



GUIDEPOINT
SECURITY

ESG REPORT

SEPTEMBER 2024



A Message from Our CEO



WE ARE EXCITED TO SHARE OUR 2024 ESG REPORT, highlighting our commitment to Environmental, Social and Governance (ESG) practices in the realm of cybersecurity. At GuidePoint Security, we recognize that ESG principles are integral to our business strategy and corporate purpose, driving positive impact and securing a resilient digital future.

We view ESG, in the context of cybersecurity, as going beyond financial considerations. Our corporate mission aims to protect not only our company but also our customers, partners and society at large from digital threats. We understand the importance of safeguarding sensitive data, privacy and the integrity of critical systems to ensure trust and security in our interconnected world.

Our inclusive governance framework prioritizes the needs and expectations of our customers, emphasizing the value of proactive cybersecurity measures. By incorporating ESG into our corporate purpose and business strategy, we ensure that cybersecurity practices permeate every aspect of our business operations, promoting resilience and enabling us to navigate the complex and rapidly changing threat landscape.

While we have made progress on our ESG journey, we strive for continuous improvement. We aim to lead by example, collaborating with stakeholders and inspiring others to join us in creating a sustainable future.

Thank you for your support as we work towards a more inclusive and prosperous tomorrow.

Sincerely,

Michael Volk

Chairman & CEO

About Us

GUIDEPOINT SECURITY is a private company composed of an elite team of highly-certified experts adept at helping customers navigate through the complex security maze to make more informed cyber risk decisions. We provide organizations with a holistic perspective on their cyber ecosystem to minimize gaps and vulnerabilities and optimize resources. Our expert advisors craft tailored solutions and services to help customers make better cybersecurity decisions that minimize risk and build the most effective cybersecurity posture.

TRUSTED AND RELIED ON BY

4,000+

Enterprise-level customers

1/3

of Fortune 500 companies

50%+

of U.S. government cabinet level agencies



CORPORATE MISSION

To enable organizations to make smarter cybersecurity decisions that minimize risk.



CORPORATE VISION STATEMENT

To leverage our top talent, strategic vendor relationships, deep industry expertise and methodologies to ensure our customers achieve their cybersecurity and business objectives.



CORE VALUES

TAKE OWNERSHIP AND COMPLETE THE MISSION

We believe that GuidePoint is only as great of a place to work as we make it. When we see something isn't working right, we are part of the solution. We hold ourselves accountable, become experts and take the initiative to get things done.

WOW THEM!

We aim to make our customer experiences memorable ones that keep them coming back for more.

ALWAYS CHALLENGE YOURSELF AND HAVE FUN DOING IT!

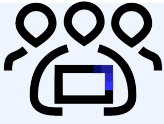
We push ourselves to take calculated risks and exceed our own expectations. We do what's necessary and we have fun doing it.

NO JERKS!

We know that life's too short to work with jerks, so we treat people with respect and dignity. When we have an issue, we work constructively to address it. We realize that we need each other to succeed.

Our ESG Approach

WE ARE PLEASED TO SHARE our 2024 ESG Highlights Report which outlines our ESG practices and initiatives in the areas most relevant to GuidePoint's long-term financial sustainability.



ESG OVERSIGHT

Our Board of Directors recognizes the importance of building strong governance practices, environmental stewardship and social responsibility and works closely with our Corporate Leadership Team (CLT) to oversee our ESG initiatives and sustainable business practices. We have accomplishments to share as we build our formal ESG program yet also recognize that we are only at the beginning of this journey.



GOVERNANCE

Our Board and CLT are committed to ethical business practices and strong governance in critical areas such as compliance, risk management, safety standards and vendor and supplier management. We work to continuously enhance our policies and procedures to effectively govern the company, guide decision-making, comply with applicable laws and regulations and meet the needs of our internal and external stakeholders.



SOCIAL

We believe that our core mission of enabling organizations to make smarter cybersecurity decisions that minimize risk has a positive impact on our customers, communities and society at large.



HUMAN CAPITAL

We are proud of our employees, who use their creativity and talent to invent new offerings, meet ever-changing demands and offer effective cybersecurity solutions to our customers. We strive to provide a vibrant, inclusive workplace culture, meaningful engagement and competitive benefits where our team can thrive and innovate. Additionally we have Anti-Harassment and Discrimination Training, and have added Diversity, Equity, and Inclusion Training.



