

R E P O R T

2026 Sustainability Report



GUIDEPOINT®
SECURITY

A Message from Our CEO

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We are excited to share our 2026 sustainability report, highlighting our commitment to sustainability practices in the realm of cybersecurity. At GuidePoint Security, we recognize that sustainability principles are integral to our business strategy and corporate purpose, driving positive impact and securing a resilient digital future.

We view sustainability, 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 sustainability 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.

We remain committed to meeting evolving regulatory requirements and industry standards, ensuring that our cybersecurity and sustainability practices align with applicable laws, protect stakeholder interests and reinforce trust across our digital ecosystem.

While we have made progress on our sustainability 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,

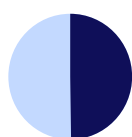
Scott Rachford
CEO



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. In 2025, GuidePoint was recognized as a member of the Inc. 5000 10x Club, reflecting that our organization has been named one of the fastest growing private companies in America ten times.

Trusted and Relied on by



50%

Of U.S. government
cabinet level agencies



>55%

Of Fortune
500 companies



5,500+

Enterprise-level
customers

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 a place to work as we make it. When something isn't working, we take responsibility and contribute to the solution. We hold ourselves accountable, grow our expertise 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 Sustainability Approach

We are pleased to share our 2026 Sustainability Highlights Report, which outlines our sustainability practices and initiatives in the areas most relevant to GuidePoint's long-term success.

Sustainability 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 sustainability initiatives and sustainable business practices. We have meaningful accomplishments to share as we continue building our formal sustainability program but recognize that we are in the early stages of this journey.

Governance

Our Board and CLT are committed to ethical business practices and strong governance across critical areas such as compliance, risk management, safety and vendor and supplier management. We continuously work to enhance our policies and procedures to effectively govern the company, guide decision-making, comply with applicable laws and regulations and meet the needs of both internal and external stakeholders. This year we updated our Business Ethics and Code of Conduct Policy for employees and implemented our Vendor Code of Conduct for all our Vendors and Suppliers.

Social

We believe that our core mission of enabling organizations to make smarter cybersecurity decisions that minimize risk creates a positive impact on our customers, communities and society at large. We extend this impact through thought leadership initiatives such as the GuidePoint Research & Intelligence Team (GRIT), the GRIT Report and Brick House webinars, which share timely insights on evolving cybersecurity risks and trends. Through these efforts, we foster informed dialogue, enable knowledge sharing and support stakeholders in strengthening cybersecurity and governance practices.

Human Capital

We are proud of our employees, who consistently bring their creativity and talent to invent new offerings, meet evolving customer needs and deliver effective cybersecurity solutions to our customers. We strive to foster a vibrant and inclusive workplace culture with meaningful engagement opportunities and competitive benefits where our team can thrive and innovate. As part of our commitment to these goals, we provide mandatory annual training on Anti-Harassment and Discrimination, as well as quarterly training for all employees on topics including diversity, inclusion, health and well-being, and leadership.

Environment

GuidePoint has intentionally created and maintained our operations to minimize our environmental impact. We are currently assessing our operational footprint to better understand and establish a baseline for 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 conflicts of interest, confidential information, fraud and/or suspicious behavior, anti-corruption, bribery and the Foreign Corrupt Practices Act. In addition, our Gifts and Entertainment Policy establishes standards for providing and receiving gifts, meals, entertainment, and other items of value in connection with GuidePoint and its affiliates' business activities. As part of our commitment to ethical conduct, 100% of employees are required to acknowledge and sign these policies upon hire during onboarding. Employees also have ongoing access to the policy through the employee handbook and our internal site, which contains all policies and their associated updates.
- 2. Vendor and Supplier Management:** GuidePoint's main criteria when evaluating vendors and suppliers is whether their products and services deliver the value that our customers expect, particularly in reducing business risks in observable and measurable ways. As part of this evaluation, suppliers providing internal goods and services are required to adhere to GuidePoint's policies and procedures associated with modern slavery, human rights and child labor standards. Our Supplier Diversity Initiative further supports 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. Our diverse suppliers make up about 43% of our total suppliers, equating to approximately 17% of total spend.
- 3. Risk Management:** GuidePoint's Risk Management Program defines the framework, roles and responsibilities and approach for our risk management activities. The CEO, Chief Information Security Officer (CISO) and senior management collaborate to identify and assess risks, establish mitigation strategies aligned with 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 risk management program to ensure the program remains effective and responsive to evolving risks.
- 4. Business Continuity:** GuidePoint maintains flexible business continuity plans designed 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. To strengthen preparedness, GuidePoint has implemented tabletop exercises (TTXs) with executive leadership, helping to move continuity and disaster recovery plans from theory into practice by identifying gaps, clarifying roles and reinforcing organizational resilience in a low-risk environment. Together, these efforts enable us to sustain operations during periods of uncertainty while reducing potential negative impacts on the environment, stakeholders and the broader community. They also demonstrate our commitment to ongoing readiness and continuous improvement.
- 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. We value the feedback from these key stakeholders and look to actively engage with them as an ongoing part of our sustainability 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 sustainability program is in its infancy, we plan to engage with our key stakeholders in a variety of ways, as outlined below:

