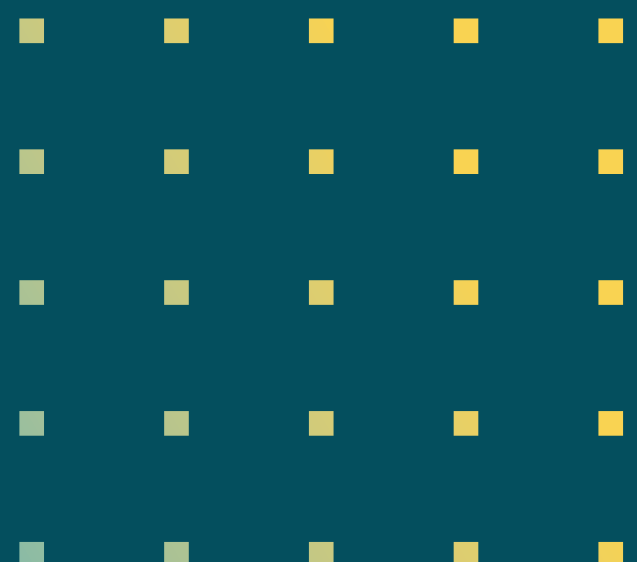


SUSTAINABILITY REPORT

2025-2026



INTRODUCTION

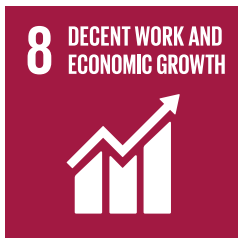
At Stibo Systems, our commitment to a better world is deeply rooted in our values and vision. We achieve this by empowering our customers with reliable, trustworthy data through master data management (MDM). We continuously reflect on and enhance our actions to ensure we make ethical, environmental, and socially responsible decisions.

To ensure alignment throughout the organization, the environmental, social, and governance (ESG) and sustainability strategy and related corporate social responsibility (CSR) policy embrace the business values and commitments that Stibo Systems represents.





We aspire to define sustainability in our industry and have set clear targets under the four pillars of our sustainability strategy. Our ESG and sustainability objectives are further aligned with four specific United Nations (UN) Sustainable Development Goals (SDGs). While we support all SDGs, we have identified these four as areas where we can make a substantial contribution:



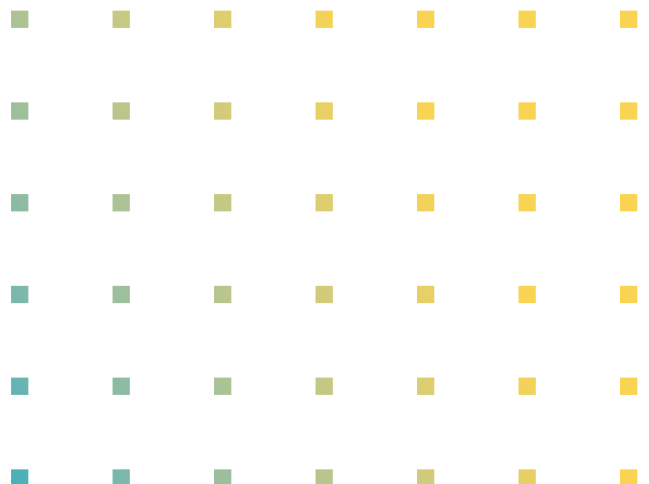
For more details on the progress of each of the selected SDGs (8, 10, 12, and 13), see page 15.

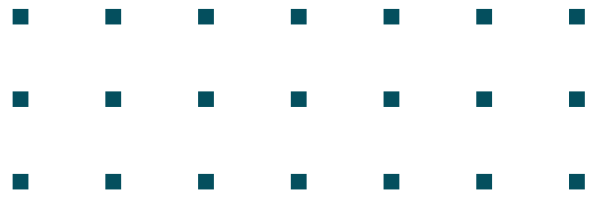
Our participation in the UN Global Compact highlights our support, commitment, and adherence to working with the 10 principles, including:

- Human rights
- Labor rights
- The environment
- Anti-corruption



Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress**.