ENVIRONMENT

GuidePoint has intentionally created and maintained our operations to minimize our environmental impact. We are in the process of assessing our operational footprint to better understand and baseline our energy consumption, greenhouse gas emissions and waste generation.

Performance Highlights Under Our Four Primary Pillars



GOVERNANCE

1. Business Ethics Policy: The Board has oversight of our Business Ethics Policy which applies to all employees and covers such topics as gifts, favors and payments, conflicts of interest, confidential information, fraud and/or suspicious behavior, anti-corruption, bribery and the Foreign Corrupt Practices Act.

2. Vendor and Supplier Management: GuidePoint's main criteria in evaluating vendors and suppliers is whether their products and services deliver the value demanded by our customers, specifically in reducing business risks in observable, measurable ways. As part of our evaluation, we require suppliers of our internal goods and services to adhere to GuidePoint's policies and procedures associated with modern slavery, human rights and child labor standards. Our Supplier Diversity Initiative extends our corporate equity and inclusion priorities through our commitment to partner with diverse suppliers, defined as those certified as small or disadvantaged businesses, including minority-, women- and Veteran-owned businesses.

3. Risk Management: GuidePoint's Risk Management Program outlines the structure, roles and responsibilities, and approach for our risk management activities. The CEO, Chief Information Security Officer (CISO) and senior management work together to identify risks, determine appropriate risk mitigation strategies based on our corporate risk tolerance and provide overall guidance and support for risk management efforts. GuidePoint regularly communicates risk-related information to relevant stakeholders and performs ongoing monitoring of the overall effectiveness of the risk management program.

4. Business Continuity: GuidePoint has adaptable continuity plans in place to help identify and mitigate risks associated with potential disruptions, such as natural disasters or supply chain interruptions, thereby safeguarding our ability to deliver on our commitments. Our business continuity planning ensures we can maintain our operations and minimize any negative impacts on the environment, stakeholders and the broader community.

5. Political Contributions: GuidePoint will not participate directly in partisan political activity and will make no political contributions whether in cash or in kind, anywhere in the world.





6. Civil and Legal Actions: GuidePoint has not been involved in any civil or legal action concerning the breach (or potential breach) of any statutory or regulatory requirement pertaining to the environment or our personnel.

7. Stakeholder Engagement: Our customers, employees, community partners, suppliers and vendors and government agencies all contribute to the opportunities we see for the future of GuidePoint Securities. We value the feedback from these key stakeholders and look to actively engage with them as an ongoing part of our ESG program. We believe that together we can make a significant positive impact on the cybersecurity landscape and contribute to a safer, more responsible digital world – one that not only protects against threats but also upholds ethical and sustainable business practices.

Though our ESG program is in its infancy, we plan to engage with our key stakeholders in a variety of ways, as outlined below:

- **Collaboration and Input:** We value the diverse perspectives of our stakeholders and will continue to solicit their feedback throughout the development and implementation of our ESG initiatives. We plan to launch focus groups, surveys and discussions to better understand their expectations and concerns related to our environmental impact, social responsibility and governance practices.
- **Transparent Communication:** We seek to provide our stakeholders with a clear understanding of our ESG efforts and to establish effective ongoing dialogues to exchange valuable feedback. We keep our stakeholders informed through regular updates regarding our initiatives, progress and goals for addressing the environmental and social impact of our operations.
- **Education and Awareness:** We recognize the importance of empowering our stakeholders with knowledge and awareness about cybersecurity, sustainability and responsible business practices. We also provide educational resources and training sessions to help our stakeholders better understand their roles in contributing to a secure, sustainable and ethical digital ecosystem.
- **Partnerships and Collaboration:** By collaborating with like-minded entities, we believe that we can amplify our impact and drive positive change collectively. We actively seek partnerships with organizations that share our values and are committed to ESG. We encourage our stakeholders to participate in industry-wide initiatives and events to address common challenges and shape the future of cybersecurity and sustainability.





SOCIAL CAPITAL

1. Data Security and Training: GuidePoint has implemented a robust information security program based on industry standards, including the NIST Cybersecurity Framework, as well as other best practices and regulatory requirements. Our Corporate Information Security (CIS) department provides security awareness and training to employees and contractors at onboarding and at least annually thereafter. The CIS department provides additional ongoing role-based security training to select internal teams.

