



Securing a Better World

Optiv ESG

2023



Who we are

At Optiv, our more than 2,700 global professionals manage cyber risk to help our partners and clients secure their full potential. As the cyber advisory and solutions leader, we leverage an unmatched ecosystem of people, products, partners and programs to meet our clients where they are on their journey of security and resilience.

From elite Fortune 500 companies to governments and organizations to the corner bakery, nearly 6,000 clients across all industries trust us to provide tools, perspective and solutions driven by real-world experience. We minimize risk and counter threats in an increasingly complex digital environment for our clients as well as ensure sustainability in their operations, data security and growth.

Our diverse professionals and teams thrive on delivering business outcomes. They are committed to building partnerships forged on trust — a commitment that extends beyond technology partners and our clients to one another and into the communities where we live and work. A culture that embraces inclusivity and connectedness among core values translates into opportunity for Optiv's employees, stakeholders and the next generation of cyber professionals.

Optiv is a global company with core office hubs in Denver, Colo.; Leawood, Kan.; and Columbia, Md., in the United States; and in Toronto, Canada; and Bangalore, India.



2,700+
global employees



\$3.2B
sales in 2022



~6,000
global clients across
all industries



11,000+
service transactions annually



73%
Fortune 100 companies
served by Optiv



50+
countries served by Optiv



24/7/365
SOC coverage



100%
expertise spanning all
cybersecurity domains

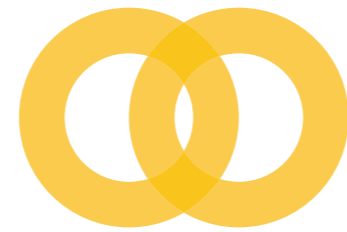


450+
world-class security
technology partners

Our purpose

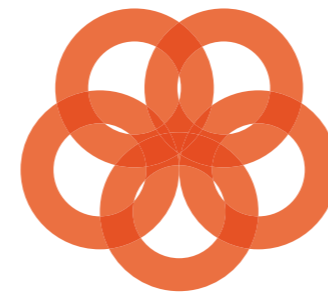
We manage cyber risk so you can secure your full potential.

Our values



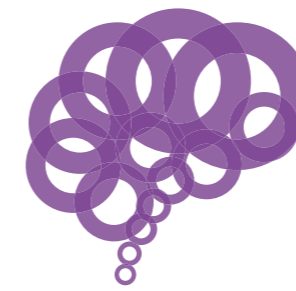
Dedicated

We're passionate about our clients. When they win, we win.



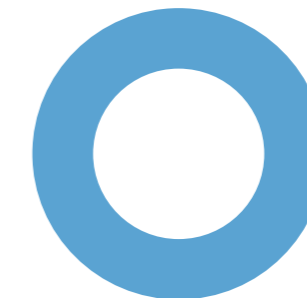
Connected

Relationships matter. We invest in each other and do the right thing to build trust.



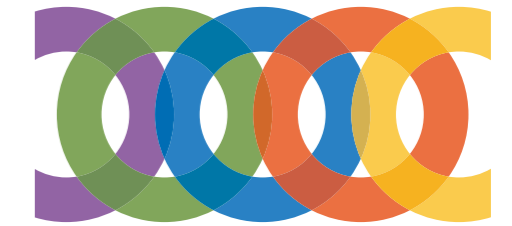
Curious

More heads are better than one. We ask questions, learn from our mistakes and never stop growing.



Courageous

Everyone is a leader. We inspire, think big, have a point of view and challenge the status quo.



Inclusive

We seek out and embrace diverse people and perspectives.

Letter from the CEO

April 18, 2023

In an increasingly complex digital environment where data produces new insights, speed and efficiencies while simultaneously giving rise to an expanded attack surface of exploitation and abuse, cybersecurity is key to a more sustainable world.

Optiv is built for this moment.

Our more than 2,700 professionals are the vanguard in managing cyber risk. We deliver unrivaled technical services and solutions to nearly 6,000 global clients, meeting them where they are on their digital journeys and serving as a trusted partner in maintaining uninterrupted operations, protecting against rising threats and building resiliency.

As our clients' expectations and needs have changed in a world shaped by a pandemic, climate stresses and increasing cyber risks, so has our business — for the better. We have evolved from a valued reseller to the cyber advisory and solutions leader — a company in a category of one that embraces its leadership role and responsibilities in advancing sustainability for our clients, our more than 450 partners, our communities and ourselves.

This responsibility includes fostering a diverse, inclusive workplace and supplier network in an industry that hasn't always been so welcoming.

It includes reducing environmental impacts connected to our operations, working at the highest levels of ethics and integrity, inspiring the next generation of cybersecurity leaders, being an active contributor in our communities and more.

ESG is more than corporate social responsibility. A strong ESG proposition helps safeguard a company's long-term success, boost competitiveness, reduce risk and drive community benefits. The beauty of our company, our culture and our employees is that we are already aligned top to bottom in a mission-driven sense to positively secure greatness for the world and those in it. ESG is one aspect of this important mission, and you can see plenty of examples already at Optiv.

- Walk into any of our buildings and see that they are either LEED certified or energy-savings rated
- Evaluate our computing environment and recognize we use efficient devices and cloud assets for our and our clients' needs
- Assess our office and field policies, and know we believe in, and live by, a powerful virtual model

- Consider our people and culture, and appreciate the gains we've made in diversity, equity and inclusion (DEI), and through invigorated learning opportunities that drive personal and professional growth
- Participate in any of our regional OptivCons or Optiv Chips In events and see our community participation in action

These are exciting times for Optiv. On our continuing sustainability journey, we will be intentional and close gaps where they exist. We will set and pursue both achievable and aspirational goals that extend the positive impacts we deliver for our clients, our employees, our company and the planet.

And we will continue to be guided by the values that shape who we are.



Kevin Lynch

Optiv CEO



“We have evolved from a valued reseller to the cyber advisory and solutions leader — **a company in a category of one** that embraces its leadership role and responsibilities in advancing sustainability...”

Kevin Lynch

Optiv CEO

About this report

As the world's largest pure play cybersecurity company, we forged a category of one by blazing trails in the industry and leading from the front. We leverage the same innovative spirit along our ESG and sustainability journey.

Optiv's ESG report aggregates details across our organization related to ESG factors and presents the information in three sections:



Securing and protecting page 8

In this section, we look at Optiv's efforts to enhance governance, both for our clients and ourselves, boost compliance and reduce the environmental impacts posed by our global operations.



Expanding talent and opportunity page 18

In this section, we focus on OneOptiv, a culture that incorporates DEI priorities, as well as the evolving skills and career development training that support the growth of our people, service and advisory offerings.



Building community page 28

In this section, we spotlight the purpose-driven spirit of our people and Optiv's community engagement activities. We also focus on our efforts to expand the use of diverse suppliers and to foster the next generation of cybersecurity leaders.

To track our momentum moving forward, Optiv will provide additional measurement and analysis on an annual basis.



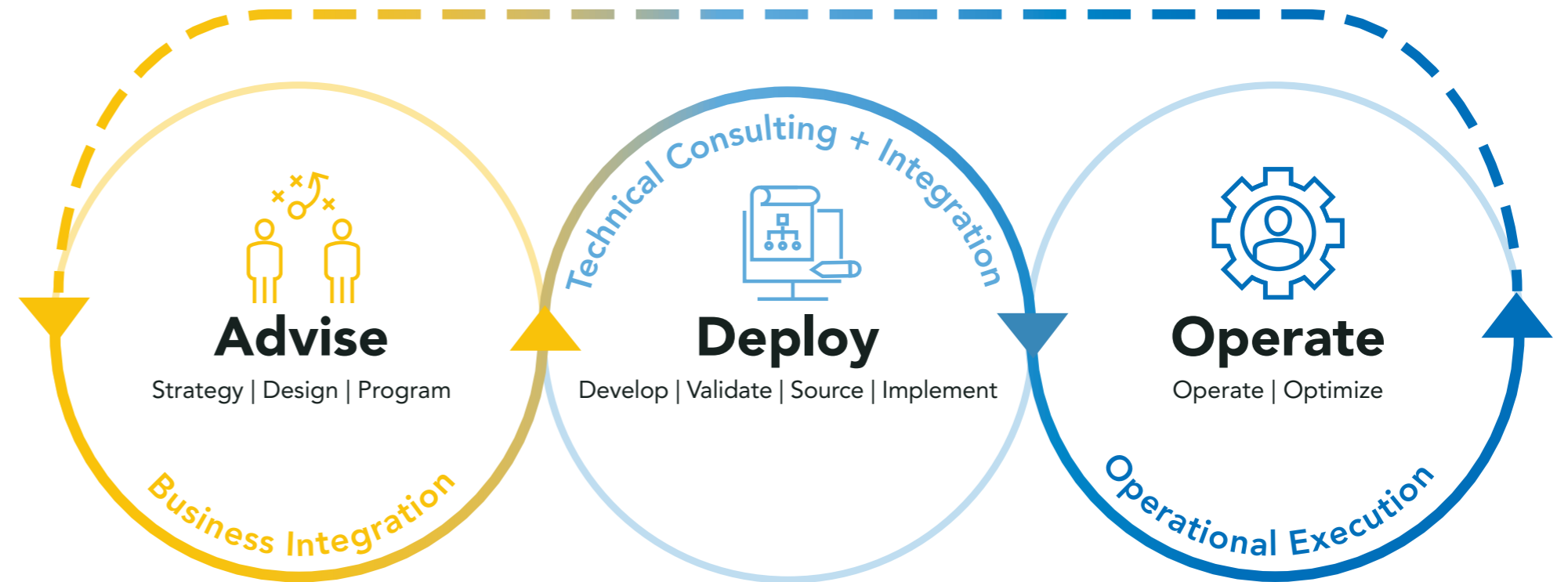
Advise. Deploy. Operate.

