower women in technology, promote environmental conservation, assist at-risk youth, and support families affected by global conflict - all driven by our values, not our visibility. It's how we've grown from an open source project to a multi-billion-dollar global company with millions of users.

Our commitment extends internally as well. JFrog is dedicated to fostering a workplace where employees, partners, customers, and communities feel safe, accepted, and empowered to grow. Our Compensation Committee of the Board reviews human capital programs quarterly, with regular updates shared with the full Board. And with over 4 in 10 employees joining through a referral, we believe it reflects a culture people genuinely want to be part of, and share.



**Of hires were made through our rewarding employee referral program**

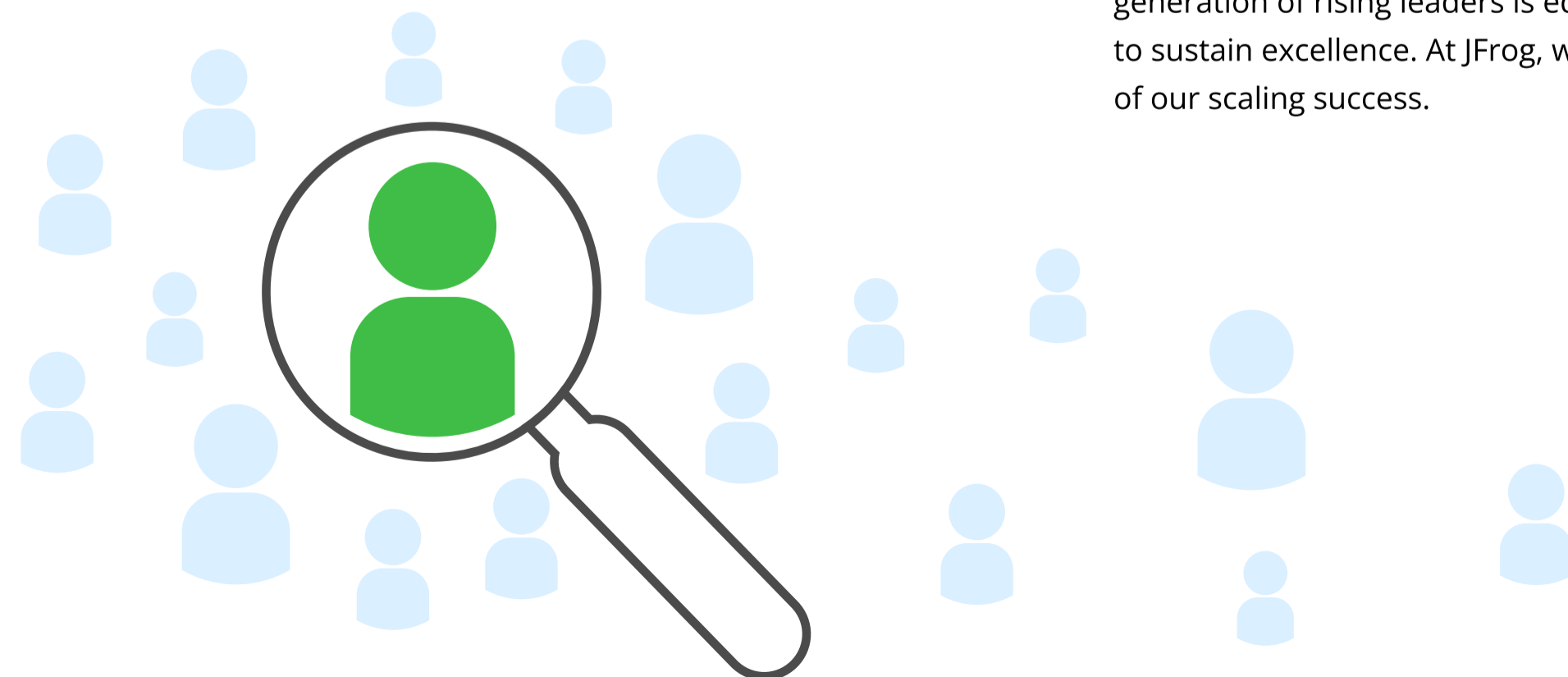
## Talent Acquisition & Employee Onboarding

Finding the right employees ("Frogs") starts with values, attitude, and cultural fit, not just credentials. We don't limit our hiring to "inside the box" thinking; we explore talent and expertise broadly to make sure we don't miss tomorrow's rock stars.

To encourage our teams to think big when it comes to growing our "Swamps", we pay generous referral bonuses for each eligible hire. We consider all applicants as required by law, and use an annual candidate feedback survey to identify gaps and continuously improve our hiring process.

