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Ohpen Expeditions BV

Core banking platform



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Name	Title	Version
Claire De Rouville	Head of Facilities	1.0
Martina Pavlikova	Office Assistant	1.0
Ahmed Michla	Head of Marketing	1.0
Roel Schrijvers	General Counsel	1.0
Philip de Monchy	Head of Procurement	1.0
Matthijs Aler	CEO	1.0

Document sign-off

Name	Role	Signature	Date
Matthijs Aler	CEO	<div><div>DocuSigned by:</div><div></div><div>EDF640EC42A345F...</div></div>	25.10.2022

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Chief Executive's statement

To our stakeholders, I am pleased to confirm that Ohpen Expeditions BV reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti -Corruption. In our sixth annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, corporate culture, procedures and daily operations. We are also committed to share this information with our stakeholders using our primary channels of communication.



Matthijs Aler | Ohpen CEO

1 | Our social responsibility

As a multi territory employer corporate social responsibility (CSR) is important to us. We're committed to ethical and sustainable business practices. This means we take account of our social, economic and environmental impact. CSR is good for the planet, our employees, customers and communities. There are 4 main strands to our CSR activities.

1. Environment (estates and environment)

We're committed to reducing our direct impact on the environment by actively managing our waste, emissions and consumption of natural resources. The cloud-native strategy we've followed since 2009, helps reduce our clients' environmental footprint. In addition, we believe 'every small thing helps' which is why we use 100% renewable energy and have a no-car policy.

2. People (human resources, health and wellbeing) We aim to create a workplace that encourages diversity and equal opportunities for all. We actively encourage professional development through our learning programme and support employee health and wellbeing.

We strongly believe that compliance and ethics is an active attitude and not just a set of regulations. It is a system of moral principles. These principles are as diverse as the fabric we are made of. The Ohpen team values diversity, equality and inclusion; gender, ethnicity, religion, nationality, age, etc. It strengthens us, as more opinions and

backgrounds bring new perspectives. We do not engage with parties that are in violation of the ILO Fundamental Principles and Rights at work.

3. Procurement (finance and purchasing)

We seek out the most advantageous procurement route for the life of a project. This means our supply chain contracts are through government frameworks, where suppliers have been tendered, audited and checked against important criteria like financial stability and environmental compliance.

4. Community (volunteering, skills matching and fundraising)

To play a positive role in society, we are building a culture that promotes employee volunteering, skills matching and fundraising. We actively support local businesses and the communities in which we operate.



2 | Human rights

2.1. United Nations Global Compact Principles on Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights abuses.

- Elimination of discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership.
- Privacy: working with the most sensitive personal data, we know how important it is to adhere to the highest standards of information security.

2.2. Human Rights at Ohpen

Ohpen adheres to, respects and promotes the Universal Declaration of Human Rights and other international standards such as the ILO Declaration on Fundamental Principles and Rights at Work, to its employees and all its business partners.

2.3. Implementation

Based on our commitment to human rights we expressed our ethical business practices on the Ohpen website to make our position clear for all our suppliers, employee, applicants and partners.

These practices are strictly observed and part of our terms of employment by our binding code \our operational management procedures and they guide us in our selection of suppliers.

Ohpen prides itself in having a diverse workforce, made up of twenty-eight nationalities. Due to the nature of our industry and our multinational workforce, we pay special attention to:

2.4. Measurement of outcomes

2.4.1. Independent auditing

Annually, our processes, procedures and methods of working are audited and scrutinized by independent and accredited auditors. To-date, we have had zero breaches.

2.4.2. Ohpen as a customer

Our procurement policy explicitly lists Society and Environment as stakeholders when it comes to purchasing goods and services. We do not patronize parties that are in violation of human rights standards or the ILO Fundamental Principles and Rights at Work; nor do we conduct business with parties that evade taxes and social charges or allow others to evade taxes and social charges.

