



# Impact Report

2022



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# Introduction

# A letter from the co-founders

## True cybersecurity begins with a state of mind.

We saw early that it didn't matter if you were young or old, skilled with the command line, or just figuring out which icon starts the browser. It didn't matter what you were doing online. Everyone just wanted to feel safe. Confident. Private. After all, this is what the early internet days promised us. So this is what we set out to deliver.

It was a simple idea.

We wanted to make digital tools that could offer plenty to security professionals and still be intuitive enough to use for their grandparents. In other words, we started building a radically better internet.

But that is a tall order for just a couple of geeks, however high they aim. So we went looking for people who could have a real shot at making the internet better. The ones who were striving to be actual inventors. The ones thriving to disrupt. And the ones that were fun to have around.

- We sat in the interviews until the company grew too big to attend them all.
- We made a tradition of regular town hall meetings and answering all questions. Even about why one of us is bald and the other is not.
- **We would have breakfast with our newbies, introduce Nord's vision and show how informal talks can make all the difference in the world. Or in reaching OKRs.**

All this culture building continues to pay off. Last year Nord Security was named one of the Best Places to Work 2023 in Germany by Glassdoor, showing that our inner culture is on the right path.

Nord Security is not a typical cybersecurity company. But it is aligned with other mindful companies aiming to bring positive change. So we are proud to share our 2022 Nord Security Impact report. It contains what Nord's teams worked on over the past year to advance our mission to build a radically better internet and positively impact people, communities, and the environment:

**Supporting the people in Ukraine and the most vulnerable around the world.** Last year Nord Security's products put significant effort into cooperating with NGOs and organizations fighting for human rights. We are also proud of our entire global community's unity and readiness to act in supporting Ukraine's people against Russia's invasion including donations and volunteering.

**Strategic priorities to make a positive ESG impact.** Customers are our most important stakeholders. So in 2022 the company redefined ways to bring even more value to its users, shareholders, affected communities, and the stakeholders of the sustainable, open, and secure internet.

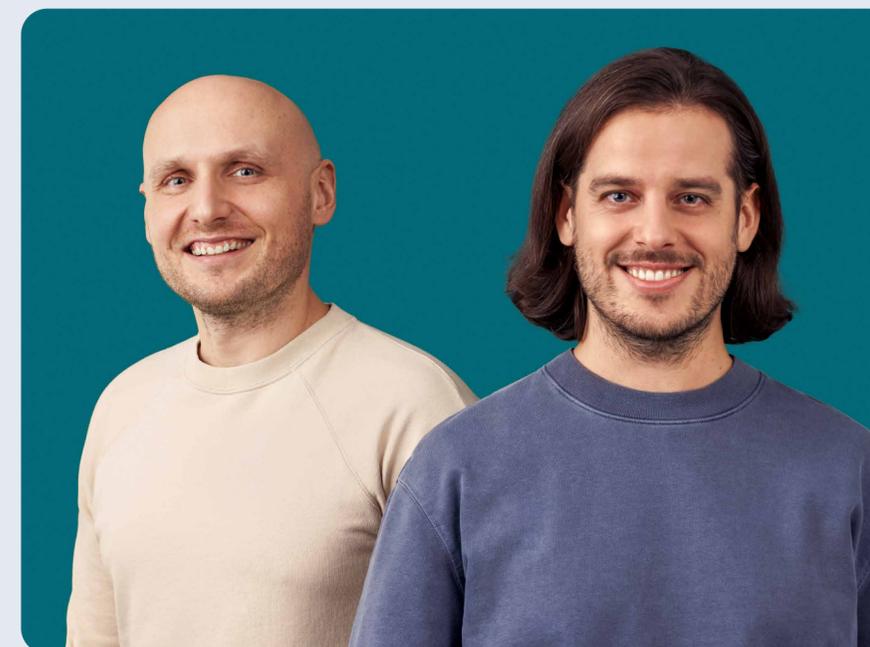
**Pooling resources to safeguard even more users.** In 2022 Nord Security finalized a merger agreement with Surfshark, a fast-growing consumer cybersecurity company. Companies will continue to operate autonomously, but with our resources and aligned strategic goals, even more users will benefit from this internet security and privacy powerhouse.

**First-ever outside capital after a decade of bootstrapping.** A new bold, and exciting phase for Nord's future began with a \$100M financing round at a \$1.6B valuation. It was led by Novator Ventures, with participation from Burda Principal Investments, General Catalyst, and prominent angel investors.

**Innovations that brought recognition.** We introduced multiple new cybersecurity features for our users, like Threat Protection and Meshnet. Industry experts recognized our determination to elevate the market, and NordVPN was even named one of TIME's best inventions of 2022.

**Laying the foundation for advanced cybersecurity for B2B.** In 2022 Nord Security products saw the great need for advanced cybersecurity features for businesses that would offer the same ease of access for both expert and casual users. As a result, we hope to bring even more beneficial and powerful changes to B2B users in 2023.

Over the years our efforts to introduce cybersecurity in everyday life rippled through the market. What were once niche cybersecurity tools now is a mass-market space. So for the following year our focus is clear: shift gears and push for even better digital privacy. For online security that users deserve.



