COALFIRE

Secured on all sides

2024

Sustainability & ESG Report

USA/Canada: (877) 224-8077

Federal: (703) 760-3801

www.coalfire.com

Welcome to Coalfire's first ever
Sustainability & ESG Report.

We are incredibly proud to present our baseline Sustainability report for 2024, this effort has been combined with our 2024 Carbon Baseline Mapping report found in the annex.

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Contents

Check out our Carbon Map report for 2024

This report covers Scope 1, 2 and 3.

All information in this report has been reviewed for methodological alignment by 3rd party ESG consultants.

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“This first Sustainability report marks an important milestone for Coalfire. It reflects our commitment to transparency, accountability, and embedding responsible practices into how we operate, grow, and serve our clients

An introduction from our CEO

At Coalfire, our purpose is to help organisations navigate complexity, manage risk, and build trust in an increasingly digital and interconnected world. As I step into the role of Chief Executive Officer, I am honoured to lead a company with such a strong foundation, a clear mission, and a deep commitment to serving clients operating in highly regulated and rapidly evolving environments.

The market opportunity for cybersecurity, cloud modernization, and AI-led transformation has never been more significant. At the same time, expectations from clients, regulators, investors, and society are rising. Organisations today must not only innovate and grow, but do so responsibly, securely, and with long-term resilience in mind. Coalfire sits at the intersection of these priorities.

Throughout my career in global professional services, I have seen first-hand how secure, well-governed digital systems are essential to sustainable business performance. At Coalfire, we are uniquely positioned to support our clients as they integrate cybersecurity, compliance, and technology transformation into their broader business and ESG strategies.

Our work enables trusted digital infrastructure, protects critical systems, and supports responsible innovation across industries.

This report reflects Coalfire’s continued focus on transparency, accountability, and long-term value creation. While our direct operational footprint is modest, our influence is far-reaching through the services we deliver, the standards we uphold, and the expertise we bring to complex challenges faced by our clients. We recognise that cybersecurity is no longer solely a technical issue it is a board-level, enterprise-wide responsibility that underpins organisational resilience and sustainable growth.

Looking ahead, my focus is on strengthening Coalfire’s leadership in cybersecurity and compliance, advancing cloud and AI-enabled services responsibly, and ensuring that our growth is aligned with strong governance, ethical practices, and the evolving expectations of our stakeholders.

I am excited about what lies ahead and confident that Coalfire will continue to play a meaningful role in helping organisations build secure, resilient, and sustainable digital futures.

Brad Little,
CEO at Coalfire Systems Inc.

Our Global Footprint and Ownership

Coalfire Systems Inc., operates across four strategically positioned offices that support our nationwide and international reach. Our headquarters in Chicago, Illinois anchors our corporate leadership, strategic planning, and central operations. In the Pacific Northwest, our Bellevue, Washington office serves as a major center for cloud, cybersecurity, and technical delivery teams. Our Alpharetta, Georgia location supports our expanding presence in the Southeast and enables strong connections to technology, enterprise, and commercial clients. Internationally, our Manchester, UK office enhances our ability to serve European markets and align with global regulatory and compliance requirements. Coalfire is proud to be part of Apax, a leading global private equity firm with a long-standing focus on technology, digital services, and high-growth companies. Apax's investment accelerates our operational scale, strengthens our global presence, and supports continued innovation across cybersecurity, compliance, and cloud services. Through this partnership, Coalfire benefits from strategic expertise, access to global networks, and long-term resources that enhance our ability to meet evolving client needs.

While Coalfire maintains physical offices in the United States and the United Kingdom, our workforce operates under a flexible working model that enables employees to work from home based on role, team needs, and personal preference. A significant portion of our staff work fully remote or in hybrid arrangements, reflecting our commitment to flexibility, inclusivity, and access to talent across all regions.

About us

Company Profile

Coalfire is a leading U.S.-based cybersecurity and compliance services firm, supporting organizations across highly regulated industries as they innovate and secure their digital operations. With a team of 950 employees, Coalfire provides cloud compliance, penetration testing, advisory, and risk management services to global enterprises. Operating within the IT consulting sector, the company partners with more than 239 technology suppliers and continues to strengthen its ESG maturity through enhanced data transparency, responsible business practices, and its first full greenhouse gas emissions inventory completed in 2024.

Key Recognitions for 2024

- Recognized by clients for strong work-life flexibility through awards
- Completed VSME & ESRS aligned ESG Report
- Completion of Coalfire's first full GHG emissions inventory (Scopes 1, 2 & 3)
- Development of an ESG reporting framework aligned with GHG Protocol
- Implementation of cross-functional ESG governance processes
- Strengthened supplier management through ESG-aligned procurement criteria
- Expanded employee wellbeing programs including CoalFIT and mental health resources
- Formalization of community-building platforms such as Coalfire Communities and CoalFUN
- Introduction of Coalfire's GHG Playbook to streamline client reporting needs
- Increased alignment with investor expectations, including Apax ESG
- Progress toward a unified ESG communications and stakeholder engagement strategy

About the Company

At Coalfire, we believe that sustainability is not just a compliance requirement it is a shared responsibility and a strategic imperative. As our clients, partners, and regulators continue to raise expectations around Environmental, Social & Governance (ESG) performance, we recognize the need to evolve with purpose, clarity, and accountability. ESG is now foundational to how we operate, how we serve our clients, and how we protect the trust placed in us.

The rapid shift in industry standards has made environmental and social disclosures a baseline expectation. Since 2023, client requests for ESG and greenhouse gas (GHG) reporting have moved from "nice to have," to standard due-diligence requirements in 2024. Meeting these expectations is essential not only to protect existing relationships, but also to unlock future opportunities in an increasingly sustainability-focused market.

In 2024, Coalfire completed its first comprehensive GHG emissions inventory, covering Scopes 1, 2, and 3 across all operations, calculated in accordance with the Greenhouse Gas Protocol and IPCC methodological guidelines. Our total emissions for the year were 4,449.78tCO_2e, with Scope 3 representing the vast majority of our footprint at 95.23%.This foundational work marks a critical milestone in establishing a credible and transparent environmental baseline for future reduction efforts.

