



SUSTAINABILITY REPORT

Sustainability Highlights

For the Statutory Corporate Social Responsibility statement under section §99a of the Danish Financial Statements Act and the statutory reporting regarding underrepresented gender §99b, please see separate section of Annual Report, CSR Reporting.

Stibo Systems has enhanced the commitment towards a better world. Not only through empowering trustworthy data with Master Data Management for all our customers, but also by constantly reflecting on our actions to ensure that we make the right decisions – ethically, environmentally, and socially. These decisions are being made in our daily work at all organizational levels. To ensure alignment throughout the organization the ESG & Sustainability strategy and related CSR policy embrace the business values and commitments which Stibo Systems represents.

To prepare for the ESG & Sustainability strategy and in accordance with the Danish Financial Statement Act §99, we completed an extensive double materiality assessment reviewing materiality on environmental, social, and economic issues from two perspectives: 1) the importance of the issue to enterprise value, and 2) the potential impact of the company on society and/or the environment. The double materiality assessment helped to define the ESG (Environmental, Social, Governance) & Sustainability strategy for Stibo Systems and prepared the company for reporting in line with Corporate Social Responsibility Directive (CSRD), with the full reporting requirement in the year 2026 for FY 2025-26.

We aspire to define sustainability in our industry and have set ourselves clear targets for 2025 under four pillars.

We will define sustainability in our industries			
ASPIRATIONS			
1 We will reduce our climate impact	2 We will become the most valued employer in our industries	3 We will play an active role in society	4 We will enable our customers' sustainability targets
BELIEF			
We are committed to work systematically to reduce our carbon emissions and environmental impact from our entire operations.	We want to lead by example, attract the best talent, and have a satisfied workforce that is a representation of the societies that we operate in. In addition, we will have ambitious standards aligned with our diversity framework across the organization.	Stibo believes in contributing to the societies in which we operate. We develop and participate in relevant, societal engagement programs. We engage through our business units to develop and play an active role in our communities.	Looking beyond our own operations, we want to affect the way our customers operate and enable them to meet their targets related to sustainability by offering sustainability data solutions.
OUTCOME			
Stibo will have minimal negative impact on the environment and lead by example in our industries.	We will set industry leading standards in talent attraction and retention. Further, our ambitious focus on a diverse workforce, including among others, employees with different educational backgrounds, women in tech, minorities and underrepresented groups will make us a role model in our industries.	This will enhance development in local communities, as well as cascading education into society, supporting research, social and cultural tasks and causes that can benefit the well-being of the different communities in which we operate.	Enabling better ESG and sustainability performance for customers providing an ESG data foundation while increasing our revenue from sustainable product solutions.
FOUNDATION			
Deliver the absolute highest and most accurate standard of data security and data privacy Global policies and standards, Management systems & Responsible supply chain management			

1. We will reduce our climate impact

Stibo Systems is committed to have minimal negative impact on the environment and lead by example in the industry that we operate in. We will work systematically with reducing our carbon emissions and environmental impact from our entire organization.

a. Carbon Emission Accounting & Reduction plan

- i. The total Green House Gas (GHG) inventory, including Scope 1, 2 (market-based), and 3, for the fiscal year 2023-24 has decreased by around 8% compared to the last fiscal year. There has been a noticeable reduction in emissions related to business travel with a decrease of 48% compared to last year's Greenhouse Gas protocol (GHG) inventory which is mainly due to stricter travel requirements. Employee commuting has decreased by 18% due to employees increasingly working from home.

There has been a significant increase in Scope 3, category 2, Capital goods, due to the purchase of solar panels for the HQ in Højbjerg, Denmark.



Comparing the GHG inventory to the base year of 2021-22, the total Scope 1 and 2 emissions have decreased by around 10% and 4% respectively for the location-based method and market-based method. Stibo Systems will continue to improve and reduce our emissions from Scope 1, 2 and 3 in alignment with our SBTi commitment.

The GHG inventory represents the whole Stibo Software Group, including Stibo Systems and Stibo DX, calculated in accordance with the Greenhouse Gas (GHG) protocol.

