



ANNUAL IMPACT REPORT 2023

OSTENDIO

Everyone
Secure.



About Ostendio

Ostendio is the only integrated security and risk management platform that leverages the strength of your greatest asset. Your people. Ostendio delivers an easy-to-use, cost-effective platform that allows you to assess risk, create and manage critical policies and procedures, empower your people to be secure with security awareness training, and monitor continuous compliance across 250+ security frameworks. With deep customization, advanced intelligence, and flexible controls, you're always audit-ready, always secure, and always able to take on what's next.

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History of Giving

Grant Elliott

Co-founder and Chief Product Officer



When founding Ostendio in 2013, I aimed to build a positive work culture. Believing in the synergy of purpose-driven impact and business success, I embarked on the entrepreneurial journey.

Over the past decade, Ostendio has championed charitable efforts, encouraging employees to dedicate their time and contributing our platform and financial resources to worthy causes. We've also focused on gaining a better understanding of others through our DEI initiatives.

This Annual Impact Report highlights the remarkable achievements of the past year, showcasing an increase in volunteer hours, expanded charity support, and enhanced financial contributions. As we look ahead to 2024, we remain committed to making a positive difference in the communities where we live and work.

Ostendio has been a member of Pledge 1% since 2017

“As a founder, the goal from day one was to build a successful organization that helped with security, but also to build a company that would make a difference in the community,” said Grant Elliott.



CEO Message



Joe Breen

CEO

My decision to join Ostendio in January 2024, was influenced by my connection to its mission and the strength of its culture. It was clear to me that the talent and collaborative abilities of Ostendio's staff had led to a phenomenal product. I am a proponent of volunteering and giving back to the community. It is refreshing to have the opportunity to support this effort at work. As we progress, we must continue to encourage the diversity of our collective thoughts and opinions. Our staff will be tasked with building even more trust alongside our stakeholders, through extreme focus, clarity, and execution. As a result, we expect to continue to create new opportunities to grow and expand our capacity to serve others.

Culture Club



Ebony Jones

Senior Director, People and IT

The Ostendio Culture Club is our employee resource group focused on leading social responsibility initiatives. This year, the Club's goal focused on building a culture of service and a greater appreciation for each other. With increased knowledge of diversity, equity, and inclusion in our infancy stage of planning, Ostendio charted its course based on understanding ourselves and our diversity today. Our ability to embrace our similarities and differences was our top strategy this year. Take a look at how we worked together and learned a ton in the process!

Our senior leadership team

Meet the Ostendio leadership team



Joe Breen

CEO
Enjoys volunteering in his community



Grant Elliott

Co-Founder and Chief Product Officer
Supports sports and charitable activities in his local community.



Kevin Brown

Director, Professional Services and Information Security
Shares his expertise volunteering with Christian churches and charities.



Yehuda Cagen

Senior Director, Marketing
Volunteers in his community and teaches community Sunday school.



Jenn Carlin

Senior Director, Channel Operations
Volunteers at her horse barn and supports animal charities.



Ebony Jones

Senior Director, People and IT
Volunteers in her community including environmental organizations



Marcos Martínez

Senior Product Data Manager
Supports borderland arts, journalism and animal rescue.



Vidit Mittal

Co-Founder and CTO
Supports organizations helping children in need.

Our Mission

Our mission is to reduce risk by improving security for all.

Our Values

We live our values in our daily lives.

1

We Care

About our clients:
We listen to them. We educate them. We reward them.

About our people:
We listen to them. We educate them. We reward them.

We have fun.

2

Get it done. Do it right

We use data to guide our decision making. We live our values. We respect each other.

3

Be transformative

Change the way companies manage Risk, Security, and Compliance.

4

Be brave. Be bold.

Good software is never done. Embrace change. Take risks.

5

Make a difference

We give back time, revenue, product, and stock.

6

Live securely

Practice what we preach. Thought leadership & education. Make accessible to all.

