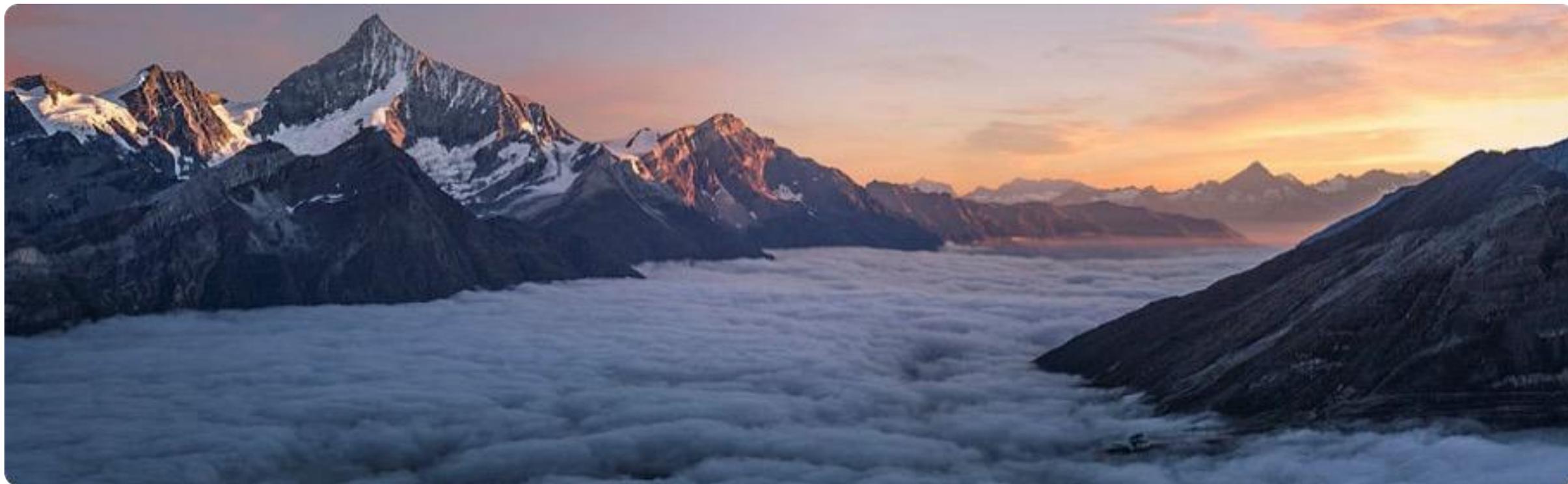




Fotoware ESG Policy & Strategy

Updated | March 2026



How do we define ESG?

Environmental

focuses on resource use, waste management, pollution, energy use, our impact on the climate, and other environmental concerns.

Social

measures the company's performance on workplace health and safety, employee training and satisfaction, diversity, equity and inclusion, and community impact.

Governance

addresses topics that are fundamental to ensuring good business ethics, risk management, internal controls, and security and compliance.

United Nation's Sustainability Development Goals

As part of our work on ESG, we acknowledge the importance of the United Nations' Sustainable Development Goals (SDGs) and are determined to contribute to achieving them.

As a global software company, we recognize our unique responsibility to contribute to a more sustainable future. Fotoware's ESG Policy and goals are therefore also connected to the United Nations' SDGs.

Specifically, we contribute to 11 of the 17 SDGs, reflecting our commitment to a better future.



ESG Mission Statement

We recognize the critical role that technology plays in shaping our world. At Fotoware, we are committed to using our skills and resources to contribute to a sustainable future for our company, our customers and partners, society, and our planet.

We are committed to creating a sustainable business that positively impacts society, and we prioritize creating a diverse and inclusive workplace for all our employees. We streamline content workflows, and create innovative and modern products that enable people and organizations to do more with their content every day. Through those efforts, we continuously improve all aspects of Fotoware, so our customers and partners know they can trust us with their business.

Furthermore, this means operating with transparency and integrity and striving to minimize our environmental impact by reducing waste, conserving resources, and promoting sustainable practices.

Equally important is creating a culture where our employees grow and thrive. We are committed to fostering a diverse and inclusive workplace where everyone feels valued and supported, with the freedom to challenge themselves and grow. We believe that by investing in our people, we are building a strong and resilient company which is equipped to tackle the challenges of today and tomorrow.

Together, we can build a more sustainable future for our planet.