Advise. Deploy. Operate. That's the approach we take with our clients to reduce cyber risk — and it is how we are moving forward on ESG.

Beginning in 2022, with the **full commitment of leadership**, Optiv launched a formal process to assess ESG factors as part of our ongoing sustainability journey. Through this approach, we will determine how best to meet our responsibilities that a rapidly changing world requires and to close any existing gaps that might impede our progress.

As a first step, Optiv audited its current efforts to set a baseline. This review will inform the work of Optiv's ESG Task Force, which includes a group of leaders across the organization who will **shape a path leading to near- and long-term goal setting, planning, implementation, measurement and regular reporting.**

Optiv is partnering in this effort with EcoVadis, a leading provider of business sustainability ratings, which helps companies like ours track and measure a variety of environmental, social and governance performance indicators on an annual basis. The findings will help us identify areas of improvement that play to our culture, values, corporate responsibility and best operational capabilities to ensure we maintain our industry leadership.



“Our commitment to our clients’ success and delivering the value and outcomes they require is unparalleled in the industry. **We are solely focused on protecting their most critical assets** and ensuring we have the capabilities and talent required. By consistently delivering on our commitments, we have built **long-standing trusted relationships with our clients.**”

Julie Talbot-Hubbard
Senior Vice President, Clients and Markets

Optiv ESG framework

Environmental

- Environmental reporting (Optiv)
- Environmental reporting (Suppliers)
- Environmental processes and policies
- Environmental risk
- Building certifications
- Net-zero energy
- Indoor air quality
- Operational carbon
- Embodied carbon
- Remote work/carbon offset

Social

- Diverse suppliers
- Equal opportunity
- Diversity, equity and inclusion
- Community building
- Community engagement
- Health and wellness
- Education

Governance

- Board structure
- Data management
- Compliance and risk management
- Affiliations
- Disclosures and reporting
- Privacy



“The facets of ESG are found in everything we do at Optiv, and this report brings all of the elements together to demonstrate the collective impact of our work. From increasing supplier diversity to reducing emissions, our program is tethered to Optiv’s Code of Conduct and a **strategic ESG framework that allows us to be responsive** to the constantly evolving nature of our physical and digital environments.”

Aidan Flaherty
Senior Director,
Marketing Strategy



Securing and protecting

Governance

At the top of every boardroom agenda is cybersecurity. Including ours.

From the world's largest corporations to vigilant local school districts, Optiv's nearly 6,000 global clients turn to us for data governance, privacy and protection to secure their systems against threats and attacks, and to advance cyber infrastructure that ensures both sustainable and resilient operations.

In every instance, they can count on us to operate with ethics and integrity. And the trust we earn with our technology service partners and clients leads to longstanding relationships and positive outcomes.

The same advanced technology services and solutions we provide our clients across digital domains are the ones we use to **maintain Optiv's own internal information security and data protection.**

All our efforts are supported by experienced Legal and Information Technology teams to ensure unwavering compliance with regulations and laws in more than 50 countries where we operate and to remain compliant with international standards.

Our commitment to governance, a key pillar of ESG, extends throughout our organization.

Oversight

Optiv's board of directors, consisting of eight directors including our CEO Kevin Lynch, is responsible for oversight of the management of the company and its business.

The strength of our board stems from its diversity of perspectives and experience. Optiv's directors have expertise in technology, business management and investment, cybersecurity, government operations, marketing and business development and more. Presently, the board includes two women, one veteran and one Asian-American. The board also includes three independent directors.

Our board oversees the establishment and maintenance of Optiv's governance, which uses compliance and risk oversight processes to promote responsible business conduct that is rooted in ethics and integrity. Further, the board audit committee holds oversight responsibilities in relation to financial reporting, internal control structure, risk management systems, internal and external audit functions, ethical accountability and compliance issues.

An eight-person Executive Leadership team, inclusive of three women, reports into Lynch. Optiv's Operating Leadership Group includes an additional 16 senior leaders, comprised of 69% gender, ethnic and veteran diversity. Overall, Optiv has driven a 50% increase in its proportional leadership index, which measures how representative leadership is relative to its constituents in terms of gender diversity, ethnic diversity and veterans.



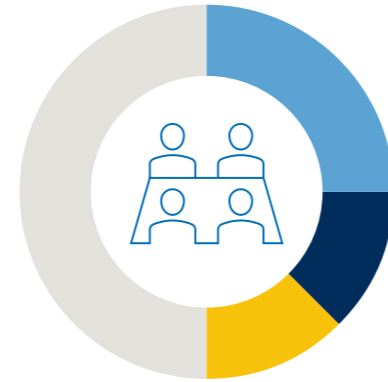
“Trust is at the heart of Optiv’s business and one of the many ways we earn that trust every day is by ensuring that our professionals know and adhere to the differing regulations and laws that govern our global work.”

Jacquelyn Wayne
Senior Vice President,
Associate General Counsel,
Chief Privacy Officer

The privacy and security of Optiv's data and facilities, as well as its ongoing compliance and risk management efforts, are overseen by William Croutch, Executive Vice President, General Counsel. Both Jacquelyn Wayne, Senior Vice President, Associate General Counsel and Chief Privacy Officer and Max Shier, a veteran and our Chief Information Security Officer, report into Mr. Croutch.

In 2022, two leadership councils were established: the Data Analytics Council and Cybersecurity Risk Management Council, to update and enforce IT and cybersecurity risk controls and procedures, as well as to extend the integrity of Optiv's IT systems and operational controls.

Board diversity
of eight board directors



50%
gender, ethnic and
veteran diversity

- **2** women
- **1** Asian-American
- **1** veteran

**Operating
Leadership Group**
of 16 individuals

69%
gender, ethnic and
veteran diversity


50%
increase in proportional
leadership index

**Executive
Leadership Team**
of eight-person team

 **3**
women

Leadership Councils
established in 2022

 Data
Analytics

 Cybersecurity
Risk Management



“Resiliency is a key component of effective governance, and Optiv’s resiliency is established at the board level and adopted by the executive team through a focus on ethical standards, diversity, and employee and stakeholder engagement.”

Matthew Todd
Director, Senior Corporate Counsel



Spotlight

Battling cyber threats: A view from the top

As a former special agent with the Federal Bureau of Investigation (FBI), lawyer and corporate strategic advisor, **James Turgal, Vice President for cyber risk, strategy, board relations and education**, understands well that reducing cyber risk begins at the top.

Why are more corporate directors focusing on cybersecurity?

In today's evolving threat landscape, executive leadership must have a strong foothold on their enterprise's cybersecurity risks, vulnerabilities and posture. Threat actors are constantly altering their tactics. Attacks are becoming more destructive both in numbers and sophistication. Boards of directors need to understand the complexities of cyberspace and engage.

How is Optiv helping?

C-suite members and boards increasingly look to us for strategic direction. Optiv's Executive Board Advisory and Education solution addresses the educational challenges faced by executive leadership. We engage directly with private- and public boards to provide insights on today's cybersecurity landscape, including industry trends, cyber education on advanced threats, geo-political cyber implications and business impact-focused management. All these areas of specialization can be leveraged to improve the board's understanding of today's threat landscape.



"Boards of directors need to understand the complexities of cyberspace and engage."

James Turgal
Vice President, Cyber Risk, Strategy,
Board Relations and Education

What are the outcomes?

