



Our approach to Environmental, Social and Governance (ESG)



At Northwave, we believe that responsible business conduct is an essential part of delivering a safe digital journey. As a cybersecurity company, our contribution goes beyond the services we provide. It also includes how we support people, build trust, govern our organisation, and manage our wider impact on society and the environment.

Our ESG approach develops in step with our growth as an organisation. We have already established strong foundations in social impact, ethical conduct, and governance, and we are further formalising our environmental approach, priorities, and reporting.



Social responsibility

We place strong emphasis on our social responsibility and the impact we have on people and communities. We actively support cyber safety education for young people through partnerships such as **HackShield**, helping children develop digital resilience in an accessible and engaging way. In doing so, we contribute to making cybersecurity knowledge practical and relevant for the next generation.

We also collaborate with non-profit organisations, including the **Mine Mark Foundation**, to support education and prevention initiatives aimed at reducing the risks of landmines and unexploded ordnance. Through these partnerships, we contribute our knowledge and resources to broader humanitarian and societal goals.

Diversity, inclusion, and equal opportunity are central to how we work and grow. We support greater inclusion in the cybersecurity sector through initiatives such as **WICCA** and **DiversIT**, and we invest in the development of neurodiverse talent through our collaboration with **ITvitae**. Through training, internships, and employment opportunities, we aim to help individuals build meaningful careers in cybersecurity.

Our commitment to people is also reflected within Northwave itself. With colleagues representing more than 15 nationalities, we foster an international and inclusive working culture in which diversity is recognised as a strength. We also support colleagues who serve as reservists in public roles, reflecting our respect for public service and societal resilience.

Beyond our own organisation, we contribute to academic and sporting communities through sponsorships, guest lectures, internships, and collaborations with universities across the Netherlands. In this way, we aim to strengthen both knowledge development and community engagement.

Internally, we promote a culture of mutual support, flexibility, and connection. We encourage an environment in which colleagues can balance professional responsibilities with personal life, and we invest in initiatives that strengthen team cohesion and well-being, including sports, wellness, and family-oriented activities. We believe this contributes to a resilient, healthy, and sustainable working environment.



Governance and ethical conduct

Strong governance and ethical conduct form the foundation of Northwave. Our governance approach is rooted in structured quality, security, privacy, and compliance practices that support trust in our services and in the way we operate.

We maintain multiple internationally recognised certifications, including **ISO 27001**, **ISO 9001**, and **ISO 27701**, reflecting structured management of information security, quality, and privacy. In addition, we hold several recognised, sector-specific certifications and quality marks at both national and international levels. These include Dutch quality marks such as **Keurmerk Pentesten**, **Keurmerk Cyber Security Awareness Training** and **Keurmerk Incident Response**.

Northwave is **SOC-CMM certified** on the highest level possible (risk-driven level). The SOC-CMM certification demonstrates the maturity of Northwave's Security Operations Center (SOC) processes and capabilities and supports the organization's commitment to structured, measurable, and continuously improving security operations. Furthermore, our CERT holds the **German Trusted Introducer** certification, underlining our professional standards in incident response and collaboration.

Compliance with **FSQS-NL** further demonstrates our commitment to robust risk management and assurance in the financial sector. Transparency is an important aspect of how we design and operate our control environment. Independent assurance activities, including our **SOC 2 Type 1 report**, demonstrate how we document controls and provide transparency around information security and data protection. We are working towards a **SOC 2 Type 2 report in 2026** as a further step in maturing this assurance framework.

Collaboration is also part of our governance and societal role. Northwave is a co-founder of **Cyberveilig Nederland** and a signatory of the **Cybersecurity Tech Accord**. We collaborate with law-enforcement and public-sector initiatives, including **Project Melissa** and **Cyclotron**, where we contribute expertise to collective efforts. Through these partnerships, we aim to strengthen not only our own organisation, but also the broader digital ecosystem in which we operate.





Environmental responsibility

Northwave's environmental approach is actively being developed. While we do not yet publish a standalone environmental policy or public environmental report, we have already taken concrete steps to reduce our environmental impact and to build a stronger foundation for future action.

From April 2026 onwards, all newly leased company cars in the Netherlands will be fully electric. We monitor business travel kilometres to gain better insight into our travel-related CO₂ footprint and to support future reduction measures. For long-distance business travel, we compensate emissions on behalf of the organisation. In addition, we use materials responsibly, for example by recycling company merchandise when clothing becomes worn or is returned.

These steps mark the beginning of a more structured environmental approach. Our next focus is to further define priorities, establish a clearer baseline, and identify practical measures that align with the scale and nature of Northwave. This includes areas such as travel, procurement, materials, and supplier engagement.

We expect our suppliers to act responsibly and to take reasonable steps towards sustainable practices in a way that fits their organisation. Over time, we aim to further embed sustainability considerations into our supplier relationships and broader business operations.



Our direction

Northwave sees ESG not as a separate initiative, but as an integral part of responsible growth and long-term trust. We are committed to strengthening our contribution to society, continuing to build a healthy and inclusive organisation, maintaining strong governance and ethical conduct, and further maturing our environmental approach in a practical and credible way.

Contact our Northwave experts to find out more.

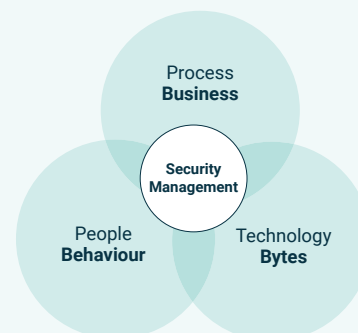
+31 (0) 30 303 1240

sales@northwave-cybersecurity.com

www.northwave-cybersecurity.com

Your confident cyber security crew

We provide 360° Intelligent Security Operations and unique solutions to specific challenges. Our approach is driven by intelligence, integrating business, bytes, and behaviour to protect your organisation. We are independent by nature and serve as a dedicated extension of your organisation, providing an expert view on every aspect of your cyber security.



By choosing our fully integrated services, you will benefit from improved security, increased time-efficiency and cost-effectiveness, as well as the convenience of working with fewer suppliers.



We are by your side

Ensuring the safety of your company while achieving your business goals is of utmost importance. We will gladly determine together with you what the best solution for your needs is.