

KEYFACTOR



2025 Community Impact Report

LETTER FROM THE CEO

Dear Friends,

2025 has been a year of remarkable growth and impact. We are deeply grateful to our community partners and employees who work alongside us to make this possible.

Your trust and generosity fuel our mission every day. Thank you for standing with us.

— Jordan Rackie
Chief Executive Officer



OUR MISSION & VALUES

Keyfactor's mission is to build a connected society, rooted in trust, with identity-first security for every human and machine. At Keyfactor, we believe that our responsibility to foster trust extends beyond securing digital identities and systems—we also aim to support the communities where we live, work, and operate.

As cybersecurity professionals, we recognize the vital role we play in keeping our communities safe, not just through our products and services, **but through our actions and involvement.**



Central to our people strategy is our commitment to being an employer of choice, and we're proud to have been recognized by both **Inc. Best Workplaces** and **Great Places to Work**.

In 2025, we received a global **employee engagement score of 93%**, a reflection of our ongoing dedication to creating a workplace that values, supports, and empowers our team members. We're honored by these recognitions and continue to focus on **fostering a culture of trust, growth, and collaboration**.



YEAR AT A GLANCE

In 2025, our collective efforts generated significant impact across local and global communities. **14,184 meals were delivered**, providing sustained support for over **70 students** for an entire school year. We invested **\$15,000 USD** in strengthening non-profit leadership, driving long-term community outcomes, and matched **\$3,600 USD** in employee donations, amplifying the power of individual contributions. Through a variety of initiatives over the year, we supported **39 mission-driven organizations**, donating over **\$60,000 USD**, reinforcing our commitment to social responsibility and extending our impact across communities worldwide.



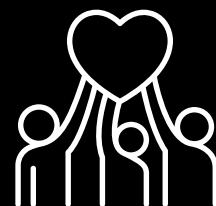
2025 Corporate Match

\$3,600 USD



2025 Nonprofit Leadership

\$15,000 USD



2025 Corporate Initiatives Total

\$78,950 USD



39 Mission-driven organizations supported

CORPORATE FOOTPRINT

Let's dive deeper into our 2025 Corporate Initiatives Total...

Global Volunteerism

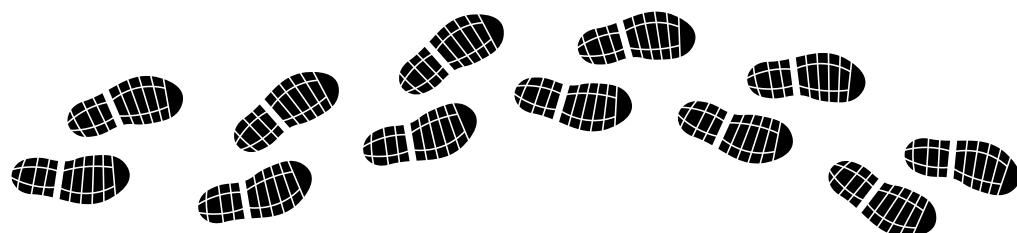
Our team collaborated with **Rise Against Hunger** for a Virtual **Global Volunteer Day**, supporting their mission to help underserved communities worldwide achieve food security and resilience through nutrition, education, and economic empowerment—powered by a global network of volunteers and partners. Together, we packaged **14,184 meals**, enough to nourish more than **70 students** for an entire school year.

Beyond hunger relief, we expanded our global reach by collaborating with **Boys Hope Girls Hope** in Cleveland, **The Keep Sweden Tidy Foundation**, and organizations supporting people with disabilities in Spain.

These partnerships strengthened our ability to drive in-person impact across borders and communities worldwide.

Holiday Giving & Seasonal Support.

Throughout the holiday season, we prioritized compassion and connection by supporting children and families in need. Our team contributed to **Cards for Kids**, a global organization dedicated to uplifting children in hospitals, and led local giving initiatives with **The Blessing House** and **Providence House** in Cleveland, where our headquarters is located. These efforts included in-office gift drives and holiday party raffles, creating meaningful opportunities for employees to give back while spreading seasonal joy.



CORPORATE FOOTPRINT CONTINUED

Wellness & Health Initiatives

Our commitment to employee wellness and community health was reflected through both physical activity and purpose-driven engagement. We hosted the **Holiday Hustle** Winter Wellness Challenge, where every active minute contributed toward our fundraising goals for **Rise Against Hunger** and **Women in Technology**—encouraging healthy habits while making a positive social impact. In addition, our **CybHER Women's Network** partnered with the **More Than Pink Walk** in Northeast Ohio, reinforcing our dedication to employee well-being, health advocacy, and community involvement.