- ✓ **Collaboration and Partnerships:** We value the diverse perspectives of our stakeholders and will continue to solicit their feedback throughout the development and implementation of our sustainability 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. By collaborating with like-minded entities and engaging stakeholders in industry-wide initiatives and events, we aim to amplify our impact, address shared challenges and drive meaningful progress in cybersecurity and sustainability.
- ✓ **Transparent Communication:** We seek to provide our stakeholders with a clear understanding of our sustainability efforts and 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. This includes insights from GRIT, which monitors and shares key cybersecurity trends and emerging threats on a quarterly and annual basis to support transparency and stakeholder awareness.
- ✓ **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.
- ✓ **Stakeholder and Industry Engagement:** We engage stakeholders through regular panel discussions, including initiatives such as the Brick House Sessions, a monthly forum featuring cybersecurity leaders and industry practitioners. These sessions promote open dialogue on emerging cybersecurity topics and provide practical, real-world insights into shared challenges. Through this engagement, we support knowledge sharing and strengthen awareness of responsible cybersecurity and governance practices.

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, with 100% of employees completing the required CIS training. 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 only for the time needed to conduct business and in compliance with legal and contractual obligations. Customer information is protected through physical and technological security measures designed to prevent unauthorized access, illegal manipulation and processing and accidental loss and damage. Our Privacy Policy provides additional 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 provide Anti-Harassment and Discrimination Training to employees, with 100% compliance in completing required training.
- 2. Employee Complaint Reporting:** GuidePoint has several channels of communication noted in our policies that outline how our employees can report concerns or complaints related to possible harassment, discrimination or retaliation. The Human Resources (HR) team receives, tracks and manages these complaints. Our Non-Retaliation Policy protects 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 92.53 out of a 100-point scale, we were proud to be named as one of the 2025 Best Workplaces by INC Magazine. Previously, we received this recognition from both INC Magazine and Washington Business Journal in five of the past six years. In 2025, we earned both the USA Today Top Workplace Award and the Tampa Bay Times Top Workplace Award, reflecting continued employee satisfaction and engagement. Additionally, our USA Today Top Workplace Experience score increased from 88% in 2024 to 91% in 2025, further demonstrating this progress. To support ongoing engagement, our HR team conducts 30-, 90- and 180-day employee surveys along with bi-annual engagement surveys. Employees are also encouraged to reach out to HR with additional comments or concerns at any time.

- ✓ “I am proud to work here” 5.8 out of 6
- ✓ “I feel accepted by my coworkers” 5.7 out of 6
- ✓ “I recommend this organization as a great place to work” 5.8 out of 6
- ✓ “I believe this organization will be successful in the future” 5.8 out of 6
- ✓ “I understand how my job helps the organization achieve success” 5.7 out of 6
- ✓ “My immediate manager cares about me as a person and my development” 5.7 out of 6
- ✓ “The people I work with treat each other with respect” 5.7 out of 6

- ✓ In 2025, employees completed a feedback survey for Inc. Magazine’s Best Workplace program, with a total of 461 participants. The survey yielded the following results:
 - ✓ Overall score of 92.53 out of a possible 100 points, scoring higher than the average extra large (500+) company
 - ✓ 91% of employees are considered “highly engaged employees”, meaning they are strong advocates for the company, intend to stay and demonstrate high discretionary effort
 - ✓ 90% of women agree with the statement “If I contribute to the organization’s success, I know it will be recognized”
 - ✓ Top word used to describe the work environment at GuidePoint was “engaging”

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, military leave and safe leave for domestic or sexual violence
- ✓ 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

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 and also presented in a comprehensive manner, annually. Employee performance is evaluated based on our company's core values, with assessments focused on how effectively each individual demonstrates and embodies those values in their work.
- ✓ Performance Improvement is embedded in our leadership framework because we are committed to hiring 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 talent strategy is shaped by the pace and complexity of the cybersecurity industry. To stay ahead, we align closely with shifting business and client priorities while continuously assessing our most critical roles. We prioritize developing internal talent and providing clear career growth opportunities, ensuring employees are in the right roles at the right time, and positioned to support the business as it evolves. To strengthen our commitment to employee growth and professional development, in 2025, we implemented a new Learning Management System (LMS) that expands access to structured training, skill-building resources and leadership development programs. The LMS centralizes learning opportunities and tracks progress, supporting continuous development, strengthening workforce capabilities and ensuring employees are equipped to grow alongside evolving business needs.

