OSPREY
SOFTWARE

ESG REPORT
2021
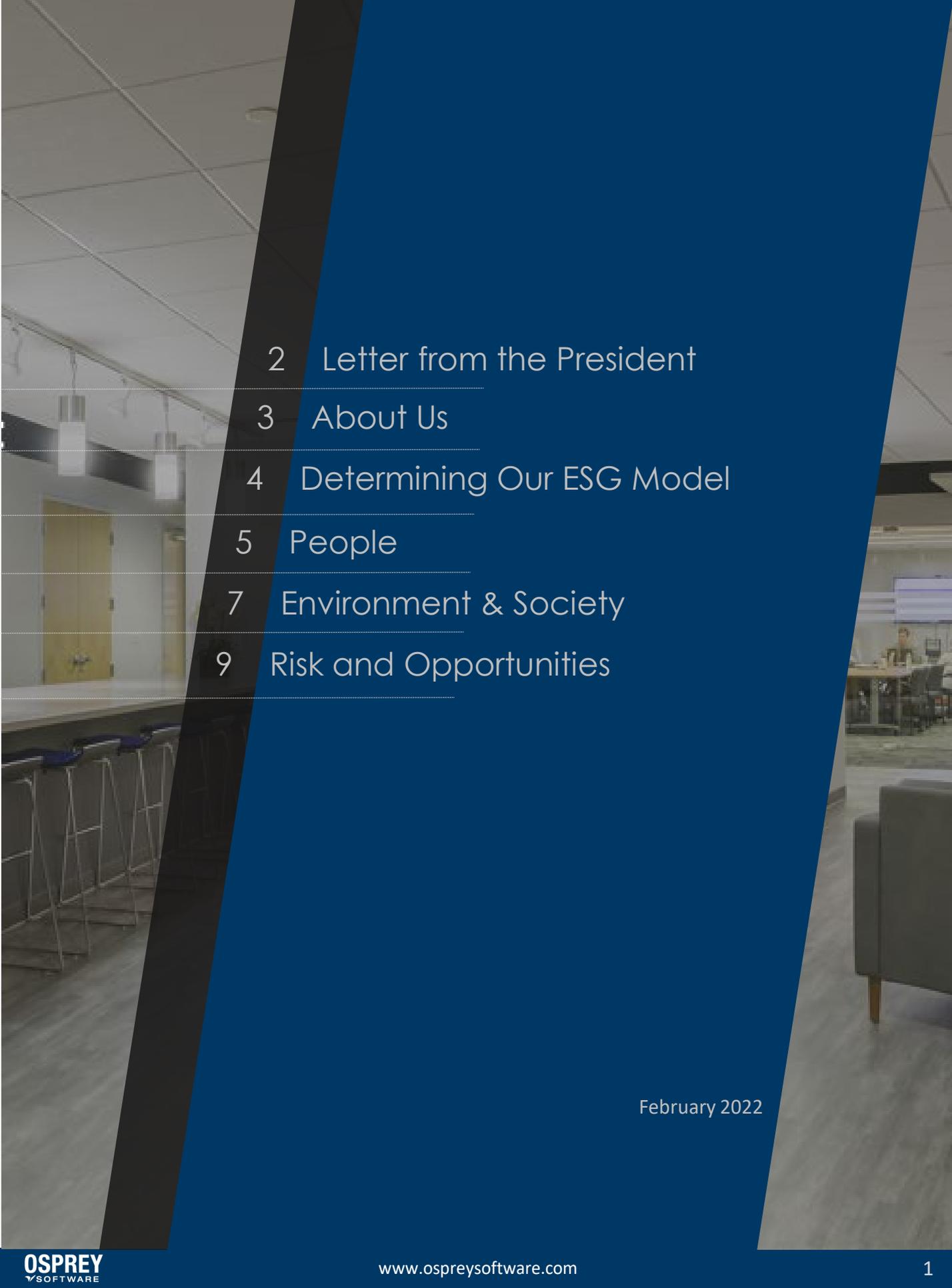
February 2022

Letter from the President

2021 represents Osprey Software's inaugural year for ESG data collection and reporting. We begin ESG reporting with the expectation that considering our business through a sustainability lens will uncover non-financial risks and opportunities and allow us to weave a connecting thread though our many initiatives.