Once someone joins, we're committed to helping their career leap forward from day one. Through our learning system, JFrog Education (JED), new hires get immediate access to extensive onboarding resources on an internal portal, role-specific programs for groups like Engineering and Product, and direct feedback channels to make sure the experience keeps improving.

Our Buddy in the Swamp program pairs every new Frog with a seasoned colleague outside their management chain - someone who can answer questions, share context, and help them settle into JFrog culture comfortably and quickly. It's a simple practice that makes a real difference, both for the new hire and for the inclusive, compassionate culture we're all building together.



## Performance & Talent Management

In 2025, we evolved our performance culture by fostering a continuous, meaningful dialogue between employees and managers.

- **Feedback and Goal Setting:** All JFrog employees received a formal annual performance evaluation. Through this cycle, we introduced a new language of "Meaningful Feedback" framework and collaborative goal-setting approach, supported by 17 dedicated workshops that trained 352 employees and managers on fostering transparent, growth-oriented conversations.
- **Strategic Talent Management:** 2025 marked a significant milestone in our talent strategy with the design of a global framework for identifying and nurturing high-potential talent.
- **Growth and Development:** Reflecting our commitment to internal progression and people development, 80% of our managers participated in specialized workshops focused on how managers can actively support their employees' professional growth.

## Building the Leaders of Tomorrow

Our managerial training and development programs ensure that the next generation of rising leaders is equipped with the skills and mindset needed to sustain excellence. At JFrog, we believe that leadership is the cornerstone of our scaling success.

Our development ecosystem is designed to nurture leaders at every stage of their journey, ensuring they embody the JFrog Codex and our core leadership attributes:



**Lead-On:** Dedicated to supporting first-time managers as they transition into leadership roles. The program provides essential managerial toolkits and skills while fostering a deep connection to our cultural DNA. In 2025, 65 new leaders participated across 4 global cohorts, completing a total of 23 training hours each.



**Discover:** Tailored for experienced leaders, this program focuses on influencing the team's outcomes by setting direction, developing others, fostering dedication and driving delivery. In 2025, we conducted 4 global programs (covering Israel, US, and APAC) for approximately 60 leaders, integrating one-on-one personal coaching to ensure individualized growth. Each leader completed 30 hours of development.



**Scale UP:** A leadership program for our VPs and SVPs. In 2025 we conducted the second part of the program that started in 2024, reaching 37 of VPs and SVPs globally.



**Managerial Excellence Series:** A specialized training series focused on talent identification and development methodologies, equipping managers with frameworks to recognize and cultivate high-potential talent within their teams. The global rollout began in December 2025 with our APAC leadership and successfully extended to all other regions in early 2026.

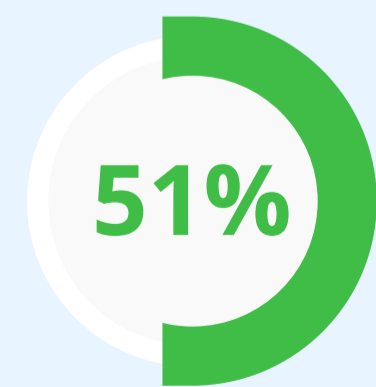
These Leadership Attributes were created to preserve the "JFrog way" and to help scale our mid-level leadership layer following a period of rapid growth, during which our workforce grew to over 1,000 employees. In 2023, we integrated these attributes into our CODEX framework and employee engagement survey, enabling managers to receive meaningful feedback from their fellow employees ("Frogs"). Today, our Leadership Attributes are embedded in the Manager's Playbook, reinforcing how we embrace and embody these values in daily leadership practices.



The JFrog Education platform provides all employees with access to a wide range of internal and external learning resources, such as:

- Our Platform
- Individual Products
- Industry Methods
- Internal Processes
- Leadership and Training
- User Guides
- Professional Libraries

All of these content types are intended to enrich our employees' knowledge, keep abreast of the competitive landscape, manage their internal operations and continue to leap forward in their careers as they become ever-better citizens of the swamp, and the technology ecosystem. JED is a centralized learning hub designed to accelerate a culture of excellence by providing high-quality, personalized professional and personal growth opportunities. During 2025, the JED platform maintained an average of 888 monthly unique active users, representing a 51% monthly activity rate among our total workforce.



**MONTHLY ACTIVITY RATE**

### Internal Learning Programs in JED

The Internal Learning Hub in JED is a centralized swamp-expert repository for onboarding journeys, certification programs, and skill-based courses. It includes tailored content such as department-specific onboarding (e.g., Sales, P&E), security certifications, and professional development programs designed by JFrog internal teams. In 2025, we produced 536 internal content items, marking a 30% increase compared to the 413 items recorded in 2024.