Benefits to employees

401K

Company matches first 4% then half of next 2% of contributions

6 VOLUNTEER DAYS

Days of paid leave to volunteer

EMPLOYEE MATCHING

Donations to charities matched up to \$1k per employee annually

WELLNESS EVENTS

Regular events to encourage team building and wellness

HEALTHCARE

PPO health, vision and dental plan. Life and Disability Insurance

"They're just good humans." These four words galvanized my decision to come work with the people at Ostendio. When you work with good people, challenges are seen more as opportunities. When you work with good people, "the Mondays" aren't much different than "the Fridays". When you work with good people, you encourage co-workers to take time off, even if it means more work for you.

- Yehuda Cagen, Senior Director of Marketing

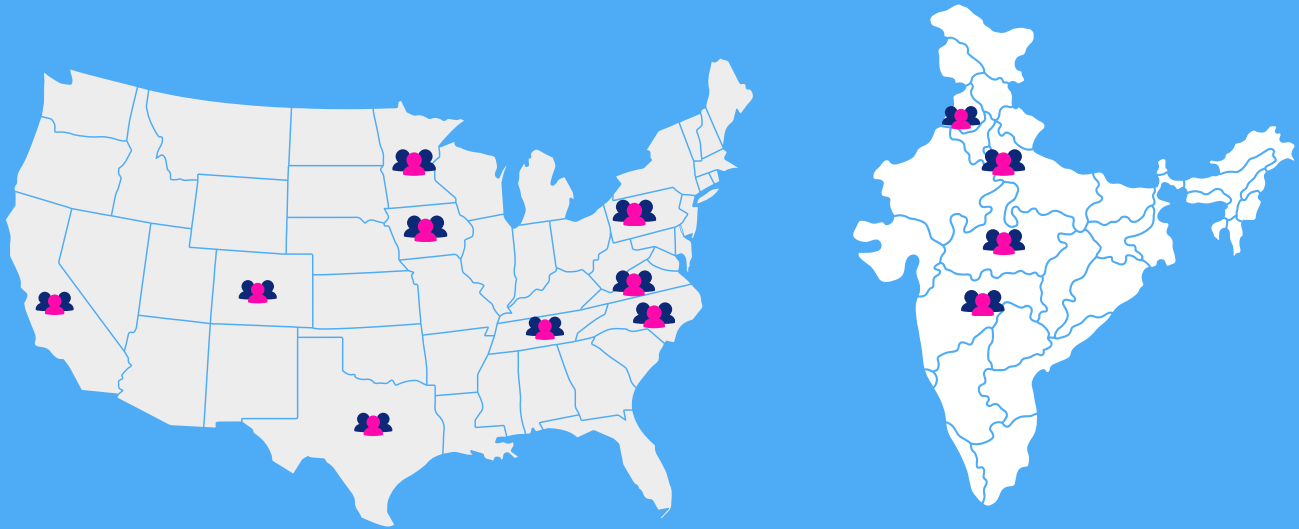


"One of the things I enjoy most about working at Ostendio is the idea that we are dedicated to using our success to make the world a better place, both professionally and personally. I am not just selling a service, I am helping organizations reduce the difficulties typically associated with security and compliance so they can provide a more secure product to their customers. Ostendio also encourages us to dedicate multiple workdays a year to serve the community in ways that are important to me personally."

- Kevin Brown, Director Professional Services & InfoSec

Where we work

Ostendio has staff in the US and India.



Celebrating the Ostendio India team

For more than 9 years, Vidit Mittal has guided the team of approximately 14 employees in the Ostendio India office. Working remotely following the pandemic, the team is spread out across India. With roles covering software engineers, QA analysts, network technicians, and database administrators, the team has transformed the Ostendio platform building functionality and integrations to meet client needs.



“We enjoy working together,” said Vidit Mittal, CTO. “Our diverse, long-standing team brings unprecedented continuity to our software development group. Inspired by Ostendio’s mission and culture, each member contributes uniquely to our success.” Vidit added that the India team works hard to collaborate cross-culturally and they feel included as part of the broader Ostendio team.