But ESG is more than emissions reporting. It is about building a culture of collaboration, transparency, and integrity one where every team understands its contribution to our shared progress. Our ESG work is guided by three pillars:

- Compliance, to meet the demands of our clients and regulators
- Collaboration, to align teams across Procurement, HR, Facilities, Finance, Compliance, and more
- Culture, to embed sustainability into the fabric of Coalfire's operations and identity

As we strengthen our ESG maturity, we remain committed to continuous improvement, responsible governance, and supporting our clients as a trusted, sustainability-aligned partner. This report reflects the beginning of that journey one grounded in data, driven by purpose, and aligned with the expectations of a rapidly changing global landscape.

Snapshot

Of our progress & achievements in 2024

Top Work Places 2024 Usa Award

Work-Life Flexibility 2024 Award

Top 100 Inspiring Workplaces 2024 Award (North America Winner)

Top Work Places Remote Work Monster Award

Top Workplace 2024 Award: Technology Industry

2024 Energage Top Workplace Award 2024: Denver location

Compensation & Benefits Top Work Places 2024 Award

U.S Department of Labour Hire Vets 2024 Gold Award

ESG Vision & Commitment

A full breakdown of our ESG targets and achievements to date

ESG Area	2024 Achievements	2025 Targets	2026 Targets	2030 Predicted Targets
GHG Accounting	First full GHG inventory; identified major Scope 3 categories; set up core data systems	Full Scope 1–3 inventory; improved data coverage; established SBTi baseline	Annual, auditable Scope 1–3 reporting; improve PGS & travel data	External assurance; real-time tracking; advanced Scope 3 supplier data
Climate Targets	Leadership alignment on SBTi; early pathway modelling	Draft SBTi aligned pathway (1.5°C S1+S2, WB2°C S3)	Submit and validate SBTi targets; formal reduction plan	42–50% S1+S2 and 25–30% S3 reductions vs baseline; full SBTi alignment
Business Travel Emissions	Built initial travel emissions dataset; identified major drivers	Complete travel GHG model; class-of-travel analysis	Stabilise absolute travel emissions; implement travel decision hierarchy (virtual-first, route optimisation, class-of-travel controls)	10% lower travel emissions intensity per employee; major shift to remote delivery
Purchased Goods & Services (PGS)	Identified key suppliers & emissions categories	Full spend-based PGS model; mapped high-impact suppliers	Increase supplier ESG data; integrate ESG into procurement	70%+ suppliers reporting emissions; 30% lower supply-chain emissions intensity
Energy & Offices	Mapped all office energy profiles; established baseline	Improved energy data; explored renewable options	Strengthen energy tracking; evaluate RECs/green leases	100% renewable electricity; offices aligned with green building standards
ESG Governance	Established ESG ownership and initial governance	Monthly ESG/GHG Ops calls; better cross-team coordination	Quarterly ESG governance reviews; clear roles & responsibilities	Full ESG integration into enterprise governance; board-level oversight
Client ESG Requirements	Responded to first ESG questionnaires; created templates	Improved disclosure quality for Apax, enterprise clients	Higher ESG assessment scores; faster, higher-quality responses	Consistently high scoring; preferred ESG-aligned vendor
ESG Reporting	Basic ESG narratives drafted	Stronger ESG report with improved data visuals & governance alignment	Prepare for assurance & expand disclosures (ESRS-style)	Externally assured ESG report aligned with global standards

The information above includes historical data and forward-looking ESG targets based on current assumptions and available data. Future targets, projections, and timelines may change as methodologies improve, client requirements evolve, or new information becomes available. These statements should not be viewed as guarantees of future performance.

LAWLER SUSTAINABILITY

2024 data for Key Performance Indicators (KPIs) on this page are aligned with industry and national standard.

These calculations were carried out by Lawler Sustainability using the GHG Protocol and IPCC methodologies, with the support of third-party validated carbon accounting software partners C-More. The results have been independently reviewed by Lawler Sustainability to ensure accuracy and alignment with international best practice. A detailed description of our reporting scope, data sources, and calculation methodology can be found in the Appendix.

This roadmap reflects Coalfire's transition from baseline establishment in 2019 to structured governance, data quality improvement, and decision-useful ESG management over the medium term. Early efforts focus on building credible foundations, robust data systems, defined ownership, and consistent methodologies, before progressing toward assurance, integration into enterprise governance, and long-term emissions reduction. Target timelines and priorities will continue to evolve in response to methodological developments, regulatory requirements, business growth, and client expectations.

"This roadmap marks the beginning of Coalfire's ESG journey, grounded in credible data, clear accountability, and a commitment to continuous improvement as expectations, standards, and our business evolve."

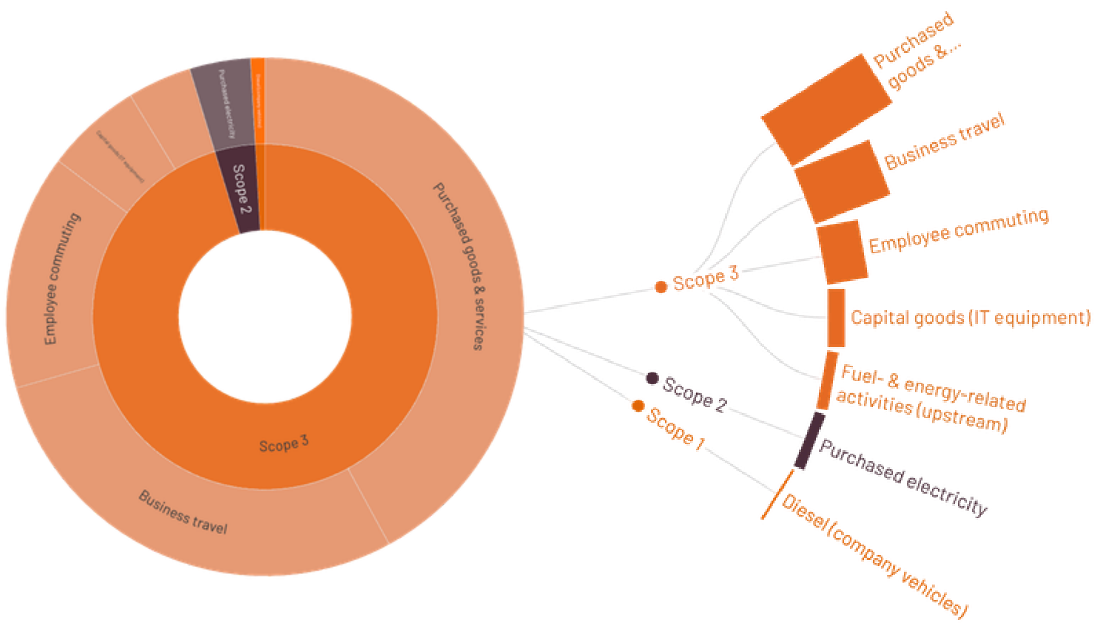
01

Our Carbon Emissions Breakdown

Establishing Coalfire's 2024 Carbon Calculation

Coalfire's 2019 calculation acts as a baseline year establishing the foundation for future emissions reduction planning, internal performance tracking, and the development of credible climate targets. It also strengthens our ability to respond to rising client-driven ESG requirements, evolving regulatory expectations, and emerging best practice in climate disclosure. As sustainability reporting continues to shift from voluntary disclosure to contractual and regulatory obligation, a defensible baseline is a critical first step toward long-term compliance, transparency, and resilience.