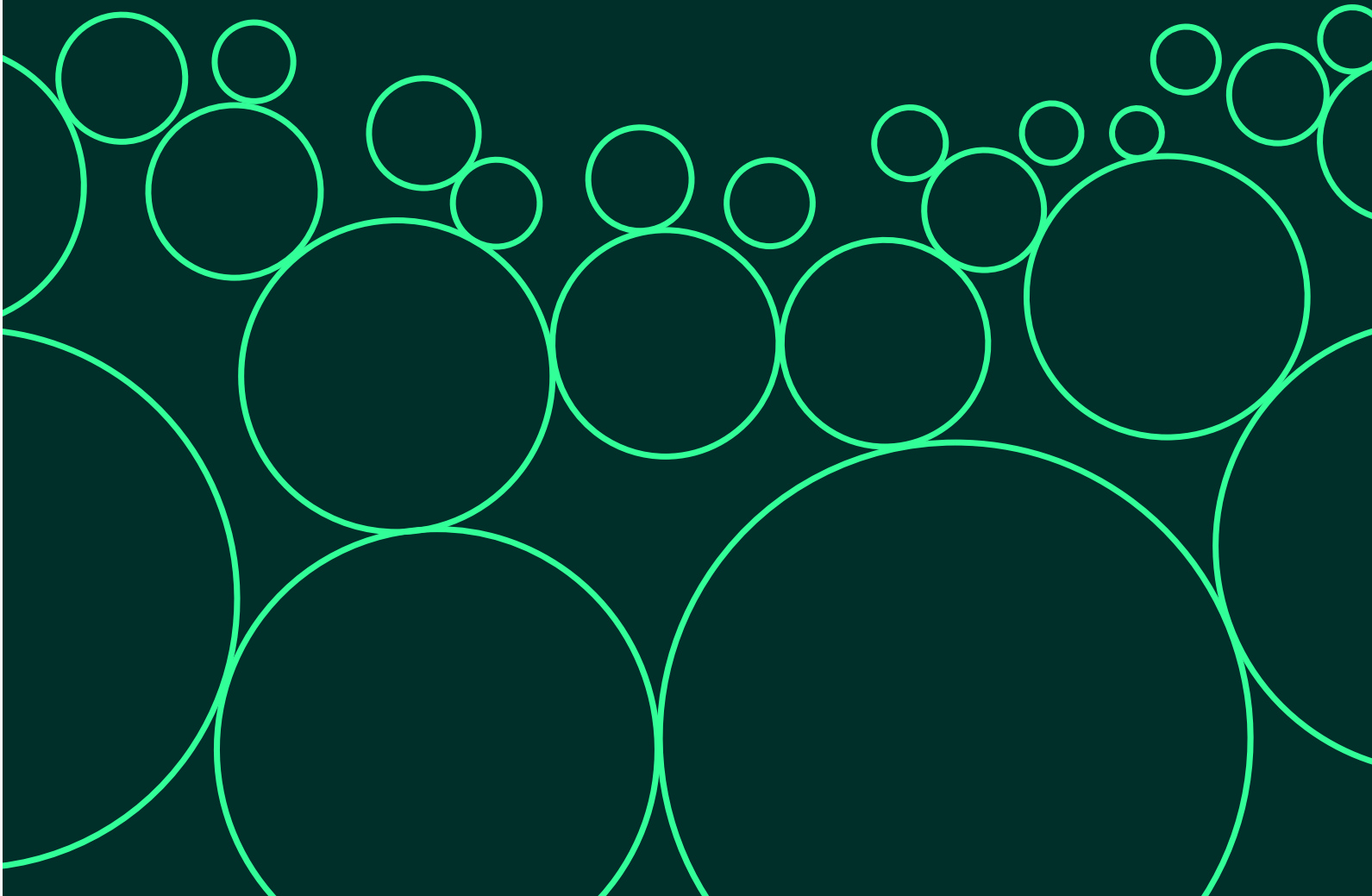
2.4.3. Anti-Discrimination

Ohpen promotes a working environment that acknowledges, appreciates and encourages diversity. It is an essential and crucial part of our business culture to respect and celebrate diversity and the uniqueness of all our employees. Ohpen strives for diversity of all aspects of employment. All decisions regarding recruitment, promotion, reward, development such as education, and all other conditions of the employment, are made based on equality of all our employees.

Discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership is forbidden by both our code of conduct and our terms of employment.

2.4.4. Procedures

Our code of conduct lays out the procedure for (confidentially) reporting violations of our code of conduct, breaches of integrity and other issues relating human rights.



3 | Labor

3.1. United Nations Global Compact Principles on Labour

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **Principle 4:** the elimination of all forms of forced and compulsory labour.
- **Principle 5:** the effective abolition of child labour.
- **Principle 6:** the elimination of discrimination in respect of employment and occupation.

When it comes to our people, we want to live up to our core values. Only in a people-centred organisation can we create the quality and reliability we want to offer our clients. Ohpen offers a diverse, safe and inspiring working environment that maximizes the well-being of all its employees. Our team has access to an extensive range of sport and yoga facilities, company-provided healthy food and plenty opportunity for personal development, training and education.

3.3. Implementation

Ohpen adheres to and fully complies with the 1998 ILO Declaration on Fundamental Principles and Rights at Work. Not just as an employer, but also as a business partner, Ohpen promotes and acknowledges:

3.2. Labour at Ohpen



Our people define our business. They are the very fabric of our service. Each of them is passionate leader in his/her field. Experienced bankers. Expert software engineers. Seasoned compliance specialists. We know it is the merger of these diverse competences into one tight-knit team that our customers buy into.

Chris Zadeh | Founder of Ohpen



Ergonomic and workplace Improvements 2021

- We have enabled all employees to work from home by providing the necessary IT and office equipment (due to COVID-19);
 - Employees can join the gym and yoga classes online via Teams while working from home;
 - The health and safety chapter on Confluence now includes videos of exercise instructions if you work behind the computer at lot;
 - Our 2-day onboarding program, including a tour of the office explaining the health and safety and emergency aspects, is now organized online via Teams.
 - We published guidelines for employees on how to setup a healthy work space
- The rights of workers, including but not limited to, freedom of association and the right to collective bargaining;
 - The elimination of all forms of forced or compulsory labour;
 - The abolition of child labour;
 - The elimination of discrimination in respect of employment and occupation;
 - The effective abolition of child labour;
 - Equal pay for equal work At Ohpen:
 - All employees are paid, as a minimum, a living wage;
 - A working week will not regularly amount to more than 40 hours within one week;
 - Employees have a safe and secure workplace. Ohpen complies with the Arbeidsomstandighedenwet (Working Condition Act), which means that all employees are provided with safe, suitable and sanitary work facilities;
 - Employees have access to an external Health & Safety Service and Physician;
 - Ohpen offers all its employees access to company gym and yoga classes and provides free healthy and nutritional meals

3.4. Measurement of outcome

3.4.1. Employee demographics

Dutch law explicitly prohibits the registration of ethnic backgrounds of employees. However, Ohpen registers the male/female ratios, they are listed in the table below.



Average Age of employes for year 2021

3.4.2. Absenteeism

In 2021 Ohpen had an absenteeism rate of 1.90%. This rate was calculated by hours lost due to absenteeism as a percentage of the total amount of hours worked.

3.4.3. Occupational Hazards and workplace

harassment In 2021 no work-related injuries and illnesses have been reported.

Employee Demography

Period	2016 (EOY)	2017 (EOY)	2018 (1/10/2018)	2019 (1/10/2019)	2020 (31/12/2020)	2021 (31/12/2021)
Employees(EOY)	80	140	149	104	300	327
Percentage Female Employees	27	30	27	24	19	21
Percentage of female employees in leadership positions	N/A	30	35	30	12,5	17

* in 2020 Ohpen merged with Davinci

Average Age

Average Age	2018	2019	2020	2021
Average	37,44	38	38	38
Average Age Ohpen Managment	42,41	41	42	44

Absenteeism rate

Absenteeism	2018	2019	2020	2021
Absenteeism Rate	1.70%	2.37%	1.40%	1.90%

4 | Environment

4.1. United Nations Global Compact Principles on Environment

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- **Principle 8:** Undertake initiatives to promote greater environmental responsibility;
- **Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