- ii. For fiscal year 2024 – 25, the target for scope 1 in line with the SBTi commitment is 54 mtCO₂e (this is a larger reduction than the set target to reduce year over year by 4,67% due to previous years reductions), for scope 2 (market based) 616,18 mtCO₂e (year over year reduction of 4,67%) and for scope 3 the target is 4053,65 mtCO₂e (in line with the 7% intensity target reductions).

We created an emission reduction plan where we focus on the areas that can contribute to the greatest impact first to achieve these targets next fiscal year and beyond;

- Installing solar panels covering up to 22% of the electricity use at our Headquarters in Denmark (Based on the base year FY 2021–22). This will lead to a 77 tonnes reduction starting July 2024.
- Procuring certified renewable energy to cover most of our scope 2 emissions that remain after the use of solar panels.
- Moving customers from on premise to SaaS will lead to most of the reductions in the coming years (90%+ reductions of scope 3, category 11 by FY 2029-30).
- Efficient use of IT infrastructure, data clean up actions planned for FY 2024-25.



- Sustainable procurement: slowly yet consistently reducing scope 3 category 1 emissions through an updated supplier code of conduct and soon to be launched sustainable procurement policy.
- Through an updated and strict green travel policy, Stibo Software Group expects to reduce the business travel emissions and bring them back to the base year emissions in the short run (up to FY 2029-30).
- In the long run (beyond 2030), reducing emissions further will be challenging and will rely on new technologies and Stibo's suppliers, partners, and customers. Stibo will work together with all relevant parties and stakeholders to continue meeting the set targets.
- Stibo Systems will not engage in offsetting nor inssetting and similar in the short term. Focus will be on reducing emissions. We are researching the possibility and effectiveness of offsetting (on top of our reduction plan and the SBTi targets) in the future.



Greenhouse gas (GHG) emissions by Scope (mtCO2e)

For Stibo Software Group, including Stibo Systems and Stibo DX

	Emissions Excluding optional emissions			Optional emissions			Emissions Including optional emissions		
	FY21/22	FY22/23	FY23/24	FY21/22	FY22/23	FY23/24	FY21/22	FY22/23	FY23/24
Scope 1	93,49	54,46	55,77	-	-	-	93,49	54,46	55,77
Scope 2 (Location based)	514,55	509,54	487,20	-	-	-	514,55	509,54	487,20
Scope 2 (Market based)	713,18	703,33	717,19	-	-	-	713,18	703,33	717,19
Subtotal emissions (Scope 1+2 Market-based)	806,67	757,79	772,96	-	-	-	806,67	757,79	772,96
Scope 3									
1: Purchased goods and services	778,79	832,34	913,53	176,62	388,29	318,31	955,41	1220,63	1231,84
2: Capital goods	57,09	22,25	143,46	-	-	-	57,09	22,25	143,46
3: Fuel- and energy related activities	158,98	176,03	188,63	-	-	-	158,98	176,03	188,63
4: Upstream transportation and distribution	40,27	36,61	33,96	4,00	8,79	7,20	44,26	45,40	41,16
5: Waste generated in operations	1,08	1,38	1,42	-	-	-	1,08	1,38	1,42
6: Business travel	510,17	1058,65	499,59	72,94	210,94	155,30	583,11	1269,59	654,89
7: Employee Commuting	217,96	233,32	174,44	88,31	70,71	74,96	306,26	304,03	249,40
11: Use of sold products	-	-	-	2254,84	1586,11	1623,98	2254,84	1586,11	1623,98
Subtotal emissions (Scope 3)	1764,34	2360,58	1955,02	2596,69	2264,83	2179,75	4361,03	4625,41	4134,78
Total (Scope 1 + 2 Market based + 3)	2571,01	3118,37	2727,99				5167,70	5383,20	4907,74
Total emissions (Scope 1 + 2 Location based + 3)	2372,38	2924,58	2498,00				4969,07	5189,41	4677,75

Note: The Stibo Software Group's greenhouse gas emissions have been restated to meet SBTi validation criteria for optional emissions. As a result, these figures may differ from those reported in the annual report. This adjustment is in accordance with our recalculation policy.