We spent a considerable amount of time and intellectual energy studying the ESG landscape, gaining industry certifications and defining an appropriate baseline year program. A program that both provides our stakeholders with transparency and insight into non-financial, decision-useful information and serves as a strong foundation for the future.

We chose to construct our program using the SASB framework, augmented with GRI and custom metrics for maximum relevance to community, society and the environment.

For Osprey, ESG is more than an annual disclosure. We have built ESG specific technology that simplifies the workflows associated with collecting, centralizing and preparing metrics for analysis, and ultimately for disclosure. Providing our leadership team with new, timely operational insights that inform decision making throughout the year.

I am pleased with the progress we made during 2021 and optimistic that our ESG program will deliver meaningful outcomes that our stakeholders will easily understand and evaluate favorably.

Chris Cazer, President & CEO

Chris Cazer

About Us

2021 ESG Summary

This disclosure contains relevant environmental, social and governance (ESG) metrics for Osprey Software.

Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI) and United Nations Sustainable Development Goals (UN SDGs) were evaluated and appear within this disclosure.

The period covered is January 1, 2021 though December 31, 2021, unless otherwise noted.

Osprey Software is a privately held organization with deep technology expertise and businesses that operate in two complementary domains.

Osprey ESG Software is dedicated to helping organizations with software, services, and industry expertise as they build and maintain leading ESG programs.

Osprey Software Development is a technology driven consulting firm focused on delivering business solutions and integration software that solve complex business challenges for our customers.

Software created by Osprey processes millions of transactions each day, across the globe.

For additional information visit:
www.ospreyesgsoftware.com
www.ospreysoftware.com

Determining our ESG Model

To determine our model, Osprey's ESG Lead, supported by our Leadership Team, assembled a cross-organization team and conducted a series of structured sessions, including:

- ESG education
- Review of the leading standards and frameworks with a focus on our Software & IT Services and Professional Services business activities..
- Selection of the standards and framework to implement.
- Multiple goals and objectives sessions.
- Materiality evaluation and selection for our business.
- Stakeholder identification and assessment.
- Feedback sessions, including input from key stakeholders.
- Collection of data and resources to support our defined Materiality Index.

We selected SASB standards as our baseline, as their industry specific focus and relevance to our business was the best fit. In addition, Human Capital metrics from GRI were added to support our impact focused concerns.

Leadership for Osprey Software's ESG Program is supported at the highest level in the organization. The CEO, and partners each took an active role in participating in establishing the ESG Program.

All employees in the organization were engaged and understand their accountability for understanding the ESG Program and for being available to participate in any tasks required to collect data and deliver the Annual ESG disclosure.

PEOPLE - OUR EMPLOYEES
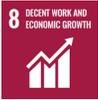
Recruiting & Managing a Global, Diverse, Skilled Workforce

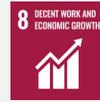| Topic	
Percentage of employees that are (1) foreign nationals and (2) located off shore SASB: TC-SI-330a.1	Osprey employed foreign nationals represent <10% of our team. All employees are US-based. Osprey does not have any off-shore employees. Legal services, customer requirements, U.S. immigration policy, immigration related processes, and overall employee talent requirements are some of the factors considered when building our team.
Employee engagement as a percentage SASB: TC-SI-330a.2	Osprey is proud to offer 100% employee engagement, on a minimum of an annual basis. This supports our goals of employee development, open door communication, and employee well being. By ensuring equal access and opportunities Osprey supports UN SDG Goal 10 Reduced Inequalities. Employee engagement activities include career path surveys, annual performance reviews (including employee self-assessments), corporate and domain training opportunities, 5 on 1 CEO meetings, monthly all-hands, and quarterly company meetings.
Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees SASB: TC-SI-330a.3	<table><tr><td></td><td>Female</td><td>Male</td></tr><tr><td>Management</td><td>41%</td><td>59%</td></tr><tr><td>Technical Staff</td><td>35%</td><td>65%</td></tr><tr><td>Other employees</td><td>0%</td><td>100%</td></tr></table>Osprey strives to employee a diverse staff. While specific metrics are available for gender diversity, the prevailing laws limit additional data collection. We are committed to creating an inclusive environment where all team members feel welcomed, seen and heard. A particular focus is to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making - a target covered under UN SDG Goal 5 Gender Equality.