ESG AND SUSTAINABILITY STRATEGY

The ESG and Sustainability strategy was launched in 2022 and built around four pillars. As sustainability requirements and stakeholder expectations continue to evolve, the strategy has been updated to reflect our level of ambition and ensure strong alignment with our business priorities. While the ambitions and commitments remain unchanged, the updated strategy strengthens focus and clarity. The new targets consist of short-term targets for 2028, and long-term targets remain for 2030. It continues to be structured around the same four pillars, which are described in more detail in the sections below.

Pillar 1: Environmental responsibility

Stibo Systems is committed to reducing the negative impact on the environment and leading by example in the industry in which we operate. We will work systematically to reduce our carbon emissions and environmental impact in line with the science-based targets set for the whole Stibo Software Group.

Greenhouse gas (GHG) emissions and reduction plan

The GHG inventory represents the whole Stibo Software Group, including Stibo Systems and Stibo DX, calculated in accordance with the GHG protocol. The inventory shows both emissions excluding and including optional emissions. Optional emissions are emissions that are outside of the Science Based Targets initiative (SBTi) minimum boundary and therefore do not count toward our progress on our

science-based targets. The optional emissions are included to enhance transparency and to reflect all our GHG emissions in line with our ambitions to have the largest positive impact possible. The company reports on all scope 3 upstream and downstream emissions as well. The upstream emissions are: purchased goods and services, capital goods, and fuel, as well as energy-related activities, upstream transportation, waste, business travel, and employee commuting. The downstream activities include the use of sold products.

The company is preparing a climate transition plan outlining how the company will reduce its GHG emissions over time with clear targets, initiatives, and governance. The plan is aligned with the overall business strategy and focuses on delivering measurable and credible climate impact.

The carbon account for the fiscal year 2025-26 clearly shows that we are fully on track with the science-based targets. The total scope 1, 2 and 3 emissions, including optional emissions, have been reduced by 13.32% since the baseline year, fiscal year 2021-22.



Greenhouse gas (GHG) emissions by Scope (mtCO2e)

For Stibo Software Group, including Stibo Systems and Stibo DX

	Emissions Excluding optional emissions					Emissions Including optional emissions				
	FY21/22	FY22/23	FY23/24	FY24/25	FY25/26	FY21/22	FY22/23	FY23/24	FY24/25	FY25/26
Scope 1	93	54	56	45	26 ¹	93	54	56	45	26
Scope 2 (Location based)	513	509	487	352	342 ²	513	509	487	352	342
Scope 2 (Market based)	711	703	717	512	499 ³	711	703	717	512	499
Subtotal emissions (Scope 1+2 Market- based)	805	758	773	557	525	805	758	773	557	525
Scope 3										
1: Purchased goods and services	1648	1699	1747	1798	1714	1648	1699	1747	1798	1714
2: Capital goods	80	44	134	25	107	80	44	134	25	107
3: Fuel- and energy related activities	159	173	183	136	123	159	173	183	136	123
4: Upstream transportation and distribution	91	111	272	83	69	91	111	272	83	69
5: Waste generated in operations	1	1.4	1.4	0.4	0.3	1	1.4	1.4	0.4	0.3
6: Business travel	509	1070	501	737	1183	582	1405	750	962	1487
7: Employee Commuting	219	234	175	139	241	307	305	250	213	309
11: Use of sold products	0	0	0	0	0	2255	1586	1624	1023	803 ⁴
Subtotal emissions (Scope 3)	2706	3333	3013	2919	3437	5122	5325	4961	4242	4612
Total emissions (Scope 1 + 2 Market based + 3)	3511	4091	3786	3476	3962	5927	6082	5734	4799	5137
Total emissions (Scope 1 + 2 Location based + 3)	3312	3897	3556	3316	3804	5728	5889	5504	4639	4980

1. Approximately 19% of the emissions are based on prior year values due to the unavailability of updated data from the external provider at the time of reporting

2. Approximately 0.4% of the emissions are based on prior year values due to the unavailability of updated data from the external provider at the time of reporting

3. Approximately 0.9% of the emissions are based on prior year values due to the unavailability of updated data from the external provider at the time of reporting

4. Emissions for on-premises customers are calculated based on information from AWS and Azure. A revised methodology has been applied to the calculation of emissions from these providers.