Progress against SBTi targets in %*

	Emissions Excluding optional emissions	
	FY22/23	FY23/24
Scope 1 + 2 Market based, absolute target	-6,06	-4,18
Scope 3, intensity target**	16,93	-10,25
Scope 3, optional (Use of Sold Products)	-29,66	-27,98

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

b. Ecovadis certification

Stibo Systems was awarded a silver medal in recognition of our sustainability achievements in the Ecovadis assessment where we are in the top 15% of companies assessed by Ecovadis. This was based on our policies, actions, and published reports concerning the themes of Environment, Labour and Human Rights, Ethics, and Sustainable Procurement. It has been decided to complete the assessment again in fiscal year 2024-25 to reflect Stibo Systems continuous improvements and drive further action and to aim for a gold medal.

The graphic on the next page shows the scoring in the four areas assessed by Ecovadis as well as the overall score. This brought Stibo Systems to the 91st percentile meaning that the company is performing equal or better than 91% of the companies scored by Ecovadis. Stibo Systems aims to achieve gold in the next rating. This will require Stibo Systems to be in the top 5% of companies assessed by Ecovadis.

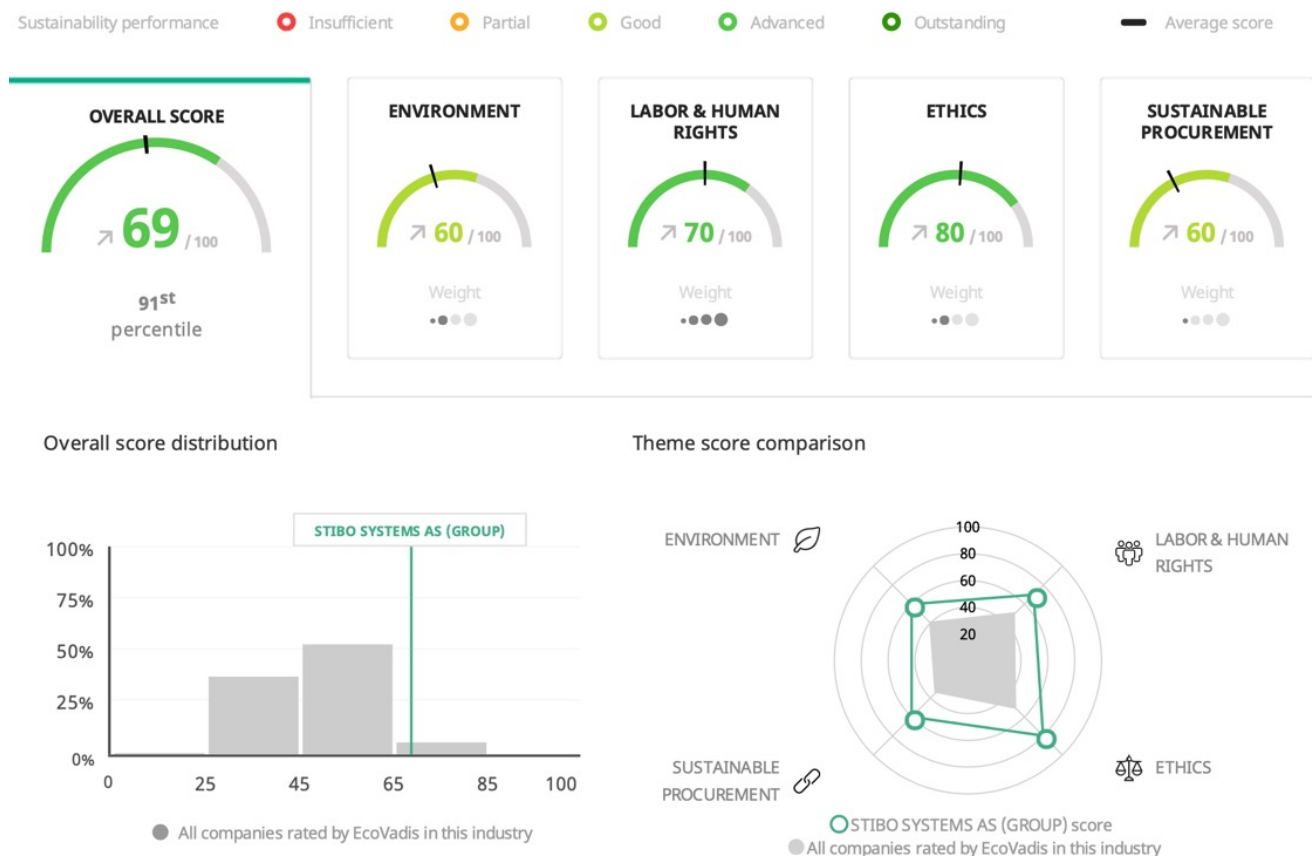
c. Commitment and alignment with Science-Based