In 2024, Coalfire expanded it's comprehensive greenhouse gas (GHG) emissions inventory from mapping 3 categories in 2023 to 6 in 2024 an important milestone in our sustainability and ESG maturity journey.

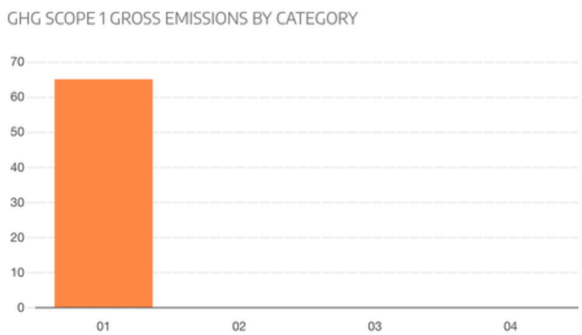


This work establishes a robust and transparent carbon baseline across our U.S. and U.K. operations and represents the first time emissions have been systematically quantified across Scope 1, Scope 2, and relevant Scope 3 categories. In total, Coalfire's 2024 footprint was 4,449.78 tCO_2e, with Scope 3 accounting for 95.23% of total emissions, reflecting a value-chain-driven profile typical of a professional services and technology-enabled organisation, while Scopes 1 and 2 combined represent the remaining ~4.77% of emissions

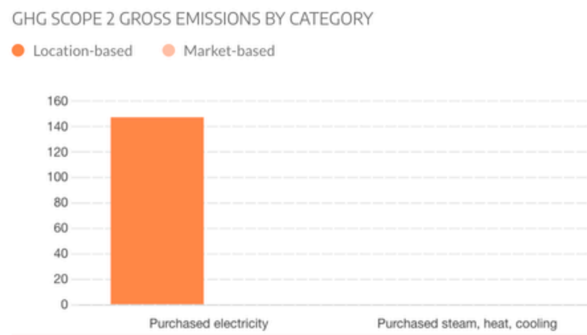
Carbon Breakdown:
Scope 1-3 Emissions

Coalfire’s 2024 greenhouse gas inventory reflects a value-chain-driven emissions profile, typical of a professional services and technology-enabled organisation. While direct operational emissions (Scopes 1 and 2) remain relatively limited, indirect Scope 3 emissions account for the majority of the company’s total carbon footprint.

The charts on this page provide a consolidated view of emissions across Scopes 1, 2, and 3, illustrating the relative contribution of each scope and category. This overview complements the detailed Scope 3 analysis presented on the previous page by placing value chain emissions in the context of Coalfire’s overall footprint.

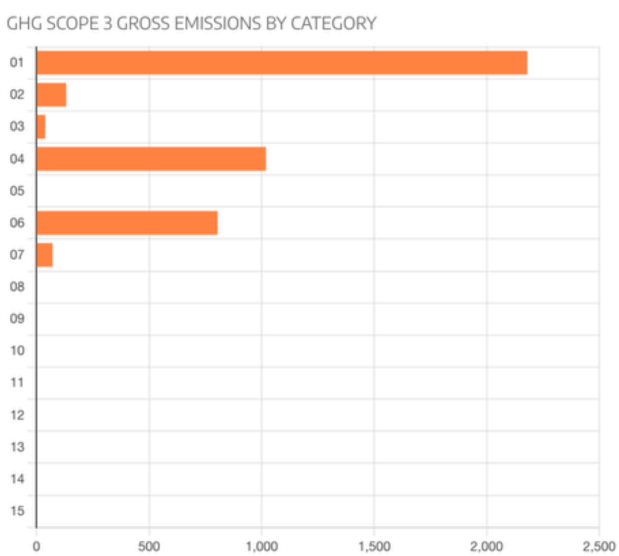


01	Stationary Combustion	65,07 tCO2eq
02	Mobile combustion	-
03	Industrial Processes	-
04	Fugitive Emissions	-
	TOTAL	**65,07 tCO2eq**



Location-based	147,31 tCO2eq
Purchased electricity	147,31 tCO2eq
Purchased steam, heat, cooling	-
Market-based	-
Purchased electricity	-
Purchased steam, heat, cooling	-

Scope 1 emissions are limited and primarily associated with stationary and mobile combustion. Scope 2 emissions arise from purchased electricity and are reported using both location-based and market-based methodologies, in line with Greenhouse Gas Protocol guidance. Together, these scopes represent a small proportion of total emissions but remain important for establishing a complete and credible baseline.

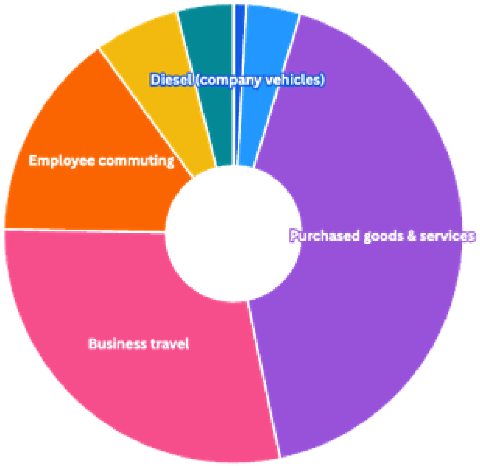


01	Purchased goods and services	2 179,16 tCO2eq
02	Capital goods	130,54 tCO2eq
03	Fuel and energy-related activities	37,51 tCO2eq
04	Upstream transportation and distribution	1 017,37 tCO2eq
05	Waste generated in operations	-
06	Business travel	802,79 tCO2eq
07	Employee commuting	70,03 tCO2eq
08	Upstream leased assets	-
09	Downstream transportation and distribution	-
10	Processing of sold products	-
11	Use of sold products	-
12	End-of-life treatment of sold products	-
13	Downstream leased assets	-
14	Franchises	-
15	Investments	-
	TOTAL	**4 237,39 tCO2eq**

Scope 3 emissions represent the majority of Coalfire's total greenhouse gas footprint and reflect the indirect impacts associated with our value chain rather than direct operational activities. As a professional services and technology-enabled organisation, Coalfire's emissions profile is primarily influenced by how we work, how we travel, and how we engage with suppliers and partners.