Corporate & Network-Driven Giving

Through corporate and employee network-driven sponsorships and community partnerships, we strengthened our broader community impact across housing, education, cybersecurity, and access to technology and digital skills. Our support included partnerships with **The Home Depot Foundation**, a women-focused **HackShield** event designed to help schoolchildren build cyber resilience, **Women in Technology** in Atlanta, and the **JFokus Developers Conference** in Sweden, reflecting our commitment to empowering communities and expanding access to education, innovation, and technology opportunities.





CORPORATE GIVING PROGRAM

At Keyfactor, we support nonprofit organizations and programs that (1) inspire and build careers in the cybersecurity industry, (2) foster inclusion, equity, and belonging for all, and (3) align with and support our employees' passions.

Through this program, we offer opportunities for employees to engage in meaningful ways with the nonprofits that matter most to them.

Corporate Matching Gift Program

Our Corporate Matching Gift Program allows employees to submit requests for Keyfactor to match their personal contributions to nonprofit organizations. Each calendar year, we will match **\$1 for \$1, up to \$250 USD** (or the equivalent in local currency) per employee, to the nonprofit organization of their choice. This program amplifies the impact of our employees' charitable donations and strengthens the causes they support.

Nonprofit Leadership Support

When an employee serves on a nonprofit board or committee, Keyfactor will donate up to **\$1,000 USD** (or the equivalent in local currency) toward the nonprofit's leadership development or programming. This initiative empowers our employees to take on leadership roles in causes they care about, while also supporting the organizations they are involved with. Whether they're leaders in their communities or within the nonprofit, the skills our employees develop and the impact they have are amplified.

VOLUNTEER OPPORTUNITIES

Volunteer Hours

One way we give back is by volunteering our time. Keyfactor employees can request up to **three (3) paid** days per year during regular work hours to volunteer with an organization of their choice. It's a valuable program that empowers our employees to give back by contributing not just financially, but also through their time and expertise.

Global Volunteer Day

Global Volunteer Day is a highlight of our annual calendar, providing an opportunity for us to demonstrate our commitment to community engagement and social responsibility. Each year, our offices around the world come together for a day of volunteering, where employees take time off work to participate in organized events within their local communities.



ENVIRONMENTAL SOCIAL & GOVERNANCE

The ESG Steering Committee is responsible for periodically reviewing this ESG Policy and amending, supplementing, or otherwise modifying this ESG Policy as it deems appropriate, including in response to changes in industry demands and regulations. As appropriate, the ESG Steering Committee may seek input from the Board and other resources for the foregoing purpose. The Company's senior management at the direction of and in consultation with the ESG Steering Committee is responsible for the ultimate implementation of this ESG Policy and our ESG strategy.

[**Keyfactor ESG Policy**](#)

We are also proud that PrimeKey Solutions (Sweden) and PrimeKey Labs (Germany), both Keyfactor companies, are **ISO 14001 certified**. This certification reflects our commitment to environmental responsibility, sustainability, and reducing our environmental footprint.

At Keyfactor, we recognize the importance of **Environmental, Social, and Governance (ESG)** factors in driving our long-term business success. We seek to further extend our Core Values to the areas covered by this policy to better assess, address and monitor our impact on the environment; our relationships with employees, suppliers, customers, partners, and the communities in which we operate; and our governance of ESG issues. This policy is intended to provide a broad framework for our approach to considering ESG impacts on our business.