GuidePoint Security University (GPSU) is a program designed to provide a tailored, individualized experience for young professionals and veterans transitioning into the cybersecurity field. This program features a comprehensive curriculum that blends technical training with essential soft skills, equipping participants with critical industry capabilities. Through hands-on, real-world applications of cybersecurity concepts, GPSU not only prepares participants for successful careers but also reflects GuidePoint Security's commitment to giving back to the cybersecurity community.

7. Inclusion: We strive to uphold a vibrant, inclusive culture that is engaging and fulfilling for our employees, where they feel a sense of belonging, contribute to our business success and feel valued for their unique skills, experience and perspectives.

2025 Workforce Statistics

Employees who self-identify as ethnically or racially diverse	23%
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Employees who are female or gender-diverse	35%
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Percent of women on the Corporate Leadership Team	57%
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Employees who are veterans	12% (including our founder and chairman, and two other executive leaders)
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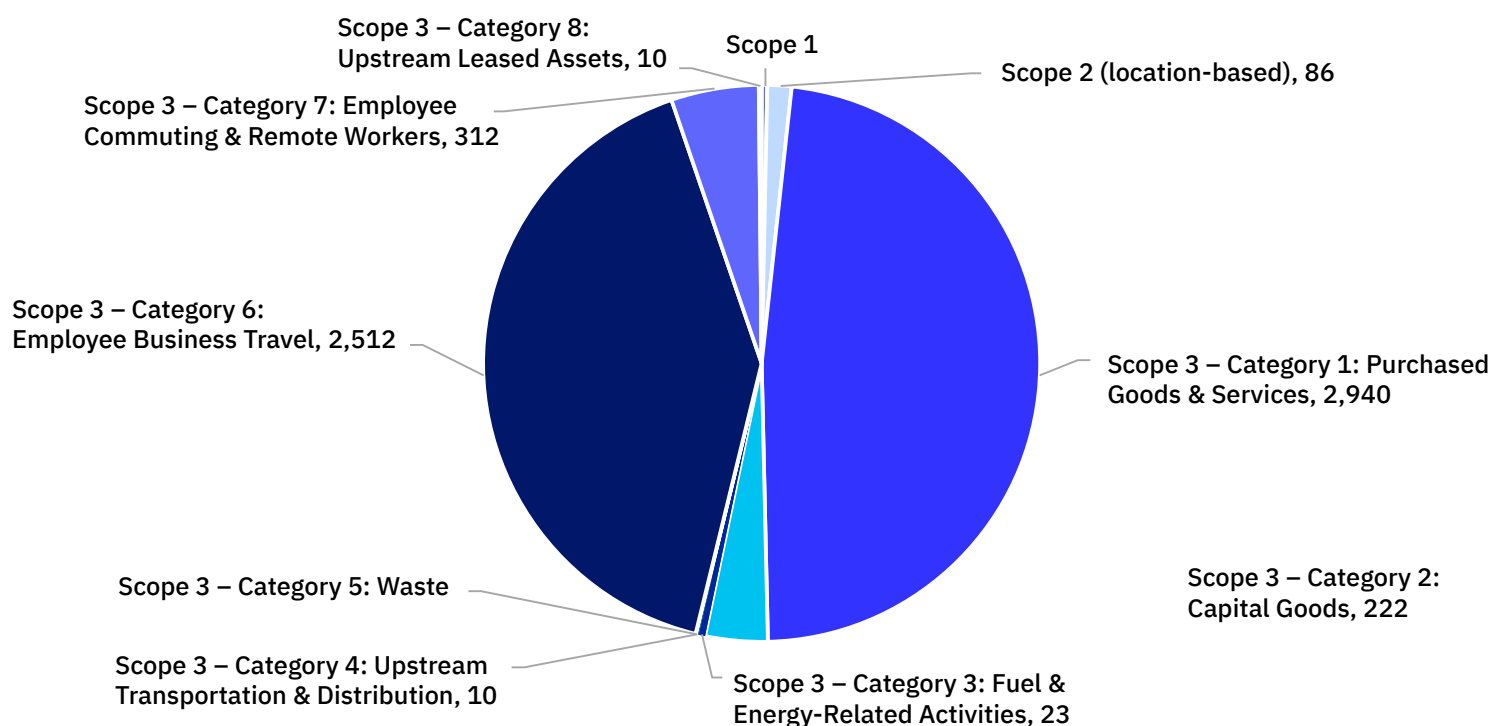
Environment

- 1. Data Center:** GuidePoint uses a third-party information technology (IT) infrastructure that relies heavily on cloud-based technologies, allowing us to maintain a minimal data center footprint. 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, 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.