ESG Policy

At Fotoware, we are committed to using our skills and resources to contribute to a sustainable future.

We work to reduce our own and our customers' carbon footprint through our SaaS product offerings together with our partner Microsoft. Through our product portfolio, we enable innovation through technological progress and increased productivity. We strive to minimize our environmental impact by reducing waste, conserving resources, and promoting sustainable practices.

We foster a diverse, inclusive, and hybrid workplace where everyone feels valued and supported. We relentlessly invest in our employees' growth and well-being. In Fotoware, people can feel safe and to be themselves - we value different skills, backgrounds and experiences.

High ethical standards and responsible decision-making always guide our actions. We comply with all applicable laws and regulations and promote transparency and accountability in our operations.

We prioritize the protection and security of data, infrastructure, and identity.

We align our efforts with the United Nations' Sustainable Development Goals (SDGs). Specifically, we contribute to 11 of the 17 SDGs, reflecting our commitment to a better future.

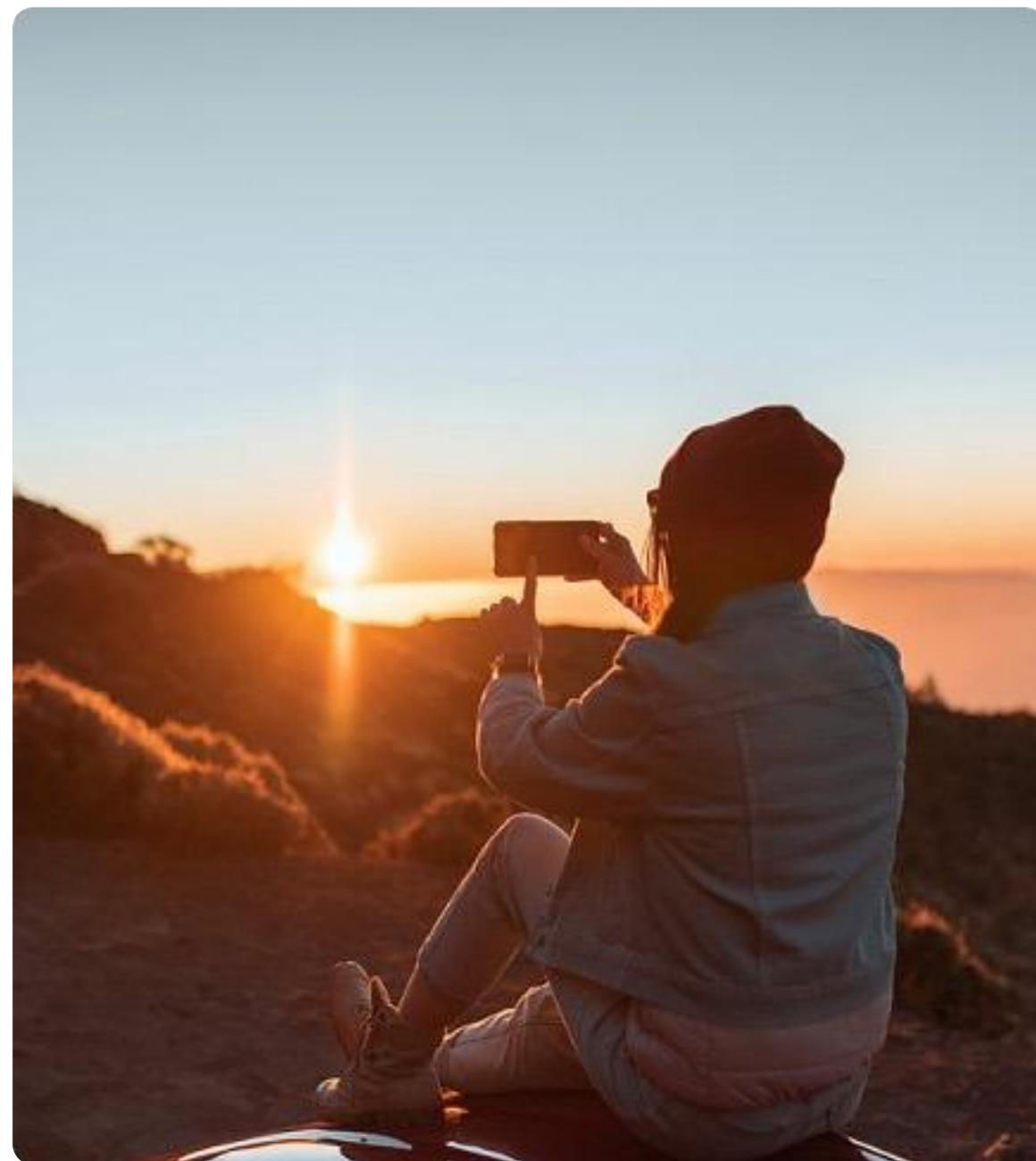
Together, we can build a more sustainable future for our company, customers, society, and our planet.