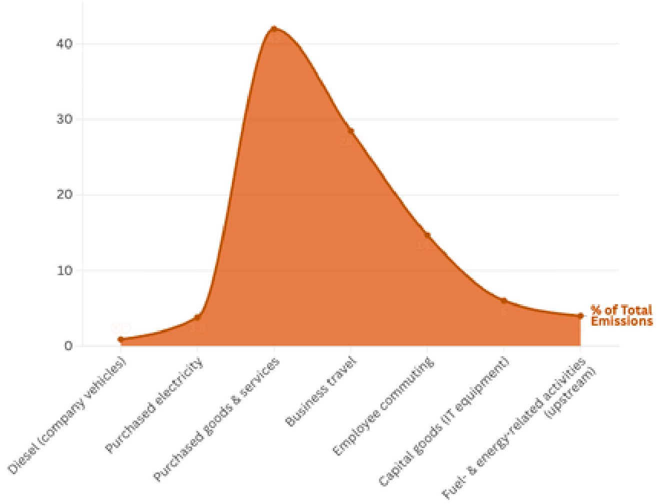
In 2024, Coalfire identified and quantified its most material Scope 3 categories in line with the Greenhouse Gas Protocol, prioritising those with the greatest relevance to both emissions impact and business decision-making. These categories include purchased goods and services, business travel, employee commuting, upstream transportation and distribution, and capital goods related to IT equipment and infrastructure. The breakdown shown on this page highlights the relative contribution of each Scope 3 category to Coalfire's total emissions footprint. This analysis enables targeted action by focusing reduction efforts on the areas where meaningful change can be achieved through procurement strategy, travel management, supplier engagement, and operational planning.
Largest Scope 3 Contributors

Purchased goods and services and business travel represent the most significant Scope 3 emissions sources for Coalfire. These categories are closely linked to business growth, client delivery models, and technology procurement decisions. While emissions in these areas are largely indirect, Coalfire has the ability to influence outcomes through supplier selection, contract structures, travel policies, and the continued adoption of remote and hybrid delivery models.



Other Scope 3 categories, including employee commuting and upstream logistics, contribute a smaller proportion of total emissions but remain important for building a complete and credible inventory. Data quality and coverage for these categories will continue to improve as systems mature and supplier engagement increases.

This Scope 3 breakdown informs Coalfire's emissions reduction strategy by identifying priority intervention points across the value chain. Early actions will focus on improving data quality for high-impact categories, increasing primary data collection from key suppliers, and integrating emissions considerations into procurement and travel decision-making. Over time, this approach will support measurable reductions aligned with Coalfire's long-term climate ambitions.



Methodology and Standards Alignment

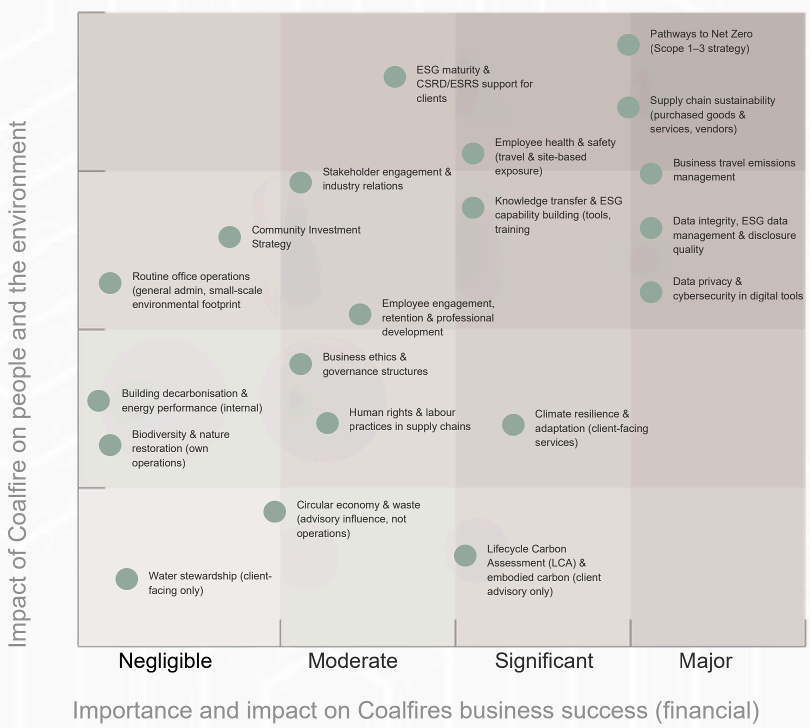
The 2024 GHG inventory was completed in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and relevant Intergovernmental Panel on Climate Change (IPCC) guidelines. These internationally recognised frameworks provide consistent definitions, boundaries, and calculation methodologies, ensuring that Coalfire's emissions data is comparable, credible, and aligned with global best practice.

Emissions calculations were performed using third-party validated carbon accounting software, which applies recognised emissions factors from authoritative sources such as DEFRA and the U.S. Environmental Protection Agency.

Our
Material Areas
Coalfire Double Materiality Assessment (2024)

Coalfire's materiality assessment identifies the environmental, social, and governance topics that are most relevant to our business, stakeholders, and long-term value creation. The assessment considers both the impacts of our operations and value chain on the environment and society, as well as the sustainability-related risks and opportunities that may affect our financial performance, client relationships, and strategic direction. This process ensures that our ESG priorities are focused on the areas where Coalfire can have the greatest impact and where effective management is most critical to our continued success.

Our full Double Materiality report remains internal.