We help boards digest the threats that stand between them and a resilient cyber strategy. This promotes understanding, and it gives each board member a functional knowledge of the complexities of cyberspace. With Optiv's support, client boards can ask the right questions of executive leadership, which reduces enterprise risk.

Ethics and integrity

At Optiv, ethics and integrity are paramount and the cornerstone of Optiv's reputation and culture.

With oversight from the company's ethics committee, Optiv has adopted policies, practices and procedures to reflect and implement this broad commitment.

Our Code of Conduct, which every Optiv employee is required to acknowledge and adhere to, outlines legal guidelines and ethical principles to help ensure that our employees, contractors, interns and other third parties working in support of the company make the right decisions when conducting business worldwide.

Additionally, the following disclosures and policies are in place to guide our ethical conduct and adhere to legal requirements in the United States, United Kingdom, India, European Union (EU) and Canada:

- [Equal Opportunity and Affirmative Action Policy Statement](#)
- Policy against Harassment, Discrimination and Retaliation
- Information Security Guidelines and Acceptable Usage Policy
- Anti-Corruption Policy
- [Privacy Policy](#)

- Export Compliance Policy
- Ethical Sourcing Policy
- Human Rights Policy
- Anti-Human Trafficking Statement/Modern Slavery Policy
- Modern Slavery Act Statement

With strong values of responsibility and integrity, Optiv is committed to an environment where honest, transparent communications are the expectation, not the exception. The company's Open Door Policy promotes open channels of communication to timely address problems. In the event someone prefers to report a suspected policy violation in confidence, the company also provides a confidential reporting tool to help management and employees work together in addressing potential fraud, abuse and other workplace misconduct. This anonymous Optiv Alert Line phone number and EthicsPoint website are operated by a third-party provider, so reports are confidential.



“Optiv is **resolute in its commitment to ethics and integrity**, and our people adhere to the highest standards of ethics and compliance.”

William Crutch
Executive Vice President,
General Counsel and Ethics
Committee Member

Safeguarding information

The Optiv Information Security program follows ISO 27000 series as its base framework, while leveraging other regulatory (e.g., Privacy, HIPAA, PCI) and industry standard (e.g., NIST) frameworks as they apply to its business or can be used to go above and beyond for maturity.

Additionally, as a leading holistic pure play cybersecurity solutions provider, we take into account the diverse range of security strategy, planning, risk management, threat modeling, monitoring, operations, governance and controls to ensure that our environment remains secured and protected.

Specifically, we receive regular threat feeds from multiple credible sources. A dedicated team performs due diligence to review, analyze and monitor relevant Indicators of Compromise (IOCs) on an ongoing basis. We perform internal and external security assessments regularly to ensure that gaps, if any, are remediated in a timely manner.

Finally, we work with an independent third party annually, to obtain a comprehensive due diligence packet that includes SOC2 Type II attestation and assessments such as SIG and PCI-DSS SAQ D, among others.



“Clients count on us every day to anticipate and defend against threats to their organizations. We use a wide range of controls, procedures, processes and standards to safeguard their information and data.”

Todd Perrault
Senior Vice President, Client Solutions

Spotlight

KKR Turns to Optiv to conduct cyber risk reviews

When KKR decided to expand the scope of its Cyber Risk Review in 2021 (performed in line with NIST, an industry-leading framework), the leading global investment firm turned to its own portfolio company, Optiv, a global cybersecurity leader, for assistance.

More than 80 of KKR’s portfolio companies engaged Optiv in the comprehensive assessment in 2021, which included vulnerability scanning and penetration testing, as well as interviews, questionnaires, and open-source intelligence research and workshops with company executives.

Data privacy-related questions were also incorporated into this assessment, alongside cybersecurity and risk management topics. The resulting reports provided companies with an individualized summary of findings, including recommendations to improve their current cyber posture.

As a result, vulnerabilities identified through the Optiv review were addressed and the results communicated with KKR executives and committees. The initiative received positive feedback throughout the KKR network.



Leawood, Kan., Office

Compliance training

Optiv conducts more than 11,000 transactions annually in support of clients, each with their own unique legal and data privacy protection requirements. E-learning and in-person training overseen by Optiv's Legal and Human Resources teams address many of the active operating policies. In addition, Optiv's in-house Cybersecurity Education team plays a major role in making sure training content is relatable and interactive for Optiv employees.

As an example, since 2015, every new Optiv employee receives training on the company's Information Security Policy. These modules are updated and deployed twice a year, typically in April and October, and all employees are required to complete the interactive courses.

In addition, led by our Chief Privacy Officer, employees receive data privacy training to make sure they understand the rules of Personal Identifiable Information (PII) in their work. These trainings are tailored to incorporate differences in country-specific requirements, including the EU's strict General Data Protection Regulation (GDPR) that went into effect in 2018, Canada's Personal Information Protection and Electronic Documents Act (PIPEDA) and the United States' California Consumer Privacy Act (CCPA) and California Privacy Rights Act (CPRA).

An internal "self-help" guide developed by the Optiv Legal team in 2022 provides country-specific requirements to better aid professionals in handling documents in their day-to-day work and throughout a client engagement process. More than 250 employees were trained on the guide's use in 2022.

To preserve a workplace culture free of harassment, discrimination or retaliation, Optiv employees are also required to complete harassment prevention training every year.

While Optiv lives and breathes cybersecurity every day, the company also takes a leadership role in cybersecurity education

externally. During Cybersecurity Awareness Month every October, Optiv publishes a variety of free thought leadership and training resources including a cybersecurity awareness training deck that organizations can easily deploy internally for employees: "be cyber safe" tip-of-the-day calendar, blogs and guidance around security talent, passwords, resilience and more.

Optiv's training and compliance

100%
employee completion rate for annual training on topics ranging from information security to export law

2x
annually employees complete updated information security policy training

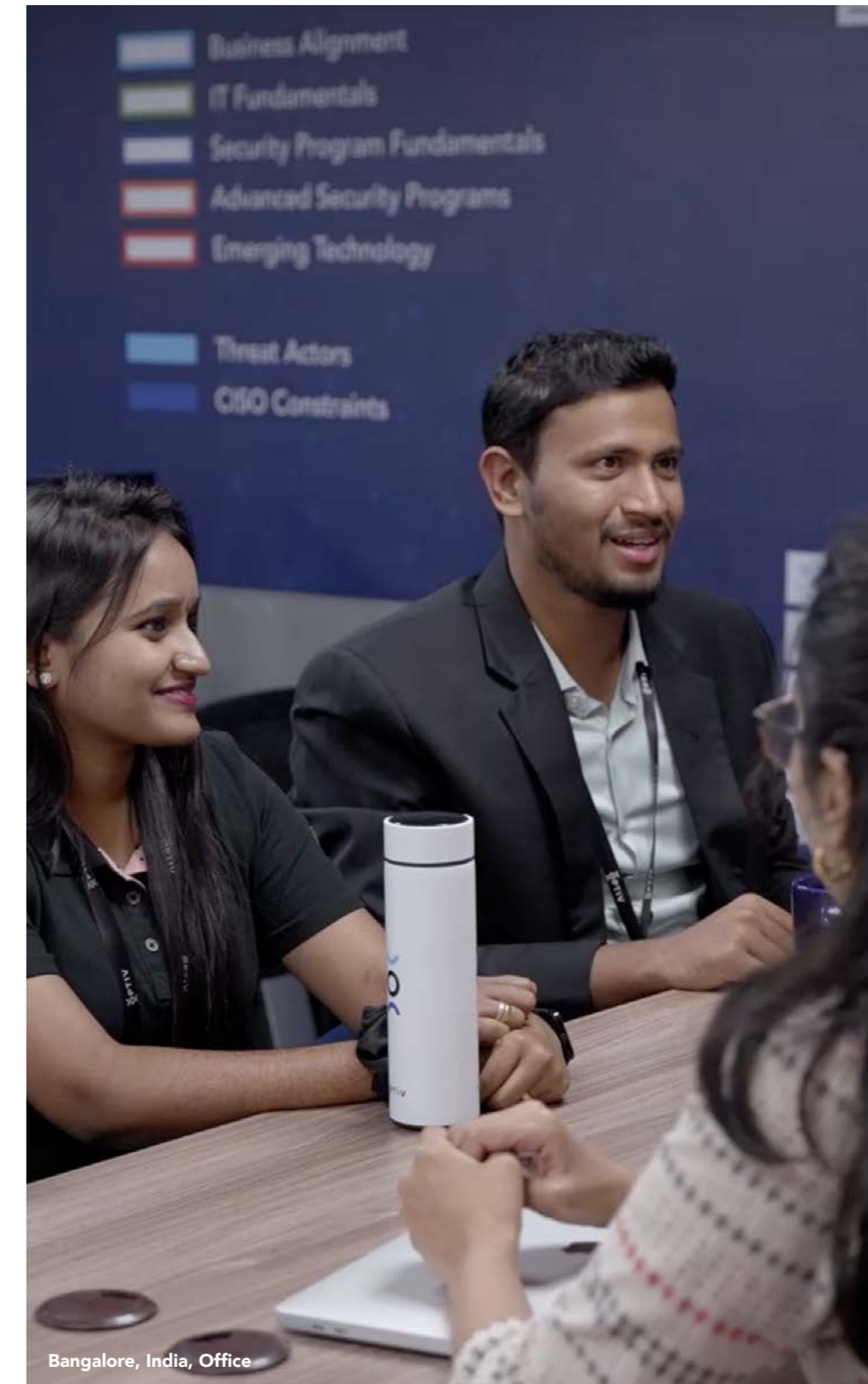
PII training

covering GDPR, PIPEDA, CCPA and CPRA



"Optiv embraces its industry leadership role by **elevating the cyber security conversation and actively driving awareness and education.**"