Targets initiative (SBTi)

- Stibo Software Group, including Stibo Systems and Stibo DX, has committed to Science-Based Targets. These are scientific targets providing a clearly defined pathway for reducing our greenhouse emissions in alignment with the Paris Agreement to limit global warming to 1.5 degrees Celsius above pre-industrial levels.

The targets include the following Near-Term Targets towards 2030 (FY 2029 – 30) and Net Zero Targets towards 2050 (FY 2049-50) for our Scope 1, scope 2, and Scope 3 emissions from a base year of FY 2021-22; a minimum of 4.67% linear annual reduction for all scope 1 and 2 GHG emissions compared to base year FY 2021-22 and an absolute reduction of 90% by FY 2049–50 latest. Further, a 7% year on year intensity reduction for all our scope 3 emissions and a 97% intensity reduction by FY 2049-50 latest.

- The commitment also includes a target for increasing the sourcing of renewable electricity,



Ecovadis assessment based on sustainability policies and actions

where Stibo Software Group commits to 80% by 2025 and 100% by 2030.

- iii The commitment to SBTi, Science Based Targets Initiative, was confirmed in April 2022, and Stibo Software Group has submitted the targets for official validation in March 2023, which is expected to be confirmed by SBTi in August / September 2024. The validation process has been supported by guidance from external consultants from EY.

2. We will become the most valued employer in our industry

At Stibo Systems, we treat each other with respect, and we support, and respect internationally recognized human rights as formulated in the UN Human Rights Declaration and the internationally recognized labor rights as specified in the International Labor Organization (ILO) core conventions.

We target to expand the number of women in leadership and management positions to 30% in FY 2024-25 (stated as maximum of 70% of one gender in management and leadership positions). We aim to achieve these set targets by a range of programs increasing the reach to woman in the IT industry while continuing to always hire the best and most relevant candidate and by increasing the number of women having career possibilities internally. This includes a program that focuses on maternity leave & parenthood which will be rolled-out in FY 2024-25. We have already succeeded to increase the number of women in leadership positions from 23% in FY 2021-22 to 27% in FY 2023-24.

3. We will play an active role in society

Stibo Systems offers a volunteering program which includes the opportunity for all employees to take part of a volunteering activity during two working days per year. This year, 176 employees volunteered to support their local communities in 10 countries.

Some of the many initiatives that our volunteering program has supported this year include training and coaching young adults from underserved communities. We have partnered with ReDI School in Denmark and Year Up in the US and the Finishing School program in India for this.

