

OSTENDIO

SOCIAL RESPONSIBILITY REPORT • DECEMBER 2022



A JOURNEY FOR GOOD

CULTURE CLUB

Ostendio staff should be proud of the lives and communities that they touched this year.

The Culture Club is a employee resource group that was created to lead the organization in Mission Corp initiatives earlier this year.

Although we lead these initiatives, all of Ostendio's staff have been with us 100% of the way. As you read this newsletter, we hope that you feel inspired. We believe that this document celebrates the idea that when you prioritize helping others, you can make a real difference.

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A MESSAGE FROM OUR CEO

GRANT ELLIOTT

When Ostendio was founded roughly 10 years ago, I wanted to build a work culture that could not be taken for granted. Since day 1, we have placed giving back at the core of our company.

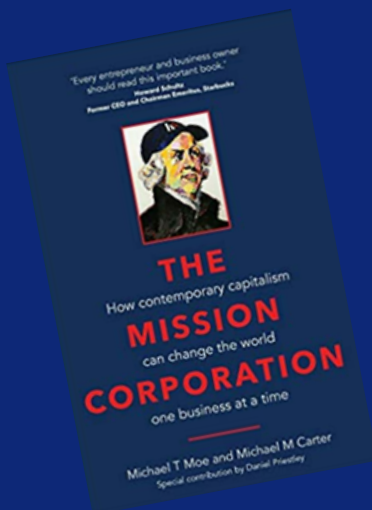
In addition to providing staff with 6 volunteer leave days a year, we also encourage staff to donate to organizations that are meaningful to them. We are proud to match contributions up to \$1,000 per employee.

I am proud of the involvement of staff this year in reaching our goals. We have helped many worthy causes and we do not plan to stop here. This is an important endeavor, and we must continue to look for more and better ways to help others.



OSTENDIO GIVES BACK

Ostendio joined Pledge 1% in 2017 and committed to donating time, product, and profit on an annual basis.



“NO ACT OF KINDNESS, NO MATTER HOW SMALL, IS EVER WASTED.”

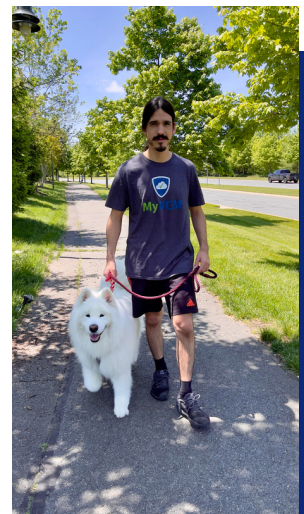
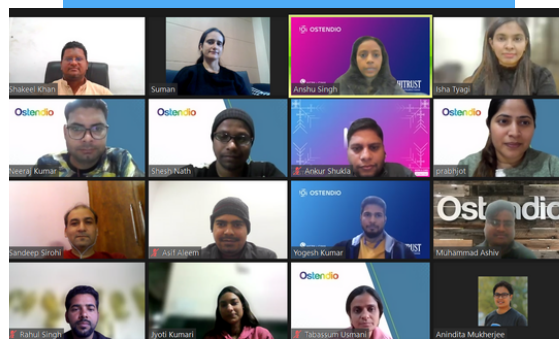
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Ostendio expanded its commitment by adopting The Mission Corporation philosophy, which builds on the Pledge 1% movement to be a for-profit organization that also believes in the power of being a force for good.