Our ESG Promise

In Fotoware we recognize that every person and every company have a responsibility to contribute to a more sustainable future. The Fotoware values guides us in our daily work, and it also guides the choice that we make regarding the Environment, our Social responsibility and our Governance. Fotoware values; Caring, Responsible, Passionate and Innovative, are tightly connected to our ESG promise:

We CARE about making the right choices, we are part of being RESPONSIBLE for the world's future, we use our PASSION to find INNOVATIVE solutions that can help build a more sustainable future for our planet and our company.

On the following pages you can read about our commitment, goals, initiatives and achievements within ESG.



Environmental

Environmental - our commitment

We recognize the importance of sustainable and innovative technology solutions in achieving sustainable development. We work to reduce our and our clients' carbon footprint through our SaaS product offerings together with our partner Microsoft. Through our product portfolio, we enable innovation through technological progress and increased productivity.

Fotoware is committed to promoting responsible consumption and production patterns to ensure that the Earth's resources are used sustainably, minimizing our negative impact on the environment and contributing to a sustainable future.



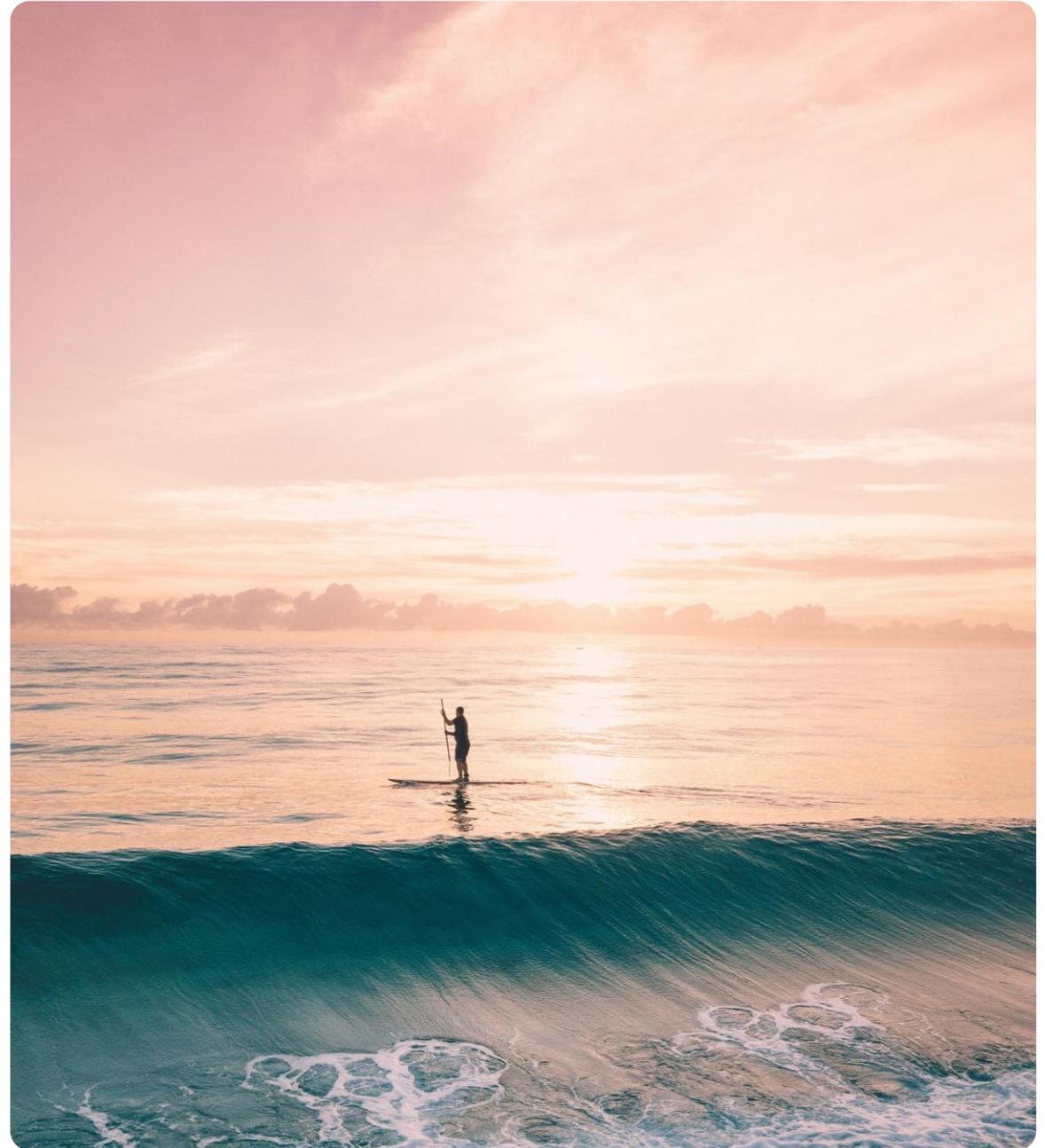
Environmental - goals

- Reduce our customers' carbon footprint by migrating customers from on-premise to SaaS.
- Have no local data centers.
- Encourage green commuting to all employees.
- Recycle all hardware and reduce electronic waste.
- Optimize code and reduce computational resource usage.
- Eco Lighthouse (Miljøfyrtårn) certification since 2024.



Environmental - measures

- No-parking-policy: Employees use public transport or bicycle to get to and from the offices
- A policy on Teams vs In-person meetings to reduce needs for flights and CO2 impact.
- Waste management routines in office locations.
- Procedure for device recycling, reselling or reuse for electronic devices.
 - New mobile device when needed, minimum 2-year usage.
 - Computers only replaced when needed.
 - Recycling of all e-waste through Dustin Takeback
- Purchasing used office furniture though [movement.as](https://www.movement.as).



Environmental - achievements

- Eco Lighthouse Certified
- Software company with no local servers.
- All hardware in HQ returned to Dustin Takeback program to ensure proper disposal.