Heather Rim
Chief Marketing Officer





“With a largely remote workforce, **we have reduced our office footprint and have been focused on transforming our remaining facilities to support engagement**, where people can come together to collaborate, brainstorm and innovate. Expanded conference and training spaces, dynamic, creative spaces — all in direct support of our values and business needs.”

Marcus Romero
Director, Facilities and Real Estate

Environment

Optiv recognizes its responsibility to minimize environmental impacts in local communities through its operations and to advance digital, in-person and hybrid workplaces that elevate Optiv employee experiences and boost collaboration.

The company leases all its office facilities globally. We intentionally pursue leases through property and asset managers who prioritize portfolio sustainability, and we are drawn to office space that can run efficiently, support recycling and that is environmentally certified through LEED or other energy-saving standards.

In past years, we have migrated much of our computing power away from co-located data centers to the cloud, which boosts sustainability and allows our team to optimize computing power that enhances innovation and the technology services and solutions we provide.

Optiv’s culture supports remote work opportunities for the majority of our employees — limiting daily vehicle trips — and we encourage virtual meetings and usage of digital dashboards to reduce physical travel, when warranted, to reduce carbon emissions.

27%

Avg. yearly e-waste recycling

88%

IT workloads in the cloud

1.8M

Audio conferencing mins. per year

28%

23.9kW solar powered in IT data center



“**Sustainability is central to our IT strategy.** We are elevating our portfolio with sustainable laptops and moving major workloads to the cloud, partnering with industry leading recycling companies for our IT asset disposition (ITAD) services, and **building a modern digital workplace that supports our global hybrid employees.**”

Sujan Turlapaty
Chief Information Officer

Reducing our footprint

Over the last three years, in response to changing needs, the COVID-19 pandemic and employee remote work preferences, **Optiv has reduced its global office footprint by more than half.** This includes the decommissioning of 20 office facilities — representing 185,000 square feet of leased space — between 2019-2022. This has resulted in reductions in electricity, gas and water use, while eliminating vehicle trips and employee travel connected to daily commutes.

At the end of 2022, more than 85% of our employees were working remotely or at client sites. Currently, Optiv leases office space in high performance and LEED-rated facilities in the United States (Denver, Colo.; Leawood, Kan.; and Columbia, Md.), Canada (Mississauga, Ontario) and India (Bangalore).

Optiv chooses to partner with property managers and asset owners who share our interest in reducing environmental impacts. As an example, Hines, which owns the high-rise where our Denver hub is housed, is piloting projects to develop carbon-neutral and resource efficient buildings, while retrofitting existing buildings to help meet local and global climate goals.

100%
of properties certified LEED Gold or energy savings rated

60%
of properties equipped with electric vehicle charging stations

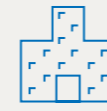
100%
active recycling programs at properties

Spotlight

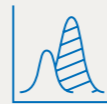
Optiv Hub: Denver, Colo.



LEED Gold certified, Energy Star rating: 89



Building outperforms City of Denver's 10-year target EUI energy consumption



Real time energy monitoring to improve energy savings



Automated systems to limit peak usage demand; electrical heating



Green roofs help offset impact on the heat island effect of the city



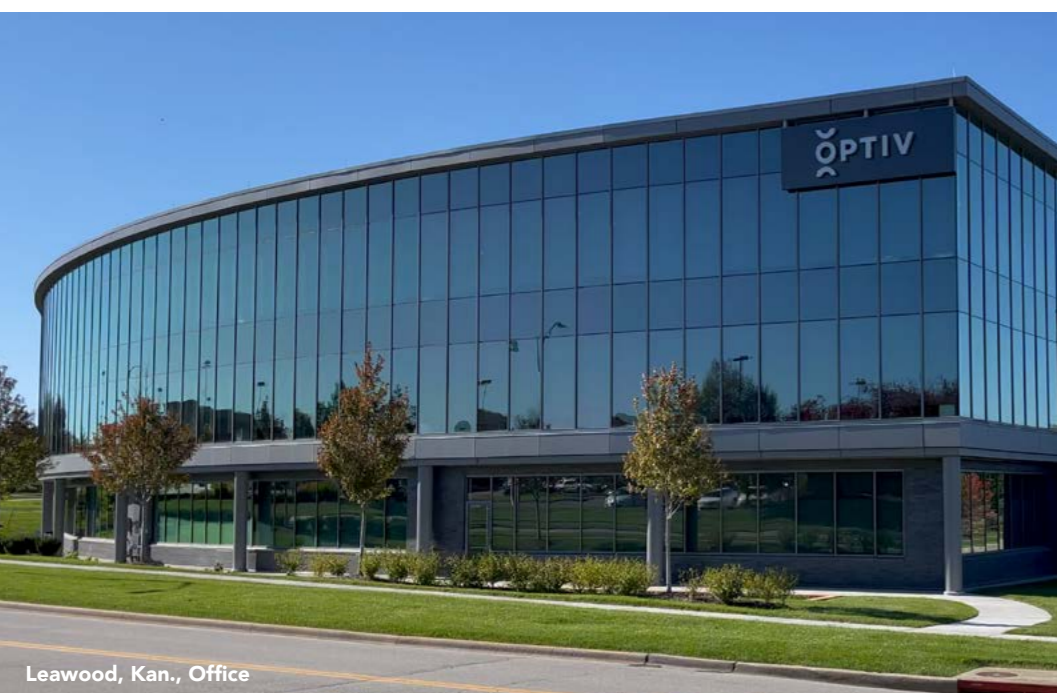
Property manager pursuing net-zero operational carbon across all buildings by 2040



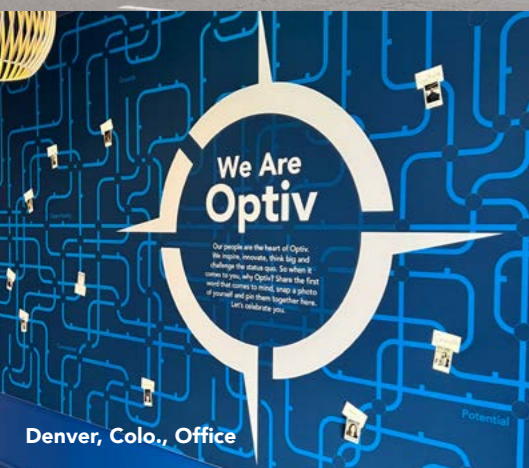
Single-stream recycling



Denver, Colo., Office



Leawood, Kan., Office



Denver, Colo., Office



Leawood, Kan., Office



Denver, Colo., Office



Denver, Colo., Office

Spotlight

Updated facilities in Denver and Leawood promote creativity, community connections



“As we continue to create seamless solutions for our clients by integrating multiple partner products, our updated Denver hub offers workspaces specifically designed for high-touch collaboration, to foster innovation and allow our teams to work together more effectively.”

Woodrow Brown
Vice President, Research and Development

Optiv’s hub in Denver and its new office facility in Leawood, just outside of Kansas City, Mo., are epicenters of activity in the United States, and they are benefitting from renovations to excite and connect our people.

Interior changes and new design elements completed and underway at both facilities include locally-sourced artwork and materials, and they feature reimaged spaces where teams can safely collaborate with their colleagues and communities virtually and in person.

The Leawood, Kan., hub move from a multi-tenant campus to a modern standalone building was celebrated in November 2021. The transition renewed Optiv’s investment and commitment to its physical operations and employees in the larger Kansas City area. A 69kW solar array atop the building is capable of producing enough energy to power nearly 10 homes per day, based on average annual household usage. The building

— shrouded in high-performance glass which blocks solar heat, reducing energy consumption related to air conditioning — also incorporates a range of controls and other materials that optimize energy performance.