**Tom Okman & Eimantas Sabaliauskas**  
Co-founders

# About the impact report

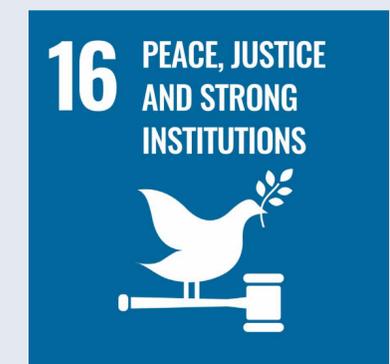
This report is our first Impact Report. As a point of reference for this report we chose Sustainable Development Goals (SDGs). The information set out in this report covers the period from 1 January to 31 December 2022.

Our impact areas also define our sustainability boundaries. In 2022, Nord Security identified the following eight [Sustainable Development Goals](#) as most relevant to our mission. By contributing to these goals, we aim to build a safe, inclusive, and sustainable future for people, their personal information, and the digital world.

## Impact at the Group

As a global tech company, our core impact lies within six impact areas:

- Data privacy and cybersecurity
- Community engagement
- Workforce development
- Diversity, equality, and inclusion
- Governance
- Carbon emissions and responsible use of energy



# Just the numbers

**558**

team members joined  
Nord Security in 2022

**55**

nationalities  
were  
represented

**2100+**

Nord product accounts  
were provided to people  
and organizations in need

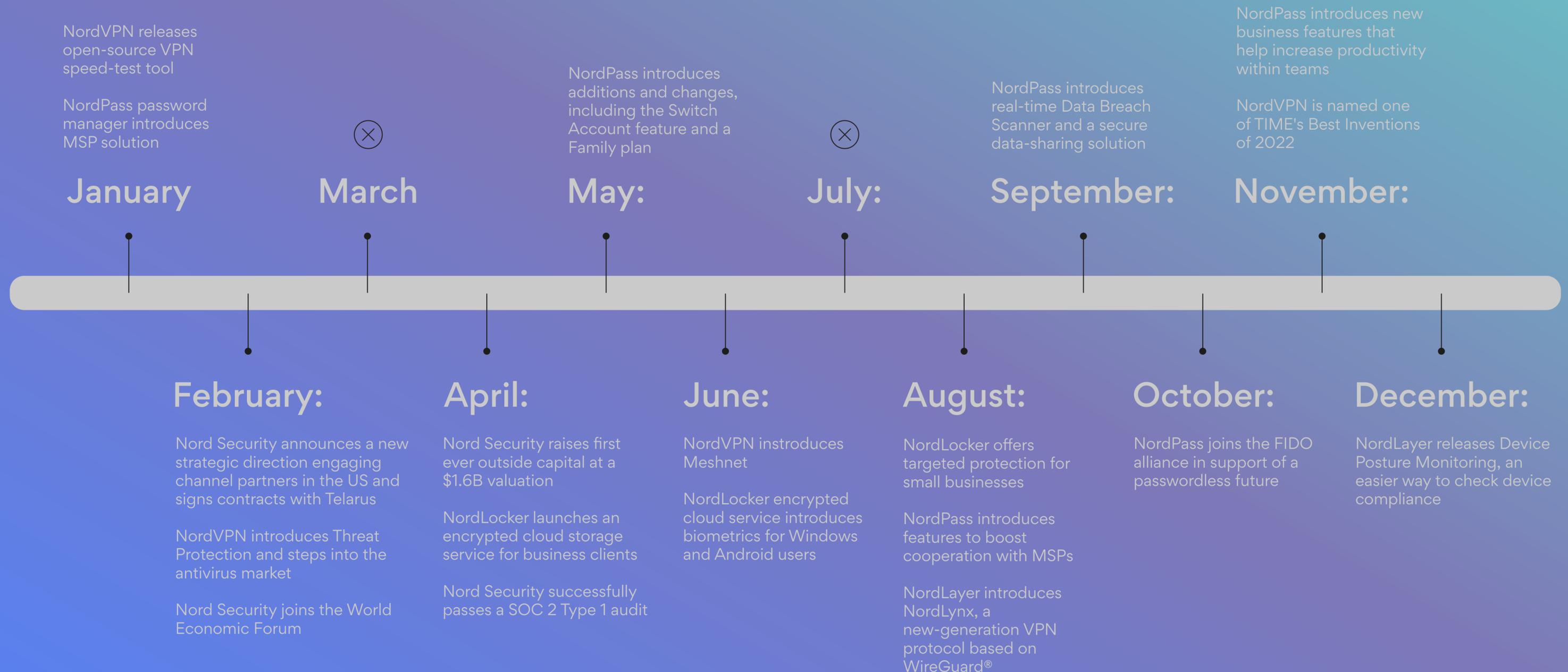
**8282**

hours were spent on  
professional growth

**100 mln**

first ever outside  
capital raised at a  
\$1.6B valuation

# 2022 in a nutshell



# Insights of each brand



In 2022, we introduced multiple **new cybersecurity features** for our users, like Threat Protection and Meshnet. Industry experts recognized our determination to elevate the market, and NordVPN was even named one of **TIME's best inventions of 2022**.

Nord Security also **finalized a merger agreement with Surfshark**, a fast-growing consumer cybersecurity company. The companies will continue to operate autonomously, but with our resources and strategic goals in alignment, even more users will benefit from this internet security and privacy powerhouse.