### External Learning Programs in JED (On-Demand Catalog)

The On-Demand Catalog in JED is a personalized digital marketplace providing access to over 100,000 professional courses from 120+ leading content providers. It includes a \$100 yearly budget for employees to purchase external content such as LinkedIn Learning, Udemy, Coursera, Pluralsight, and many more. The On-Demand Catalog saw significant growth in 2025, with 1,534 total external course enrollments - a 92% increase from 800 last year. This activity was driven by 674 unique users, with a total investment of \$17,024 in external vouchers for external courses.

## Upskilling Program

JFrog's Upskilling program empowers professional growth by developing critical future-ready skills through a blended learning model of global webinars, hands-on workshops, and dedicated content channels in our LMS. The 2025 initiative focused on driving innovation and collaboration by addressing real-world workplace challenges and evolving employee needs. Key curriculum pillars for the year included Artificial Intelligence (AI) and Working Globally, ensuring our workforce remains adaptable and competitive in a rapidly changing technological landscape. In 2025, there were 1,413 participants in the upskilling program, representing 81% of our total workforce.

## AI Adoption Learning Program

The 2025 AI upskilling program empowered employees to use AI as a strategic partner to boost daily productivity. Through global webinars and hands-on workshops, employees ("Frogs") mastered practical skills like prompt engineering and workflow automation, ensuring the workforce could effectively integrate cutting-edge AI tools into their professional routines. The AI program reached 1,227 participants (70% of our employees) during 2025.





## Our Leadership Attributes

### Be the CODEX Guardian

You can't lead at JFrog without fully embodying the CODEX. It's our north star - who we are and what we stand for. As imperfect people, we know the CODEX gets unwittingly tested every day. Leaders are expected to identify, address, and boldly correct that when it happens.

### Be Courageous, Perform Bold Leadership

Be bold yet humble, fair, and willing to own your decisions, especially the hard ones. Don't let the fear of mistakes keep you stuck. Communicate your expectations clearly, make conscious choices, and mean "yes" when you say it.

### Build a Better Team than You Had Yesterday

Coach and invest in the next generation of employees ("Frogs"). If your team isn't learning, growing, and developing future leaders, you're overhead. Your job is to build a team that can lead other teams to success.

### Balance and Priorities

Set the strategic framework for your team and balance their success with the company's success. That's the job and it's why you were chosen.

### Lead by Example

Be the role model you'd want your team to emulate. Build your JFrog legacy by setting the standard in everything you do and say, and by leading people from behind as they reach their goals.

### Show Enthusiasm, Passion, and Optimism

You don't have the privilege of being down. Be your team's energy source - authentically, not performatively. Practice passion in what you do and say. Positive thinking and positive collaboration aren't optional for a leader at JFrog.

### Cross, Not Siloed

You are a critical interface to the rest of the organization. Your team's success is amplified by your peers' success. Collaboration isn't a courtesy, it's the job.

### Own Your Employees' Career Success

Make time to design and communicate each employee's career path. Show them the destination they're aiming for.

### Always Start with WHY

Never let yourself or your team begin anything without a clear goal. Think from the "why in," not the "how or what out." Keep the purpose front and center.

### Own It and Make It Happen

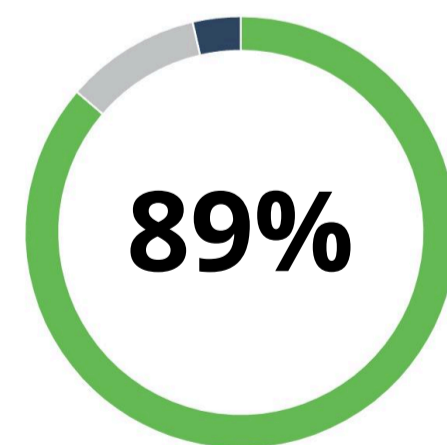
You own the accountabilities, the dependencies, and the deliverables. Commit to your timelines, deliver with quality, and always look for ways to do it better next time.

## Employee Engagement & Culture Sensing

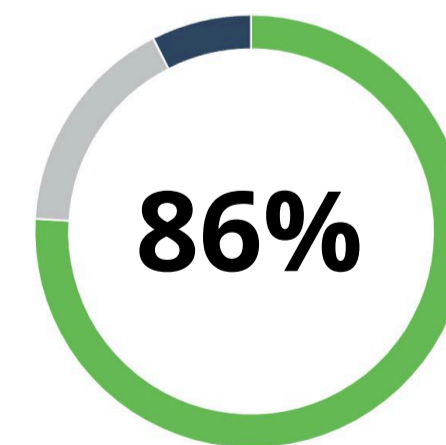
Active listening is a core component of how we operate - for customers and employees alike. As a company with global workers, including those in or adjacent to conflict zones, our ability to hear and adapt to employee needs is paramount.