Meanwhile, the Denver facility has transformed into a company training center — a learning destination for our employees and partners, with separate training rooms that can be connected with movable walls to make space for large events. Another area called “The Lab” features technology and capabilities to create environments suitable for client meetings, sales presentations and creative team brainstorm.



Expanding talent and opportunity

Bangalore, India, Office

Expanding talent and opportunity

At Optiv, we promote a culture that embraces diverse perspectives and backgrounds and encourages our people to grow personally and professionally. We aim to attract, develop, excite and retain the best minds in our business to the benefit of our people and clients.

Within our competitive industry, Optiv stands apart as a category of one for what we deliver.

But the work to broaden access and opportunity for underrepresented individuals at Optiv and in our industry requires additional attention and a focused approach.

As an industry leader, **Optiv is strengthening efforts to attract diverse and innovative problem solvers.**

These efforts include listing all available positions on an expanding network of job boards and diversity sites and pursuing partnerships to foster the next generation of cyber leaders. In addition, several members of Optiv's Talent Acquisition team are Certified Diversity and Inclusion Recruiters (CDRs).

With steadfast support from leadership, we hold one another accountable for living our company values and strengthening an inclusive culture through company programs, practices, policies, trainings and educational forums.

Our approach to DEI is grounded in listening, learning and growing with a focus on:

- Enhancing employee engagement and pride

- Attracting, developing and retaining talented employees with diverse backgrounds, experiences and identities
- Improving the opportunities for underrepresented individuals in an industry that has not always been welcoming to them and
- Expanding our commitment to the communities where we live and work

In 2022, the company brought on its first dedicated senior DEI manager to lead its efforts, which include plans to expand and support its Employee Affinity Groups, more broadly scale diversity training and awareness for all employees and further build upon OneOptiv — the foundation of belonging that links employees across the global organization.

Our efforts are aided by a DEI Committee and a revitalized DEI Advisory Board made up of Optiv leaders and employees representing a range of backgrounds and experiences.

Making gains year-over-year as Optiv moves **from building awareness to engagement**, the growing strength of our culture is measured in the engagement of our people. Our company wide engagement survey in May 2022 demonstrates we are on the right path.

With an 88% participation rate, the survey found 76% of Optiv employees favorably engaged — a level above industry benchmarks. Among the factors shaping their experiences and rated highest by employees: managers and teams; DEI; Optiv's culture, growth and opportunity.

As a validation of our efforts to improve development opportunities for our entire workforce, **86% of our employees agreed that people from all backgrounds have equal opportunities to succeed at Optiv** — up 11% from a year ago.



“During a time when, socially, our world was divided and polarized, I have witnessed our **employees build trust and establish authentic connections through DEI.** I am incredibly proud of the work we’ve done over the years — from our affinity group expansion to recognition of MLK Day as a company holiday. Optiv’s tangible commitment to building an organization that **values difference and creating an inclusive culture sets our company apart.**”

Tiffany Flackes-Burton
Manager, Internal Projects,
DEI Committee Lead

DEI mission statement:

At Optiv, our DEI mission is to develop a global workplace and organizational culture that embraces diversity of thought, background and perspective through a diverse workforce operating with an inclusive mindset.

Optiv employee demographics

25%

of our directors are women

33%

of our Executive Leadership team are women

69%

of our expanded leadership team (Operating Leadership Group) is gender, ethnic diverse and/or a veteran

29%

of our employees and **37% of our people leaders** are women, ahead of industry benchmarks

20%

of our U.S.-based employees and **12% of our people leaders** identify as Black/African-American, Asian, Hispanic/Latino, biracial or American Indian

26%

of all new hires identified as Black/African-American, Asian, Hispanic/Latino, biracial or American Indian in the United States, which is competitive with industry benchmarks

20%

of employees are members of at least one Employee Affinity Group

13%

of all U.S.-based employees are former military veterans (up 3% from a year ago)

(Q4 2022, ~2,000 U.S.-based employees)

Spotlight

Fostering a culture of inclusivity at Optiv



"We're advancing that sense of belonging and offering pathways for growth."

Marlee McAlpine
Senior Manager,
Diversity, Equity and Inclusion

Marlee McAlpine joined Optiv in 2022 as its first Senior Manager, Diversity, Equity and Inclusion. In this Q&A, Marlee shares her views on Optiv's DEI successes and the opportunities ahead on its journey to fully leverage the power of diversity and inclusion.

Where is Optiv on its journey?

Optiv has come a long way in a short period. The cybersecurity field has historically not afforded people from underrepresented backgrounds to be in this type of community or have the opportunity to learn and grow as a professional. We're advancing that sense of belonging and offering pathways for growth.

What's driving this change?

Our values, first and foremost, and acknowledgement at all levels of our organization that diversity makes us stronger. We're going to continue to foster an environment of inclusivity of thought and backgrounds by highlighting the visibility of our growing Employee Affinity Groups and extending awareness and DEI training to the entire Optiv organization. With this training, we offer a variety of modalities for different styles of learning, which further shows our commitment to inclusive practices.

What are the outcomes?

Optiv is ahead of industry benchmarks in women in cybersecurity, but there's work to do in increasing its racial diversity. Still, the word is getting out about the benefits of building a career at Optiv. DEI falls upon everyone's shoulders, and this organization recognizes it. We are definitely progressing.

What gives you hope?

Much of Optiv's progress in the past has been at the grassroots level — which has led to 20% employee participation in our Employee Affinity Groups. More interaction between these groups and our global organization improves collaboration, builds upon our foundation of inclusiveness and will lead to better outcomes for our clients, our people and our company.



"Optiv is investing resources to help improve diversity within our industry, while also focusing on creating equitable practices to ensure a path for young people of color as future leaders in cybersecurity."

Heather Strbiak
Chief Human Resources Officer

Optiv affinity groups

Optiv employees help strengthen community and comradery by participating in a variety of company wide programs, such as our Employee Affinity Groups. First formed in 2018 with the creation of the Optiv Women's Network, affinity groups now number seven and include nearly 500 individuals representing the diversity and interests of our global employee base, all sponsored by one or more Optiv leadership team members. The groups include:

- Abled and Disabled Allies Partnering Together (ADAPT)
- Asian Employee Network (AEN)
- Black Employee Network (BEN)
- Latino Employee Network (LEN)
- Optiv Pride (LGBTQIA+ Community)
- Optiv Veterans Engagement Team and Supporters (OVETS)
- Optiv Women's Network (OWN)

Optiv affinity groups are dedicated forums for employees with shared identities, as well as allies. They meet quarterly or more frequently in person and virtually to discuss topics of interest, professional development and initiatives important to amplifying identity, providing education and awareness, and identifying policies and processes to improve inclusive workplace experiences.

In 2023, affinity group leaders will receive training and support to extend the opportunities each group creates for its members. At the same time, affinity groups are spotlighted at Town Halls and other company forums to promote intersectionality between them and to invite further participation of employees as members and allies.



"I am so grateful to work for a company that encourages its people to pursue connection, development and community. **Affinity groups allow Optiv employees to find a place where they feel heard, valued, supported and encouraged** to chase their ambitions, while also providing avenues for professional development and directed outreach. OWN's Lean In Circles program has personally provided me the opportunity to create meaningful relationships with other women at Optiv and to grow my leadership skills."

Cristina Duncan
Director, Document
Operations and Chair, OWN
Lean In Circles

Moving from awareness to engagement and participation

All leaders who manage people at Optiv are required to take a series of courses to help improve their engagement and DEI awareness. This includes requiring unconscious bias training for all people leaders, with a goal of rolling out the training to all Optiv employees in 2023.

One of the marquee training programs for leaders is called DEI Foundation. These trainings over two days involve facilitators, often a member of an underrepresented group within Optiv, who bring their stories forward to help connect and promote engagement. Both virtual and in-person components cover awareness, sensitivity, reflection and bias.

Setting the tone from the top, senior members of Optiv's Operating Leadership Group have participated in the trainings and provided positive feedback.



"Optiv is home to **a growing veteran community**, working to close cyber gaps, enhance mission readiness and set good cyber conditions for the security of our country. I am **proud to serve our federal clients** alongside our dedicated team."

Jay McGuire
Senior Manager, Optiv Federal

Spotlight

Finding community and support at Optiv



"Being involved with the DEI groups has been empowering."

Katy Cairo
Manager, Marketing Intelligence

Katy Cairo drives Optiv's marketing intelligence efforts, but her life and **pathway into cyber was influenced as much by her experiences in the U.S. military** and as a member of the bluegrass-folk band, The Gypsy Begonias, as her digital acumen and curiosity.