The climate account has been recalculated in accordance with the recalculation policy following the discovery of previously omitted data. As the omission was assessed to be significant, historical emissions have been recalculated and updated to ensure completeness, accuracy, and consistency over time. The restatement does not reflect a change in our overall climate ambition or targets.

Because the operations of Stibo Systems and Stibo Software Group are very closely tied, including shared office facilities, shared service deliveries, IT, purchase organization, etc., they have chosen to manage carbon accounting jointly. To provide context for the above figures, Stibo Systems' revenue represents 85% of the Group's revenue and 71% of the Group's full-time employees.



Progress against science-based targets

Stibo Software Group's (including Stibo Systems) science-based climate targets were approved by the SBTi in December 2024. The targets commit the Group to near-term emission reductions and to reaching net-zero greenhouse gas emissions across the value chain by 2050, as well as sourcing 100% renewable electricity by 2030. By 2030, the Group aims to reduce absolute scope 1 and 2 emissions by 43.6% and scope 3 emissions by 51.6% per DKK value added.

The science-based targets established by Stibo Software Group include Stibo Systems. Progress is measured using 2021-2022 as the baseline year, and current data indicates progress toward meeting these targets.

Optional emissions refer to emissions that fall outside the minimum boundary set by the SBTi and are therefore not included in the company's science-based targets.

We decided to voluntarily establish an additional target for scope 3 emissions related to the use of sold products. Emissions from the "Use of Sold Products" category arise from on-premises customer solutions. As Stibo Systems continues its transition to a SaaS-based model, these emissions are expected to decrease.

Compared to the baseline year 2021-2022, the company has achieved a 64.39% reduction on this target.

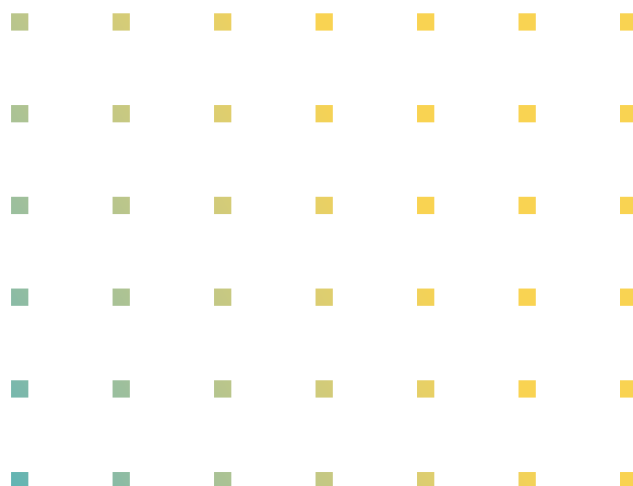
Progress against SBTi targets in %*

	Emissions			
	Excluding optional emissions			
	FY22/23	FY23/24	FY24/25	FY25/26
Scope 1 + 2 Market based, absolute	-5.84	-3.97	-30.75	-34.75
Scope 3, intensity**	8.06	-6.02	-16.21	-11.10
Scope 3, optional (Use of Sold Products)	-29.66	-27.98	-54.61	-64.39

Stibo Software Group commits to reduce absolute scope 1 and 2 GHG emissions 43.6% by FY2030 from FY2021 base year. Stibo Software Group also commits to reduce scope 3 GHG emissions 51.6% per DKK value added within the same timeframe.

*Compared to the baseline year FY21/22

** Intensity target is based on emissions/DKK value added



Carbon reduction actions beyond the targets

Stibo Systems engages in carbon reduction actions beyond the company's value chain and science-based targets. We want to contribute to global climate goals and support emission reduction initiatives.

We contribute towards these projects to offset beyond our own emissions and therefore they come on top of our reduction targets. These contributions aren't included in the climate account.

This year, Stibo Systems has elected to support three initiatives led by Green Earth, covering 10% of all our emissions from the previous fiscal year (including the optional emissions), as a continued trial. All three are high-quality carbon offsetting projects in line with the Integrity Council for the Voluntary Carbon Market Core Carbon Principles.

The first, the Brazilian Amazon APD Grouped Project, is a large-scale avoided planned deforestation (APD) initiative across private lands in Brazil's legal Amazon (project ID VCS2551), resulting in a reduction of carbon emissions — 260 verified carbon units (VCUs) related to Stibo Systems' investment — and the creation of community, as well as biodiversity benefits.