4. We will enable our customers' sustainability targets

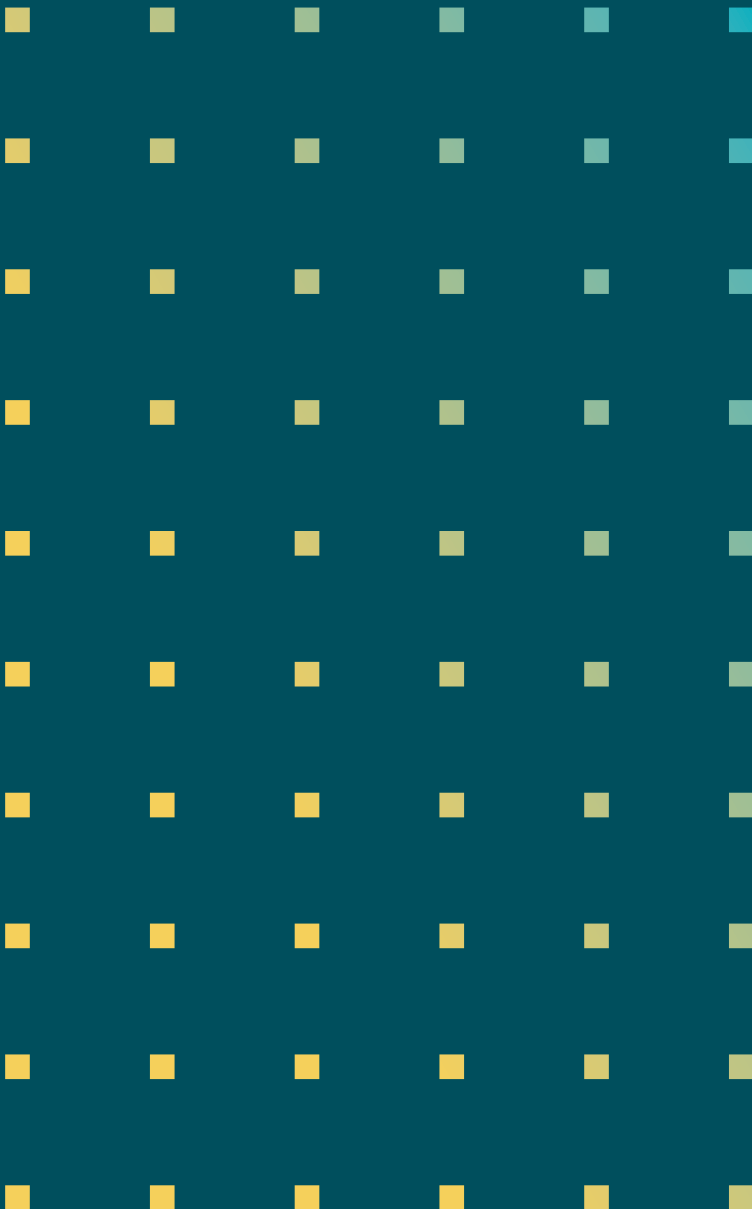
Stibo Systems actively works to encourage and enable customers to meet their own targets related to ESG and Sustainability by supporting their sustainability data transparency. This will be achieved by Stibo Systems Sustainability Data Management Solutions that will continuously be updated to reflect the changing demands, legislation, and requirements of ESG & Sustainability, to support our customers in the best way possible. With the Stibo STEP 24.1 update released at the end of 2023, the ESG Data Management package has become General Available to all Stibo Systems customers.

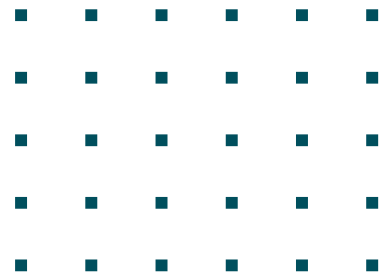
Our ESG ambitions are aligned with four selected UN's 2030 Sustainable Development Goals (SDGs):



In addition, our ESG and Sustainability strategy includes our support and adherence to the United Nations Global Compact covering human rights, labor rights, environment, and anti-corruption. Stibo Systems became a participant of the UN Global Compact since March 2024.

CSR Reporting





Report on Corporate Social Responsibility

Statutory corporate social responsibility statement under section 99a of the Danish Financial Statements Act

In addition to the sustainability highlights, this appendix provides further details on Stibo Systems' sustainability program and related reporting data. For a description of Stibo Systems business model, please see page 12.

ESG and Sustainability governance

The Stibo Systems ESG & Sustainability strategy includes a clear governance plan with a Steering Group at CXO level, directly sponsored by the CEO and CFO of the company and a direct line to the audit & governance committee of the Stibo Software Group.