Our CODEX Survey is the foundation of that effort, evaluating whether employees believe we are living up to our own standards. Our most recent survey was conducted during an ongoing period of geopolitical turmoil affecting nearly half our workforce, yet achieved an 86% engagement rate. Despite significant external pressures, 89% of employees said they were proud to work at JFrog - a testament to the resilience of our culture.

Building on that foundation, we launched a dedicated Culture Sensing initiative to go deeper. Where the CODEX Survey measures engagement broadly, Culture Sensing uses a specialized methodology designed to capture the unique nuances of how JFrog's DNA is lived across every global site. This data-driven framework gives us a more precise read on cultural alignment; not just whether employees are engaged, but whether the JFrog way is taking root consistently as we scale. The current strategic planning phase sets the stage for a full global rollout, ensuring our employees' voices continue to shape the culture we're building together.



Proud to work at JFrog



Engagement rate overall

## Competitive Compensation and Benefits

We actively monitor compensation benchmarks and identify discrepancies to ensure that we are offering competitive packages for our global employees. We continue to see no significant gaps in pay scale or overall compensation among different groups and are committed to competitive, equitable compensation in all of our "Swamps."

Many employees ("Frogs") are also offered additional benefits of employment to support their overall mental and physical health, as well as reducing our environmental impact. This includes (based on geography and services offered or required):

- Comprehensive health and wellness coverage
- Maternity and paternity leave programs above and beyond the national regulations
- Group bus or commuting services in some of our locations
- Financial planning and consultation services
- Other paid leave and family programs
- Hybrid work schedules, with two remote work days a week
- Retirement savings plans
- Employee stock purchase plan
- Catered meals and snack foods

All of our plans and benefits are evaluated annually to ensure competitiveness, impact and positive employee outcomes





As “Frogs” (employees), we view ourselves as vital members of the communities we operate in - across continents, cultures, and causes. That global presence isn't just a business reality; it's a responsibility we take seriously. Our efforts center on two primary focus areas, Social Mobility and Environmental Initiatives, while extending further into medical assistance, global aid, and the promotion of innovation wherever the need arises. We believe the same values that guide how we build software should guide how we show up in the world: with integrity, inclusion, and a genuine commitment to the people around us.

## Partnering for Social Mobility

Our employees invested around 2,800 hours of volunteering across more than 50 community initiatives in 2025, mentoring youth and students, supporting individuals from geographic and socioeconomic peripheries, running tech education programs such as Hour of Code, and providing assistance to families in need.

We've also continued building longer-term partnerships with organizations dedicated to expanding access to technology and economic opportunity, including initiatives that encourage tech studies from early childhood and programs that help youth from challenging economic backgrounds enter the tech industry.



## Taking Environmental Action and Giving Back

Since JFrog's earliest days as an open-source project, giving back has been part of our DNA - not a line item, but a lived commitment. In 2025, we invested over \$1.2M in open-source projects, initiatives, and free services dedicated to the technology communities we are proud to be part of.

We also regularly donate computers and technology equipment to underserved communities, including children without parental care, students, and individuals with special needs. In 2025, 677 refurbished computers were donated to those in need.

## Standing With Those in Need

JFrog has consistently shown up in moments that matter. Our history of humanitarian response includes refugee relief on the ground in Ukraine, medical supply shipments during the pandemic, and rebuilding and restoration contributions following the October 2023 events in southern Israel - efforts supported by both the company and voluntary employee donations.

Our employees (“Frogs”) have also partnered with Engineers Without Borders to make the homes of elderly Holocaust survivors safer and more accessible, contributing to the purchase of accessibility devices for dozens of apartments across Israel.

This year, JFrog was also a proud participant in the High-Tech Delegation to the March of the Living, joining technology leaders from across the global industry in direct engagement with Holocaust survivors. In April 2026, JFrog participated in the march alongside survivors in Auschwitz as part of a global delegation committed to keeping memory alive.



## Inclusion and Equity

As an equal opportunity employer, we're committed to ensuring no candidate faces discrimination during the hiring process, but we don't stop there. We proactively work to uncover and reduce unconscious, cultural, and systemic biases, partnering with expert organizations to equip our teams with the tools and training that foster inclusion and broaden understanding. We believe everyone deserves the opportunity to reach their full potential, and we work to build an environment where people from underrepresented groups feel genuinely welcome and empowered.