The second, the Cumare Carbon Project (project ID VCS2532), restores former grazing land dedicated to sustainable timber production and significant carbon sequestration (120 VCUs related to Stibo Systems' investment). By utilizing a strategic mix of eucalyptus and pinus species over 10-to-16-year rotations, the initiative restores low-productivity soils while capturing atmospheric carbon across multiple ecological pools.



The third, the Agreena Carbon Project (project ID VCS4022), collaborates with farmers across Europe to accelerate the shift to regenerative agricultural practices that rebuild soil organic matter, sequester carbon, and enhance biodiversity. Stibo Systems' investment contributes to 100 VCUs.



In addition, we're also collaborating with Treedom to plant a tree for every new employee and every new customer. As of right now, Stibo Systems has over 1,000 trees planted across seven different countries.

The planted trees are estimated to absorb 261.15 tons of CO₂ over the first 10 years of the trees' lives.

Global impact report

STIBO

Stibo Software Group

Axel Kiers Vej 11, DK-8270 Højbjerg, Denmark

This certificate recognises your overall contribution across all verified carbon projects you support. Every credit represents tangible action: reducing or removing emissions, restoring nature, and delivering lasting benefits for communities and the planet.

Carbon compensated:

480

tonnes of CO₂

Equivalent to:

2,400

trees planted

1,920

households powered per month

2,400,000

kilometres driven by car

*Illustrative equivalents based on published averages.



**Brazilian Amazon
APD Grouped
Project**



260 tonnes of CO₂ compensated



**Cumare Carbon
Project**



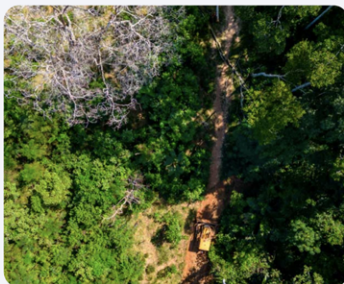
120 tonnes of CO₂ compensated



**AgreenaCarbon
Project (Denmark)**



100 tonnes of CO₂ compensated



GREEN.EARTH

This report reflects a voluntary contribution to the named project/s through the purchase and retirement of carbon credits. It is not a financial instrument or a claim of carbon neutrality. Details are accurate as of the export date. Exported on 22 July 2026.



EcoVadis sustainability scorecard

Stibo Systems received a silver medal for sustainability achievements in the EcoVadis assessment, ranking among the top 15% of companies evaluated by EcoVadis. The evaluation was based on our policies, actions, and published reports relating to the following themes:

- Environment
- Labor and human rights
- Ethics
- Sustainable procurement

The graph highlights the scoring in these four areas and the overall score. This brought Stibo Systems to the 92nd percentile, meaning the company is performing equal to or better than 92% of the companies EcoVadis has scored. Stibo Systems continues to improve its score year over year since the first assessment in May 2021.

Stibo Systems will continue to undergo the assessment by EcoVadis annually to reflect ongoing improvement and drive further action, with an aim to achieve a gold medal.





Pillar 2: Employer responsibility

At Stibo Systems, we treat each other with respect and support. We respect internationally recognized human rights in line with the UN Global Compact and the Universal Declaration of Human Rights, as well as uphold the internationally recognized labor rights as defined by the core conventions of the International Labor Organization (ILO).

One of the objectives of this pillar is to set a standard by recruiting top talent and maintaining a satisfied workforce that mirrors the diverse communities where we operate. We're working to achieve a more equal gender distribution in our workforce, management, and Board of Directors, while continuing to hire and promote based on merit only.

We have already succeeded in increasing the number of women in leadership positions at Stibo Systems

from 23% in fiscal year 2021-2022 to 28% in fiscal year 2025-2026. The female proportion (employees reported as female) of the Stibo Systems' workforce was 29.27% in fiscal year 2023-2024, and 32.42% in fiscal year 2025-2026.

At Stibo Systems, recruitment is determined by a candidate's qualifications, skills, experience, and personality. Equal employment opportunities are guaranteed, with gender, age, race, religion, and political views having no impact on hiring.





