



Global Environmental Policy

updated June 2023*

At Elite Enterprise Software, we believe that we can be most successful as a sustainability-focused company by putting technology and expertise to work where they can do the most good for people and the planet.

Environmental responsibility starts with our operations, becoming more efficient in how we create and deliver technology solutions worldwide. It extends through our supply chain, where we work to ensure consistent, transparent environmental and social stewardship among thousands of companies across the globe.

It ultimately provides customers with products that give them the power to do more while consuming less, and with solutions that can create further environmental benefit.

Our commitments:

- We will operate our businesses in a manner that protects the environment, prevents pollution and maintains full compliance with the applicable environmental laws, regulations and other obligations, and we will require the same of our business partners and contractors working on behalf of Elite Enterprise Software. When our own requirements are more stringent, we will operate to these higher standards.
- We will strive for continual improvement of our environmental management system to enhance our environmental performance and drive improvements beyond our own operations. In support of this effort, we will establish objectives that reflect environmental risks and opportunities, particularly in the areas of resource consumption, waste and emissions associated with our facilities, services and product lifecycle.
- We will communicate our environmental performance and challenges openly and clearly to our employees and other interested parties.

These commitments apply to all Elite Enterprise Software subsidiaries and businesses. Supplemental guidelines, requirements, policies and statements will be published as needed to address specific environmental issues and activities.

A handwritten signature in black ink, appearing to read "Dzeneta Vainauskaite", written over a horizontal line.

Dzeneta Vainauskaite
Chief Executive Officer