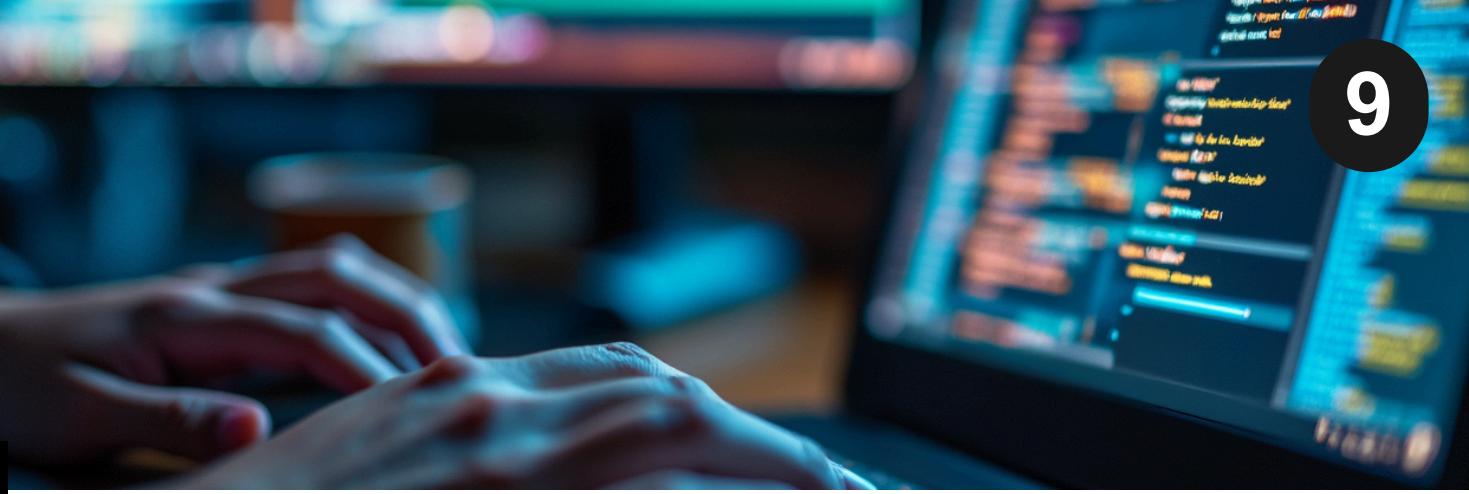
WELLKEYPING

We prioritize the physical and mental health and wellness of our workforce as a central aspect of our broader commitment to building a more sustainable world. We believe that a healthy, engaged workforce is key to driving innovation, productivity, and long-term success. By supporting the well-being of our employees, we not only contribute to their personal growth and happiness but also foster a positive and thriving work culture.

- **Second Friday:** Beyond our generous time-off policies, we offer a company-wide day off on the second Friday the month to encourage work-life balance.
- **WellKEYping Wednesday:** A dedicated day each month focused on promoting wellness in the workplace and supporting employee well-being. Activities may include guest speakers sharing mindfulness techniques or on-site services such as massage therapy and yoga sessions.
- **WellKEYping Committee & Monthly Newsletter:** Our employee-led wellness committee sends out a monthly newsletter to keep employee wellbeing a top priority and provide ongoing support.
- **Wellness Reimbursements:** We deeply prioritize the mental wellbeing of our employees, understanding the importance of nurturing a healthy mind. We provide various wellness reimbursements, ensuring our team has the support they need to maintain a balanced lifestyle.

- **Wellbeing+:** All employees have access to Wellbeing+, which provides a wide range of wellness resources, including meditations, workouts, and recipes. We also host two annual challenges on the platform—May Movement and Holiday Hustle—to encourage our team to stay active and prioritize wellbeing. During these challenges, we raise funds for various charities, creating incentives and promoting teamwork while supporting meaningful causes.

- **Global Employee Assistance Program (EAP):** A program offering essential support to help employees navigate both personal and professional challenges.
- **Calm Subscription:** We offer a subscription to Calm, an app empowering individuals with the tools they need to enhance mindfulness and find peace and relaxation.
- **World Mental Health Day:** Every year, we recognize World Mental Health Day with guest speakers and a range of meaningful initiatives, reinforcing our commitment to creating a workplace where mental health is valued and supported, helping to remove the stigma around mental health.



EDUCATION & WORKFORCE DEVELOPMENT

We are proud to cultivate a culture of growth, empowerment, and continuous learning, recognizing that investing in our employees' education creates a positive impact on both our organization and the world around us.

- **Tuition Assistance Program:** Keyfactor supports employees' educational goals by reimbursing up to \$5,000 USD (or the equivalent in local currency) annually for undergraduate or graduate courses.
- **Continuous Learning Fund:** Employees are eligible to receive up to \$400 USD (or the equivalent in local currency) each year for certifications, exams, courses, or conferences to further develop their professional skills.
- **Technical Training Access:** Keyfactor provides access to Pluralsight, a leading technical training platform, to help employees stay current with industry trends and build their technical expertise.
- **Foreign Language Allowance:** Employees are eligible for reimbursement of online language courses to foster broader communication skills and improve global collaboration.
- **Talent Tuesday:** On the second Tuesday of every month, all employees can participate in talent development sessions, including product and department overviews, to enhance their knowledge and career growth led by our Talent Development Team.
- **Manager Training Programs:** Keyfactor offers targeted training for managers to ensure they are equipped with the leadership skills necessary to support their teams and drive company success.

- **Level Up / Scale Up – Career Development**

Program for Emerging Women Leaders: This program is designed to empower high-potential women by building leadership capability, strategic thinking, and confidence. Participants gain the skills, mentorship, and tools needed to accelerate career growth and prepare for expanded leadership roles within the organization.