Stibo Systems created the role of Chief Sustainability Officer in October 2023 reporting to the Chief Operating Officer of the Stibo Software Group.

Water, Waste, Energy

Risk

Stibo Systems contributes to climate change through our CO₂e emissions. This contribution cannot be avoided yet, which is why our actions today matters. Also, with an expected increase in legislation on environmental requirements for corporations, we want to prepare ourselves to meet such requirements.

Water

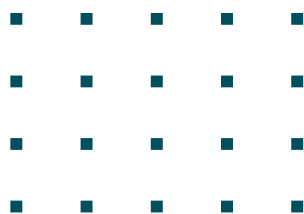
Stibo Systems and the Stibo Software Group have reduced water consumption by approximately 30% yearly by gathering rainwater from the 5000 m² roof in water tanks, which can contain around 50.000 liters of rainwater, and reusing it, mainly for Stibo's restroom facilities. The total water usage for FY 2023-24 in the Aarhus headquarters is 1.979 m³. The total for the Stibo Software Group 1523 m³ and the Stibo Systems estimated share is around 80% of this number.

Waste

Stibo Systems prioritizes proper management of waste through recycling and waste prevention. Several waste prevention programs are already in place and additional ones are in preparation including the roll-out of recycling options in offices globally. One example of a program that is in place comes from the Stibo Systems canteen at the headquarters in Aarhus where all food leftovers are combined for usage for the next day's lunch and employees can buy left over food at a discounted rate.

Further, we work closely together with our suppliers in proper and sustainable waste management and will continue to do so in the future to increase the recyclability of our company waste further.





Energy

Stibo Systems has achieved a steady reduction in energy consumption due to a flexible work from home policy and several energy saving activities, mainly in the Aarhus headquarters implemented over the recent years.

The total Stibo Software Group electricity/energy consumption globally is calculated to 1.658,86 MWH and the Stibo Systems share of this is around 80% of this number as well. Heating consumed another 330,91 MWh.

The consumption has decreased by ~3% year over year in the last five years due to several energy saving activities and initiatives.

Stibo Systems is currently reviewing the procurement option for green certified energy for the electricity use not yet covered by the solar panels on the roof of the headquarters. The expectation is that Stibo Systems in Aarhus will run on 100% renewable energy before the end of 2025 and globally by 2030.

We want to protect the environment and the climate by continuously reducing the company's emissions and by constantly utilizing the company's resources more optimally. This in line with the ESG & Sustainability strategy which includes clear and ambitious targets for 2025, 2030 and 2050 (becoming Net Zero).

Air pollution

Due to the nature of Stibo Systems' business and operations, air pollution is found to be minimal and negligible. This except for the greenhouse gas emissions (CO₂e) which are all measured and documented in the carbon account in detail. This includes scope 1 emissions (diesel and petrol fuel for company owned cars and a generator) and a very small amount of Ammonia NH₃ (~20 kg) and R404A (~2,00 kg), both in closed loop circuits not expecting to generate any pollution. All scope 2 and 3 emissions related to CO₂e for

use of electricity, business travel and procure goods as examples and can be seen on the Stibo Software Group Carbon Account overview above.

Human rights

Risk

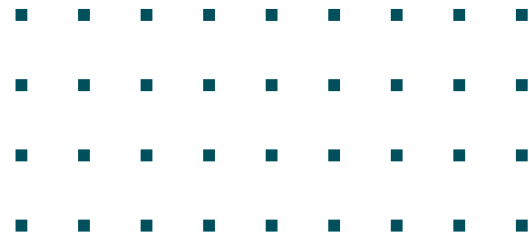
Stibo Systems supports and respects internationally proclaimed human rights. In case any our customers or Partners do not support the Universal Declaration of Human Rights, it may indirectly affect the organization.

By participating with UN Global Compact and thereby following the principles of the UN Global Compact, Stibo Systems supports and respects the protection of internationally proclaimed human rights. This is supported by the respective national laws on human rights, which our activities of operations in Denmark and the rest of the world are governed by. We strive to meet and set high standards, therefore it has been decided to use the Danish standards as guidelines, if or when local requirements are considered less demanding.