Investing in our people

At Stibo Systems, people are at the core of everything we do. Our engaged employees contribute with creativity, collaboration, and commitment to driving sustainable growth.

As an international organization, we value diverse perspectives and respect each individual's unique background and experience. Our "All kinds of data minds" philosophy reflects Stibo Systems' commitment to fostering an inclusive environment that welcomes people of all backgrounds and expertise.

We actively encourage engagement and inclusion across recruitment processes, leadership development, and organizational culture — all supported by a range of initiatives to support these objectives.

One of those initiatives is Empowered Minds, a global network designed to promote inclusion and belonging. While it was initially launched as a female network, Empowered Minds is for everyone who wants to help create an inclusive workplace. This community offers opportunities to meet virtually, share experiences, and learn from diverse voices.

The focus on equality and inclusion has strengthened during the past year, including the introduction of neurodiversity awareness sessions for employees and people leaders, and the development of a new policy outlining our commitment in this area. In addition, the first employee resource group has been established to support this agenda.

Stibo Systems offers employees upskilling and training opportunities, including two annual MindFUEL days dedicated to learning. Resources include curated learning paths and a career compass that outlines job expectations. We also offer tailored programs to support people leaders in their roles.

Employees also benefit from two MindFUL days every year. These give employees time off to rest and recharge. We maintain a flexible working environment and recognize work-life balance as a key part of our employee policies.

Our biannual employee engagement survey — in partnership with Peakon — allows employees to share feedback that informs actionable improvements. The Employee Net Promoter Score is currently at 46, landing Stibo Systems in the top 25th percentile of technology software and services globally.

This is an improvement from 34 in 2023-2024, achieved through collaborative efforts to listen and act on feedback.

Early career options: Minds of Tomorrow

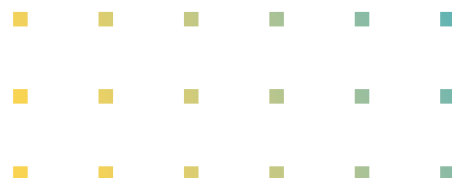
Minds of Tomorrow is an initiative here at Stibo Systems that unites all early career pathways into a cohesive and impactful experience, including:

- Internships
- Student positions
- Apprenticeships
- Our graduate program (Data Minds career program)
- Our Accelerator program

This program is designed to attract, develop, and empower emerging talent while strengthening our position as a trusted university partner and a great place to work.

It offers structured growth opportunities through hands-on learning, cross-functional rotations, mentorship, and global exposure. Participants engage in expert-led workshops, networking sessions, and innovation showcases like the Minds of Tomorrow sharing session, where teams present progress, ideas, and impact stories across various tracks.

As of 2026, 36 individuals are actively participating in the Minds of Tomorrow programs.





Pillar 3: Social responsibility

Stibo Systems aspires to contribute to the societies in which we operate. We play an active role in our communities, developing and participating in relevant societal engagement programs and volunteering activities.

Stibo Systems offers a volunteering program, including the opportunity for all employees to spend two working days each year on volunteering activities. Additionally, a team of passionate CSR ambassadors is responsible for organizing volunteer activities at each office.

This fiscal year, 185 employees volunteered to support their local communities in 10 countries. Some of the volunteering activities included volunteering at a local shelter in Germany, writing handwritten Christmas cards for people in need in both Denmark and the U.S., as well as renovating a community-based child and maternal care center, and planting saplings in India.



Furthermore, Stibo Systems has been participating in the global initiative Digital Cleanup Day. The company raised awareness about data storage practices and encouraged the deletion of unnecessary data to optimize storage efficiency and indirectly reduce carbon emissions.



For the past few years, Stibo Systems in Denmark has been collaborating with ReDI School on their Career Coaching Program, where employees support the students as voluntary coaches.

The purpose of the program is to support women and non-binary people with refugee and migrant backgrounds who wish to build or restart their careers in the tech industry in Denmark.

Beyond this, some employees have also been teaching courses at ReDI School, and the company supports events either by hosting them or providing small funding. Stibo Systems has also donated used computers to the organization.

As of recently, Stibo Systems is also supporting the Salvation Army in the Netherlands with a silver supporting package for their community center in Utrecht.