"It's helpful to be able to have blunt conversations about how you are impacted every day at work, or just to be supported, from someone with shared experiences who can provide another perspective," Katy said. "After leaving the military I struggled a lot mentally. I was afraid to tell people I was a veteran. Being involved with the DEI groups has been empowering. The stigma I carried around kind of dissolved."

In 2022, veterans totaled 13% of the U.S. workforce, up 3% from the previous year. Many join the quarterly meetings OVETS conducts to connect, share updates about veterans' benefits and to address new efforts to ease the transition of veterans into the private sector.

Veterans themselves, Optiv CISO Max Shier and Mike Peters, Vice President, Partner Management, have been engaged in advancing company hiring initiatives targeting veterans, Katy said, as well as creating internships and closer links to the U.S. government's SkillBridge Program.

As for Katy, the coding and technical skills she picked up in the military and managing her band's online activities, are serving Optiv well today in partnership with an exceptional team and supportive culture.

"My co-workers are amazing," Katy said. "Everyone is so committed to being better, asking 'What can we do next?' It's inspiring and you don't get that at every job. It pushes me to be the best I can be and grow in ways that I couldn't have anticipated."

Institutionalizing progress

Optiv continues to adjust its organization to ensure progress on DEI efforts. These efforts rely on the input of its employees through a DEI Committee, which is made of affinity group leaders and others, and a DEI Advisory Board that includes leadership from throughout the Optiv organization. The advisory board, which advances recommendations to the Executive Leadership team, has three primary goals:



Cultivate and support an inclusive culture

Create and sustain an environment that welcomes all employees to be their authentic selves



Build and maintain a diverse workforce

Identify, attract and retain diverse talent with inclusive practices and processes



Foster a culture of learning

Develop an environment in which employees are encouraged to learn and embed inclusive knowledge, skills and attitude in the workplace (i.e., Emotional Intelligence (EQ) training for all executives and people leaders)



Advise, lead and create Optiv's strategic vision to elevate progression and direction in our global diversity journey.

**Our approach to talent:
Attract, develop, excite and retain**

76%

of employees are favorably engaged, exceeding industry benchmarks

86%

of employees agree that people of all backgrounds have equal opportunities to succeed at Optiv — up 11% from a year ago

80%

of employees say they are given opportunities to develop skills relevant to their job interests – up 12% from a year ago

+200%

increase in veterans since 2020

+20%

increase in ethnic diversity since 2020

+16%

increase in gender diversity since 2020

Training and development

A focus on continuous development is the heartbeat of how Optiv equips its people to be successful. In addition to embracing diversity and inclusion, our teams are advancing a culture where they can grow personally and professionally, and have the tools and support to succeed.

CEO Kevin Lynch says,

“Learning organizations are powerful organizations.”

In this spirit, Optiv is increasing its investments to expand development platforms and offerings that range from providing new skills to recognizing unconscious bias to obtaining service certifications. Catering to entry level associates and senior leaders alike, training and career development programming continues to evolve internally and in association with key Optiv partners, KKR and the McKinsey Leadership Academy.

In early 2023, Optiv launched the Careers Pathways program to give employees wider insight into the varied career options at the company. And plans are in place to stand up professional services and sales academies, provide a more integrated learning strategy and to tailor training in partnership with Optiv’s affinity groups.

Our goal? To **attract and retain the best and brightest people** in cyber and to provide them with opportunities to thrive.

Spotlight

McKinsey Leadership Academy

To help boost minority representation in Optiv leadership, the company provides opportunities for African-American employees who are nominated by leaders to attend McKinsey’s celebrated Leadership Academy program.

The three to six month program helps accelerate racial equity in leadership and equips future Optiv leaders with the skills, peer networks and sponsorship that can be influential in helping them achieve their career aspirations and grow within the organization.

In 2022, 10 Optiv employees participated in the Academy program.

To be expanded in 2023 to include Hispanic/Latino and Asian employee participation, this program is an important component of Optiv’s overall training efforts to sustain momentum in increasing the percentage of leaders from underrepresented minorities among the U.S. employee population.



Leawood, Kan., Office

Career pathways

In 2023, Optiv rolled out its Career Pathways program to empower employees to explore opportunities for growth that could lead to careers at Optiv apart from traditional business leadership tracks.

The effort plays to each employee's career compass and is intended to provide visibility to the wide-ranging career paths at Optiv, and to the training and skills required to pursue them. No matter the direction employees choose, they can count on the support of their managers to help access the appropriate development tools that can help them achieve fulfilling, rewarding careers at Optiv in professional services and technical advisory, sales, operations and more.

Related to this, an ongoing mentorship program to be expanded in 2023 provides junior professionals with access to leaders and other Optiv experts to help boost engagement and learning.

The program adheres to Optiv's 10-70-20 development approach and a culture of learning through the organization with 10% made up of classes and skills training, 70% experiential learning on the job and 20% mentorship and engagement.



"People come to Optiv because they know it is **the best place to be in our industry**. We want to keep them here — not just for one job, but for years to come. You can **follow your own compass in charting your career path**. Anything you can think of at Optiv, we want to make sure you can put that together."

Keyana Jones

Learning and Development Manager

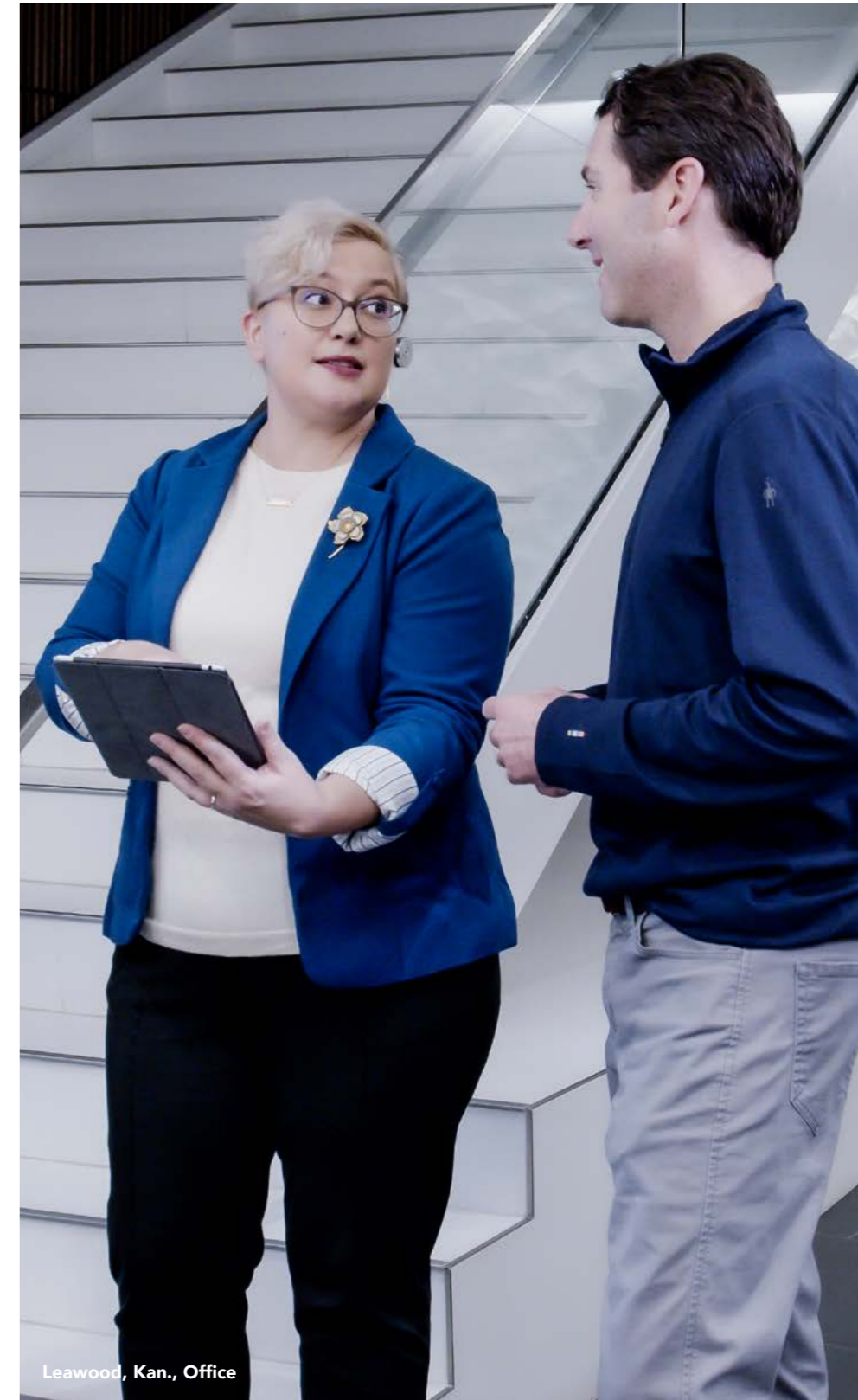
Benefits

Optiv is committed to providing competitive compensation and benefits programs with the goal of retaining the best cybersecurity professionals in our industry.

