

# **Environmental, Social and Governance (ESG) Report 2023**

# Introduction

At Outpost24 Group, we are dedicated to developing advanced cybersecurity solutions to foster a more secure world. Cyber risk represents the most pressing and financially significant sustainability challenge facing organizations today. Our core mission is to enhance organizational resilience against cybersecurity threats by effectively identifying and prioritizing the most critical risks.

Our strategic goal is to expand our company sustainably and profitably. The very nature of our business—creating cyber solutions for a safer world—not only contributes to global sustainability but also inspires us to strive for greater impact. Our sustainability initiatives are aligned with the United Nations' 17 Sustainable Development Goals, focusing on areas where our influence is most significant.

We continuously challenge ourselves and scrutinize our industry to pinpoint where our resources can most effectively promote global sustainability. Our greatest resource is our team's expertise. By disseminating this knowledge and heightening IT security awareness in our communities, we aim to make a substantial contribution to a more sustainable future. This includes influencing governmental policies, advocating for robust institutions, and ensuring that legislation keeps pace with advancements in our field.

We envision an ethically driven IT society, where sharing knowledge reciprocates with community enrichment. Acknowledging the sustainability risks posed by our industry, we accept the responsibility to address these challenges.

Notably, women constitute only 20% of the Global Cybersecurity Forum. We have therefore prioritized gender equality as a key focus area. Furthermore, we recognize that increased digitalization can lead to both mental and physical health challenges. In response, we are also committed to reducing our carbon footprint as part of our contribution to the global effort to limit climate change.

Ebba Hamilton  
Chief of Staff

# The Outpost24 Group

## Scope

This ESG (Environmental, Social and Governance) report concludes the fiscal year 2023 for the Outpost24 Group. The report includes our mother company Outpost24 Holding AB and all legal entities that consolidates into Outpost24 Holding's Group reporting for the same period.

The Board is accountable for Outpost24 Group's governance, risk management and internal control. This ESG report is included in that responsibility.

The purpose of this report is for us to be transparent with our sustainability challenges and to show how important sustainability questions are for our company.

## Business model and Focus Areas

Outpost24 helps organizations improve cyber resilience with a complete range of Continuous Threat Exposure Management (CTEM) solutions. Our intelligent cloud platform unifies asset management, automates vulnerability assessment, and quantifies cyber risk in business context. Executives and security teams around the world trust Outpost24 to identify and prioritize the most important security issues across their attack surface to accelerate risk reduction.

Our sustainability work is founded on the UN's global sustainability targets, adapted to our business model. We believe in using our core competencies to contribute building a better society, a better business climate, proud employees, and more satisfied customers. Our goal is to create that win-win relationship; building a synergy that both helps the people/organizations/causes we support as well as our company as a whole.

Our management team has chosen 5 sustainability areas where we can make the largest impact to reach a sustainable business and to set a foundation for how Outpost24 actively give back to society.



Outpost24 has also been a member of the UN Global compact for several years because we believe in the UNGC's ambitions to build a better and more sustainable world through getting stakeholders actively involved in creating sustainable practices for the future.

## Annual risk review

Our identified ESG risks for 2023 are:

### Cybersecurity

Given the core business focus, our company faces significant cybersecurity threats. These include data breaches, ransomware attacks, and emerging cyber threats. Understanding and mitigating these risks is a top priority to protect both our company and our clients. As we deem cybersecurity to be our most major risk, we treat it separately, where our Chief Information Security Officer (CISO) manages this area.

### Environmental

Our energy consumption associated with data centers and the carbon footprint of operations is still one of our major ESG risks, along with travel. We assess our environmental impact annually, in which we explore opportunities to reduce energy consumption, and consider renewable energy sources to align with global sustainability goals.

### Supply chain

A global company like Outpost24 often relies on a complex supply chain. To be further in Evaluating suppliers for ethical and sustainable practices, as well as assessing their cybersecurity measures, is essential to avoid reputational and operational risks.

Talent and Workforce

Attracting and retaining skilled cybersecurity professionals is crucial for us at Outpost24. Ensuring diversity and inclusion within the workforce, providing training and development opportunities, inspiring a healthy work life balance are key areas to mitigate the risks within this area.