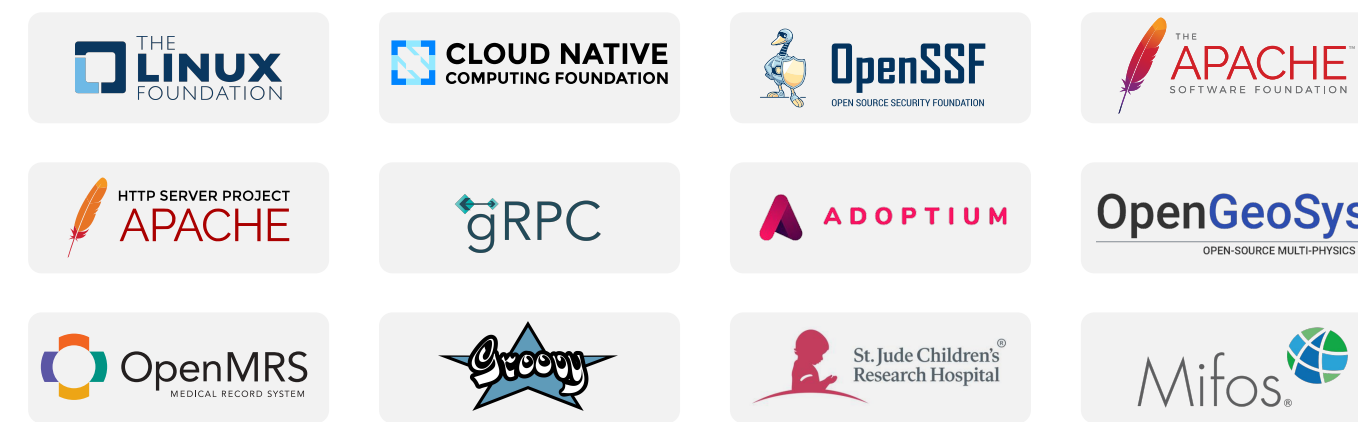
Inclusion and equity don't stop at hiring - they are woven into our CODEX onboarding and ongoing team discussions, ensuring these commitments are lived from day one and reinforced continuously throughout every "Frog's" journey at JFrog.

Oversight of these efforts is led by our Compensation Committee, with regular updates included in our quarterly sustainability reporting to the Nominating and Corporate Governance Committee.

## The Developer Community

JFrog is an active member, contributor, and sponsor of the open-source ecosystem. Our contributions span both financial resources and engineering support.

### Open Source Foundations & Projects



\*All trademarks, logos and brand names are the property of their respective owners.

## Standards & Regulatory Alignment

- NIST SSDF 1.1 (SP 800-218): JFrog supports SSDF practices by automating the identification of vulnerable components, generating Software Bill of Materials (SBOMs), signing artifacts, and ensuring traceability from code to runtime.
- Executive Order 14028: Our platform assists organizations in satisfying federal mandates, including comprehensive SBOM generation and secure software development processes required for FedRAMP/ATO compliance.
- SLSA Framework Support: As of April 2026, JFrog has officially secured the SLSA contract award for the Canadian Public Sector.

## Community Investments

- Sponsor and operator of [CONAN](#), an open-source, decentralized, multi-platform package manager for C and C++ developers, providing the community with a reliable, vendor-neutral solution for managing native binaries at scale.
- \$60k additional investment in the MLOps Community (New York & CA), supporting the practitioners and researchers driving the next generation of machine learning operations.
- Free artifact management and security tooling provided to emerging open-source projects and their developers, lowering the barrier to building secure, well-governed software from the start.
- [JFrog Fly](#), a free tool introduced for the broader developer community, reflecting our ongoing commitment to putting powerful software delivery capabilities in every developer's hands.
- Publisher of the annual [Software Supply Chain State of the Union](#), which combines original threat intelligence from the JFrog Security Research team, full-year data from the JFrog Platform, and responses from over 1,500 Security and DevOps professionals across eight countries. These yearly reports aim to uncover hidden governance gaps to help engineering and security professionals move from reactive patching to systemic control of software risk, with the data to justify every decision.

## Security Research in 2025: Defending Developers, AI Systems, and Open Ecosystems

In 2025, the JFrog Security Research team continued to discover and responsibly disclose major threats targeting developers, AI systems, and open software ecosystems.