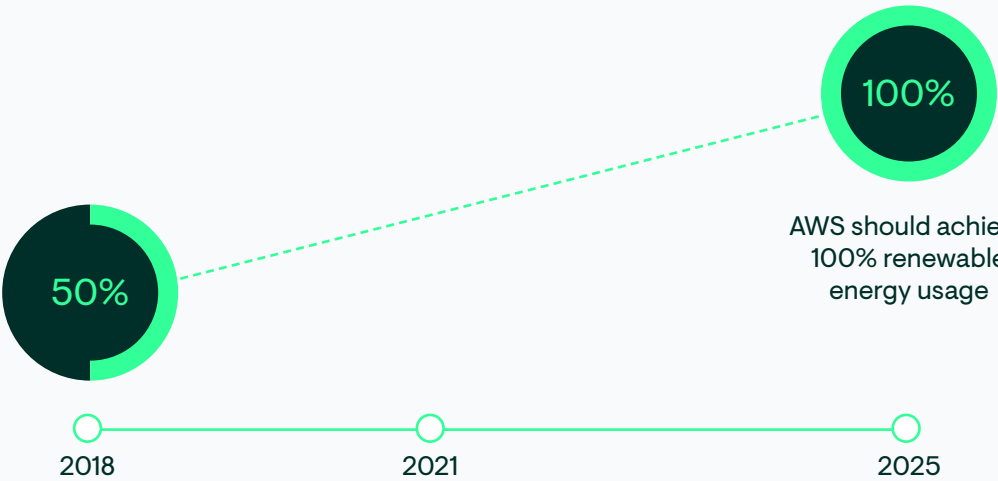
4.2. Sustainability

Our main contribution to sustainability can be found in the reduction of our clients’ environmental footprint. Our core banking engine not only liberates our clients from outdated legacy software, but it also helps them reduce their carbon dioxide emissions. By harnessing the

energy efficiency of the cloud, instead of hosting their applications on-premise, we enable our clients to reduce these emissions by 88%. In September 2018, we have started a program to further decrease our use of computing power to preserve energy. Our cloud provider, AWS, is committed to running its business in the most environmentally friendly way possible. In 2018, AWS achieved 50% renewable energy usage and by the end of year 2025 they should achieve 100% renewable energy usage.

4.3. Implementation

- At Ohpen we also actively pursue the reduction of our own environmental footprint. We only use products and services that have the highest energy efficiency, can be fully recycled and harm neither people nor the environment. Therefore, Ohpen chooses its suppliers very carefully and mindfully.



- All our in-house printing is done on 100% FSC Certified recycled paper, double-sided and by using bio-degradable ink. Our marketing materials are printed consciously and as environmentally friendly as possible. We are actively reducing usage of paper, e.g. by DocuSign and eliminating printing of documents to minimum as well as ink usage. On top of that we downsized the number of printers in our offices.
 - Ohpen uses only local vendors to reduce its carbon footprint and to support local businesses. Our suppliers help to reduce its environmental impact, but also contribute to the quality of the lives of all those involved in growing, harvesting and processing the goods.
 - In 2021 we switched to only cleaning products that comply with all European eco-standards, have ecolabel, and do not harm the environment, do not contain microplastics and we always prefer refill options if available.
- All our offices strictly follow all three waste reduction components “Reduce, Reuse, and Recycle”
 - Ohpen offices have waste separation system. We separate paper, plastic, glass, metal and in some office even coffee grounds or organic waste.
 - Ohpen offices do not use disposable cutlery (cups, straws, plates etc). We use only reusable cutlery made of ceramic, metal or wood and reusable glass or plastic containers for food preserving.
 - We are trying to reduce food waste by using meal containers in office kitchen for preserving food longer and encouraging employees to donate or take home the leftovers. In some cases we use organic waste bins or composting at home.
 - In 2021 we started presenting plant-based food options for employees when we are having food in office
 - kitchen or on events. Also, we make sure to



Amsterdam Headquarters

- have plant-based milk and snacks alternatives all the time available.

