

# Our Whistic DNA



# Who We Are

Our DNA makes us who we are. It is unique and unchanging. It forms the basis of our identity and drives our actions. At Whistic, our values are not just a plaque on the wall, we consider them core to our being—our Whistic DNA.

Since our founding, we've not only cared about our results, we care about how we achieve them. As such, living our values is not evaluated independent of performance, it is a core component of it. If you want to thrive at Whistic, it is essential that your DNA aligns with ours and is exemplified in the way you approach your colleagues, our customers, and your work.

Further, underpinning our DNA is this Core Philosophy: Security impacts real people, and we are personally committed to internal security best practices as a result. This important intersection of people and technology is why we do what we do. It's why we treat our customers and their businesses as though they are a part of our business, and we never forget the people behind the platform we are building.

Ultimately, our successes and failures, and the highs and lows that follow, are defined by our DNA. We hire on these principles. We reward on these principles. If necessary, we fire on these principles. We rely on these principles when faced with difficult decisions. Our Whistic DNA brings us together and is what we're most proud of.



WHISTIC DNA

# Purposeful Prioritization

Family, Team, Self, Customer, Community

Whistic values its people most and recognizes our people are not one-dimensional. Further, we're part of a broader community. When we have our priorities straight, we can bring our best and our whole self to work each day and be an influence for good in the world around us.



## What does it look like in action?

- Exercising good judgment to allocate time appropriately.
- Choosing balance over burnout. Unplug to recharge.
- Stepping up and making time to help others around you.
- Staying healthy and balanced so you can do your best work.
- Whatever the priority, you're all in.





WHISTIC DNA

## Extreme Ownership

Leadership is not expected of those only with certain titles. Each of us at Whistic is not only empowered to lead in our own space, but also to ensure that all aspects of a project, deliverable or customer experience that we touch are exceptional. We're accountable for our results, both to our internal stakeholders (self, team, management, shareholders) and to our customers.

### What does it look like in action?

- Taking personal responsibility for your role in the overall success of Whistic by having an owner's mentality.
- Asking yourself, "Why not me?"
- Celebrating all wins and giving credit where it's due.
- Not sacrificing integrity for outcomes.
- Respectfully sharing and welcoming feedback.

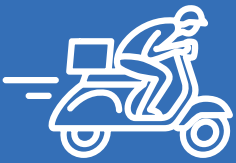




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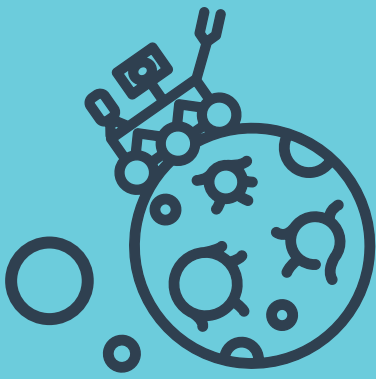
## Start-up Mentality

Whistic is relentless in pursuing results for our customers. To get there, we focus on possibilities and not limitations, maintaining a growth mindset. That may mean swimming outside our lane, not limiting our contributions to a job description, and recognizing that innovative ideas come from all levels of the team. In an environment where we are constantly pushing the limits, failure is bound to happen. It is safe to fail here because we value the resulting learnings and apply them quickly to our future work. We are scrappy and adaptable.



### What does it look like in action?

- Doing what it takes.
- Making your own opportunities by adapting and breaking through barriers.
- Maximizing your resources and embracing constraints.
- Working with urgency toward your goals.
- Engaging in healthy debate to push the status quo.



WHISTIC DNA

## Driven by Data

At Whistic, we don't shoot in the dark. In order to work smart, we must do the right work at the right time, and in order to do this, we rely on meaningful and accurate data. Data is all around us. We seek both qualitative and quantitative data to help us understand the problems we're solving at a deep level. We know if we get this right, our results will talk.

### What does it look like in action?

- Leveraging data to drive innovation.
- Demonstrating curiosity by asking questions that test your assumptions.
- Course correcting without dragging your feet.
- Accountability for acting on learnings.
- Transparently sharing data and ensuring that data is easily accessible.





WHISTIC DNA

## Voracious Learning

The ability to learn faster than our competition is our only sustainable competitive advantage. Complacency is the enemy. We strive to be masters of our craft, and to stay at the forefront of the vendor security industry. We seek growth. We focus on self improvement in all facets of our lives, encouraging our teammates to do the same.



### What does it look like in action?

- Consistently setting and realizing self-improvement and learning goals.
- Openly sharing what you know with your teammates.
- Asking for help closing gaps in your own skill set and not making the same mistake twice.
- Having a can-do attitude by asking yourself, "Why not yes?" when faced with a challenging task.
- Seeking out opportunities to advance your knowledge of the vendor security industry.



# What Our Employees Say

Planning to be here for many, many years to come.

It feels like everyone wants everyone else to succeed, as well as the company as a whole, and there's just a fun bubbly energy and excitement across the teams. It's really refreshing!

I love working at Whistic. It makes me feel excited to come to work and be a part of something special.



A company with heart, feels warm like family without sacrificing results or professionalism.

Working at Whistic, I feel like an important member of my team and the company, in an environment that promotes growth and excellence.

Whistic is a no-ego organization where people work hard and respect each other.

The leadership is very transparent and communicative about how things are going, which helps everyone to feel involved and needed.

Whistic has it all. Incredible people who are great at what they do? Check. A clear vision of where we're going and how we want to achieve it? Check.

Whistic's culture is shows a level of care for members of the company I haven't experienced elsewhere.

Whistic also has a great work life balance. The PTO policy is great and so are Whistic Fridays!



# Our Principles Matter to Us

Whistic is not only a world-class platform. Whistic is a world-class team. Our DNA is the beating heart behind what we do. It is the most basic element of who we are and who we want to work with—employees, partners, and customers alike. We want all whom we work with to identify us by these principles and invite them to join us in enabling Proactive Vendor Security for organizations worldwide.