- Established waste management system in HQ (plastic, paper, coffee capsules).
- Low carbon footprint on 2 of 4 code language (C++ and C#)
- Purchased used office furniture in HQ office.



Environmental

Goal	Measures	Result	Responsible	Deadline
Reduce our customers' carbon footprint by migrating customers from on-premise to SaaS.	Migrate 26 customers from on-premise to SaaS yearly	24 customers in 2022 15 customers in 2023 12 customers in 2024 21 customers in 2025	Leadership team	Continuous
Have no local data centers	Migrate any local datasenter to Microsoft Azure	No local servers	Platform Lead	December 2024 - done
Encourage green commuting to all employees.	No-parking-policy: Employees use public transport or bicycle to get to and from the offices A policy on Teams vs In-person meetings to reduce needs for flights and CO2 impact. Evaluate if business travel is necessary, and choose environmentally friendly alternatives when possible.		CEO	Continuous
Recycle all hardware and reduce electronic waste	Recycling of all e-waste through Dustin Takeback New mobile device - minimum 2-year usage. Computers only replaced when needed Review disposal routines annually	All hardware in HQ returned to Dustin Takeback program to ensure proper disposal.	Platform Lead Office Manager	Continuous
Always check if it is possible to buy things used before buying new.	Reuse electronic devices when possible Purchasing used office furniture though movement.as.	Purchased used office furniture in HQ office in 2022	Office Manager CEO	Continuous
Optimize code and reduce computational resource usage.	Evaluate code languages. Auto shut-down of recourses in QA and Professional Services after office hours.	C++ has low carbon footprint. .net codebase in the cloud.	Platform & Tech Lead	Continuous
Eco Lighthouse Certification		Certified 17.06.2024	Eco Lighthouse responsible	June 2024 - done
Increase internal knowledge on green coding.	One person in the company to attend a course/seminar on green coding		CPTO	Dec 2024 - done
Reduce Energy consumption in HQ with 5%	Turn of lights when leaving office Turn of ventilation during weekends New screens to prevent heat in 5 th floor		Energy responsible / CEO	Dec 2024 - done

Social

Social - our commitment

We know that diversity and inclusion matter: for attracting and retaining great talent, for creating a safe and inclusive workplace, for our customers and partners, and therefore – for business.

At Fotoware, we are committed to promoting gender equality, and creating a diverse and inclusive workplace.