Partnering with nonprofit organizations is important to us because it allows us to positively contribute to and support the communities where we operate.





Pillar 4: Customer-centric responsibility



Pillar four has undergone a significant change, shifting focus from the previous Stibo Systems Sustainability Data Cloud targets to a more customer-centric responsibility. As the Sustainability Data Cloud is now fully managed by Stibo Systems and has already met the targets previously defined, the updated pillar focuses on enabling the two business units, Stibo Systems and Stibo DX, to meet their sustainability ambitions. This includes supporting the execution of sustainability initiatives, ensuring compliance with evolving regulatory and market requirements, and strengthening internal capabilities through mandatory sustainability training for employees.

In addition, the pillar emphasizes building sustainability expertise across the organization, including at board level, maintaining ISO 14001 certifications, and delivering transparent, reliable, and high-quality data through our Sustainability report and annual reporting. By proactively supporting

customer and prospect requirements and continuously improving governance and environmental management systems, the ESG and Sustainability function plays a key role in positioning the company as a trusted and leading sustainability partner.

To highlight some achievements from this year so far:

- Mandatory ESG and Sustainability training, as well as anti-discrimination and anti-harassment training, were fully updated
- A new psychological safety course has been created
- Annual reports in line with Danish legislation, as well as the voluntary sustainability reporting standard, were completed for the business units, as well as at the Group and Holding levels
- Close cooperation with the Stibo Software Group's Board of Directors on all relevant ESG and Sustainability topics continued

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LOOKING AHEAD:

STRENGTHENING OUR SUSTAINABILITY EFFORTS

The company is actively working towards achieving the targets set out in the updated ESG and Sustainability strategy. This includes reducing our environmental impact, decarbonizing in line with our science-based targets, increasing our efforts toward societal engagement, and increasing the number of volunteering activities.

Equality and inclusion are key priorities for Stibo Systems, and we continue to strengthen our efforts in these areas to attract and retain talented employees. Going forward, the company will further develop a structured program and continue to expand the employee resource groups to support inclusion and engagement.

Completing the climate transition plan and accelerating efforts to further reduce emissions in line with our 2030 targets remain central to Stibo Systems' sustainability efforts. This includes researching and

enforcing the responsible use of AI and minimizing its negative impacts on the environment. In addition, the company is reviewing and assessing the use of mechanisms such as renewable energy certificates and increasing carbon offsetting to further reduce our climate impact.

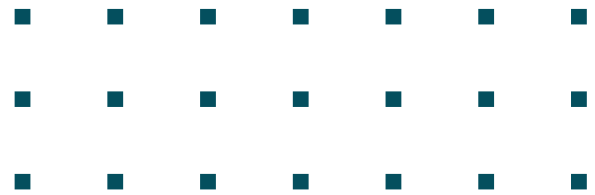
Finally, Stibo Systems is working towards an ISO 14001 certification in the coming fiscal year to align our efforts, strategy, and achievements in an environmental management system. This certification will help the company manage its environmental responsibilities more effectively and ensure that its processes are integrated into business operations across the organization. The certification timeline was adjusted following the official update of the ISO 14001 standard, which was finalized in mid-April 2026, to ensure full alignment with the latest requirements.





UN SDG alignment with sustainability strategy pillars

Goal	Progress	Pillars
SDG 8: Decent work and economic growth	Target to become net zero in our operations	Pillar 1
	Reducing our value chain emissions in line with our targets	Pillar 1
	Offering upskilling and training for employees	Pillar 2
	Offering flexible work arrangements to support work-life balance	Pillar 2
	Bi-annual employee engagement surveys and acting on feedback	Pillar 2
SDG 10: Reduced inequalities	Minds of Tomorrow Program	Pillar 2
	Promoting engagement and inclusion in hiring, leadership and company culture	Pillar 2
	Supporting underrepresented groups through the global volunteering program	Pillar 3
	Partnership with Green Earth to support their cookstove project	Pillar 1
	Creation of a global female company network	Pillar 2
SDG 12: Responsible consumption and production	Target to become net zero in our operations	Pillar 1
	Moving customers to a SaaS solution run by cloud providers that run on renewable energy	Pillar 1
	Partnership with Green Earth to support their cookstove project	Pillar 1
	Digital cleanup week to reduce digital clutter	Pillar 3
SDG 13: Climate action	Progress on the science-based targets as approved by SBTi	Pillar 1
	Target to become net zero in our operations	Pillar 1
	Partnership with Green Earth to support deforestation	Pillar 1
	Transitioning to renewable energy sources with the installation of solar panels and the purchase of IRECs	Pillar 1
	Global volunteering activities to support nature restoration	Pillar 3