Last but not least, a bold and exciting new phase in Nord's future began with a \$100M financing round at a \$1.6B valuation. It was led by Novator Ventures, with participation from Burda Principal Investments, and prominent angel investors. It marks **the first ever outside capital after a decade of bootstrapping**.





In 2022, NordVPN continued to improve the user experience and released an open-source VPN speed-test tool. The tool accounts for a broad array of testing use cases, allows users to add and compare different VPN services, and provides detailed reporting.

We have invited other VPN service providers, researchers, journalists, and tech enthusiasts to participate in the ongoing development and refinement of this tool and methodology. In addition, we have written a detailed whitepaper to describe the methodology and provided the open-source code on GitHub. We believe that, when polished, it will provide an equal ground for everyone to measure and compare one of the most important VPN features and solve a problem that the entire industry is currently facing.

In 2022, NordVPN entered the antivirus market by launching Threat Protection. This feature, integrated into the NordVPN app, blocks ads, trackers, and malicious websites and scans suspicious files for malware during download. The addition of Threat Protection is part of a broader effort by NordVPN to shift into the cybersecurity space.

## Introducing Meshnet

NordVPN introduced a feature that allows users to create their own VPN server in seconds. The feature lets users route their internet traffic through other devices over encrypted private tunnels

*“This feature release is a game changer and will transform how our users utilize NordVPN. Our product team has been working relentlessly for the past few years on this feature. Meshnet really began with the development of our flagship technology — NordLynx — the foundation for Meshnet that allows us to provide amplified privacy solutions without sacrificing industry-leading speed.”*

**Vykintas Maknickas**

Product strategist at NordVPN





In 2022, our password manager implemented a series of new features and upgrades.

NordPass Business released **NordPass for MSP**, a password management solution that enables managed service providers (MSPs) to deliver a powerful and easy-to-use tool to their customers.

NordPass for MSP is a state-of-the-art solution that grants MSPs a full management option that allows them to manage and closely monitor multiple clients simultaneously from a single centralized admin panel. On the other end, MSP clients receive a powerful password management tool — NordPass Business — that significantly improves their overall security posture and in turn lowers the risk of data breaches.

NordPass Business also launched a new feature — **mandatory multi-factor authentication**. In addition to entering their email address and password, NordPass Business customers will need to verify their identity through an authenticator app.

NordPass Business also introduced **single sign-on (SSO) with Google Workspace**. Google Workspace SSO allows all employees of the organization to sign in to NordPass with their Google account. SSO is convenient and eliminates the need to create multiple accounts and passwords. This is beneficial because many people still create weak and easily guessable passwords.

In 2021, NordPass Business introduced the Activity Log feature. It provides a bird's-eye view of user activity in a company from one easy-to-use Admin Panel. In 2022, NordPass' **Activity Log got an upgrade**. Activity Log now includes details about Item Activities. The Item Activities provides an in-depth view of all item-related activities for factors like passwords, secure notes, and personal info.

NordPass' new feature **Switch Account** allows users to add up to five accounts and toggle between them without logging out. Previously, a user had to disconnect from one account before they were able to access another. This feature is also expected to serve users who have both NordPass business and personal accounts and are concerned about the privacy of their personal credentials.

NordPass has also introduced a **Family plan** that provides an end-to-end encrypted environment for storing and sharing passwords among family members. In total, six users can join one family account.



In 2022, NordLocker launched an **encrypted cloud storage service for business** — a business product to offer organizations around the world top-notch protection of their corporate data.

In 2022 NordLocker also introduced **biometrics for Windows and Android users** and launched an **encrypted cloud service** for business clients to offer them top-of-the-line protection, convenience, and cost-effectiveness when storing and managing their corporate data.

*“Launching a business product is a big step for NordLocker. We are very happy about onboarding the corporate clients who’ve been with us all along and finally received a tailored solution to keep their business files secure in an even more convenient way.”*

*“We introduced NordLocker as a robust file encryption tool in 2019. Since then, the product has undergone a few solid development phases and is now positioned as an end-to-end encrypted cloud storage option with a file encryption solution. It was only natural for us to move forward and launch an encrypted cloud service for business clients to offer a secure, convenient, and cost-effective way to store and manage their data.”*

**Aivaras Vencevicius**

Head of product at NordLocker





Last year brought more clarity to **NordLayer** both as a brand and service. The team behind the product took steps to focus more on the **Secure Service Edge** aspects within the Secure Access Service Edge (SASE) framework.

**Activity monitoring** was added to NordLayer, allowing network administrators to see who is using the service to secure a connection while accessing the public internet, SaaS applications, cloud environments, and on-premise resources and when they are doing so. **NordLynx**, a modern VPN protocol, introduced significant advances in terms of security and performance. Made from the ground up using NordVPN expertise, it expands the current tunneling protocols range now consisting of NordLynx, OpenVPN, and IPSec/IKEv2.

Other additions help organizations' network administrators by giving them more control over what content types can be accessed by their employees. The introduction of **Deep Packet Inspection and DNS Filtering** allows administrators to control access to a wide range of websites and applications listed in specific categories, such as gaming, gambling, or social networking.

Finally, **Device Posture Monitoring** was introduced to increase network security visibility, allowing administrators to check and evaluate devices according to predefined device posture rules and get notified about non-compliant devices.