In Fotoware, people can feel safe and to be themselves - we value different skills, backgrounds and experiences.



Social - goals

- 40% gender balance in group.
- 55% gender balance in top management.
- 50% gender balance in middle management.
- Minimum 4 of 5 on the employee satisfaction survey.
- Broad level of diversity in nationality, background, skills and experiences - minimum 30%.
- High level of Health and Safety in the workplace:
- Sponsored or reduced prices for charity organizations.



Social

- measures

- Structured routines and processes for recruitment, hiring and promotions, enabling an ethical, non-bias work culture, ensuring diversity, equality, and inclusion
- People management training – for diversity and inclusion
- Hiring training – minimum 40% women in “top” pile for hiring
- Unconscious bias training and awareness among managers and leaders
- Inclusive initiatives in the group such as “local language lunch”.
- Extended health insurance to employees in AS, including physical and psychological treatments.
- Massage device, and meditation room in HQ office
- Food and snacks for all employees in both office locations
- Culture handbook with outlined practices for healthy workplace culture.
- Semi-annual Workplace safety physical health check.
- Ergonomical chairs and desks for all.
- Quarterly AMU meetings in HQ.



Social - achievements

- Winner of ODA award for highest diversity in IT industry 2020.
- 2nd place in Equality Check 2021.
- Winner of Viking Venture Diversity Award 2023.
- Winner of Great Place to Work (2020, 2021, 2022).
- Apprentice certified.
- Diversity and gender balance (30 nationalities and 50% women in the leadership team, 38% women in group, 42% in Norway).
- Equality Report (Likestillingsredgjørelse) outlines our strategy and initiatives in regard to ensuring a diverse, gender equal and healthy workplace and culture.
- Negative employee churn for 2023: 2%.
- Sick leave for 2023: 2,81%.
- HMS certified with AMU committee and work environment safety officer.



Social

Goal	Measures	Result	Responsible	Deadline
40% Gender balance in group	Hiring training – minimum 40% women in “top” pile for hiring	38% women in group, 42% in Norway.	CEO /HR	Continuous
50% gender balance in top & middle management.	Hiring training – minimum 40% women in “top” pile for hiring	50% women in the leadership team	CEO /HR	Continuous
Minimum 4 of 5 on the employee satisfaction survey.	Culture handbook with outlined practices for healthy workplace culture. Yearly development conversations with all employees	Winner of Great Place to Work (2020, 2021, 2022). Apprentice certified. Negative employee churn for 2023: 2%.	CEO /HR	Continuous
Broad level of diversity in nationality, background, skills and experiences - minimum 30%.	People management training – for diversity and inclusion Unconscious bias training and awareness among managers and leaders Inclusive initiatives in the group such as “local language lunch”.	Winner of ODA award for highest diversity in IT industry 2020. 2nd place in Equality Check 2021. Winner of Viking Venture Diversity Award 2023. Equality Report (likestillingsredgjørelse) outlines our strategy and initiatives in regard to ensuring a diverse, gender equal and healthy workplace and culture.	CEO /HR	Continuous
High level of Health and Safety in the workplace:	Semi-annual Workplace safety physical health check. Ergonomical chairs and desks for all. Food and snacks for all employees in both office locations Quarterly AMU meetings in HQ.	HMS certified with AMU committee and work environment safety officer.	CEO /HR	Continuous
Sick leave max 5%	Extended health insurance to employees in AS, including physical and psychological treatments.	Sick leave for 2023: 4,8%.	CEO /HR	Continuous

Governance

Governance – our commitment

We promote decent work and economic growth in Fotoware and in the communities where we operate. We comply with all applicable laws and regulations and promote transparency and accountability in our operations.

We are also committed to promote social justice through our products and services and are proud to power some of the world's leading law enforcement operations with our software, enabling more efficient administration and management of criminal cases.



