

14 January 2022

POLICY FOR CORPORATE SOCIAL RESPONSIBILITY

for SameSystem A/S, CVR no. 31 48 79 27

1. OBJECTIVE AND SCOPE

- 1.1 As a leading SaaS company within its field, it is an objective of SameSystem A/S ("SameSystem") to provide software and smart solutions for companies that make their businesses easier and better.
- 1.2 SameSystem always strives to conduct its business and day-to-day management in a sustainable and socially responsible way.
- 1.3 SameSystem strives to work on corporate social responsibility ("CSR") issues that are important to the stakeholders, our business in general and the society.
- 1.4 This CSR policy ("Policy") lays down the main principles for SameSystem's considerations and accountability with respect to CSR.

2. CSR PRINCIPLES

- 2.1 In addition to environmental and sustainable matters, SameSystem primarily focuses on the following principles:
 - Attracting and developing competencies
 - Making a difference
 - Committed employees
 - Diversity
 - Human rights and democracy
- 2.2 Attracting and developing competencies
 - 2.2.1 SameSystem always seeks to attract and develop the competencies of its employees within software development, to enable its employees to develop new technologies and software, and to offer its employees an open-minded organisation to excel their competencies.
 - 2.2.2 Accordingly, SameSystem also has high expectations of its employees and want them to retain a high level of competence, integrity, and drive.
- 2.3 Making a difference
 - 2.3.1 SameSystem strives to improve the workflow of its customers. The DNA of SameSystem is to optimize the workdays of its customers' and to make it smarter and less resource demanding.

2.4 Committed employees

2.4.1 SameSystem considers its employees to be the most important asset of SameSystem. The employees are pivotal to SameSystem's business. SameSystem always strives maintain a good working environment for its employees as well as always accommodating diversity. To comply with this objective, SameSystem has adopted the following five principles which apply throughout the entire SameSystem organisation:

- SameSystem values honesty, transparency and respectfulness
- SameSystem facilitates work-life-balance
- SameSystem facilitates active leisure time
- SameSystem offers a healthy lunch scheme and promote social gatherings

2.4.2 SameSystem upholds the freedom of association and the effective recognition of the right to collective bargaining for its employees.

2.5 Diversity

2.5.1 SameSystem believes that diversity within the organisation is pivotal to conduct and accomplish the business SameSystem conducts. Accordingly, a diverse organisation entails advantages at all levels of the organisation – from increased creativity to better solutions and a better product.

2.5.2 SameSystem does not treat any employee differently from one another due to nationality, gender and ethnicity or political, religious, or sexual orientation.

2.6 Human rights and democracy

2.6.1 SameSystem respects and supports the protection of national and international proclaimed human rights by not participating in any violations of human rights or in damaging democracies.

3. ENVIRONMENT AND SUSTAINABILITY

3.1 Since SameSystem is an IT Software-as-a-Service (SaaS) company, its main impact on the society is related to people and companies. Therefore, SameSystem's main impact on the environment originate from its offices and facilities.

3.2 When conducting its business, SameSystem always strives to reduce the climate footprint as much as possible by considering the footprint of suppliers and business partners. SameSystem is continuously searching for sustainable alternatives for implementation in its business.

4. FUTURE PERSPECTIVE

- 4.1 SameSystem always strives to improve its CSR strategy and the objectives and activities within CSR that SameSystem considers when conducting its business.

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Adopted by the Board of Directors on 14 January 2022.