Report chapters covering topics

Major (High Impact / High Financial Importance)
- Pathways to Net Zero (Scope 1–3 strategy)
- Supply chain sustainability (purchased goods & services, vendors)
- Business travel emissions management
- Data integrity, ESG data management & disclosure quality
- Data privacy & cybersecurity in digital tools

Significant
- Lifecycle Carbon Assessment (LCA) & embodied carbon (client advisory only)
- Climate resilience & adaptation (client-facing services)
- Employee health & safety (travel & site-based exposure)
- Knowledge transfer & ESG capability building (tools, training)

Moderate
- ESG maturity & CSRD/ESRS support for clients
- Circular economy & waste (advisory influence, not operations)
- Human rights & labour practices in supply chains
- Business ethics & governance structures
- Employee engagement, retention & professional development
- Stakeholder engagement & industry relations
- Community Investment Strategy

Negligible
- Routine office operations
- Building decarbonisation & energy performance (internal)
- Biodiversity & nature restoration (own operations)
- Water stewardship (client-facing only)

Standards-aligned methodology

We align our material topics with leading frameworks such as the European Sustainability Reporting Standards (ESRS), the GHG Protocol, and other internationally recognised benchmarks.

Independent analysis

We utilise specialist emissions-accounting software, internal ESG data systems, and external research to assess emerging ESG trends, risks, and opportunities across Coalfire's operations, value chain, and client base.

Stakeholder engagement

We gather structured feedback through internal workshops and targeted interviews with cross-functional teams, alongside engagement with key clients and strategic partners.

Balanced assessment

Both quantitative data and qualitative insights are assessed to ensure material topics reflect measurable impacts as well as stakeholder perspectives.

Integration of risks and opportunities

Findings are evaluated in terms of potential risks and opportunities to Coalfire, our employees, our clients, and the wider economy and environment.

Transparent reporting

Materiality outcomes are disclosed through Coalfire's ESG reporting and governance processes and are reviewed on a regular cycle to ensure continued relevance, consistency, and accountability.

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ESG MATURITY RATING

ALIGNMENT WITH SUSTAINABILITY PRINCIPLES

In 2024, Coalfire completed a structured sustainability alignment assessment using the C-MORE ESG platform. This assessment evaluated Coalfire's current policies, governance structures, and disclosures against recognised sustainability principles, including human rights, labour standards, environmental responsibility, anti-corruption, leadership commitment, and transparency.

The results provide a baseline view of ESG maturity, highlighting areas where foundational elements are already in place and where further development is required. As this was Coalfire's first formal ESG assessment of this nature, the outcomes are intended to inform prioritisation and action planning rather than represent a final or static performance score.

The assessment measured alignment across five key principles:

Principled business (47.37%)
- Reflects partial alignment with core principles relating to human rights, labour practices, environmental responsibility, and anti-corruption. While certain policies and practices exist, further formalisation and documentation are required to reach full alignment.

Strengthening society (25%)
- Indicates early-stage development in structured community engagement, collaboration, and broader societal impact initiatives. Activities to date have been largely ad hoc rather than guided by a formal strategy.

Leadership commitment (53.85%)
- Demonstrates growing leadership engagement in sustainability, with initial oversight and ownership established. Opportunities remain to further embed ESG considerations into leadership decision-making and long-term strategy.

Reporting progress (33.33%)
- Reflects the early stage of formal ESG reporting and disclosure in 2024. The completion of Coalfire's first Sustainability & ESG Report and GHG inventory represents a significant step forward, with scope to enhance transparency and data coverage in future cycles.

Local action (0%)
- Indicates that locally-focused sustainability initiatives and impact assessments have not yet been formally defined or documented. This area has been identified as a priority for future development.

The C-MORE platform assessment directly informed Coalfire's ESG action planning for 2025 and beyond. Based on the identified gaps, a series of priority actions have been defined to strengthen governance, improve policy coverage, and increase social and environmental impact.

The sustainability alignment results shown are based on a 2024 assessment conducted using the C-MORE ESG platform and reflect information available at the time of assessment. The results provide an indicative, baseline view of ESG maturity and do not constitute certification, assurance, or verified compliance with any regulatory or international standard. Scores may change as data quality, governance, and sustainability practices continue to evolve.

02

Environmental Action

Our commitment to continue learning

Measurement Comes First

Building a credible environmental strategy starts with understanding our impact. Coalfire's initial carbon baseline and Scope 3 analysis provide the foundation for improving data quality, refining methodologies, and strengthening internal controls over time. As measurement capabilities mature, so too will the insights that inform decision-making and future action.

Scope 3 Requires Collaboration

The majority of Coalfire's emissions sit beyond direct operational control. Addressing these impacts will require collaboration across our value chain, including suppliers, technology partners, and clients. By improving engagement and data transparency, Coalfire aims to better understand where influence can be applied and where shared solutions are needed.

Embedding Climate Considerations into Risk and Compliance

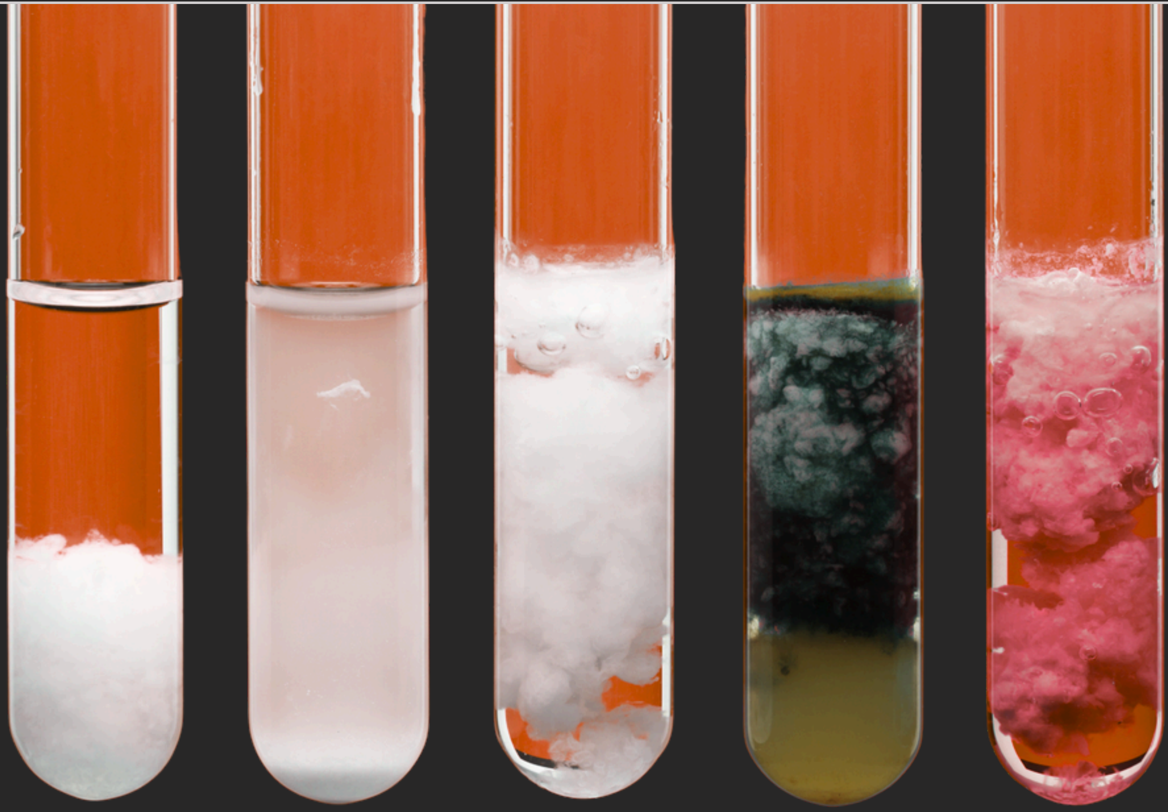
Environmental risks are increasingly interconnected with governance, cybersecurity, and regulatory compliance. Coalfire continues to learn how climate-related considerations can be more effectively integrated into enterprise risk management, client advisory services, and compliance frameworks, reflecting the evolving expectations placed on regulated organisations.