# Awards and nominations

Our expertise in developing online security tools has been recognized by top cybersecurity experts and world-leading media outlets and gained us numerous awards for our product quality.



BRONZE GLOBEE®  
for Cyber Security  
Solution & Service



Cybersecurity-as-a-Service  
(CaaS) category winner



Cloud-Based  
Product of the Year



TIME Best  
Inventions 2022

# Social impact

Our activities contribute to the Sustainable Development Goals:



## 2022 spotlight: Nord Security's assistance to Ukraine

On February 24, 2022, war broke out in Eastern Europe after Russian troops invaded Ukraine. The news was shocking but simultaneously uniting. Various countries joined forces to help Ukraine fight for its freedom. Alongside military action, cyberwarfare has been used in an attempt to weaken and mislead people on the ground in Ukraine who are fighting for their lives.

### Cyber education and other helpful action

With the growing number of incidents and the spread of disinformation, Nord Security dedicated efforts to help people and organizations to be aware of the threats and protect themselves better online. Our community also acted in the following ways:



- We donated over 900 Nord Security products to human rights activists, NGOs, and independent journalists. The aim was to help people spread and access credible information from global media outlets and share accurate information from the war in Ukraine. We continue with our donations, and the funds are available for people and organizations in need.
- NordVPN, in cooperation with other members of the VPN Trust Initiative, has taken steps to help VPN users by providing free VPN service to NGOs, journalists, and other vulnerable groups. It has also ensured access to Russians who want to circumvent state propaganda and sever business relations with Russian infrastructure providers without impacting user access.
- Almost 300 members of our community became volunteers. Experts chose to join different movements and organizations helping to support and strengthen Ukraine's position in the war.
- We've donated more than 30,000 EUR to NGOs like [Blue/Yellow](#) (aid is provided to the soldiers, volunteers, and territorial defense forces fighting for Ukraine's freedom) and [Maltieciai](#) (humanitarian help).
- We were also quick to provide a shorter employment cycle for talent from Ukraine. In total, 22 Ukrainians have joined the company since the war began.

**We'll continue to be proactive in our approach to support people during the war in Ukraine.**

# Community engagement

## Contributing to communities

In 2022, we continued to support communities by enhancing their freedom of speech and promoting global digital awareness through education.

## Human rights

We stand for promoting equal opportunity in the digital age. We aim to see the internet the way it was first envisioned — free of crime, censorship, and surveillance. This vision is a fundamental part of our core values, and we honor this commitment in our policies and actions.

## Support for non-profits

Product donations continue to be one of Nord Security's mechanisms for supporting the nonprofit community. In 2022, over 1,300 accounts were donated to various nonprofit organizations to help protect human rights, fight racism, and stand for inclusion and a safe digital world for all. These include Women Without Borders, the World Food Programme, Razom for Ukraine, the International Initiative for Mental Health Leadership, "Come Back Alive," the BC Community Alliance, and the Women Cybersecurity Society and many more.



## Supporting free speech

Free speech is something that we often take for granted. It is also something that is widely debated and often controlled. Free speech isn't a liberty people have in many parts of the world, and when this right is imposed upon, it should be taken seriously. We create products and promote free speech through technology. Nord Security stands for digital freedom and helps people by securing their private data and providing open access to the internet.

## Emergency VPNs

Everyone should be able to access the internet in private, without the fear of being watched or controlled. And yet too many people around the world live under heavy censorship and surveillance or are silenced for expressing their opinions.

In 2022, we donated **800+** emergency VPNs to help individuals in need (mainly people from Ukraine and Iran).

*"I was active on Twitter and other social media to oppose our totalitarian government. Back then, I never felt safe when I was online, but I had to do what I had to do... I trusted your service in hiding my footprint and not letting anyone find out my true identity. You gave me more courage to express my voice freely. I wanted you to know that what I did might have been a small step towards freedom, but you helped me and what you did matters."*

**Muhammad,**  
a political activist in Iran

# Continuous commitment to liberty and equality

In 2022, over \$80K was donated to organizations and the world's leading events on human rights in the digital age, including:



*“Open Rights Group is grateful to NordVPN for their support, which boosts our campaigns for privacy and free speech online. It is incredibly important that companies like NordVPN express their values through giving this support.”*



## Community education

As part of our community education program, we are participants of the world's leading events where we continue to share our cybersecurity knowledge. In 2022, we were proud to participate in numerous panels and round-table discussions.

The logo for web summit, featuring the text "web summit" in a sans-serif font with a small red triangle above the "i" in "summit".The logo for SLUSH, featuring the word "SLUSH" in a bold, black, stylized font with a white outline.The logo for RightsCon, featuring a colorful, multi-colored arc above the text "RightsCon" in a sans-serif font.The logo for the World Economic Forum, featuring the text "WORLD ECONOMIC FORUM" in a sans-serif font with a blue arc below the text.

## Education hub

Online security does not have to be a hard topic to grasp: Short videos, articles on cybersecurity, privacy tests, and more are available to the community on our [Education hub](#).



# Employees

# Workforce development

Knowledge is essential at Nord Security — we are always seeking to learn new things. We have extensive professional growth opportunities at our company and a well-developed learning approach.