### Malicious OSS Packages

- The team tagged 420K+ unique malicious open-source packages, disclosing findings to the relevant repositories to protect the broader software community.
  - Tracked two waves of the Shai Hulud npm supply chain attack campaign, identifying more than 300 additional compromised packages and disclosing them promptly to the community.
  - Uncovered a PyPI attack campaign in which threat actors planted infected AI models inside seemingly legitimate packages, mimicking names associated with Alibaba's cloud platform to steal developer credentials upon loading.
  - Conducted continuous scanning of Hugging Face ML models, sharing all malicious findings through the public Hugging Face interface to provide the community with real-time detection of malicious AI models.

### Zero-day Vulnerabilities

- The team discovered and disclosed 35 zero-day vulnerabilities in open-source software, all of which were subsequently patched by their respective maintainers.
  - Identified three vulnerabilities in PickleScan, an industry-standard tool for scanning ML models, which attackers could have exploited to post malicious models to multiple repositories while evading detection.
  - Discovered a critical remote code execution vulnerability in mcp-remote, a widely used tool enabling AI clients to connect to remote MCP servers, allowing complete system compromise via arbitrary OS command execution. The maintainers released a fix promptly following disclosure.

- Uncovered multiple critical remote code execution vulnerabilities in Chaos-Mesh, a popular testing infrastructure tool, which could have allowed any in-cluster attacker to achieve a full Kubernetes cluster takeover with minimal effort.
- Found a critical remote code execution vulnerability in a widely downloaded React Native CLI package with approximately two million weekly downloads, allowing unauthenticated attackers to execute arbitrary commands on developer machines. Meta remediated the issue promptly following disclosure.

As AI tooling becomes a primary vector for software supply chain attacks, JFrog's Security Research team has expanded its focus to proactively monitor and protect the AI development ecosystem, from open-source repositories to MCP server infrastructure.