CSR REPORTING

ESG and Sustainability governance

The Stibo Systems ESG and Sustainability strategy includes a clear governance plan built up of a steering group at the CXO level, directly sponsored by the CEO and CFO, and a direct line to the audit committee and Board of Directors.

The Chief Sustainability Officer reports directly to the Chief Operating Officer of Stibo Software Group. The ESG and Sustainability team is part of the Shared Service Center in Stibo Software Group, supporting both Stibo Systems and Stibo DX.

Water, waste, energy, and air pollution

Risk

Pollution from water, waste, and air is assessed as non-material to Stibo Systems from both a financial and environmental perspective. Despite this, Stibo Systems continues to report on these topics and aims to minimize any negative impact. Energy is considered a material topic, as energy efficiency improvements can be challenging due to limited control over leased office buildings and an expected increase in energy consumption driven by greater use of AI technologies.

Water

Stibo Systems is headquartered in Aarhus, Denmark. The headquarters gathers rainwater from large water tanks on the roof, which have been in place for many years, contributing to reduced water consumption at the office. The rainwater is being reused mainly for restroom facilities, and in fiscal year 2025-2026, 15% of the total water usage at the headquarters was based on reused water. The total water usage for Stibo Systems is 1124 m3.

Waste

Stibo Systems manages waste by implementing recycling and waste prevention programs. These programs include office recycling where feasible, replacing single-use plastic tableware with reusable options and using food leftovers in the canteen for the next day's lunch or allowing employees to purchase them.

The waste generated at Stibo Systems relates to our daily operations, and due to the nature of our business, services, and products, we don't generate any hazardous waste. The waste for Stibo Systems in fiscal year 2025-2026 is 44 metric tons. Stibo Systems measures the percentage of waste recovered (recycled) at the headquarters. Recovered waste refers to the waste that has been diverted from disposal and instead, reused, recycled, or otherwise recovered. At the headquarters, all waste is sorted and handled by the waste supplier. Within the fiscal year of 2025-2026, 67% of the waste was recovered/recycled.

Energy

At Stibo Systems, we are committed to responsible energy management as part of our broader environmental and sustainability goals. This includes prioritizing energy efficiency and increasing the adoption of renewable and clean energy technologies.

As part of our science-based targets, the company is committed to increasing our active annual sourcing of renewable electricity to 100% in the fiscal year of 2030.

Stibo Systems does not own or operate any data centers, as these are managed by third parties. As a result, the company's direct energy consumption is limited to its office operations and a small fleet of company-owned electric vehicles.

To increase the annual sourcing of renewable electricity, Stibo Systems has invested in solar panels





at the headquarters. These have been operating since spring 2024 and have generated 336 MWh this fiscal year. This corresponds to 18% of the total electricity consumption at the headquarters. In addition, the company has procured international renewable energy certificates in India to cover the electricity consumption at the office. Both initiatives have resulted in 28% renewable energy this fiscal year.

Heating consumption at the company is primarily used to supply the office facilities. At the headquarters, surplus heat generated from the internal data center is utilized for office heating. During the fiscal year, total heating consumption at the headquarters amounted to 304 MWh. The total energy consumption, including electricity, heating, and company-owned electric vehicles, is 951 MWh.

Air pollution

Due to the nature of Stibo Systems' business and operations, air pollution is found to be minimal and negligible. We don't have any air pollution connected to our products or services.

Within this fiscal year, no ammonia (NH₃) or refrigerants (R404A) have been purchased.

The global warming potential for ammonia (NH₃) is zero, which makes it one of the most environmentally friendly refrigerants. When there is any use of refrigerants, emissions resulting from these are included in our scope 1 emissions.