To foster a culture of continuous learning, we offer a wide range of educational opportunities for all employees. From regular internal training to external conferences and online learning platforms, employees always have a chance to learn something new.

Learning at Nord Security starts with onboarding — each new employee gets a mentor that makes the transition to the new job easier.

In 2022:

**30**

internal training programs were available for Nord Security employees

**20,000**

hours in external training

**2500**

employees participated in various learning and development activities

**3**

the average number of internal training sessions per year for one Nord Security employee

**6**

online training platforms that are available to employees for further individual learning

## Mentorship

We provide employees with an internal mentorship program that offers an opportunity to learn from experienced professionals who share personal expertise, achievements, and challenges throughout their careers.

## Library

In addition to training sessions, we share a library. Every employee can participate by adding a specific book of their interest to the collection.

*“For me, the best of the best perks while working at Nord Security is the company’s culture. If you need help with work-related things, your colleagues will help you. If you need help with personal issues, your colleagues are also there for you. At Nord Security, you’re never alone, and you’re always welcome, which is a quality that not many companies have. I really appreciate it :)”*

**Ema Šumskytė**

Talent Attraction Partner, Nord Security



# Diversity Equality & Inclusion

## Our values

Our life at Nord Security is based on our values. We take them into consideration when solving our day-to-day challenges and tasks, making decisions, or collaborating with each other.

That means we use them daily in everything we do: to screen candidates, onboard our new employees, and give feedback during performance reviews. They also define who we are at the moment and what makes us successful.



**Future shapers** — always hungry for the next big thing. Pushing the boundaries and finding innovative solutions.

**Restless achievers** — building the bridge while walking on it. There's no impossible, and an obstacle is often an opportunity. We sometimes fail, but we learn quickly and find a way to reach our goals.

**Self-movers** — taking care of tasks without being asked. We care about what is happening in our company.

**Honest communication** — telling it like it is, with no sugar coating and always respecting the individual.

**Team players** — supporting our teammates, not egos. Owning our victories and mistakes together rather than individually.

Here's a [short video introducing](#) each of these values.

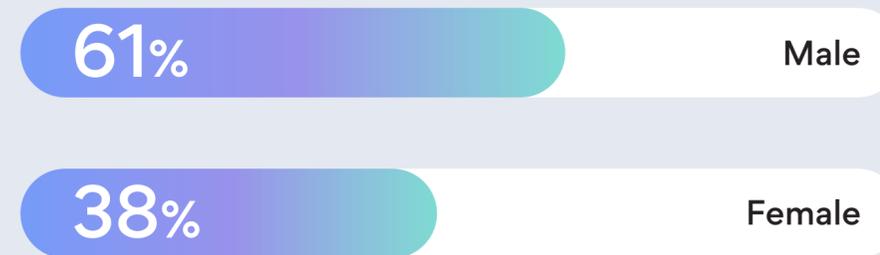
# Diversity at Nord Security

Nord Security recognizes that inclusion and diversity mean valuing an individual regardless of their gender, marital or family status, sexual orientation, age, disability status, ethnicity, religious beliefs, cultural background, country of origin, socio-economic background, perspective, or experience.

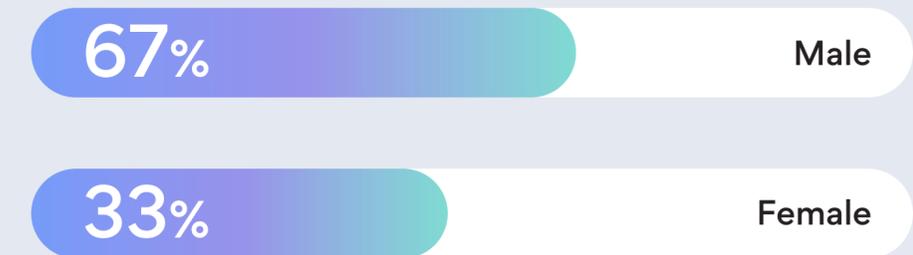
We are proud to appear in [Glassdoor's new ranking](#) of the top 25 companies in Germany which recognize the importance of a diverse work environment and seek to improve their efforts to create one.

In 2022, member of **55** different nationalities worked together at Nord Security.

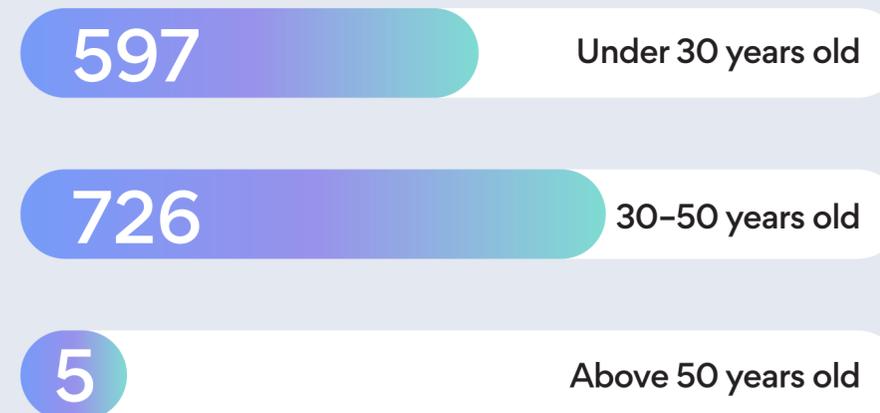
Percentage of employees by gender:



Percentage of employees in leadership roles by gender:



Number of employees by age group:



# Health, safety & wellbeing

We are committed to a safe, healthy, and violence-free work environment. Behavior that poses a risk to the safety, health, or security of employees or visitors is prohibited.