Occupational Employee Health and Safety

Topic

GRI Disclosure 403-1 Occupational health and safety management system	Currently there is no system in place. OSHA regulations and local standards are followed. Regulations are available to all employees in our online corporate library.
GRI Disclosure 403-5 Worker training on occupational health and safety work-related hazard source or situation with the potential to cause injury or ill health	Osprey provides and ensures that all employees complete monthly training courses. Occupational Health and Safety is addressed as part of the annual curriculum.
GRI Disclosure 403-6 Promotion of worker health	Osprey facilitates workers' access to non-occupational medical and healthcare services and provide 50% deductible coverable reducing the healthcare cost burden for all employees. This is accomplished through healthcare coverage options, including medical A+ options from Blue Cross Blue Shield. with, dental, and eye care. In addition, tele-health and employee assistance programs are available. Osprey promotes employee health and well being through Healthy Actions, Gym/Fitness reimbursement and weight loss reimbursement programs.

ENVIRONMENT & SOCIETY - CUSTOMERS

Environmental Footprint of Hardware Infrastructure

Topic	
(1) Total energy consumed,(2) percentage grid electricity, (3) percentage renewable SASB: TC-SI-130a.1	Energy consumption was not available for the reporting period. Our landlord and public cloud providers do not provide this energy usage information. Climate impact is considered whenever we are evaluating plans to increase our compute resources or return to office-based work. This discipline contributes to UN SDG Goal 13 Climate Action, in addition to other related environmental and climate related goals
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress SASB: TC-SI-130a.2	Osprey does not operate in high water stress regions, nor does it deploy large scale hardware infrastructure. This metric is not material at this time.
Discussion of the integration of environmental considerations into strategic planning for data center needs SASB: TC-SI-130a.3	Osprey has chosen to partner with leading cloud providers for its data center needs. We do not anticipate the need for on-premise data centers for the foreseable future.

Data and Customer Privacy

Topic
(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure SASB: TC-SI-220a.4	There were no law enforcement requests during this period.
List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring SASB: TC-SI-220a.5	There were no countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring during this period.
GRI Disclosure Topic 418-1 Customer Privacy Description: Substantiated Complaints concerning breaches of customer privacy and losses of customer data	During this disclosure period there have been no reported privacy breaches or complaints. The areas considered include: • Total number of substantiated complaints received concerning breaches of customer privacy • Total number received from outside parties • Total number received from regulatory bodies • Total Number of identified leaks, thefts, or losses of customer data • If the organization has not identified any substantiated complaints, a brief statement of this fact

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OPERATIONAL RISK AND OPPORTUNITIES- OUR ORGANIZATION

Data Security

Topic	
(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected SASB: TC-SI-230a.1	The were no data breaches during the disclosure period.
Description of approach to identifying and addressing data security risks, including use of third-party cyber security standards SASB: TC-SI-230a.2	We create and operate software for some the world's largest organizations. We share our security practices and policies with those organizations as part of normal business operation, providing assurance that our environments conform with their standards. We use 3rd party technology, expertise, frameworks and guidance to provide both real-time security and to inform how our policies and practices evolve.

IP Protection and Competitive Behavior

Topic

Total amount of monetary losses as a result of legal proceedings associated with anti- competitive behavior regulations

SASB: TC-SI-520a.1

As a software development and consulting services organization IP protection is material. Osprey is not involved in litigation or subject to regulatory scrutiny either due to allegations of patent violations or anti-competitive behavior.

Managing Systemic Risks from Technology Disruptions

Topic

Number of (1) performance issues and (2) service disruptions; (3) total customer downtime SASB: TC-SI-550a.1	At this time Osprey does not have an efficient way to capture and present this information across all systems, environments, customers and business arrangements. This is something that will be examined in more detail in a future disclosure cycle.
Description of business continuity risks related to disruptions of operations SASB: TC-SI-550a.2	Osprey relies heavily on technology and cloud providers. We architect resilient solutions for ourselves and are customers that can withstand device and location failures. Additionally, we utilize leading tools and services to minimize technology disruptions and ensure we are notified as they happen. If a service disruption occurs, our customer success team works to restore service, either directly or through collaboration with customers and providers. Defined processes, based on severity and criticality determine response activities with both our customers and providers.

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