Human rights

Risk

Despite the company's support and commitment to human rights, including zero-tolerance policies on this subject, there is a potential risk if customers or partners do not uphold these standards, as this could indirectly affect the organization. Working conditions are therefore found to be material for Stibo Systems.

As participants in the UN Global Compact, Stibo Systems adheres to the principles set out by the organization. Stibo Systems adheres to the protection of internationally declared human rights as outlined by national laws that govern its activities and operations in Denmark and globally.

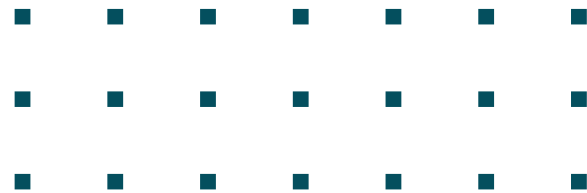
Stibo Systems aims to meet the highest standards and uses Danish standards as guidelines when local requirements are less stringent. We ensure safe and healthy working conditions across all business units and support diverse cultures and cultural activities.

Furthermore, Stibo Systems is committed to promoting equal rights for all genders, races, nationalities, ethnicities, and religions while actively preventing harassment, discrimination, and human rights violations within the organization. We have implemented mandatory anti-discrimination and anti-harassment training alongside related policies on this subject.

Our Code of Conduct outlines Stibo Systems' stance on these matters. Suppliers are required to adhere to the Supplier Code of Conduct, which highlights the requirements mentioned above, alongside environmental and social requirements. Stibo Systems completed a desk audit of the five main suppliers and found no breaches.

Concerns regarding discrimination, illegal activities, or breaches of internal guidelines or policies can be reported through an externally managed whistleblower scheme. Details are available in our whistleblower policy.

Stibo Systems has not identified any human rights violations or received any reports via the whistleblower scheme for fiscal year 2025-2026. These efforts will continue in the future, and we expect similar outcomes for fiscal year 2026-2027.



Social and employee conditions

Risk

As a global organization, Stibo Systems faces challenges in ensuring inclusivity across diverse cultures and traditions globally. Equal treatment and opportunities are found to be material to Stibo Systems.

Employee wellbeing, health, and safety are vital to our success as a company. The Stibo Systems Code of Conduct and initiatives by the People & Culture team ensure a safe workplace and keep employees motivated and productive.

Stibo Systems does not tolerate, engage in, nor accept any form of forced and compulsory labor or child labor anywhere in our supply chain. We recognize the employee's right to freedom of association and collective bargaining.

Employment contracts are written in the employee's native language to prevent misunderstandings and to ensure clarity on job scope and exit procedures.

At Stibo Systems, recruitment decisions are based on the qualifications, skills, experience, and personality of the candidates. Equal employment opportunities are provided, ensuring gender, age, race, religion, and political views don't affect the recruitment process.

Suppliers are required to adhere to the Supplier Code of Conduct, which highlights the previously mentioned requirements alongside environmental and social requirements. We have not identified any violations of social and employee conditions or received any reports via the whistleblower scheme for fiscal year 2025-2026.

We will continue these efforts in the future and anticipate similar outcomes for fiscal year 2026-2027.

Anti-corruption and bribery

Risk

The risk associated with anti-corruption and bribery in a software company primarily lies within the purchase and sales departments, where interactions with external entities could lead to potential bribes. Effective measures such as the two-person principle, stringent documentation requirements, and regular external audits help mitigate these risks and ensure compliance.

Stibo Systems commits to integrity and responsible business practices. Our Code of Conduct, and the anti-bribery and anti-corruption policies, enforce zero tolerance for corruption, extortion, and bribery. Employees are required to report misconduct to local management or via the whistleblower scheme.

All economic activities at Stibo Systems comply with Denmark's accounting laws. Activities outside of Denmark must adhere to the relevant national accounting laws, which include a requirement for external auditor endorsement of the accounts.

As part of Stibo Systems' procurement procedure, sales of the organization's services and major purchases require at least two levels of approval. Investments must be authorized by the Board of Directors, and significant merger and acquisition decisions must be approved by the Board of Directors of Stibo Software Group, the parent company.

Stibo Systems has not identified any incidents of corruption or bribery in fiscal year 2025-2026. We continue to uphold our practices and procedures to prevent and ensure no incidents in fiscal year 2026-2027.





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