Governance

– goals

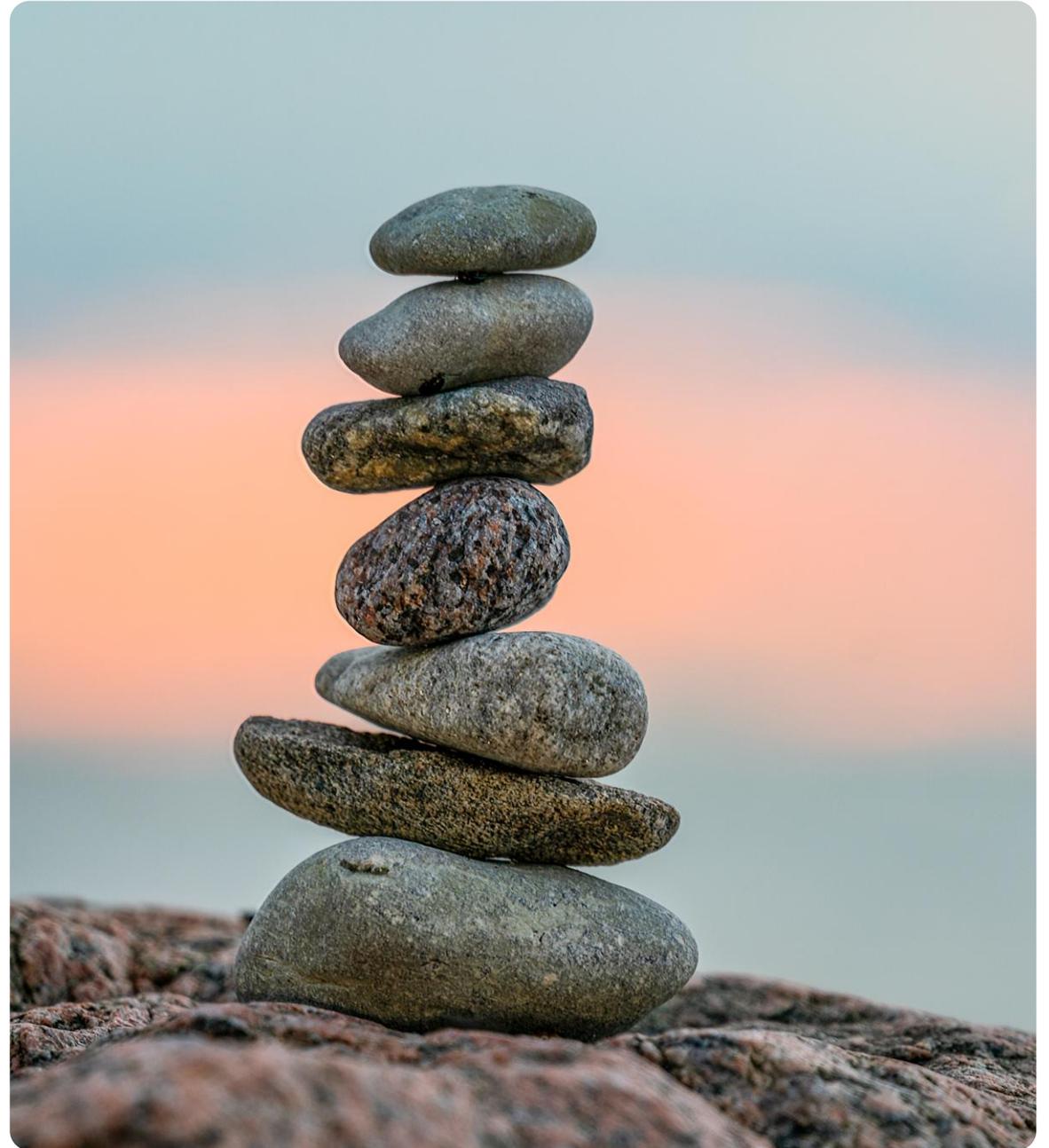
- Transparency Act compliant – annually updated.
- Be GDPR and Schrems II compliant.
- Gender Balance report – annually updated.
- 40% gender balance in the board.
- 100% attendance on internal security trainings.
- All new employees to acknowledge the code of conduct.
- 0 reported incidents per quarter for breach of Code of Conduct.
- Ensure highest level of cyber security.
- Be Microsoft Gold Cloud Platform Certified Partner.



Governance

- measures

- Bi-annual mandatory Cyber Security training for all employees.
- Certification bonus to people who get a Microsoft certification with relevance for our Gold Partner status or is within scope of our development, security and platform needs.
- Through our ISO 9001 process of working, we uphold a high standard for work process and structure within Fotoware.



Governance - achievements

- Transparency Act compliant
- GDPR and Schrems II compliant.
- 40% gender balance in the board.
- 99% attendance on internal security trainings.
- 0 reported incidents per quarter for breach of Code of Conduct.
- Cyber essentials certified
- Microsoft Gold Cloud Platform Certified Partner.



Gold
Microsoft Partner





Fotoware