## Health check-ups onsite

We organize health checks and flu shots regularly to contribute to our employees' health.

## Private health insurance

Private health insurance for all Nord Security employees is provided after their introductory probation period to ensure they have access to timely health check-ups and treatment. A selection of different plans is available depending on the individual's needs.

## Physical wellness specialists

Several physiotherapists and trainers provide physical wellness consultations and workout sessions onsite and online. All employees can use their services during working hours.

## Mental well-being

Emotional well-being is as important as staying fit and healthy physically. Nord Security's private health insurance covers up to 10 psychotherapy sessions for each employee. Three different premium apps providing meditation or emotional balance guidance are available as well.

## Work-life balance

Flexibility is key at Nord Security. We value adaptable working arrangements — our employees have flexible working hours, can mix remote and onsite work, and are able to work from anywhere if needed.

## Additional vacation days

We value loyalty. As a thank you, our employees get additional vacation days after spending more time at the company — one additional day after 1 year, two extra vacation days after 3 years, three extra days after 5 years, and four extra vacation days after 10 years at Nord Security.

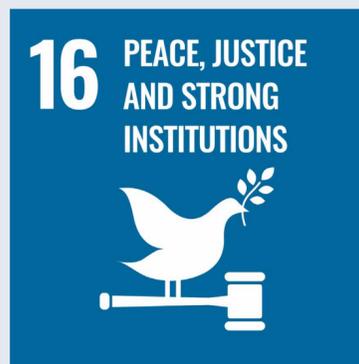
Additionally, special occasions require uninterrupted time. That's why we offer paid days off for weddings, the birth of a child (for dads), and the start of the school year. The same goes for unfortunate life events — employees may use paid bereavement leave.

## Additional payouts on special occasions

To support employees on their special days, we offer additional payouts on the occasion of work anniversaries, weddings, the birth of a child, graduation from college or university, and funerals.

# Economic impact / governance

Our activities contribute to the Sustainable Development Goals:



# Industry innovation and infrastructure

Nord Security's advisory board supports our commitment to innovation by providing expertise and guidance on new technology developments. The board comprises leading figures in security and tech, all of whom have many years of experience working for highly reputable organizations.



**Rytis Vitkauskas**

Rytis has been part of the European tech scene as either an entrepreneur or a venture or angel investor for nearly 15 years. In 2019, he joined Lightspeed Venture Partners to help build the company's European presence and global platform.



**Troy Hun**

Troy is a security researcher and the founder of Have I Been Pwned. He has a background in software development specializing in information security. He regularly lends his expertise to critical institutions, including the US Congress.



**Tanya Janca**

Tanya has 20+ years of diverse experience in the IT sector and has won numerous awards for her work. She is the author of the best-selling book Alice and Bob Learn Application Security and is the CEO/founder of the We Hack Purple academy and community.

# Operating With Integrity: Ethics and Compliance

## Anti-corruption

Nord Security does not support dishonest behavior by those in positions of power, such as managers or government officials. We do not offer or accept bribes or inappropriate gifts, participate in double-dealing, or make under-the-table transactions. The receipt of high-value gifts is reported and documented.

## Corporate governance, compliance

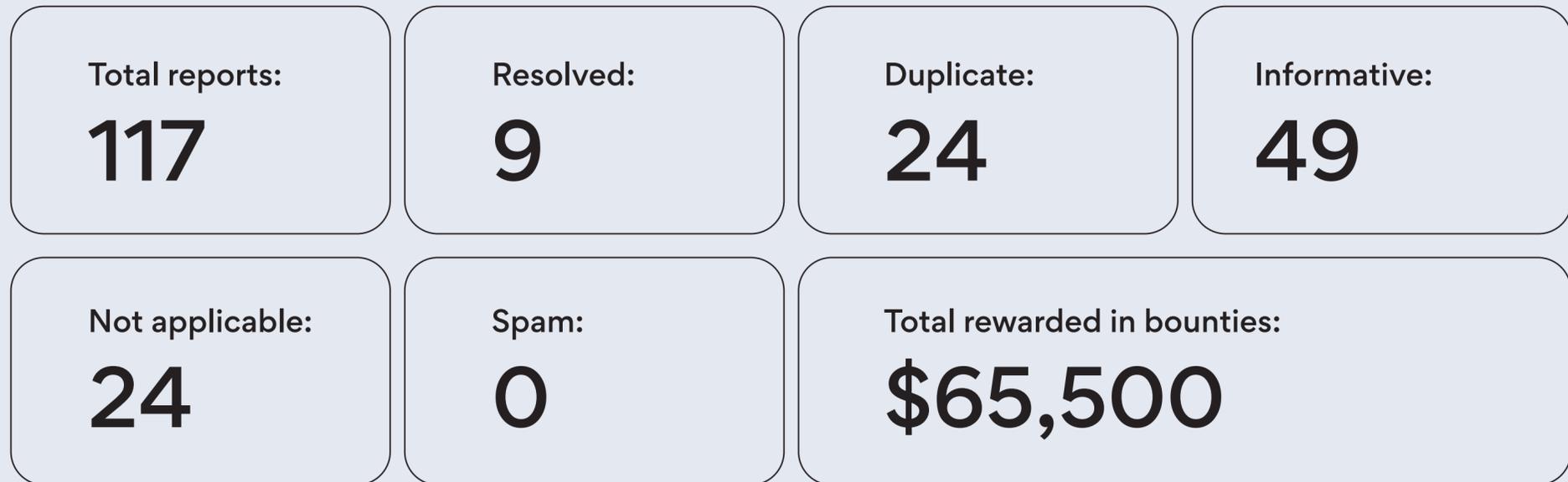
Nord Security's legal team actively follows regulatory developments, via both internal and external means. Nord Security is a member of several industry associations, including Computer & Communications Industry Association and I2Coalition, which help ensure that we not only stay up-to-date with changes in the regulatory landscape, but also become part of the debate on the upcoming legal framework for the cybersecurity industry.