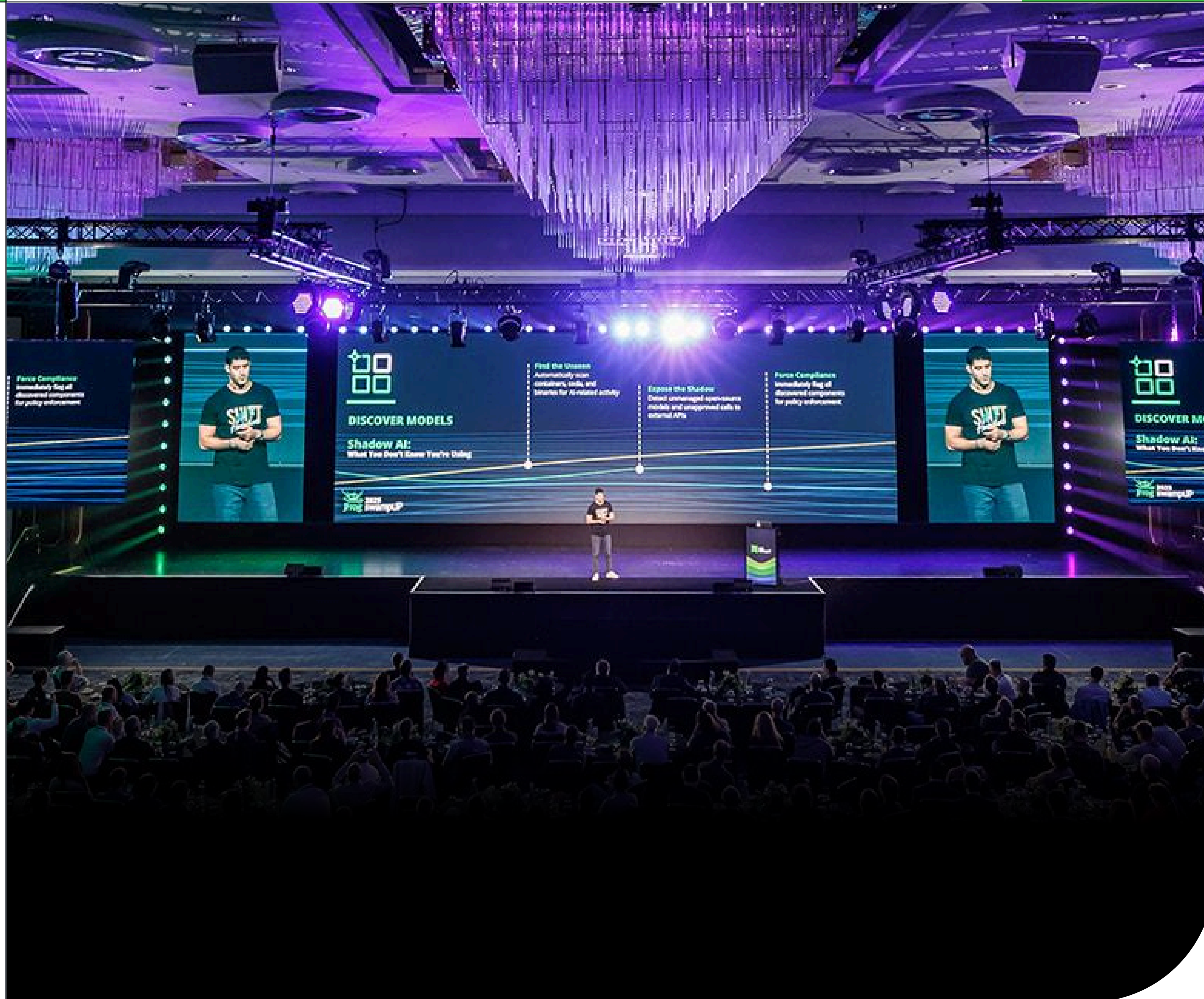
**420K**

Malicious OSS packages detected

**35**

Zero-day vulnerabilities disclosed





## 2025 swampUP

swampUP is JFrog's premier conference for leaders building and governing trusted software in the AI era. Bringing together DevOps, DevSecOps, platform engineering, and AI professionals, the event explores the most pressing challenges of modern software delivery, from securing the software supply chain to scaling AI-native workflows with trust, control, and traceability.

The conference draws hundreds of attendees from around the globe each year, from individual developers to executives at the world's largest organizations. Together, we explore how to align speed, security, governance, and compliance, and build the resilient, intelligent delivery pipelines that the AI era demands. In 2025, we expanded swampUP to two events for the first time - held in Napa, California and Berlin, Germany - bringing these conversations to practitioners across two continents. We're proud to foster connection in our community around these shared challenges, and look forward to continued global events in 2026 and beyond.

At the events, we offered attendees the opportunity to purchase JFrog swag, with a twist. Rather than collecting proceeds as revenue, we directed all donations to a selection of charitable organizations that attendees could choose to support: No Kid Hungry, ASPCA, Good360, and St. Jude Children's Research Hospital. This initiative reflected our belief that community gatherings are an opportunity not just to connect with one another, but to give back in a meaningful way.



# OUR RESPONSIBILITY TO THE ENVIRONMENT

## GreenOps

JFrog is committed to limiting our environmental impact, both through our own operations and on behalf of our customers through our products. To better understand and manage this impact, JFrog conducts an annual Greenhouse Gas (GHG) emissions inventory covering Scope 1, Scope 2, and Scope 3 emissions across our global operations and value chain, in accordance with the GHG Protocol. This ongoing assessment allows us to actively identify key emission sources and provides a data-driven foundation for our future mitigation strategies and environmental target-setting. Data is collected and validated through a third-party expert to ensure accuracy and consistency.

Many of our corporate operational policies inherently reduce our environmental impact. For example, our hybrid work schedules decrease commuting emissions and office energy consumption, while on-site meal and wellness services reduce the need for midday travel and additional resource use. Additionally, through our cloud-based operations policy, we continuously monitor our external cloud usage to minimize both costs and upstream environmental impacts.

Efficiency and impact-limiting features are built directly into our products so customers benefit both economically and environmentally. We proxy and cache public resources to significantly reduce internet traffic energy use to and from data centers, help companies eliminate duplication in large file storage systems, and offer automation tools that cut computing power and network costs for resource-intensive builds. We also offer our services free to open source and community projects, paying it forward to the next wave of innovation.

As AI adoption grows across industries, we remain focused on helping JFrog and our customers reduce their footprints alongside it.

## Saving Energy at Our “Swamps”

As tenants in our global "Swamps", we have limited control over some aspects of our energy consumption - but we work closely with facility owners to maximize our positive impact.

Our US-based "Swamps" use sustainable lighting aligned with the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) green building rating system. Lights automatically switch off in unoccupied areas, reducing energy waste. At our other "Swamps" around the globe, we apply similar smart systems wherever possible to automatically manage our highest-consuming resources, such as lighting and air conditioning.

## Avoiding Travel-Related Emissions

With our employees (“Frogs”) working two days a week from home, we’ve been able to optimize office space usage while meaningfully reducing commuting-related emissions. We also run a group bus service (aka the "FrogHopper") connecting key "Swamps" with residential areas, taking dozens of cars off the road and cutting Scope 3 emissions.

Our offices are intentionally designed with limited parking relative to our workforce, naturally encouraging employees to arrive by carpool, public transit, bike, or on foot.

