

Report under the Transparency Act Oslo, 2025

CatalystOne Solution's work on human rights and ethical trade Introduction

CatalystOne Solutions (CO) is a fast-growing SaaS (Software as a Service) company specializing in software and services for the digitalization of HR processes and enabling positive relationships between HR, employees and managers. We are the Nordic leader in HCM (Human Capital Management) software and deliver user-friendly solutions for processes such as HR master data, performance management, talent management and learning management. We are established with locations in Stockholm, Oslo, Drammen, Copenhagen and Sandefjord and have an R&D center in Chandigarh, India.

CO's 4 company values are Dedication – future-proof customer centricity, Agility – Growth mindset throughout the organization, Results – Business acumen in everything we do, and Trust – Responsibility and integrity in all relationships. Our values oblige us to act to the highest ethical standards and conduct business in a responsible and sustainable manner. This should be reflected in everything we do. This is also a work in progress, and we acknowledge that there is a need and room for constant improvements. CO shall be a responsible and sustainable company and support greater cooperation in business and society to solve common challenges related to human rights and decent working conditions.

We offer our employees the same level of benefits and contractual expectations as the unions propose in the respective country in which the employee is located. In Norway and Sweden, safety representatives have been elected and trained in accordance with local legislation. A dedicated committee consisting of safety/employee representatives and managers from all Nordic locations collaborates on promoting a safe and healthy work environment and ensures the well-being of employees within our organization. The committee has a set cadence of quarterly meetings. We conduct monthly our proprietary employee survey module, Populum, that both we and our customers can use, available in our software. We work systematically on areas for improvement by involving employees.

The software industry has several risk factors in the business with regard to human working conditions and the conditions under which products and components are produced and under which services are delivered.

In this note, we describe COs continuous due diligence work related to human rights, decent working conditions and ethical trade in line with the requirements of the Transparency Act.

Anchoring accountability

CO's code of conduct ensures that our values and ethical guidelines are integrated into all companies in the CO Group. CO places the same demands on our suppliers and their subcontractors when it comes to

internationally recognized human rights. The Supplier Code of Conduct shall apply to all companies supplying products and/or services to CO.

CO's group policy for human rights incorporates follow-up measures to ensure that human rights and labor law requirements are followed. According to International Covenant on Economic, Social and Cultural Rights, International Covenant on Civil and Political Rights, and ILO core conventions CO has identified the following human rights and labor rights as areas where CO can have a particular impact in our own operations and in our supply chain:

- Right to work and absence of discrimination against job seekers
- Fair and favorable working conditions, including safe and healthy working conditions. Regulations related to rest, leisure, and holidays. The right to protection against any form of discrimination in employment relations. Equal pay for equal work.
- Freedom of association, freedom of trade union and right to strike. The right to collective bargaining.
- Satisfactory living standards for employees, including living wages.
- Occupational safety and health (OSH) in the workplace.
- The right to protection against child labor, forced labor and slavery.
- Freedom of opinion, freedom of expression and the right to peaceful gatherings.
- The right to protection against any form of racism and discrimination.
- The right to a healthy environment and a nature where productive capacity and diversity are preserved.

Risks identified through further due diligence and entry into new markets are expected to place new demands on the content of the company's policies. This will be considered as part of the ongoing work on continuous improvement.

CO will work continuously to anchor the requirements of the Code of Conduct and policy in our operations, including through training in the Code of Conduct and by including consideration of human rights and decent working conditions in our internal routines and guidelines.

Compliance with the Transparency Act will be reported to the company's board regularly, at least annually.

Due diligence/risk assessments

CO emphasizes the importance of procurement processes and supplier risk assessments to uphold human rights and decent working conditions. In 2023, CO began systematic risk mapping and supplier evaluations, using OECD guidelines for due diligence. Suppliers are prioritized based on geography, sector, product, and company to comply with the Norwegian Transparency Act.

CO used Ernst & Young's (EY) supplier assessment, which included seven indexes: Corruption Perception Index, Anti-Money Laundering Index, Environmental Performance Index, Gender Inequality Index, Global Gender Gap, Global Rights Index, and Human Development Index.

EY's December 2023 analysis flagged suppliers with potential moderate to high risk in the United States, Lithuania, and India.

All the flagged suppliers have been assessed and evaluated. Where ethical business conduct was not immediately visible, surveys were sent out to better understand the supplier's code of conduct. No suppliers showed concern regarding unethical business conduct.

CatalystOne has implemented a Supplier Management process which proactively assesses suppliers regarding their ethical business conduct. Only suppliers that pass the initial assessment will be considered for further business relationships. Exemptions will have to ensure that mitigative actions are implemented and followed up. Furthermore, suppliers are required to sign off our Supplier Code of Conduct. A yearly supplier review will be conducted to assess our most relevant suppliers regarding their compliance with our requirements for fundamental human rights and decent working conditions.

Catalyst One has currently no suppliers in our supply chain with concerns regarding unethical business conduct.

Reporting and disclosure of information

CatalystOne conducts annual due diligence and risk assessments that are presented to the executive management team and the board of directors.

The annual reports for 2025 contain a report in line with the requirements of the Transparency Act, including our work on due diligence and follow-up of human rights and decent working conditions in our operations and value chain.

Inquiries and questions related to CO's work with human rights and decent working conditions can be directed to transparencyact@catalystone.com and will be answered no later than three weeks after the inquiry is received.

CatalystOne's whistleblower system (Integrity Line) is available on our web site for employees and any other person to submit anonymous reports on violation of laws, the Code of Conduct or guidelines. Reports are received in accordance with the requirements of our Code of Conduct and of data privacy and data security. And that they are processed, stored, and archived with the necessary confidentiality.

CatalystOne Solutions
Hilde Johnsrud
SVP HR

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