

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Cloud Software Group

Cloud Software Group Holdings, Inc. (“Cloud Software Group” or the “Company”) is firmly committed to Equal Employment Opportunity (EEO) and to compliance with all federal, state and local laws that prohibit employment discrimination on the basis of age, race, color, creed, sex or gender, sexual orientation, gender identity or gender expression, ethnicity, national origin, ancestry, citizenship, religion, genetic carrier status, disability, pregnancy, childbirth or related medical conditions (including lactation status), marital status, military service or protected veteran status, political activity or affiliation, taking or requesting statutorily protected leave, and other protected classifications. This policy applies to all employment decisions, actions and practices, including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations.

Also, as a government contractor, Cloud Software Group is committed to taking affirmative action to hire and advance minorities and women as well as individuals with disabilities and veterans. The Company has developed written Affirmative Action Programs that demonstrate Cloud Software Group’s commitment to non-discrimination and affirmative action for minorities, women, individuals with disabilities and veterans. Further, in accordance with its obligations as a federal contractor, Cloud Software Group invites all employees and applicants to voluntarily self-identify their race and gender. Any individual who self-identifies their race or gender will not be subjected to any form of discrimination, harassment or retaliation based on their status or self identification. This self-identification will be kept confidential and used only for purposes authorized by law.

Employees of and applicants to Cloud Software Group will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any federal, state, or local law regarding EEO.

Cloud Software Group has assigned overall responsibility for the implementation of its Affirmative Action Program to its EEO Officer, Tony Gomes, Chief Legal &

Administrative Officer. In addition, Cloud Software Group has established and maintains a reporting system to allow for effective measurement of the Company's programs. Any questions regarding Cloud Software Group's Equal Employment Opportunity policies or Affirmative Action Programs should be directed to your supervisor, or Cloud Software Group's EEO Officer or EEO Compliance Manager, Rhea Rodriguez.

Tony Gomes

Tony Gomes
Chief Legal & Administrative Officer

Date: 09/29/2023

Revision	Prepared by	Date Prepared	Comments/Notes
1.0	C. Johnston	19/10/2022	Updated 3.6.22 to change references from CSG to Cloud Software Group
1.1	R. Rodriguez	24/8/2023	Updated EEO classifications
	R. Rodriguez	28/9/2023	Grammar correction