That said, we firmly believe many conversations are best held face-to-face. As a global company spanning three continents, some international air travel is unavoidable.



# 600+

Repurposed notebooks  
donated to social causes

# 95%+

IT equipment recycled or donated

# 80%

Image and video data transfer reduction

# 0.93

Tons of CO2 saved

## Waste Minimization

We recycle or donate used hardware to non-profits supporting people in need, including organizations such as Orr Shalom, which supports underserved children and youth in foster homes.

In our offices, we use recycling systems, reusable containers, compostable flatware, and eco-friendly disposables to reduce our waste footprint. We also procure energy-rated and eco-friendly technology in line with internal policies to ensure we continue reducing our impact incrementally.

## Engaging With Our Value Chain

As a cloud-native and cloud-promoting company, we must be cognizant of the impact created by data centers, networks and transmission systems that can abstract the visibility into energy usage or impact. These important, influential technologies run by large providers are responsible for 1% of global energy-related greenhouse gas emissions.

JFrog does not own or control any data centers, but we are proud that our platform allows our customers to work with any cloud provider they choose - including those with green commitments and emissions - reducing initiatives. 100 percent of our cloud operations run across [Amazon Web Services](#), [Microsoft Azure](#), and [Google Cloud Platform](#), all of which have made public decarbonization commitments and are actively working to reduce the environmental footprint of their infrastructure.

## Other Sustainability and Environmental Initiatives

We had previously conducted an internal study evaluating the environmental trade-offs between disposable and reusable dishware across our offices, recognizing that each of our "Swamps" has its own unique dining and refreshment setup. The findings are informing tailored, site-specific opportunities to reduce waste and optimize resource use - balancing business efficiency, employee comfort, and environmental impact.

In recent years, we've also partnered with an external expert to reduce our digital footprint and its associated environmental impact. Building on this, we partnered with a third party to AI-optimize media delivery on JFrog.com, reducing image and video data transfer by 80% and saving an estimated 0.93 tons of CO<sub>2</sub> per year.

In 2025, JFrog conducted a climate risk assessment to evaluate the risks and opportunities related to various aspects of our business operations. We evaluated the likelihood and impact of various physical and transition risk drivers, across different time horizons. This process was conducted as a stand-alone assessment. Though the CSO oversees climate risks under the guidance of our Board and executive management, the management of identified risks remains with individual risk owners who are responsible for defining the mitigation strategies described above and overseeing their implementation. This enables us to build a comprehensive sustainability program that meets regulatory compliance, stakeholder expectations, and aims for continuous improvement.



# CONCLUSION

At JFrog, sustainability isn't a formality; it's a natural extension of who we are and how we operate. As AI reshapes the pace and scale of software development, the responsibility to act with intention only grows. We remain committed to ensuring that as our platform evolves, so does our positive impact on the people and planet that depend on it.

We like to think big as part of our CODEX, and there is no bigger aspiration than the wellbeing of the world around us and that of our fellow humans.

Thank you for your interest in JFrog's sustainability program. The trust our global customers, partners, and communities place in us is something we work hard to earn every day. We're proud of the progress this report reflects - and committed to keep building on it.



## Cautionary Language Concerning Forward-Looking Statements

The statements, estimates, projections, guidance, and/or outlook contained in this report include "forward-looking statements" within the meaning of the "safe harbor" provisions of the Private Securities Litigation Reform Act of 1995. These forward-looking statements are made as of the date they were first issued and were based on then current expectations, estimates, forecasts, and projections as well as the beliefs and assumptions of management. Words such as "expect," "anticipate," "should," "believe," "hope," "want," "strive," "aim," "target," "commitment," "anticipate," "project," "goals," "estimate," "plan," "potential," "predict," "continue," "contemplate," "possible," "may," "will," "might," "could," "would," "intend," "seek," and variations of these terms or the negative of these terms and similar expressions are intended to identify these forward-looking statements. Forward-looking statements are subject to a number of risks and uncertainties, many of which involve factors or circumstances that are beyond our control, including, but not limited to, risks detailed in our most recent reports on Forms 10-K and 10-Q filed with the U.S. Securities and Exchange Commission as well as other documents that may be filed by us from time to time. The information and opinions contained in this report are based on information available to us as of the date of this report, and are subject to change without notice. We do not undertake to update or revise any such statements, except as required by law. Our commitments, targets, aims and goals may change over time for many reasons, such as the evolving and changing nature of, or availability of, standards, changes to our business as well as changes in business priorities and stakeholder significance, new industry practices, technology or science, or changes to law or regulatory guidance.