Using Technology to Improve Transparency

As a technology-enabled organisation, Coalfire recognises the role digital tools play in strengthening emissions tracking, data accuracy, and auditability. Continued learning in this area will support more efficient reporting processes and improved visibility across energy use, travel, and supplier-related emissions.

Carbon reduction strategy - Amazon's Sustainability Exchange

As Coalfire continues to develop its carbon reduction strategy, the company recognises that high-quality carbon credits may play a complementary role in addressing residual emissions that cannot be immediately reduced through operational or value-chain actions. Any future use of carbon credits would be considered as part of a broader decarbonisation approach, with a focus on transparency, credibility, and alignment with recognised best practice. Coalfire continues to monitor evolving market mechanisms and platforms, including enterprise-focused options such as the Amazon Sustainability Exchange, to ensure that any potential offsetting activity supports client expectations and emerging climate standards while longer-term reduction pathways are established.



Building a decarbonising strategy

Following completion of our 2019 carbon baseline mapping, Coalfire has begun developing a structured carbon reduction pathway grounded in data quality and practical delivery models. In 2024, we also set client-specific emissions reduction targets within selected engagements, supporting decarbonisation planning and strengthening our understanding of key emissions drivers.

At an enterprise level, Coalfire is not yet in a position to publish formal company-wide reduction targets, as the majority of our footprint sits within Scope 3 and requires stronger primary data and supplier engagement to ensure targets are credible and measurable.

During 2025, we will focus on improving accuracy and decision-usefulness of our footprint by:

- Strengthening Scope 3 data quality (particularly purchased goods & services and business travel)
- Expanding supplier-specific emissions data collection
- Refining internal reporting controls and governance to support auditable disclosures

Offsetting approach
Coalfire recognises that some residual emissions may not be immediately reducible. Any future use of carbon credits would be transparent, quality-led, and secondary to direct reduction efforts, supporting, rather than replacing, decarbonisation action.

Coalfire is headquartered in the United States and is not currently subject to mandatory US, EU or UK sustainability reporting requirements. However, this section reflects our intention to align, where appropriate, with leading international best practices and evolving European frameworks, including science-based climate methodologies and emerging ESG disclosure standards. As regulatory expectations continue to develop, our approach may evolve to reflect improved data quality, methodological advancements, and changes in applicable reporting requirements.

03 Sustainable Development Goals

As a cybersecurity and compliance services firm, Coalfire's contribution to the Sustainable Development Goals centers on strengthening digital resilience, governance, and institutional trust. The following SDGs represent the areas where our core services create the most meaningful impact.

SDG 4 – Quality Education

Coalfire advances SDG 4 by investing in continuous professional development, cybersecurity education, and workforce training. Through structured certification programs, industry-leading expertise, and knowledge-sharing initiatives, we strengthen digital capability within our workforce and across our client network. We are committed to fostering a culture of lifelong learning, technical excellence, and inclusive opportunity in the cybersecurity profession.

SDG 9 – Industry, Innovation & Infrastructure

Coalfire supports SDG 9 by strengthening secure digital infrastructure for organizations operating in critical industries. Through cybersecurity assessments, compliance advisory, cloud security services, and technical innovation, we enhance the resilience, reliability, and trustworthiness of digital systems that underpin modern economies. Secure infrastructure is essential to sustainable economic growth.

SDG 16 – Peace, Justice & Strong Institutions

Coalfire contributes to SDG 16 by promoting transparency, accountability, and trust in digital ecosystems. Our governance, risk, and compliance services help organizations meet regulatory obligations, safeguard sensitive information, and protect stakeholder data. By strengthening cybersecurity governance frameworks, we support more secure and resilient institutions.

SDG 17 – Partnerships for the Goals

Coalfire advances SDG 17 through collaboration with clients, regulators, industry bodies, and technology partners. We work alongside organizations globally to elevate cybersecurity standards, share expertise, and drive responsible innovation. Strong partnerships enable scalable impact and collective progress toward secure and sustainable digital transformation.

04 Social Commitment

The Coalfire Code

Respect

Embrace individuality, behave with sincerity and enhance our communities

Excellence

Deliver quality and exceed expectations for internal and external clients

Leadership

Encourage creativity, lead by example, be resourceful, and empower innovation

Integrity

Communicate honestly, be accountable for actions and act ethically

Teamwork

Work as a team, collaborate, and do right by each other and our clients

Enthusiasm

Celebrate success, work together, enjoy what we do and have fun along the way

At Coalfire, our social commitment starts with how we work every day. The Coalfire Code sets clear expectations for ethical conduct, professional integrity, and accountability guiding how we support our people, serve clients, and show up in the communities where we operate. It reinforces a culture built on trust, respect, and responsibility. This includes doing the right thing even when it's difficult, speaking up when something doesn't feel right, and treating colleagues, clients, and partners fairly and professionally.

The Coalfire Code also supports our broader social priorities: protecting digital trust, maintaining strong governance standards, and creating a healthy, inclusive workplace where people can learn, grow, and perform at their best.