2. Data Privacy: GuidePoint collects information throughout the course of providing goods and services to our customers. We provide details on the types of information we collect, how it is collected, how it is disclosed and used and how users can opt out. GuidePoint preserves customer information for a reasonable period of time aligned with business needs and in compliance with legal and contractual obligations. Customer information is protected via physical and technological security measures preventing unauthorized access, illegal manipulation and processing and accidental loss and damage. Please see our [Privacy Policy](#) for more information.



HUMAN CAPITAL

1. Anti-Harassment and Discrimination Policy: We are committed to creating and maintaining a work environment in which all employees are treated with respect and dignity and engage with each other in a business-like manner that is free of bias, prejudice and harassment. Additionally we have Anti-Harassment and Discrimination Training, and have added Diversity, Equity, and Inclusion Training.

2. Employee Complaint Reporting: GuidePoint has procedures in place within our Open Door Policy outlining how our employees can report concerns or complaints related to possible harassment, discrimination or retaliation. The Human Resources (HR) team acknowledges and logs these complaints. Our Non-Retaliation Policy provides whistleblower protection for those reporting a good faith concern, participating in or cooperating in any internal investigations of reported concerns or otherwise engaging in conduct protected by law.





3. Employee Engagement: We strive to uphold a vibrant work culture that is engaging and fulfilling for our employees. Scoring a 92.1 total score for all items on a 100-point scale, we were proud to be named as one of the 2024 Best Workplaces by INC Magazine after previously receiving this recognition from both INC Magazine and Washington Business Journal in 4 of the past 5 years. HR strives to facilitate meaningful engagement with our employees by conducting 30-, 90-, and 180-day employee surveys along with bi-annual engagement surveys. Employees are also encouraged to contact HR with additional comments or concerns at any time.

- o "I believe this organization will be successful in the future" 97% favorable
- o "My immediate manager cares about me as a person." 96% favorable
- o "I am proud to work here" 96% favorable
- o "The people I work with treat each other with respect." 96% favorable
- o "My immediate coworkers are committed to this organization's overall goals." 95% favorable
- The latest Employee Pulse Survey was conducted in October 2024 with the following results:
 - o 81% of employees often or always look forward to coming to work
 - o 89% of employees often or always feel their manager provides them with the support they need
 - o 83% of employees feel they probably or definitely have the opportunity to grow a career at GuidePoint
- Employee Net Promoter Score = 74
Top ranked themes - Meaningful Work, Values & Culture, Compensation & Benefits, Work-Life Balance, Teamwork (Avg of 4.5 out of 5) Our top ranked are:
 - o I enjoy working with the people on my team. (4.7 out of 5)
 - o I am treated fairly at work. (4.6 out of 5)
 - o I look forward to coming to work. (6.4 out of 7)



4. Benefits: We offer competitive benefits for our employees, such as:

- 100% payment of employee health premiums and a generous portion for dependents
- Generous mobile phone and home internet allowance
- Excellent work-life balance via telework options
- Generous time off including flexible time off, personal and medical leave, parental leave, voting time off and domestic and sexual violence leave
- Access to competitive 401k retirement plans
- Optional Pet Insurance
- Employee Assistance Program to help with mental health, conflict-resolution and grief and loss, in addition to assistance with child and eldercare and legal or financial issues



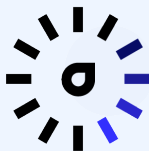
HUMAN CAPITAL (continued)

5. Performance Management and Review: We conduct periodic employee reviews with the purpose of evaluating an employee's current level of performance, identifying development opportunities and outlining expectations for the next year. Our performance management process includes the following three broad elements:

- S.M.A.R.T. Goal Setting is used to outline role, project, behavior and stretch goals.
- Performance Feedback is provided continuously, but also summarized and presented in a comprehensive manner annually.
- Performance Improvement is embedded in our leadership framework because we have committed to hire for culture and potential, our commitment to coach our employees and work with them through professional development opportunities is integral to our performance management program.

6. Training and Development: Our GuidePoint Security University (GPSU) is a training and development pipeline to help those interested in a cybersecurity career develop critical industry skills and apply cyber knowledge to real-world solutions. GPSU has an internship component that can be tailored to create an individualized experience with a curriculum covering both technical and soft skills.