We calculated our 2025 GHG emissions footprint based on the methodology from the Greenhouse Gas Protocol (GHG Protocol) and with data that was material and available. Our footprint is shown below:

Category	Units	2025 Emissions
Scope 1	Metric Tons CO ₂ e	20
Scope 2 (location-based)	Metric Tons CO ₂ e	86
Scope 3 – Category 1: Purchased Goods & Services	Metric Tons CO ₂ e	2,940
Scope 3 – Category 2: Capital Goods	Metric Tons CO ₂ e	222
Scope 3 – Category 3: Fuel & Energy-Related Activities	Metric Tons CO ₂ e	23
Scope 3 – Category 4: Upstream Transportation & Distribution	Metric Tons CO ₂ e	10
Scope 3 – Category 5: Waste	Metric Tons CO ₂ e	1
Scope 3 – Category 6: Employee Business Travel	Metric Tons CO ₂ e	2,512
Scope 3 – Category 7: Employee Commuting & Remote Workers	Metric Tons CO ₂ e	312
Scope 3 – Category 8: Upstream Leased Assets	Metric Tons CO ₂ e	10
Total Scope 1, 2 (location-based), and 3	Metric Tons CO₂e	6,135

2025 GHG Emissions (Metric Tons CO₂e)



- 3. Waste Reduction:** Remote work also promotes the digital creation, use, storage and transmittal of communications, collateral, contracts, reports, customer deliverables and other documentation. This shift toward digital workflows significantly reduces paper use and lowers the energy demand typically associated with operating large office printers, thereby saving energy.

GuidePoint Gives Back

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

Our “GuidePoint Gives Back” program supports a wide range of charitable initiatives in collaboration with many of our key partners. In 2025, GuidePoint contributed more than \$536,000 in donations to more than 10 charities across the U.S. (a 41% year-over-year increase), supporting organizations such as The Leukemia & Lymphoma Society, the American Cancer Society, Make-A-Wish, St. Jude Children’s Research Hospital and several community-focused nonprofits. These efforts build on prior initiatives, including earlier fundraising to support disabled veterans, healthcare causes and children’s charities.

Our Awards & Recognition

We’re proud to have received the following 2025 awards, recognizing our outstanding workplace culture and the high-quality work our teams consistently produce.

- ✓ [CRN Managed Service Provider \(MSP\) 500](#)
- ✓ [USA Today Top Workplace Award 2025](#)
- ✓ [Tampa Bay Times Top Workplace Award 2025](#)
- ✓ [CRN 2025 Tech Elite 250](#)
- ✓ [CRN 2025 Solution Provider \(SP\) 500](#)
- ✓ [CRN Women of The Channel](#)
- ✓ [2025 Inc. Best Workplaces](#)
- ✓ [Washington Business Journal Largest Private Companies](#)
- ✓ [CRN Fast Growth 150](#)
- ✓ [2025 Inc. 5000](#)
- ✓ [Washington Business Journal Fire Awards](#)
- ✓ [Washington Business Journal Fastest Growing Companies](#)
- ✓ [CRN Triple Crown Winner](#)
- ✓ [NVTC Cyber50](#)

United Nations Sustainable Development Goals

We have identified the following four United Nations Sustainable Development Goals (UN SDGs) that we believe are aligned with our business activities and key priorities.

Description	GuidePoint Security Alignment	Report Section for More Information
 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	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.	Human Capital
 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	At GuidePoint, we are dedicated to helping organizations solve their cybersecurity challenges by providing innovative services.	Social Capital
 Ensure sustainable consumption and production patterns	We work to minimize our water use and waste generation through our remote work model.	Environment
 Take urgent action to combat climate change and its impacts	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.	Environment

SASB Standards

The table below incorporates the SASB Standards, which are now part of the IFRS 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	REPORT SECTION
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	

TOPIC	ACCOUNTING METRIC	SASB CODE	REPORT SECTION
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 included in this sustainability report, we performed a benchmarking analysis to help us understand stakeholder expectations and industry best practices. 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 subject matter expertise of our colleagues at GuidePoint to collect and organize the content relative to the areas we identified in this benchmarking.



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SECURITY

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