Social Matrix

Coalfire's Social Impact Matrix defines the social issues where the company has both significant responsibility and meaningful influence. As a cybersecurity and compliance partner to highly regulated industries, our social footprint is not abstract, it is embedded directly in how we protect data, support people, uphold governance standards, and strengthen digital resilience.

Social Topic	Impact on People & Society	Coalfire Influence	Why This Matters
Cybersecurity & Digital Trust	Very High	Very High	Protects sensitive data, critical systems, and public trust across regulated industries
Employee Health, Safety & Wellbeing	High	High	Sustains performance in a high-pressure, knowledge-intensive environment
Ethics, Integrity & Professional Conduct	High	High	Fundamental to client trust, compliance, and long-term reputation
Learning, Skills & Professional Development	High	High	Ensures technical excellence, responsible innovation, and workforce resilience
Responsible AI & Technology Use	High	High	Ensures innovation aligns with ethical, secure, and compliant practices
Community Engagement & Education	Medium	Medium	Supports digital resilience and skills in wider communities
Supply Chain & Partner Responsibility	Medium	Medium	Reinforces ethical standards beyond direct operations

Our most significant area of influence is Cybersecurity & Digital Trust. The security of sensitive data and critical systems affects individuals, organizations, and public confidence in essential services. This is where both societal impact and Coalfire's influence are highest, as protecting digital environments sits at the center of our services.

Equally important is Ethics, Integrity & Professional Conduct. Trust depends on more than technical capability—it depends on consistently doing the right thing. Strong governance, clear standards of conduct, and accountability protect clients, support compliance, and safeguard long-term reputation. Internally, Employee Health, Safety & Wellbeing is a key social priority. Cybersecurity is fast-moving and high-pressure; sustaining high-quality delivery requires a workplace culture that supports wellbeing, psychological safety, and long-term performance.

We also create strong social value through Learning, Skills & Professional Development, ensuring our teams remain technically excellent, adaptable, and prepared for evolving threats. Diversity, Equity & Inclusion strengthens culture and decision-making by bringing broader perspectives into complex problem-solving, improving outcomes for clients and teams.As technology evolves, Responsible AI & Technology Use is increasingly relevant. We support secure and ethical use of emerging technologies so innovation remains aligned with compliance, privacy, and responsible risk management.

Beyond direct operations, Community Engagement & Education helps strengthen digital resilience and skills in the communities we operate in, while Supply Chain & Partner Responsibility reinforces ethical and security expectations across third parties and partners. Overall, cybersecurity, ethics, and employee wellbeing remain the core pillars of our social impact, supported by a wider commitment to skills, inclusion, responsible innovation, and community resilience.

Investing in Education and the Future of Cybersecurity

Coalfire's commitment to social impact is rooted in long-term investment in people, education, and the future of the cybersecurity profession. A cornerstone of this commitment is the Richard E. Dakin Fund, established in honor of Coalfire's late co-founder, Richard E. Dakin. Following Rick Dakin's tragic passing in 2015, leaders from across the cybersecurity industry came together to honour his pioneering legacy and lifelong dedication to building a strong, ethical, and resilient cybersecurity profession. The Fund was established before the end of that year and is managed by The Denver Foundation, which works directly with Coalfire each year on planning and awarding.

Supporting Access to Cybersecurity Education
The Richard E. Dakin Fund supports nonprofit organisations with a focus on cybersecurity education, with a particular emphasis on scholarships for promising college students studying cybersecurity and related fields. By expanding access to education, the Fund aims to ensure that cybersecurity remains a robust, innovative, and inclusive area of study as digital risks continue to evolve globally.

In recent years, the Fund has provided support for scholarship programmes at universities with strong cybersecurity curricula and demonstrated investment in the field, including: University of Washington,University of Colorado, Colorado Springs, Georgia Institute of Technology, University of Denver, Cascadia College.

Each participating university administers its own scholarship application process, ensuring that awards are allocated in line with institutional academic standards and student need. To date, multiple graduate and undergraduate students have received scholarships in Rick Dakin's honour, helping to reduce financial barriers and support the next generation of cybersecurity professionals.

Honouring a Legacy of Leadership and Integrity

Richard E. Dakin co-founded Coalfire in 2001 alongside Kenneth Westby and Alan Ferguson, helping to redefine the cybersecurity industry through his vision, leadership, and commitment to excellence. Prior to Coalfire, Rick served as president of Centera Information Systems and was a past president of the Denver chapter of the FBI's InfraGard program.

Beyond his professional achievements, Rick was widely remembered for his compassion, integrity, and dedication to mentorship. The Richard E. Dakin Fund reflects these values by supporting individuals who demonstrate both technical potential and a commitment to strengthening the cybersecurity profession. As Coalfire's leadership has noted, investing in education is essential to the long-term resilience of the industry. By supporting emerging talent, the Fund helps ensure that cybersecurity capabilities continue to evolve in line with growing societal reliance on secure digital systems.

Long-Term Social Impact

Through the Richard E. Dakin Fund, Coalfire contributes to workforce development, skills building, and educational access within a critical global industry. This long-term approach reflects Coalfire's belief that strong social outcomes are achieved not only through immediate action, but through sustained investment in people and institutions that will shape the future.
The Fund continues to receive support from Rick Dakin's network of colleagues, friends, and family, reinforcing a shared commitment to education, opportunity, and the enduring values on which Coalfire was founded.

1864 UNIVERSITY of DENVER

CASCADIA COLLEGE BOTHELL

GT Georgia Tech

W

UCCS

Community Engagement & Industry Leadership

At Coalfire, community engagement extends beyond charitable activity. As a cybersecurity and compliance leader, we recognise that strengthening digital resilience, supporting workforce development, and investing in employee wellbeing all contribute to broader societal impact. Our approach to community engagement focuses on three areas: education, employee participation, and industry contribution.

Supporting Communities Through Employee Action

Coalfire employees actively participate in community-based initiatives across our office locations and remote workforce. In 2024, team members supported local charitable activities, including volunteer events such as community meal packing initiatives and regional outreach efforts.

We encourage employees to engage in causes meaningful to them and foster a culture where community participation is recognised as part of responsible corporate citizenship.