Benefits available to eligible employees vary by country but are designed to support the physical, emotional and financial wellbeing of our people and their families. Each year, the company aims to improve offerings.

Optiv pays 100% of the following benefits: basic life, AD&D, short-term disability, long-term disability, health advocate/employee assistance program (EAP) and business travel insurance. Eligible employees may also enroll in the following benefits: medical, dental, vision, flexible spending account, accident critical illness, hospital indemnity, pre-tax commuter benefits and more.

To promote wellbeing, the company's Recharge Policy in the United States and Canada encourages employees to take time off and return to work energized. Recharge is a flexible, no-accrual time-off program managed by the employee and their supervisor.



Remote work

Optiv supports remote work and flexible work arrangements that prioritize outcomes and connections.

Our people's willingness and ease in leveraging digital tools to stay in touch and to maintain productivity in a fully remote work environment was critical during the pandemic and factored into our ability to reduce the footprint of our physical facilities. In surveying our people, we learned that they welcomed the opportunity to sustain remote work arrangements even as the public health emergency waned and, where possible, people could return safely to office environments.

Maintaining flexible working arrangements during and after COVID-19 was cited as a contributing factor in retaining women at Optiv, as well as an important component in sustaining productivity and reinforcing trust. At the same time, Optiv offices have been updated to ensure safety and remain important hubs for interpersonal collaboration and learning.



"I have **the best of both worlds** — the ability to work for an awesome company like Optiv and to do it remotely from a small town, two hours away from our Kansas City area office, where my husband and I always dreamed of raising our daughter. For those of us working outside the office, our leadership trusts us and understands that **we'll do everything we can to stay connected** to our teams and get the work done."

Stacy Nurnberg

Manager, Accounts Payable and Payroll



Building

community



Optiv Chips In, Denver, Colo.



Optiv Chips In, Denver, Colo.



Optiv Chips In, Dallas, Texas

Building community

Through passion, volunteerism and participation, our people are infused with a giving spirit that drives us to make a positive impact in the communities where we live and work. Efforts include fostering the next generation of cyber leaders through direct financial support, scholarships and partnerships, board service, teaching — and having a lot of fun doing it, too.

At the center of Optiv's community efforts is Optiv Chips In, which supports underserved populations through industry investments, community projects and direct engagement. Optiv employees leaned in during 2022. They pushed beyond the workday to prepare and deliver thousands of meals, hygiene kits and other items for people in need as part of the company's 13 regional OptivCon events, while also delivering tens of thousands of dollars in direct contributions.

In early 2023, at the company's Optiv Kick Off in Denver, attendees celebrated the donation of 1,145 basketballs to the Boys & Girls Club of Metro Denver, which serves 23,000 children annually. As part of the event, the basketballs were used to script the words "We Rise" — setting a Guinness World Record for Largest Basketball Sentence.

Optiv employees in Kansas City area volunteered with afterschool programs like Operation Breakthrough where solar car racing offered a fun and educational way to immerse students in Science, Technology, Engineering and Mathematics (STEM); encouraged pet adoptions by

sponsoring "snuggle sessions" with puppies and kittens brought to the office; and drove an annual Toys for Tots fundraiser that resulted in a truck full of toys for local children in need.

In India, Optiv partnered with Rotary Bangalore Lake World to help rejuvenate 35 lakes in the Arkavathi River catchment area, which included removing and reusing silt for area farming. In another instance, Optiv teams improved access to content and e-learning tools as part of a digital library project serving students in government schools in rural areas of Karnataka.

In 2022, Optiv extended its program through the giving and volunteer platform Benevity, allowing the company and its employees to better track their giving and support fundraising and events in communities in the United States, Canada and India. In a coordinated giving campaign associated with Giving Tuesday, 41% of Optiv employees participated through Benevity (well beyond Benevity participation benchmarks) in delivering contributions totaling nearly \$33,000 to a range of community agencies.

Optiv Employee Affinity Groups are also playing a more integrated role in extending giving. In one celebrated example, BEN issued its second \$40,000 college scholarship to a deserving African-American high school senior aspiring to a career in the STEM field.



"The bonds you create when you are working **side by side for the greater good** are unmatched, and every time we get together to work on a community cause **we become stronger.**"

Amber Peacher
Senior Corporate Social Responsibility Manager

Spotlight

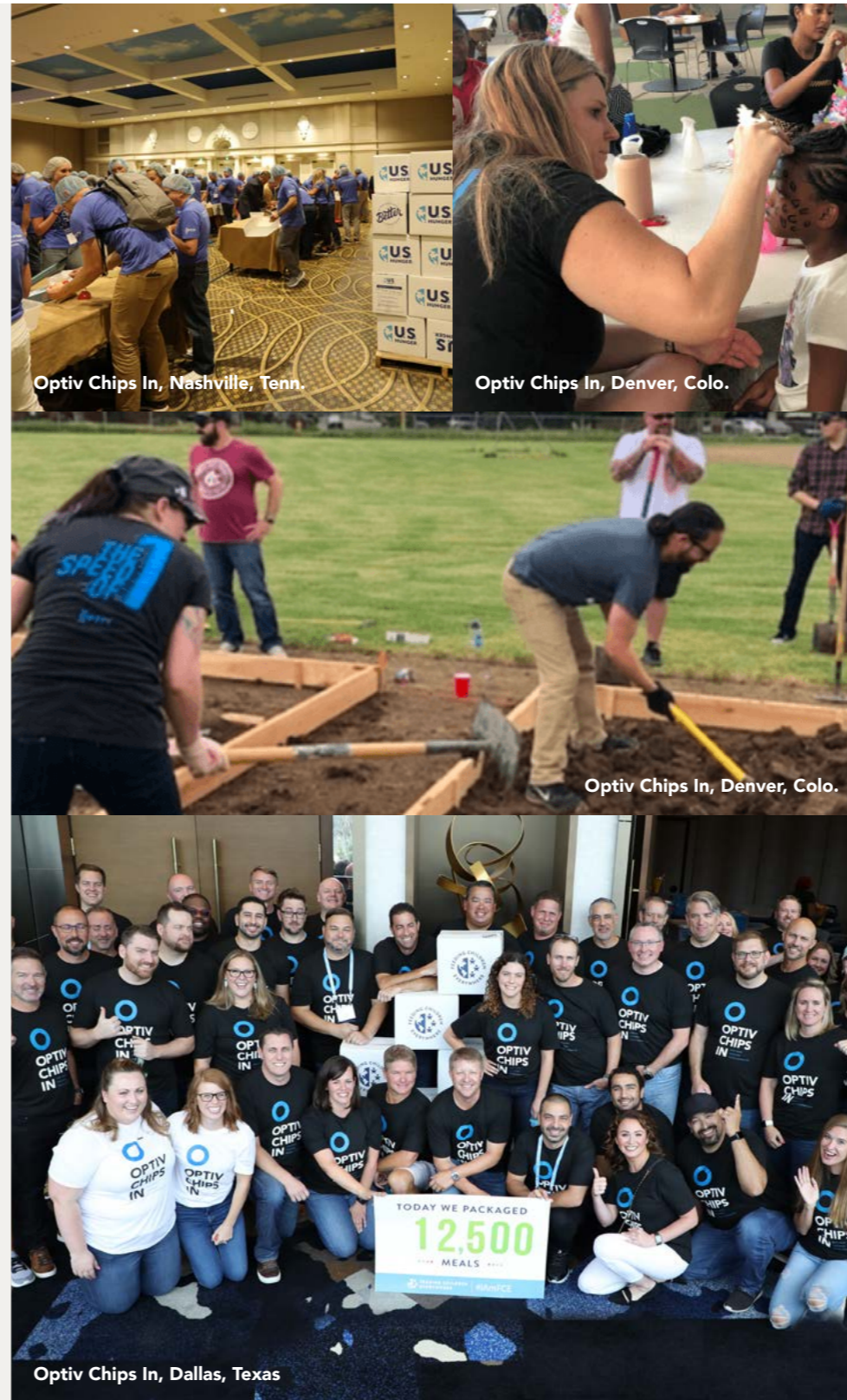
Optiv Chips In: Packaging meals, seeding potential

At a mid-year rally in Nashville, Tenn., hundreds of Optiv employees stood shoulder to shoulder in spirited assembly lines to package 100,000 meals for two community food banks. Wearing hair nets and blue “Optiv Chips In” t-shirts, participants achieved the feat in one hour’s time — and extended the company’s purpose-driven mission.