OUR JOURNEY 2022

During 2022 Ostendio has undertaken many activities related to social responsibility. Here are a few of them:

- JANUARY - Ostendio provides list of volunteer opportunities to employees
- FEBRUARY - Ostendio celebrates [Black History Month](#)
- MARCH - Ostendio invites employees to join a Social Responsibility Team
- APRIL - A group of employees forms the "Culture Club" in support of Ostendio's work related to DEI, volunteerism, and charitable giving
- APRIL - Michael Farley, Board Chair of [Makindu Children's Fund](#), talks to Ostendio employees about his work helping children escape poverty in rural eastern Kenya.
- MAY- Ostendio issues [#StandWithUsUkraine](#) support statement
- MAY- Ostendio celebrates [PRIDE](#) month
- JUNE - Ostendio conducts employee culture survey regarding commitment to social responsibility.
- JUNE - Ostendio conducts first volunteer opportunity "Learn Sign Language" and employees record message of love and hope supporting [Helping Hands for Deaf, USA](#)
- JULY - Ostendio sponsors volunteer opportunity "Help prepare career guides for at-risk youth" supporting [Change Happens!](#)
- JULY - Ostendio employees participate in Empathy in Action training
- JULY - Results of employee culture survey shared with employees including recommendations aligned with Culture Club efforts



Above L-R: Patrick works from home with his kids, the India team enjoys a virtual happy hour, Marcos and his dog participate in one of the sponsored walks.

OUR JOURNEY 2022

- AUGUST - Ostendio employees participate in training including a second Empathy in Action session and two Compassionate Conflict sessions.
AUGUST - Ostendio employees participate in volunteer opportunity "A Great Planet Comes with Great Responsibilities" to support [Kids Save Ocean](#)
- SEPTEMBER - Ostendio celebrates [National Hispanic Heritage Month](#)
SEPTEMBER - Ostendio sponsors [Food for Others Walk](#)
SEPTEMBER - Ostendio sponsors volunteer opportunity "A small gesture goes a long way" to support [SOS Children's Village](#)
- OCTOBER - Ostendio sponsors volunteer opportunity "Diwali Greetings for the elderly" to support [Way of Life](#)
- NOVEMBER - Ostendio sponsors volunteer opportunity "Record Motivating Audiobooks for Veterans and Individuals with Disabilities" to support [Freedom Waters Foundation](#)
- DECEMBER - Ostendio sponsors volunteer opportunity "Inspire Young Minds Through Your Stories" to support [Ikageng Itireleng AIDS Ministry](#)
DECEMBER - Ostendio makes end of year donations to employee supported charities including [Akshaya Patra](#), [FOCCA Foundation for Climate Change Action](#), [Food For Neighbors](#), and [The Frederick Rescue Mission](#).

Celebrating 2022 by giving back!



OSTENDIO

Everyone
Secure.

CHARITABLE CONTRIBUTIONS



32

of organizations supported



37%

% of employees donating



91%

of employees believe that Ostendio uses its business platform to impact society beyond profits in a positive way.

2022 Employee Contributions and Ostendio Match

- A selection of the organizations employees have supported in 2022.



Diversity, Equality and Inclusion

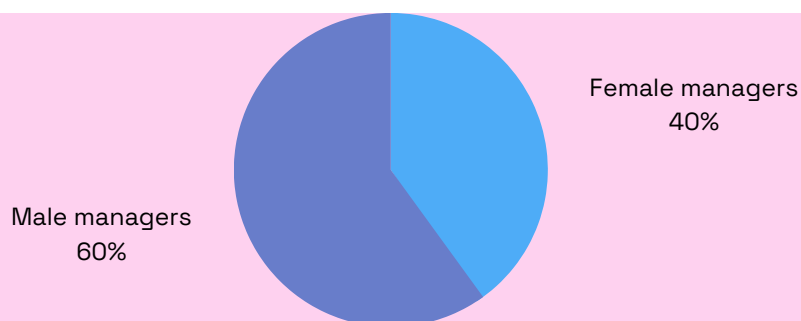
During 2022 Ostendio has undertaken many initiatives relating to Diversity, Equality and Inclusion (DEI). Here are some highlights:

Culture Survey highlights

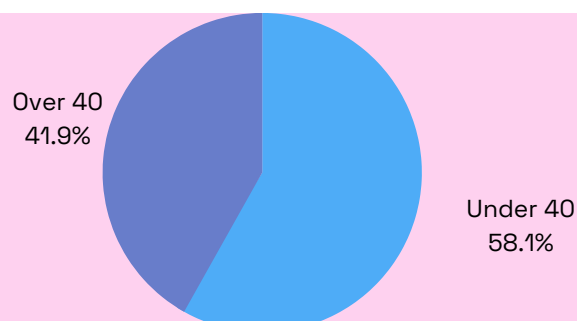
- 97% of employees are willing to speak up if they witness another colleague being discriminated against at work
- 91% feel Ostendio fosters the ability to have honest dialogue around DEI
- 91% are committed to using the Ostendio platform to impact society beyond profits in a positive, enduring, and sustainable way

Staff demographics

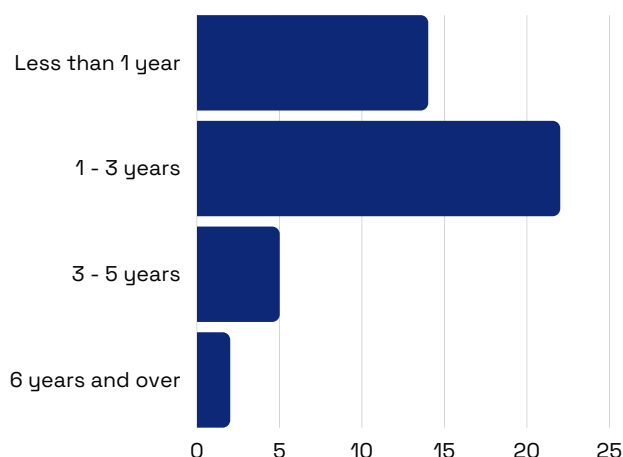
Ostendio works towards equality in the workplace including supporting women in management roles.



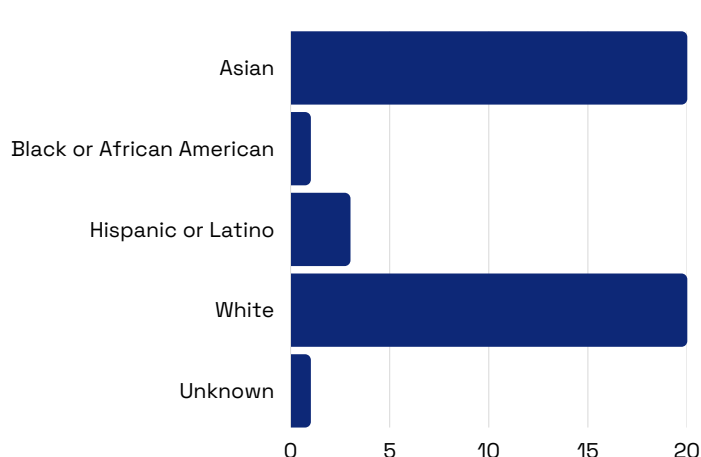
Ostendio works towards equality in the workplace including hiring people of all ages.



Employees length of service



Employees ethnicity



Volunteering at Ostendio



The sales team with Santa volunteering at the Children's hospital in Denver



Employees volunteered virtually this year in monthly events together with Goodera.

Ostendio staff reported
over 250
volunteer hours in 2022



A member of the marketing team volunteering to teach art class at a local elementary school

A member of the professional services team participates in the Food for Others walk.



Sponsorships

In 2022, Ostendio sponsored two fundraising walks. Food for Others is the largest distributor of free food directly to people in need in Northern Virginia, providing the assistance vitally needed by our unemployed and low-income neighbors. The Mattie Miracle Walk supports children with cancer and their families.



FOOD for OTHERS



Looking towards 2023

A MESSAGE FROM THE OSTENDIO CULTURE CLUB

EBONY JONES

The Ostendio Culture Club meets monthly to explore ways we can support the employees of Ostendio and the communities in which we work and live.

In 2023, we plan to continue to build on our work including:

- Recommending an Annual Day of Service
- Offering new training to expand experiences and understanding
- Helping employees with goal setting
- Building on diversity recruiting
- Encouraging all employees to participate in charitable giving and volunteerism. We would like to see more of you!

And looking for ways to celebrate what makes us all special!

