



POSSE

Personal Online Safety Security Empowerment

C Y B E R C S R R E P O R T

A.N. Other Company

Human Risk Exposure | Q1–Q3 2024

Contributing to common cyber competence across society

R E P O R T I N G
P E R I O D
Q1–Q3 2024

E M P L O Y E E S
50

D A T A
P R O F I L E S
100

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Message from CyberGuardian

This Cyber Corporate Social Responsibility (Cyber CSR) Report documents the contribution made by A.N. Other Company to the development of common cyber competence across its workforce — and by extension, across the wider society in which its people live, work, and connect.

POSSE is built on a foundational principle: cyber resilience is not a technical problem. It is a human one. And because it is a human problem, every improvement in individual awareness generates a benefit that extends far beyond the organisation. Employees who become more cyber aware at work carry that awareness home — protecting their families, their communities, and the digital society around them.

This report records, quantifies, and contextualises that contribution for Q1–Q3 2024.

Every point of awareness gained by an individual is a point of resilience gained by society. A.N. Other Company has generated 280 such points across its workforce this period.

Programme Overview

50

Employees tracked

Individual + Employee profiles

100

Dual-dimension methodology

+280

Aggregate awareness uplift

Total points gained Q1–Q3

The Two Dimensions of Awareness

POSSE measures cyber awareness across two distinct but complementary dimensions — capturing the full picture of human risk.

Individual Dimension Measures personal online safety awareness — the knowledge, habits, and instincts that protect the individual in their everyday digital life: at home, on personal devices, across social media, and in personal financial decisions. Q1 average score: 9.52 Q3 average score: 12.34 Average improvement: +2.82 points (47.7% uplift)	Employee Dimension Measures workplace cyber safety awareness — the knowledge, habits, and behaviours that protect the organisation: recognising social engineering attempts, handling sensitive data, identifying phishing, and responding appropriately to workplace digital threats. Q1 average score: 8.26 Q3 average score: 11.04 Average improvement: +2.78 points (46.7% uplift)
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Progress Achieved: Q1–Q3 2024

The following indicators demonstrate the scale and quality of awareness improvement achieved across the 50-person workforce during the reporting period.

Individual awareness improved		90%
Employee awareness improved		98%
Individual: ≥10 at Q3		62%
Employee: ≥10 at Q3		52%

Q3 Awareness Band Distribution

Score bands classify employees by their current awareness level. As POSSE engagement continues, the expectation is a consistent migration from Foundational toward Developing and High bands.

Individual Dimension — Q3 ★ High (>16): 9 employees ▲ Developing (9–16): 25 employees ▼ Foundational (≤8): 16 employees	Employee Dimension — Q3 ★ High (>16): 5 employees ▲ Developing (9–16): 28 employees ▼ Foundational (≤8): 17 employees
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Societal Contribution and Cyber CSR Value

The Cyber CSR value of this programme extends beyond the organisation. Each employee who improves their personal cyber awareness score carries that resilience into their daily life — protecting family members, reducing community-level fraud susceptibility, and contributing to the development of common cyber competence across society.

01	Individual awareness: 90% of employees improved their personal online safety score — meaning 45 people are now better equipped to protect themselves and those around them from fraud, phishing, and online harm.
02	Family multiplier: research indicates that a cyber-aware adult influences the digital habits of 2.3 household members on average (Internet Matters, 2024). 50 employees reaching improved awareness represents a potential societal reach of approximately 115 additional individuals.
03	Community shield: employees in the ‘High’ awareness band (Individual: 9, Employee: 5) are actively capable of supporting others — acting as informal cyber safety ambassadors within their networks.
04	Fraud prevention: with scam losses exceeding £40M per day in the UK (UK Finance 2024), every individual who develops the ability to recognise and resist a social engineering attempt represents measurable economic harm avoidance for the wider society.

Research Foundation

<i>“Personal cyber awareness is positively associated with personal cyber risk mitigation.”</i> — Journal of Cybersecurity, 2025
<i>“By framing cybersecurity as a personal benefit rather than a restrictive policy, organisations can transform employees from ‘weak links’ into a proactive human firewall.”</i> — ENISA — European Union Agency for Cybersecurity
<i>“Employees are significantly more likely to adopt strong security behaviours when training is tailored personally — demonstrating how threats affect their home life, personal finances, and family.”</i> — Lockton Global, 2026

Certification & Recognition

A.N. Other Company — Cyber CSR Participant 2024 This report certifies that A.N. Other Company has completed a structured POSSE Human Risk Exposure assessment for Q1–Q3 2024, tracking 50 employees across individual and employee awareness dimensions. The programme has generated a combined awareness uplift of 280 points, contributing measurably to the development of common cyber competence across the organisation and the broader digital society. Issued by: CyberGuardian info@cyberguardian.ie cyberguardian.ie

TEMPLATE NOTE: This report is produced automatically from POSSE programme data. To update for future periods, replace the Q1/Q3 data in the source spreadsheet. The report will automatically recalculate all statistics, distributions, and narrative figures. Company name, reporting period, and employee count are configured in the POSSE programme management dashboard.
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Human Risk Exposure workbook, redacted: Reporting from a workplace POC, Q1-Q3 2024

Human Risk Exposure
Fiscal year 2024

Individual/Employee

Once you have completed the profile you should enter the latest score in the spreadsheet for the relevant profile, ensuring the initial score for each profile is recorded.

Human Risk Exposure program manager

To insert additional rows for additional employees click the bottom data entry row on the spreadsheet frame, right click and select insert (this will insert a row above and extend the computations to include the new row).

As the values below increase the human risk exposure decreases

Employee name	Individual			Employee		
	Q1	Q3	Change	Q1	Q3	Change
Redacted at source	11	16	5	9	11	2
	3	7	4	5	7	2
	2	7	5	5	6	1
	9	12	3	11	12	1
	12	13	1	12	14	2
	14	14	0	13	14	1
	2	4	2	5	7	2
	4	8	4	6	7	1
	10	15	5	6	9	3
	21	24	3	7	10	3
	9	12	3	4	7	3
	11	13	2	13	15	2
	3	8	5	2	5	3
	4	8	4	11	14	3
	7	8	1	6	8	2
	2	5	3	8	11	3
	9	12	3	3	6	3
	9	10	1	2	5	3
	8	8	0	5	6	1
	12	12	0	12	14	2
	12	13	1	9	9	0
	12	14	2	7	9	2
	7	8	1	9	12	3
	7	10	3	4	7	3
	21	23	2	6	8	2
	20	22	2	6	9	3
	11	16	5	3	5	2
	14	19	5	4	5	1
	17	24	7	3	7	4
	16	18	2	13	16	3
	6	5	-1	5	9	4
	6	7	1	5	11	6
	4	6	2	5	8	3
	9	14	5	12	15	3
	8	12	4	7	9	2
	8	8	0	9	14	5
	8	9	1	13	16	3
	11	13	2	13	16	3
	14	16	2	17	19	2
	16	17	1	15	21	6
	3	9	6	5	11	6
	4	9	5	5	8	3
	4	5	1	8	12	4
	9	14	5	12	13	1
	7	14	7	8	10	2
	5	8	3	4	9	5
	11	14	3	14	18	4
	21	23	2	24	26	2
	14	17	3	14	18	4
	9	14	5	9	14	5
Average/Culture indicator	9.52	12.34	2.82	8.26	11.04	2.78
Middlemost score	9	12	3	7	10	3
Most common score	9	8	5	5	9	3
	Q1	Q3	Change	Q1	Q3	Change
	Individual			Employee		