7. Diversity, Equity and Inclusion: We strive to uphold a vibrant, inclusive culture that is engaging and fulfilling for our employees, where they can feel a sense of belonging, contribute to our business success and feel valued for their unique skills, experience and perspectives. As of July 1, 2024, our workforce was 23% self-identifying as ethnically or racially diverse, 34% as gender-diverse and 50% of our CLT as women. Also, 13% of our workforce was veterans, including our founder and managing partner and two other corporate partners. Also in 2024, GuidePoint launched Employee Resource Groups (ERGs), known as Guardian Groups.



ENVIRONMENT

1. Data Center: GuidePoint's information technology (IT) infrastructure heavily leverages cloud-based technologies. We therefore require a minimal data center footprint, which is hosted by a third party. The combination of our third-party data center and cloud-based and managed services enables GuidePoint to leverage economies of scale resulting in reduced electricity use and greenhouse gas (GHG) emissions.

2. Operational Sustainability: Almost 100% of our workforce is remote, primarily operating via home offices and conducting customer and internal meetings using video conferencing technology. This not only provides more flexibility for our employees but also reduces GHG emissions associated with employee commuting.

3. Waste Reduction: Remote work also facilitates and encourages digital creation, use, storage and transmittal of communications, collateral, contracts, reports, customer deliverables and other documentation. By utilizing electronic business tools, we reduce the ecological impacts of paper use and save energy consumed by large printers.

4. Carbon Emission Report: Our operations have been created and maintained strategically and intentionally to minimize our environmental impact. Our data centers are hosted by a third-party, which increases efficiency and reduces electricity consumption and emissions. In addition, the majority of our workforce is remote, which reduces our environmental impact.

GuidePoint Gives Back



GUIDEPOINT was founded to help organizations solve their most complex cybersecurity challenges, and the concept of doing good is a core value.

Our “GuidePoint Gives Back” program has included the support of many of our key partners. Together, we’ve been able to provide substantial donations to hospitals for many causes, including care for burn victims and cancer-related treatments, children’s charities and to patients and hospitals dealing with COVID-19 challenges. For example, we raised \$160,000 in 2022 for nonprofits that support disabled veterans and their families, including the families of fallen service members.



United Nations Sustainable Development Goals

We have identified four U.N. Sustainable Development Goals (SDGs) that we believe our business activities and key priority areas support.

DESCRIPTION	GUIDEPOINT SECURITY ALIGNMENT	MORE INFORMATION
 <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>We strive to uphold a vibrant work culture that is engaging and fulfilling for our employees. We offer competitive benefits and encourage our employees to continue their personal and professional development through our training and development opportunities.</p>	<p>Human Capital</p>
 <p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>At GuidePoint, we are dedicated to helping organizations solve their cybersecurity challenges by providing innovative services.</p>	<p>Social Capital</p>
 <p>Ensure sustainable consumption and production patterns</p>	<p>We work to minimize our water use and waste generation through our remote work model.</p>	<p>Environment</p>
 <p>Take urgent action to combat climate change and its impacts</p>	<p>Our operations have been created and maintained strategically and intentionally to minimize our environmental impact. Our data centers are hosted by a third-party, which increases efficiency and reduces electricity consumption and emissions. In addition, the majority of our workforce is remote, which reduces our environmental impact.</p>	<p>Environment</p>

SASB Standards Board

The table below incorporates the SASB Standards, which is now part of the IFIS foundation, for the Software and IT Services industry. Each accounting metric is referenced to the corresponding section in the report above.

TOPIC	ACCOUNTING METRIC	SASB CODE	RESPONSE / REPORT REFERENCE
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Environment
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Data Privacy
	Number of users whose information is used for secondary purposes	TC-SI-220a.2	
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	TC-SI-220a.4	
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	TC-SI-220a.5	
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Data Security and Training
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	
Recruiting & Managing a Global, Diverse, & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Human Capital
	Employee engagement as a percentage	TC-SI-330a.2	
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	Governance
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Business Continuity
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	

Methodology

To help inform our decision making regarding the content to include in our second sustainability report, we performed a benchmarking analysis to help us understand stakeholder expectations and industry best practice. We referenced the SASB Standards for Software & IT Services to help us understand the areas that may be most relevant to our U.S. investors. We drew upon the subject matter expertise of our colleagues at GuidePoint to collect and organize the content relative to the areas we identified in our benchmarking.