Investing in Workplace Culture & Wellbeing

Community begins internally. In 2024, Coalfire continued strengthening initiatives designed to support employee connection, wellbeing, and inclusion, including:

- CoalFIT, our employee wellness programme
- Employee Resource Groups (ERGs) supporting diversity and belonging
- Mental health and wellbeing resources
- Coalfire Communities and CoalFUN initiatives promoting engagement and connection

These programmes reinforce our belief that a healthy, supported workforce enables stronger service delivery and positive societal impact.

Strengthening Employee Connection

Throughout 2024, Coalfire hosted in-person and hybrid engagement initiatives designed to build transparency, collaboration, and leadership accessibility across our distributed workforce. These included:

- PCI North America Meeting
- Washington, D.C.–based Town Hall with our CEO
- Boston-based Town Hall with our CEO
- Sales Kickoff 2024 group gathering
- Executive leadership roundtable series across regional offices

These engagements reinforce our commitment to open communication, cultural cohesion, and leadership visibility across geographies.

Community & Charitable Participation

In addition to professional engagement, Coalfire employees participated in charitable initiatives, including community meal-packing events and local volunteer efforts.

These activities reflect our belief that responsible business extends beyond client delivery and includes meaningful participation in the communities where we operate.

We are proud of

950+

Cybersecurity and compliance professionals supporting regulated industries globally.

Industry Awards

12

Recognising Coalfire as a leading workplace in 2024.

05

Governance & Policies

Strong governance underpins Coalfire’s ability to deliver secure, compliant, and responsible services across highly regulated industries. As a cybersecurity and compliance firm, governance is not only an internal priority it is core to our value proposition.

Our governance framework integrates oversight, risk management, ethical standards, and accountability across all levels of the organisation.

ESG Gap Analysis & Maturity Review

In 2024, Coalfire conducted a structured ESG maturity and governance alignment assessment using the C-MORE ESG platform. This review evaluated our policy coverage, documentation quality, governance integration, and disclosure practices against recognised international sustainability principles.

The assessment confirmed that foundational governance structures are in place while identifying opportunities to strengthen:

- Expanded disclosure transparency
- Enhanced integration of ESG considerations into enterprise-wide decision-making
- Structured supplier ESG data collection

This gap analysis directly informed our 2025 governance roadmap. We hope to improve our 47.47% Reporting Progress rating in 2025.

Our governance framework is anchored in the following policy pillars:

✔️ Code of Conduct
Establishes expectations for ethical behaviour, professional integrity, confidentiality, and responsible decision-making across all operations.

✔️ Anti-Bribery & Anti-Corruption Policy
Defines zero-tolerance standards for bribery, corruption, facilitation payments, and unethical influence, supported by reporting mechanisms and oversight.

✔️ Human Rights & Non-Discrimination Commitment
Affirms our position on human rights protections, prevention of forced or child labour, equal opportunity, and workplace dignity.

✔️ Enterprise Risk Assessment Framework
Integrates operational, regulatory, cybersecurity, and emerging ESG risks into structured review and oversight processes.

✔️ Sustainability-Linked Governance Evaluation
Incorporates sustainability-related topics into leadership oversight and performance evaluation processes.

✔️ Supplier Assessment & Due Diligence
Applies governance and ESG considerations within procurement processes, particularly across our technology-focused supplier base.

Together, these policies reflect Coalfire’s commitment to accountability, transparency, and responsible growth.

43.47%

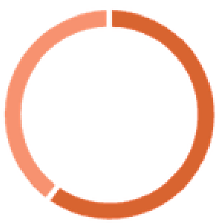
reporting progress rating in C-More’s ESG Maturity Rating Assessment

The ESG Maturity Assessmenrt was completed using the C-More software supported by Lawler Sustainability.

Board Composition and Gender Balance

Coalfire's excecutive leadership team includes 10 members, with 40% female representation (4) and 60% male representation (6). In the U.S. market, this compares positively against common board benchmarks. Women hold roughly ~29–30% of board seats across Russell 3000 companies , and around ~34% in the S&P 500 (2024) . At 40%, Coalfire's board gender balance is above typical U.S. corporate averages, particularly notable in technology-adjacent sectors.

This is also meaningful in the cybersecurity talent landscape, where women represent ~18% of the U.S. cybersecurity workforce (and ~22% globally on average), highlighting the broader industry challenge of gender representation .



Male	60% (6)
Female	40% (4)
Other	0% (0)
TOTAL	10 members

Operational ESG governance ensures that sustainability is embedded in day-to-day decision-making, not treated as a standalone initiative.

In 2024, Coalfire formalised an internal ESG Champion Programme, empowering representatives across business functions to support data accuracy, policy awareness, and ESG integration within their teams. Regular Operational ESG meetings bring together cross-functional stakeholders to review emissions data, supplier oversight, governance updates, and emerging risks. Findings and progress updates are formally reported through leadership channels, reinforcing accountability and transparency.

This structure strengthens alignment between strategy, risk management, and operational execution.

Our governance and implementation structure

Executive Leadership Team (ELT)

Responsible for operational delivery, regulatory compliance, and implementation of strategic objectives approved by the Board. The ELT integrates ESG, cybersecurity, and enterprise risk considerations into business planning, performance management, and growth initiatives.

Cross-functional oversight across Sustainability, Compliance, HR, Procurement, Finance, and Facilities. Ensures consistent ESG data governance, risk monitoring, supplier due diligence, and reporting accuracy.

Enterprise Risk Management (ERM)

ERM identifies, assesses, and monitors enterprise-wide risks including cybersecurity and digital trust, regulatory compliance, climate/ESG risks, and operational or supplier-related exposures and escalates material findings to executive leadership and, where appropriate, the Board.

Compliance & Ethics Oversight

Compliance & Ethics oversees adherence to the Code of Conduct, anti-bribery and anti-corruption standards, human rights and non-discrimination commitments, and whistleblower reporting mechanisms, ensuring ethical expectations are embedded across operations and client engagements.

Operational Functions & Implementation

Responsible for day-to-day execution and governance integration across:

- Procurement & Supplier Management
- Human Resources & Workforce Policies
- Finance & Internal Controls
- IT & Data Governance
- Sustainability & ESG Reporting Team

These functions implement policies, collect data, manage controls, and support continuous improvement initiatives. As we progress on our sustainability journey the requirements for compliance and ESG data tracking grow. These teams are essential to ensuring we have the data we need to comply with standard practice, client requests and group demands.

Key:

- Approves
- Reports
- Advises

Thank you for reading our first Sustainability & ESG report

Secured on all sides