- **Yearly Intern Program:** Our intern program provides valuable hands-on experience for students, helping to shape the next generation of talent while fostering diversity and inclusion within the workforce.

- **Career Fairs:** Keyfactor sponsored and recruited talent from multiple career fairs to support early-career and global talent acquisition efforts. These included events in Atlanta, Sweden, and Spain:

- Kennesaw State University (Atlanta)
- KTH University – D-Dagen (Sweden)
- Universitat Pompeu Fabra (Spain)

- **Technical Residency in AI or Cybersecurity (TRAC)**

Program: In partnership with Colorwave, Keyfactor supported the TRAC program, offering traditionally underrepresented technical talent a paid residency to work on meaningful 2–3 month projects in cybersecurity. This hands-on experience provided participants with real-world exposure, mentorship, and the opportunity to build in-demand technical skills while contributing to impactful security initiatives.

FOSTERING INCLUSION

We recognize the importance of fostering an inclusive environment, which is why we've established Keyfactor **DIVERSE Networks**, our Employee Resource Groups (ERGs). These groups provide a platform for employees to seek guidance, exchange insights, and build a strong sense of belonging. By creating spaces for connection and support, we aim to empower all team members and ensure every voice is heard and valued. Our commitment to inclusion is reflected in our engagement survey results, where statements related to inclusion and belonging consistently score above benchmark and rank among our highest-rated areas.

Each DIVERSE Network is open to all employees and offers access to valuable resources, educational opportunities, and guest speakers who help raise awareness around key observances, including but not limited to International Women's Day, World Autism Awareness Day, Black History Month, Juneteenth, Veterans Day, and World Mental Health Day. These networks also collaborate with external organizations that share their missions, extending our impact beyond the workplace and into the broader community.

Our **DIVERSE Commitment** is more than just a mission statement. It's a call to action - a movement towards a more inclusive workplace and future in business, society, and tech.

Diversity Internally Valued

To value diversity internally which in turn promotes an environment and culture that fosters innovative thinking and a broader range of ideas.

Expansive Recruiting

To have an expansive recruiting effort in place which will in turn provide us with a pool of qualified candidates possessing a broad spectrum of backgrounds, experiences, and qualifications.

Societal Education

To promote equal opportunities for all members of our society. Keyfactor is dedicated to supporting education for all qualified and highly motivated individuals, regardless of background or geographic location.



- **CybHER Women's Network:** Dedicated to supporting the professional development of women in cybersecurity, CybHER provides mentorship, resources, and growth opportunities. The network partners with WIT (Women in Technology), WiCys (Women in CyberSecurity) and Women4Cyber to empower women and help them thrive in the cybersecurity industry.
- **VITAL Veterans Network:** VITAL supports veterans as they transition from military service to civilian careers by providing mentorship, guidance, and resources, while also educating employees about the unique challenges veterans face and the valuable skills and perspectives they bring to the workplace.
- **NeuroKEY Neurodiversity Network:** NeuroKEY recognizes Neurodiversity Week to raise awareness and provide support for neurodiverse employees. The network fosters an environment where neurodiversity is embraced, ensuring that all employees, regardless of their neurological background, feel successful.
- **BridgeKEY Culture Network:** BridgeKEY is dedicated to creating a space where diverse voices are heard, valued, and celebrated. The mission is to empower and support underrepresented groups by offering opportunities for cultural exchange, personal growth, and open dialogue. Through events and initiatives that promote inclusion and belonging, BridgeKEY aims to build a stronger, more connected community.
- **PrideKI LGBTQ Network:** Our PrideKI network proudly supports the LGBTQ+ community. In 2025, we contributed to the Cleveland Pride Parade. Through our donation, we continue to stand with and uplift the voices, rights, and experiences of all members of the LGBTQ+ community.

EMPLOYEE SPOTLIGHT

Amanda Dossey, Sr. Director of Sales Enablement, proudly supports the **Kyle Pease Foundation**—an organization dedicated to empowering athletes with disabilities through inclusion, teamwork, and adaptive sports.

Through her recent half marathon, Amanda's employee match contribution amplified her impact, helping advance the Foundation's mission. Every mile completed and every dollar raised creates greater access to opportunities for athletes to push boundaries, build confidence, and pursue their goals.

We are proud to stand behind employees like Amanda and to support organizations that create lasting, inclusive impact in the communities we serve.



THANK YOU

*Together, we are building
a stronger & more connected community.*

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GUIDED BY OUR CORE VALUES



Trust is Paramount



Customers are Core



Teams Make "It" Happen



We Deliver with Agility



United by Respect



Innovation Never Stops.
Only Accelerates