DEI at Ostendio

The goals of our Culture Club are:

- 1 LEARN HOW WE ARE BUILDING RELATIONSHIPS
- 2 LEARN HOW WE ARE CONTRIBUTING TO THE COMMUNITY AND CARING FOR OTHERS
- 3 RESOLVE PROBLEMS AND MAXIMIZE OPPORTUNITIES
- 4 LEARN HOW WE ARE VALUING DIVERSITY

Long-term inclusivity is the goal. When that happens, business outcomes, organization effectiveness, and workforce outcomes improve.

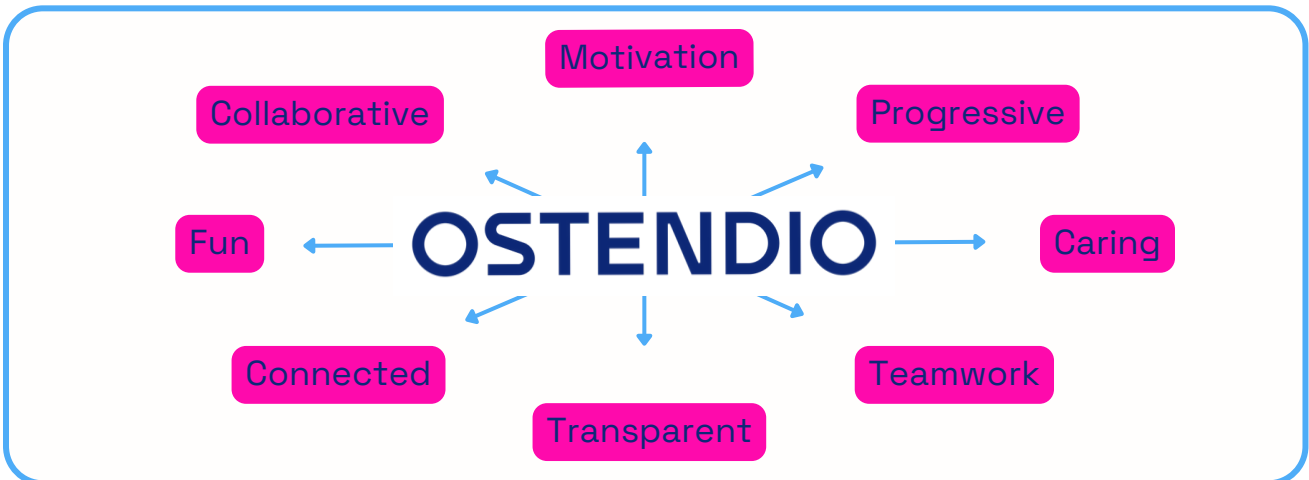
What Ostendio employees say...

“We embrace the win as a team. Everyone is willing to help us become successful.”

“It’s not easy to maintain culture. I believe what we have is valuable. We have to keep working on it.”

“It makes me happy to go to work again...it’s focused on being good in the world.”

In the 2023 Culture Survey, here’s how Ostendio staff described our culture:



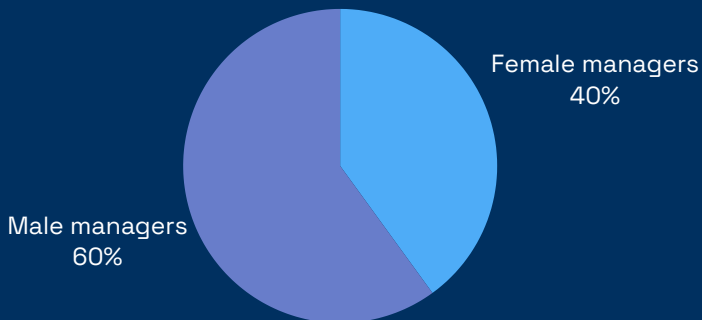
Diversity, Equality & Inclusion

Culture Survey highlights

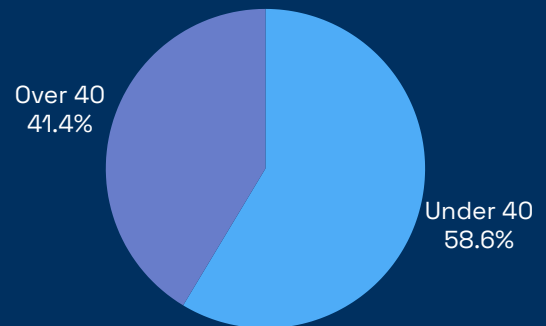
- 94% of staff feel people from all backgrounds with a range of identities have equitable opportunities to advance their career.
- 94% of staff are willing and committed to speak up if they witness another colleague being discriminated against at work.

Staff demographics

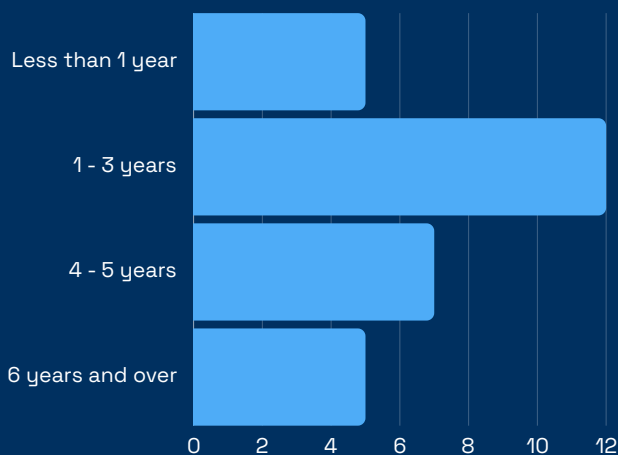
Ostendio works towards equality in the workplace including supporting women in management roles.



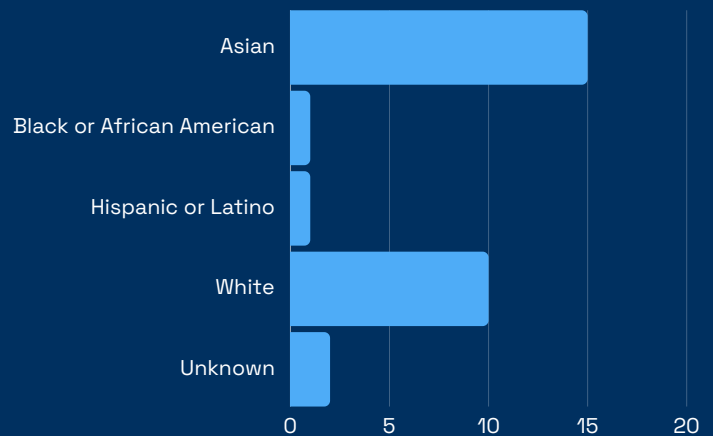
Ostendio works towards equality in the workplace including hiring people of all ages.



Employees length of service



Employees ethnicity



Ostendio volunteers

2023 was our biggest year yet for employee involvement, volunteer hours and charities supported.

45+

Employees involved

290+

Combined volunteer hours annually

30+

Charities supported

Hear from members of the Ostendio Culture Club

Ebony Jones, Culture Club leader, gets outside to volunteer with a local nature organization

I am so thankful that through Ostendio's volunteer leave hours, I was able to work with Shenandoah National Park Trust (SNPT) this year. When Jessica Coccione at SNPT asked me to help her organization explore Diversity, Equity, Inclusion, and Justice (DEIJ) initiatives, I was excited to use the expertise that I gained in my "regular job" to make an impact on a worthy organization that focuses on the conservation of natural and cultural resources for Shenandoah National Park in Virginia.



While making progress on this initiative, I made some great connections with the staff, board, and several Shenandoah National Park representatives. My biggest takeaway from the experience is that while non-profits operate with limited budgets, each one of us can help to continue to build our communities by giving our time, money, and other resources. We have to preserve these beautiful natural spaces!

To learn more about Shenandoah National Park go to www.snptrust.org.