As a global organization, we provide safe and healthy working conditions in all business units as well as support all cultures and cultural activities. Additionally, Stibo Systems pursues equal rights for all genders, races, nationalities, ethnicities, and religions – and we actively discourage harassment and discrimination within our organization, together with human rights abuse. This is done through the mandatory anti-discrimination and harassment training and the enforcement of the related anti-discrimination policy.

Suppliers are required to adhere by the Stibo Systems supplier code of conduct which includes the above-mentioned requirements. This is also enforced through the procurement policy, to be followed by all Stibo employees.





For employees to report concerns of discrimination, illegal or criminal activities, serious violations of internal guidelines or policies, etc., an externally controlled whistleblower scheme is available. This is established to prevent the above-mentioned actions and protect and encourage employees to come forward under the whistleblower policy. These actions were also carried out in FY 2023-24.

Stibo Systems have not identified any incidents of human rights violations in FY 2023-24, and we expect the same results in FY 2024-25. and will continue with the aforementioned work and actions in the future.

Stibo Systems have not identified any reports to the whistleblower scheme in FY 2023-24 and we expect the same result in FY 2024-25.

Social and Employee Conditions

Risk

As a global organization, we associate with a lot of different cultures and traditions in different time zones, which naturally creates challenges for making everyone feel included.

We are focused on diversifying our staff and especially our leadership positions where at least 30% of our leadership must be female by the end of 2025.

In participation of UN’s Global Compact, Stibo Systems supports the elimination of all forms of forced and compulsory labor. As a global organization, we write our employment contracts in the native language of the employee. This prevents misunderstandings and ensures that the employee understands the scope of the employment, as well as the scope of and procedures for leaving the position. Additionally, it is important for us to do business with honesty and integrity, and we do not use child labor or forced labor anywhere in the supply chain and recognize the employee’s right to freedom of association and collective bargaining.

When we, at Stibo Systems, are recruiting new employees, we always look for the best fit for the job. By offering equal employment opportunities, the decision is based on qualifications, skills, experience, and personality, whereas gender, age, race, religion, political views, etc., do not impact nor influence the recruitment process.

Suppliers are required to adhere by the Stibo Systems supplier code of conduct which includes the above-mentioned requirements. This is also enforced through the procurement policy, to be followed by all Stibo employees. These actions were also carried out in FY 2023-24.

In FY 2023-24, there has not been any reports of any violations of guidelines and policies, discrimination, illegal or criminal activities.

Stibo Systems will in FY 2024-25 continue to follow and participate in UN’s Global Compact.

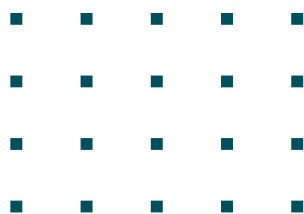
Gender composition in line with the statutory corporate social responsibility statement under section 99b of the Danish Financial Statements Act

At Stibo Systems, we are working to achieve a more equal gender distribution in our workforce, management and Board of Directors. It is our goal to reflect the societies that we operate in. We do this through avoiding unconscious bias with related training programs in place, reaching out to a large talent pool that include a diverse representation, by additional training programs and Diversity, Equity & Inclusion projects in the company. In addition to this, we support organizations that reflect these goals such as ReDI school in Denmark and YearUp in the US. The female proportion of the total workforce (employees reported as female) was 27.83% in FY 2022-23 and 29.27% in FY 2023-24.

Report on gender distribution in Management

The total number of female managers was 25% in FY 2022-23 and 27% in FY 2023-24. With this, Stibo Systems and the Stibo Software Group are on track to





the intended increase of female managers to 30% by FY 2024-25.

The Stibo Systems senior leadership team (SLT) consisted of 8 members in FY 2023-24 of which, 2 are women. The target set is 40% in FY 2029-30 in line with the overall gender representation targets in Stibo System’s ESG & Sustainability strategy.