Community Engagement

Engaging with the local communities in the areas in which we operate gives us an opportunity to give back and market ourselves by embodying our values. This includes philanthropic efforts, educational initiatives, and supporting local economies.

Ethical Practices:

Upholding high ethical standards in all business dealings is essential to our organization. In order to maintain an ethical business, we take any hint of unethical behavior very seriously. can lead to significant reputational damage. why this is continuously a big risk for us. This includes the risk of violating respect for human rights, Anti-Bribery, and anti-corruption.

Governance and Transparency:

Maintaining transparent governance practices and accurate reporting is essential to build trust with stakeholders. Continuously one of our more important

We conclude that our five ESG areas defined in 2022 are still accurate for us to continue focus on in order to mitigate the above risks.

# Review of 2023 goals

In 2023, our journey towards sustainability has been marked by purposeful strides and meaningful achievements. Each milestone reached signifies not only our commitment to responsible business practices but also our dedication to creating positive and lasting impacts. We have begun measuring our environmental impact more thoroughly and promoted increased responsible waste management across our offices. Furthermore, our commitment to social engagement through employee well-being and enhanced diversity and inclusion (D&I) measures has become an integral part of our organizational ethos, reflecting our dedication to fostering a vibrant and inclusive workplace culture.

During 2023 we drafted our new ESG Policy for the Group that will be launched in Q1 2024.

## Quality education

Goals for 2023	Follow-up of goals
Offer even more lectures to qualified vocation schools by having them digital and reaching more schools	Expanded outreach through more digital lectures to qualified vocation schools and participation in university fairs.

	Actively influencing and updating curricula in collaboration with universities across Sweden and Europe
Attend several university fairs	Attended three university fairs
Hold as many public speeches and/or presentations as we can, minimum 20	Offered 20 presentations on IT security and related topics
Continue to influence the curricula for IT security programs at Universities in Sweden so they stay up to date	Worked closely with two universities in Sweden to influence their curricula to make it more cybersecurity aware

## Peace, justice, and strong institutions

Goals for 2023	Follow-up of goals
Continue to offer volunteer time for our employees	Created an online local food bank campaign with <i>Banc dels Aliments de Barcelona</i> and offered employees PTO to volunteer in their local food shops, participated in the Movember Movement, and made a charitable donation to the Movember Foundation. Continuously encouraged employees to volunteer and offered PTO to do so
Continue having our Anti-Bribery and corruption training enforced on all employees	Conducted annual Anti-Bribery training globally and mandated Modern Slavery Act training for UK employees
Continuously scan for opportunities for where Outpost24 can contribute to creating a more sustainable society	Invited Swedish politicians to discuss inadequacies in legislation regarding cybercrimes.
Adhering to the 'Know Your Customer' requirements	We are actively engaged in collaborative efforts with our banking partners to enhance our 'Know Your Customer' practices. In line with our commitment to sustainability, we strictly avoid processing customer payments and issuing vendor payments to entities identified on the European Commission's list of third countries with weak anti-money laundering and terrorist financing controls
Perform information mapping and subsequent risk assessment during vendor selection, following ISO 27005-certified processes	Vendors with independent audit results must provide certificates, statements of applicability, and scope for verification during selection. This ensures coverage of all services and adherence to required controls. For organizations without certification, a review is conducted based on risk levels, ranging from a

	<p>simplified compliance audit to a comprehensive examination, ensuring alignment with Outpost24's policies.</p> <p>In the 2024 ISMS improvement initiative, Outpost24 is refining vendor requirements, including additional criteria in security and other critical areas.</p> <p>Outpost24 actively supports vendors by providing security services to validate technical adherence to controls.</p>
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## Gender equality

Goals for 2023	Follow-up of goals
Analyze whether there is a gender pay gap in the company for same positions	Evaluated the gender pay gap for identical positions in Spanish and Swedish entities. No deviations detected.
Employment agreements will be amended to reflect more gender-neutral terms (e.g., switch out his/her to their)	Amended employment agreements in all countries to reflect gender-neutral language
Analyze employees' experience of equality within the company through a survey and produce improvement points where needed	Prepared a survey that will launch in Q1 2024
Roll out an anonymous employee survey where we have a focus on D&I and satisfaction	Prepared a survey that will launch in Q1 2024
Create anti-harassment and unconscious bias videos to be included in the onboarding of new employees during their onboarding	Created an anti-harassment and unconscious bias video for onboarding, the video will be published in 2024