Hear from members of the Ostendio Culture Club... continued



Jenn Carlin, Culture Club Member, enjoys a change of pace working with horses and dogs

“Doxie by Proxy stands out to me as an exceptional dog rescue located in North Carolina. I’ve had the privilege to actively contribute my time as a volunteer, transporting dogs from shelters to their loving foster homes. I’ve also seized the wonderful opportunity to make donations, further supported by Ostendio’s employee matching program.”

Learn more at www.doxiebyproxy.org



Marcos Martínez, Culture Club Member, finds giving back brings him closer to home

“I appreciate Ostendio’s commitment to matching donations to organizations that matter to us. While I’m halfway across the country from where I grew up, I feel closer to home because Ostendio helps me give more to the people (and animals!) who need it most. Even if I’m far away, I can still make an impact in the communities that raised me.”

Learn more at www.yaquianimalrescue.com



Miranda Elliott, Culture Club Member, enjoys meeting people as she volunteers in her community

“With the Ostendio matching program and volunteer hours, I can support organizations that matter to me like Food For Neighbors. This organization helps students suffering from food insecurity in my community’s middle and high schools obtain a more reliable food source for their next meal.”

Learn more at www.foodforneighbors.org

Honoring Ostendio Heroes

“This nation will remain the land of the free only as long as it is the home of the brave.” - Elmer Davis

We celebrate some of the Ostendio heroes and their relatives who have served.



Austen Gray

Partner Acquisition Executive, formerly US Marines

“Austen takes challenges head-on and shows up every day with a passion and drive that makes him a noteworthy member of our team,” said Patrick Connery, Channel Sales team. “Thank you Austen for your service to Ostendio, but most importantly to America.”



Kevin Brown’s father - George Brown

Served in Vietnam and was awarded the Purple Heart



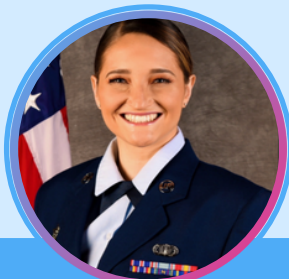
Jenn Carlin’s father - Sandy Carlin

Served in Vietnam Army, retired



Ebony Jones’ father - Curtis Prince

Served for 40 years including a tour in Bosnia, retired



Brianna Sivilla’s twin sister - Sydney Shannon Collins

Air Force, retired



Tom Miller’s dad - Jon Miller

Served in Vietnam Air Force, retired

Company donations and sponsorships

We strive to support a variety of organizations with financial donations and in-kind donation of the Ostendio platform.



“It is a game changer for us at LCDP. We are beyond grateful. If we were using spreadsheets I would need to employ six full-time employees instead of your platform. The cost savings of that goes directly back to helping our patients.”

- Divya Moolchandani, Compliance Officer, LCDP

“We appreciate the relationship we have with Ostendio. There is so much to do in the platform, and the more I use it, the better it gets.”

- Safia Y., Senior Administrative Resources Specialist



Children & Family Services | Behavioral Health | Education | Advocacy

“Elk Hill is thrilled to have the support of Ostendio employees in helping create extra special holidays for kids who struggle with emotional, behavioral, and/or mental health issues. Not being with family during the holidays is difficult for children - but thanks to donors like Ostendio, our kids will have gifts to open and holiday events to experience. On behalf of all of the children we serve - thank you for caring about kids!”

- Ron Spears, Chief Executive Officer, Elk Hill.

Our end of year financial contributions supported:



Organizations supported in 2023



All West Native American Youth Assoc.

CELEBRATING THE OSTENDIO TEAM

We take the time to celebrate who we are as a team at Ostendio. We recognize our differences and believe that bringing together our different experiences makes us a stronger organization. This year we've been fortunate to celebrate life moments like weddings, graduations, and babies.



LOOKING AHEAD

In 2024, Ostendio will continue to create a culture of service. We aspire to be industry leaders, serving as an example for other companies seeking to create a positive influence.