 - Waste reduction is supported by reusing furniture, not purchasing unnecessary products, reusing IT equipment as well as donating unwanted pieces and ensuring the right way of decommissioning.
 - We reduced travel emissions by allowing only necessary business trips. When travelling, we encourage employees to choose more sustainable transport options if possible, e.g. train and public transport.
 - The postage and package deliveries were limited to minimum.
 - Ohpen actively raises and promotes awareness of water and energy-saving methods. The Amsterdam office installed H++ insulation glass on windows and procures renewable 100% electricity
- generated by wind turbines. In Barcelona electricity comes from 100% green energy sources. In Slovakia electricity comes from 58% green energy source.

 - Ohpen pro-actively encourages sustainability by informing and educating Ohpeneers throughout the year. As of 2021 we strive to take the sustainability project in our company on higher level by creating more educational sources for employees, including leaflets and we started preparing new plan for the future.
 - Ohpen chooses sustainable and meaningful gifts for its employees and also makes sure that the gifts are packaged ecologically and distributed as gentle as possible to nature.
 - We continue to reduce the usage of plastic as much as possible.
 - Ohpen adheres to a strict public transport preference policy and does not support company cars. Visitors are encouraged to travel by public transport as well. Our Ohpeneers in HQ are provided with NS-business cards to enable this core believe.

4.4. Measurements of outcome

The utilities consumption (heating gas, electricity and water) of all Ohpen offices is listed in the table below.

Utilities Consumption 2017 – 2021

Period	2017	P/E 2017	2018	P/E 2018	2019	P/E 2019	2020	P/E 2020	2021	P/E 2021
Water consumption	581	4,15	685	4,6	794	7,6	1419,08	4,73	459,69	1,40
Electricity consumption	109308	780	119775	804	142000	1365	275198	920,39	177185	541,85
Heating gas consumption (m³)	20740	148	23825	160	21806	209	43421	145,22	29816	91,18

*In 2020 Ohpen was merged with Davinci

5 | Anti-Corruption

5.1. United Nations Global Compact Principles on Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

5.2. Anti-Corruption at Ohpen

Integrity is our “raison d’être”. Our clients trust some of their most important activities to our company. Without our integrity and commitment to ethical business standards, our clients can’t trust us, and we have no right to exist. The purpose of the financial services industry is to foster growth, investments and increase economic activities. Corruption is antithetical to that.

5.3. Implementation

- The Ohpen general code of conduct specifically prohibits engaging in any type or form of corruption. The Ohpen code of conduct is, in its entirety, part of the labour agreement and is binding to all employees and management;
- The Ohpen code of conduct not only explicitly prohibits engaging in corrupt practices and bribery but also provides guidance in cases of potential conflict of interest;
- Ohpen employees are not allowed to conduct business with companies, institutions or individuals when prohibited by law or generally considered socially unacceptable;



- Ohpen employees are not allowed to offer or accept or gifts with a value higher than € 50, accept invitations for events or occasions other than of professional or functional nature or accept money or directly to money deducible objects;
- Ohpen, employees are not allowed to conduct private business with business relationships of Ohpen, without prior consent of the company board. The board only approves if there is no (appearance) of conflict of interest and objective, market-based prices or fees are charged.
- Contracts with our clients now contain an anti-corruption clause based on the ICC standard as part of the International Chamber of Commerce’s Rules on Combating Corruption. It allows for termination by either party in the event the other party was engaged in corrupt practices and fails to remedy or repair the situation to the extent possible or fails to implement procedures and policies to avoid future corrupt practices. The corrupt practices include bribery, extortion, solicitation, trading in influence and money laundering the proceeds of such corrupt practices.

5.4. Measurement of outcomes

Our code of conduct lays out the procedure for (confidentially) reporting violations of our code of conduct, breaches of integrity and other issues relating human rights. Annually, our processes, procedures and methods of working are audited and scrutinized by independent and accredited auditors and to date we have had zero findings of corruption or otherwise improper behaviour.