# Data Privacy and cybersecurity

## A foundation of trust

Launched in 2019, our bug bounty program allows anyone to report bugs for a reward to further improve our service and help build a safer online world. Throughout 2021, we focused on attracting more people to submit quality reports to the program by increasing its scope and bounty ranges. During 2022, we improved the overall inside management process of reported vulnerabilities and/or bugs, which consequently allowed us to engage with more researchers. While we've noticed a significant increase in the reports' quality, we're looking forward to attracting more researchers to examine NordPass and NordLocker assets too.

### Bug bounty stats:



### Out of nine resolved reports, distribution based on severity:



# Transparency

## Security audits

Since 2019, security audits have been integral to our transparency measures. 2022 was no exception.

In 2022, NordVPN completed its most comprehensive security audit so far. It covered apps, the backend, and infrastructure. All vulnerabilities the process identified are already fixed, and retesting is projected to be completed in Q1, 2023.

NordLocker underwent an in-depth app security audit by NCC Group, global experts in information assurance and risk mitigation. We are proud to state that no critical or high vulnerabilities were found.

Nord Security successfully passed a SOC 2 Type 1 audit, indicating that the information security controls are in place to process users' data and protect the confidentiality and privacy of the information processed. Nord Security products — NordLayer, NordPass, and NordWL — have proved their success in managing users' data based on security, availability, processing integrity, confidentiality, and privacy.

## Certifications

Meeting and exceeding industry standards is one of our key goals. Certifications help us measure these efforts and inform our users about improvements to our products.

NordLocker Business was certified as compliant with ISO27001. This certification ensures the continual improvement, development, and protection of information by implementation of appropriate risk assessments, appropriate policies, and controls.



## VPN trust initiative

As founding members of the VPN Trust Initiative — an Internet Infrastructure Coalition project — we are dedicated to serving as the voice of the VPN industry, collaboratively strengthening public trust in VPNs, promoting appropriate guidelines, and helping consumers make informed VPN choices.

The Internet Infrastructure Coalition is on a mission to keep the internet open as an engine for growth and innovation. It works with internet infrastructure providers to advocate for sensible policies, design and reinforce best practices, help create industry standards, and build awareness of how the internet works. Therefore, by contributing to the VPN Trust Initiative project, we are also part of both following and setting appropriate industry standards.



## Privacy

Nord Security adheres to data privacy regulations, including the guidelines set out in the EU General Data Protection Regulation (GDPR). When providing the services, Nord Security aims to ensure, among other things, lawful and transparent data processing and the implementation of proper security measures. Nord Security data processing activities are described in Privacy Policies which are publicly available at the websites of all Nord Security products.

# Environmental impact

Nord Security understands the need to act in the environmental area of sustainable development and is looking for ways and methods to add to it. We start with small steps in our everyday activities.

Where it is in our power to do so, we will avoid or mitigate any harmful effects of our operations on the natural environment and resources.

Our activities contribute to the Sustainable Development Goals:



## Paper use

The company is almost paperless — paper is only used for a small percentage of documents, such as those required by local laws and regulations. This transition was achieved over the past two years with the introduction of safe and effective tools for signing agreements electronically and maintaining document databases (Dokobit, Docusign, Adobe).

In 2022, we also started using [FSC certified](#) paper for our packaged products.



## Green workplace

More than a half of our premises have BREEAM certificates, which demonstrate the quality, performance, and sustainability credentials of the building.

## E-waste

We partner with environmentally responsible IT asset Disposition Services to ensure that all regulations are adhered to. By doing so, we not only comply with all the relevant environmental laws and regulations but also ensure that these disposition services are making a difference in re-using parts of the disposed electronics and dispose of the unusable ones safely.

# Environmental, social, and governance (ESG) impact

From the first days of Nord Security, the success of our users drove us to keep pushing the envelope in the cybersecurity industry. Customers became our most important stakeholders, and their feedback shaped our company into what it is today.

As we continue to grow, we seek to bring even more value to our users, our shareholders, affected communities, and the stakeholders of the sustainable, open, and secure internet.

## Environmental impact

We are determined to create value in a sustainable way. Our company operates in the digital world while the global energy context grows more challenging by the day. This means we need to search for ways to improve people's digital lives without compromising the future of our shared environment.