## Good health and well-being

Goals for 2023	Follow-up of goals
Offer all our employees a fitness allowance and/or health insurance	All employees across all countries now have access to either fitness allowances or health insurance
Hold health weeks for as many employees as possible. Offering the chance to try different sports and activities	We held two health weeks for our Karlskrona office and invited all offices to join virtual sessions and encouraged everyone to focus on sports and activities during those weeks

Hold lectures in ergonomics for all employees	Held one lecture in ergonomics during one of the health weeks
Hold lectures in improved work environment when working from home	Conducted meetings on remote working etiquette for all new employees in our Spanish entity where we have primarily remote employees
Start measuring sick days of our employees	We have a tool in place to measure sick days of employees but have not used it for that purpose yet

## Responsible consumption

Areas of improvement	Activities in 2023
Investigate possibilities to get a carbon measurement tool in place	In 2023, we took significant steps toward a sustainable future. Since June, we have utilized a CO2 measurement tool for employee travel, resulting in an average emissions KPI (Key Performance Indicator) per employee. This metric serves as a baseline for ongoing efforts. Together with the new travel policy that emphasizes eco-friendly alternatives, we aim to foster a culture of responsible travel. The average emission per employee over a period of six months is 0,187t
Introduce a travel policy with restrictions to flights as far as possible	Introduced and published a travel policy in Q3 of 2023 that limits flights whenever feasible. We have set an average travel cost per employee to explore the correlation between emissions and expenses. This aligns our environmental goals with cost efficiency. The average travel cost per employee during 2023 was 1 760 EUR.
Investigate the possibility of becoming ISO 140001 certified	The investigation is still underway

## Sustainability in 2024

In our ongoing commitment to environmental and social responsibility, we recognize that continuous improvement is essential. Therefore, as we review our sustainability goals for 2023, we are equally dedicated to proposing and achieving new ambitious goals for 2024; fostering innovation and driving positive change across our organization to contribute to a more sustainable and resilient future for all.

## Quality education

Area of improvement	Activities for 2024	Measurable goal
Increase cybersecurity awareness in our local communities	Further innovation of digital platforms and technologies to facilitate broader access of educational resources	Deliver at least 25 lectures or educational sessions on cybersecurity
	Strengthen collaborations with industry experts and educational institutions to the relevance of educational content	
Empower women through educational initiatives	Outpost24's Gender Equality Group is working towards an educational initiative aimed at empowering women	Deliver a talk at a women's refuge focusing on internet safety; highlight potential risks and equip them with knowledge of mitigating the risks present to protect themselves and their personal information

## Peace, justice, and strong institutions

Area of improvement	Activities for 2024	Measurable goal
Contribute to a more secure digital environment	Continue to advocate for and practice ethical hacking	Conduct at least 10 webinars or presentations specifically on ethical hacking
	Spread cybersecurity awareness, especially among those who are living in a vulnerable situation	Conduct at least 2 trainings on cybersecurity specifically aimed towards vulnerable groups
Ensure that security weaknesses are addressed promptly without causing harm	Encourage responsible disclosure of vulnerabilities to relevant authorities	
Volunteering	Continuously encouraging employees to participate in volunteer programs related to cybersecurity education, community outreach, and	

	initiatives supporting peace, justice, and strong institutions	
Strive to consistently meet KYC (Know Your Customer) requirements for sustained regulatory compliance	Collaborate closely with banks by furnishing necessary data, ensuring a cohesive and effective partnership in meeting regulatory requirements	By year-end, we should have finalized a KYC questionnaire for each bank account in the Outpost24 Group
Well-defined process for vendor selections	Establish a comprehensive process and policy aligned with ISO27005 certification risk assessments, ensuring stringent compliance from our vendors across all sustainability areas	Enroll a new purchase process during 2024

## Gender equality

In our commitment to fostering a workplace that thrives on diversity and inclusivity, we are excited to outline our goals for advancing gender equality in the upcoming year.