Management Gender Composition		FY 2023-24
Top managerial positions (Board of Directors Stibo Systems)	Total number of members	3
	Underrepresented gender %	33%
	Target figure %	33%
	Target year	2025
Senior Leadership team	Total number of members	8
	Underrepresented gender %	25%
	Target figure %	40%
	Target year	2030

Anti-corruption

Risk

The main risk concerning corruption lies within the purchase and sales department, as they are in contact with people from outside the organization, where bribes may occur. Due to our two-person principle, documentation requirements, and external control via auditors, we feel confident in our model and practice, and we have not identified any incidents of corruption or bribery.

Stibo Systems conforms to a zero-tolerance policy regarding corruption, extortion, and bribery in every business activity. We encourage all employees to contact their local management or use the

whistleblower scheme if they sense any kind of misconduct.

All economic activities in Stibo Systems are subject to the accounting laws of Denmark. Activities in the rest of the world are subject to the respective national accounting laws, including the obligation to endorse the accounts by an external auditor.

A procedure for procuring is established which ensures that no individual can make a sale of the organization’s services or make any major purchases without going through at least two layers of approval. Investments must always be approved by the Board of Directors before starting, as well as significant merger and acquisition decisions always need to be approved by the Board of Directors of Stibo Software Group (parent company).

Suppliers are required to adhere by the Stibo Systems supplier code of conduct which includes the above-mentioned requirements. This is also enforced through the procurement policy, to be followed by all Stibo employees. These actions were also carried out in FY 2023-24.

Stibo Systems have not identified any incidents of corruption or bribery in FY 2023-24, and we expect the same result in FY 2024-25. We will continue to uphold our practices and procedures in the organization in the future and work to ensure that the same are delivered in FY 2024-25.

Results and expectations for the work ahead

In line with the ESG strategy, Stibo Systems will continue with the volunteering activities and societal engagements and aim to increase the number of projects and employees that take part in this.

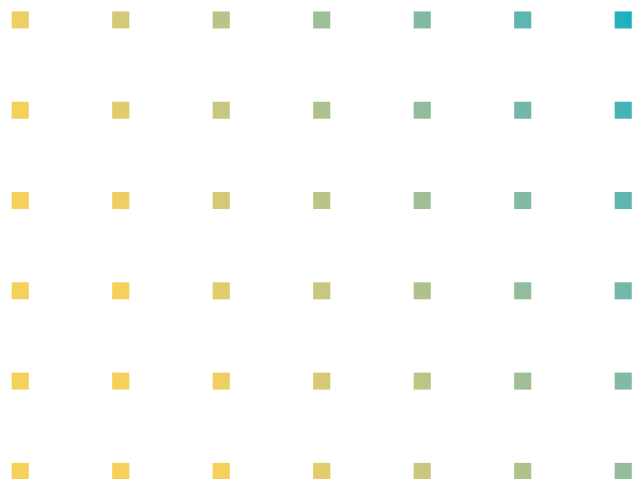
Further, carbon emission reductions in line with SBTi and pillar 1 of the ESG strategy will be achieved through several initiatives. Some are in the planning stage and others in the preparation stage as mentioned in the carbon reduction outlook section. In the coming fiscal year, we will launch an updated travel policy, move more customers over to Stibo SaaS (Microsoft Azure platforms) and will work closer with suppliers to reduce their carbon impact.

Also, carbon accounting process improvements in line with CSRD and SBTi are in preparation and a software package which records the carbon accounting data faster and in a more automated way will be implemented.

In terms of diversity, equity and inclusion, more initiatives and actions will be rolled out after gathering further insight and knowledge in this area both internally and externally from experts and relevant networks. This to make sure the focus is as effective and relevant as possible.

Stibo Systems is preparing for becoming compliant with the CSRD reporting regulations. We have established a project with a clear governance and timeline, where we also work with external partners, and in the new year will go through a new Double Materiality Assessment process. The project is on track and we will be ready to report in line with the European Sustainability Reporting Standards (ESRS).

Finally, Stibo Systems aims to get ISO140001 certified in the coming fiscal year and will revamp the website with a clearer description of the ESG & Sustainability efforts, targets and achievements.





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BETTER DATA.
BETTER BUSINESS.
BETTER WORLD.