Related Sustainable Development Goals



## Social impact

We continue to embrace different cultures and people from all walks of life and promote equal opportunities in the digital age.

Related Sustainable Development Goals



## Economic impact / Governance

We are committed to following policies that help us make effective decisions and conform to local laws and regulations. At the same time, we focus on meeting the needs of our users and adhering to ethical business practices.

Related Sustainable Development Goals



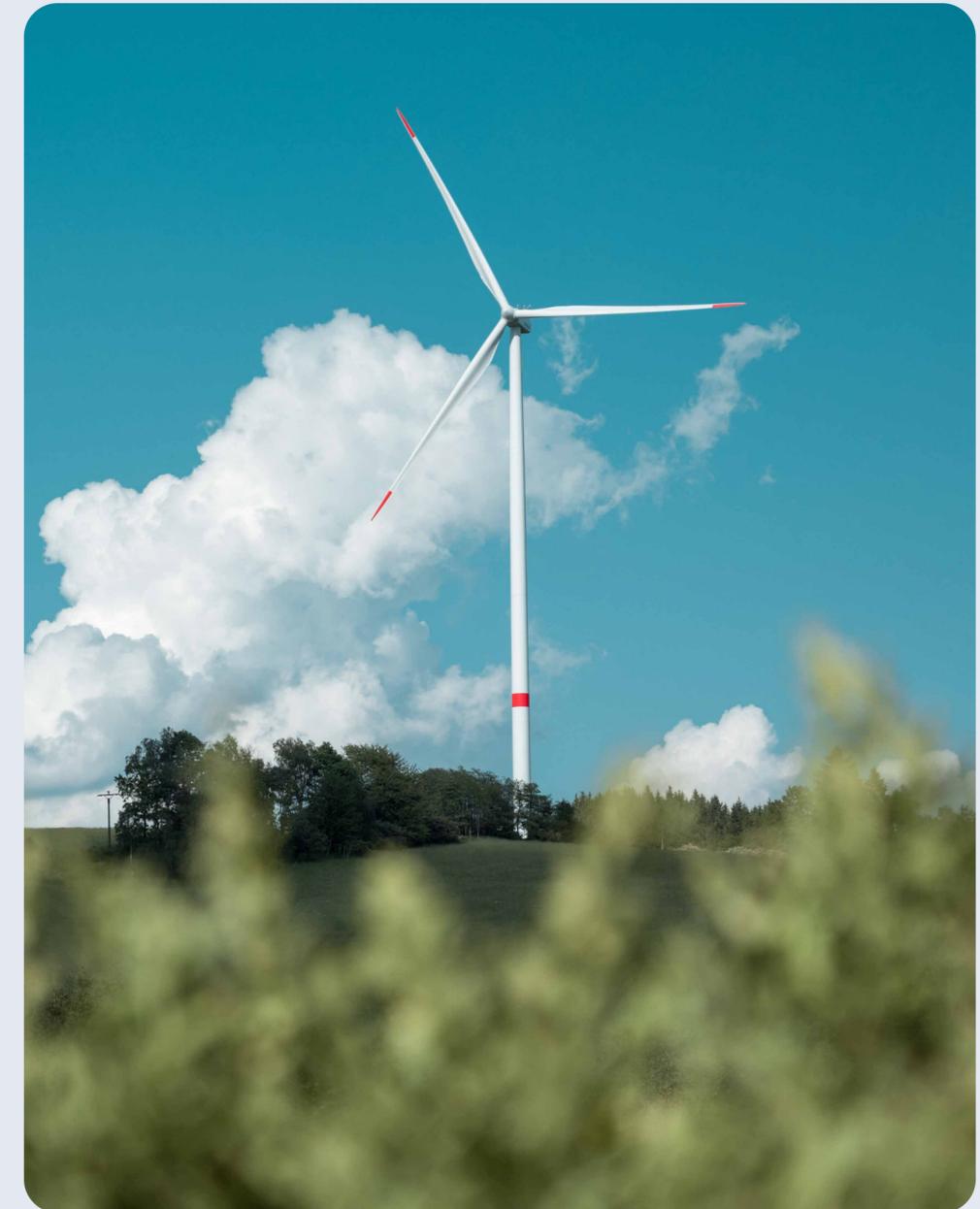
# What's next?

While 2022 was the year to evaluate our impact in key social, environmental and economic (ESG) areas, in 2023 we are planning a more consistent journey towards sustainability.

Having our first Impact report as a baseline from which we measure our progress we will review and align our goals accordingly to bring even more clarity about our impact. With our corporate responsibility efforts, we aim to clarify our strategic priorities for environmental, social, and governance (ESG) impact.

The revised strategic sustainability goals in each area and how we are achieving them will be covered in our Sustainability report for 2023. This will be released in 2024 and follow widely accepted global standards.

In consultation with relevant stakeholders and placing our focus on our priority impact areas we aim to build a safe, inclusive, and sustainable future for people, their personal information, and the digital world.



# Thank you

We are going to keep on innovating in 2023 and Nord Security will continue to support free speech and digital security around the world.

If you would like to know more about the topics covered in this Impact Report, please get in touch.

Follow our journey



Nord Security



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