Area of improvement	Activities for 2024	Measurable goal
Increase unconscious bias awareness among all staff	Organize unconscious bias training on our LMS for current staff and future hires	Have more than 90% of current staff complete unconscious bias training
		Have all new staff complete unconscious bias training during onboarding
Ensure gender equality and inclusivity in our recruitment process	Identify potential biases and adjust our strategies to create a more equitable hiring process through collecting hiring data	Adopt a data driven approach; track number of applicants, interviewees, and hires through a gender lens to identify potential bias and enable a guide for strategies towards more equitable hiring
Expand the Gender Equality Group	Have more initiatives in place and active meetings place for the group to allow for dialogue regarding important topics and raising awareness around this	All new employees will be told more about the group and encouraged to join
Analyze employees' perception of diversity, equity	Publish yearly employee satisfaction survey with	Outline improvement areas from employee satisfaction

and inclusion in the workplace and identify improvement areas	questions focused on Gender equality	survey and plan for improving these areas
		Organized events for local trans community groups like 'Get Started with Web Development' hosted in the Karlskrona, Sweden Office; foster inclusivity and providing valuable opportunities for skill development within cyber security
Ensuring inclusivity in all steps of the recruitment processes	Revised all employment agreements to incorporate gender-neutral language; replacing terms like "his" or "her" with "their"	Incorporate gender-neutral language in all agreements

## Good health and well-being

As we move into 2024, our commitment to employee well-being remains strong.

Area of improvement	Activities for 2024	Measurable goal
Inspire employees to become more physically active	Fitness allowance to all staff and start measuring usage	More than 70% used
	Health weeks to allow employees to try on new sports in a safe environment	2 weeks with more than 60% attendance
Encourage employees to prioritize mental health	Introduce mindfulness sessions	Offer 4 sessions for all employees
Educate our managers about the importance of mental and physical health, including leading people with disabilities	Set up a plan where this area is a part of our annual training for managers	Set out mandatory sessions for all leaders

## Responsible consumption

Area of improvement	Activities for 2024	Measurable goal
Proactively select electricity from sustainable sources	Continue activities as done previously and continue to select sustainable electricity sources. We have	Current electricity provider certifies that their energy is derived from solar, wind, water, and biofuel sources. The electricity is produced

	<p>initiated monitoring of the server hall's electricity consumption, with a focus on exploring data throughout the year to optimize energy use. This step aligns with our commitment to sustainable practices.</p>	<p>locally in Blekinge, ensuring our independence from foreign energy sources. Furthermore, the provider has set a goal to achieve complete carbon neutrality by 2030.</p>
<p>Sustainably dispose of all old hardware</p>	<p>Continue activities as done previously; first reuse equipment, if at the end-of-life cycle explore donation and recycling opportunities.</p>	
<p>Minimize our carbon footprint from employee travels</p>	<p>The travel policy, as implemented in the latter half of 2023, will continue to be in place and flight travel will only be used when other travel options are unavailable.</p>	<p>Our analysis indicates that the previous measure has proven effective in our calculation tool, highlighting a direct correlation between reduced longer flights and decreased carbon dioxide emissions. 2023's average of 0,187t per employe is pivotal for shaping our future sustainability efforts, offering a clear reference point to gauge progress. In 2024, we will closely monitor emissions and travel costs to ensure adherence to our travel policy. This ongoing evaluation reinforces our commitment to sustainability. The average travel cost per employee 2023 was 1 760 EUR.</p>



## Auditor's report on the statutory sustainability report

To the general meeting of the shareholders in Outpost24 Holding AB, corporate identity number 559166-1193.

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### Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2023 and that it has been prepared in accordance with the Swedish Annual Accounts Act.

### The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

### Opinion

A statutory sustainability report has been prepared.

Stockholm, the date stated in our electronic signature  
PricewaterhouseCoopers AB

Nicklas Kullberg  
Authorised Public Accountant

# Deltagare

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**PRICEWATERHOUSECOOPERS AB** 556067-4276 Sverige

***Signerat med Svenskt BankID***

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Namn returnerat från Svenskt BankID: Rolf Nicklas Kullberg

Nicklas Kullberg

***2024-04-19 15:35:58 UTC***

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Datum

Leveranskanal: E-post