“It’s incredibly important to pair with organizations like Optiv because they have the opportunity to provide us with supplies we would not normally be able to secure ourselves,” said Courtney Vrablik, executive director of The Store, one of the receiving food banks. “It also allows us to have a wider platform to explain how food insecurity can so rapidly affect a family.”

Beyond a number of Optiv Chips In events held throughout the year regionally, Optiv employees now have a new tool available to help them give at the local level in communities where they live.

Through Benevity, employees can donate to favorite causes, find information on local volunteer opportunities and learn more about Optiv’s efforts to spread goodwill. All new hires receive \$20 in Benevity credit to donate to the non-profit organization of their choice, and a Giving Tuesday event that pooled employee contributions through Benevity raised more than \$33,000 for a wide range of community agencies.



In 2022 alone...

41%

employee participation in a Giving Tuesday donation program that generated tens of thousands of dollars for community organizations

13

community volunteer events (11 in the United States and two in Canada) connected to regional OptivCons

1,145

basketballs used to set Guinness World Record for Largest Basketball Sentence “We Rise.” The balls were donated to the Boys & Girls Club of Metro Denver

\$270,000

raised for the American Cancer Society through an employee-led ice fishing tournament

100,000

meals packed at mid-year rally in Nashville, Tenn.

Spotlight

Optiv's Black Employee Network (BEN) Aims to Foster Future STEM Leaders with college scholarship program

For a second consecutive year, Optiv's Black Employee Network (BEN) issued a \$40,000 college scholarship in 2022 to a deserving student as part of the company's overarching DEI initiative.

The scholarship, open to Black, African American-identifying STEM students, reflects Optiv's ongoing commitment to diversity within the cyber and information security fields.

AJ McCrory, from Ashbury, Va., began his freshman year at James Madison University last fall. He is studying computer science, focusing on a software development track with a goal of becoming a backend software engineer. Lauren Harris, a student-athlete from Omaha, Neb., was the scholarship's first recipient. She is studying biology and computer science at Princeton University.

Optiv's goal is to announce a new scholarship recipient each year until we are sponsoring four students concurrently.



"I am planning to use my degree in molecular biology and computer science to start a bio-cybersecurity firm. I hope to be able to **use my voice to keep fighting for diversity** in what has traditionally been a male-dominated field."

Lauren Harris
2021 BEN Scholarship Recipient



"This scholarship allows me to further my knowledge and secure my future, and I am extremely grateful to the Optiv Black Employee Network ... I intend to **use this as a catalyst to reaching new heights** in my career and empower other black students pursuing careers in the STEM field."

AJ McCrory
2022 BEN Scholarship Recipient

Fostering the next generation of cyber leaders

Early in 2023, to mark Women’s History Month, Optiv announced partnerships with Hope for Youth, Inc., and the Shooting Stars Foundation to steer money, time and resources to help drive a more diverse future workforce.

The effort brings together the collective power of Optiv, Optiv Chips In, Optiv DEI, including OWN and other affinity groups, to focus laying a foundation for middle and high school students to enter STEM careers.

Hope for Youth, Inc. is a nonprofit organization that empowers girls of color to confidently pursue 21st century careers and opportunities in computing and technology.

The Shooting Stars Foundation mission is to empower communities to break the cycle of generational poverty through STEM education.



“We strive to **create a positive community impact** by empowering underserved and diverse populations with access to technology and education and supporting the causes our employees are passionate about. We believe that by **investing in the next generation of cybersecurity leaders** and giving back to our communities, we can create a better and more equitable future for all.”

Kellie Kahn

Senior Director, Marketing Programs and Community Impact

Expanding supplier diversity and procurement

A global shortage of cybersecurity professionals to manage against a rising tide of attacks requires intentional approaches to address — in recruiting, seeding future careers and drawing in underrepresented businesses as partners and suppliers.

This need is particularly acute as clients and technology partners require a greater percentage of diverse spend as part of their own ESG initiatives.

Even as it improves diversity among its own ranks, Optiv is increasing its use of small, minority-owned, veteran-owned and women-owned businesses where possible among its supplier network. Services sought by Optiv include consulting, office support, software purchases and maintenance, training and more.

In 2022, Optiv spent \$400 million with more than 200 small and diverse suppliers, representing about 13% of the company's overall spend. This total increased from \$291 million spent with 165 small and diverse suppliers in 2021 — a 37% increase.

400M

spent with diverse suppliers in 2022

37%

increase above 2021 spent with diverse suppliers

Subcontracting approach

Identifying qualified small and minority-owned suppliers isn't just a growing requirement of many client contracts, it's also good business. As Optiv demonstrates with its own teams, diverse perspectives and backgrounds add great value to client outcomes.

Optiv continually investigates its own capabilities and past experiences with small business suppliers to determine if they are qualified to provide needed supplies or services. In the United States, in support of private and government contracts, the company works through the Small Business Administration (SBA), GSA Advantage and other agencies and databases to identify and create relationships with underrepresented businesses.

To help ensure that all qualifying small businesses have an equitable opportunity to compete for subcontracts, Optiv also engages with minority and small business trade associations, business development organizations, trade fairs and procurement conferences.



“We are driven by **our clear purpose to make an impact that matters** for our clients, our communities and our people. Leaders work to **empower employees to get involved** and give back in the places where we live and work through volunteerism.”

Lokesh Gowda

Area Vice President and
Country General Manager, India

Extending our ESG and sustainability journey

To set a baseline and begin sharing Optiv's ESG and sustainability efforts as part of one comprehensive platform, we established an ESG Task Force in early 2023 made up of company leaders representing all facets of our global organization.

This report reflects just the beginning of their work.

In support of this baseline assessment, the Task Force gathered input from our operational and functional teams, analyzed employee surveys and demographic data, collected information from our technology and community partners, reviewed reporting contracts and industry performance studies and bucketed our efforts within ESG categories often used by rating agencies.

In coming months, the Task Force will shape a roadmap to ensure Optiv's continuing progress against established ESG metrics and indicators that adhere to company values and priorities. Significantly, the Task Force's recommendations and goals will be informed by the strategic vision and participation of Optiv's Executive Leadership Team and its Board of Directors.

These efforts will also be elevated by our partnership with Ecovadis, a leading provider of business sustainability ratings, which helps companies track and measure environmental, social and governance performance on an annual basis. Through regular engagement with our global teams and consistent reporting, we hope to provide reliable data and information about our operations that can be useful for all Optiv stakeholders.

The way we see it, Optiv's work on our ESG and sustainability journey will never be done. Much like our cybersecurity services and solutions, we can always improve, build momentum and achieve greater outcomes.

We appreciate and thank our employees, clients and partners for their support in helping us secure a better world.



Optiv Chips In, Nashville, Tenn.

Meet the ESG Task Force

Executive Sponsors



William Crouch
EVP, General Counsel



Heather Rim
Chief Marketing Officer



Heather Strbiak
Chief Human Resources Officer

ESG Co-leads



Andrew Booth
Senior Director,
Proposal Management



Aidan Flaherty
Senior Director,
Marketing Strategy



Martha LeBlanc
Senior Art Director

Task Force



Kelsey Blackett
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Marisa Casalinova
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Jason Deering
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Outside Sales



Julie Talbot-Hubbard
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Clients and Markets



Lisa Loeb
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Manager



Kellie Kahn
Senior Director, Marketing
Programs and Community Impact



Marlee McAlpine
Senior Diversity, Equity
and Inclusion Manager



Gary Mares
Senior Director
Infrastructure, Cloud
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Amber Peacher
Senior Corporate
Social Responsibility
Manager



Marcus Romero
Director, Facilities and
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Max Shier
Vice President, CISO



Jacquelyn Wayne
Senior Vice President,
Associate General Counsel,
Chief Privacy Officer

Secure greatness[®]

Optiv is the cyber advisory and solutions leader, delivering strategic and technical expertise to nearly 6,000 companies across every major industry. We partner with organizations to advise, deploy and operate complete cybersecurity programs from strategy and managed security services to risk, integration and technology solutions. With clients at the center of our unmatched ecosystem of people, products, partners and programs, we accelerate business progress like no other company can. At Optiv, we manage cyber risk so you can secure your full potential. For more information, visit www.optiv.com.



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