EQUAL EMPLOYMENT OPPORTUNITY POLICY

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Cloud Software Group Holdings, Inc. and its subsidiaries (“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 race, color, ethnicity, sex (including pregnancy, childbirth, lactation status, or related medical conditions), gender (including gender identity and gender expression), religion (including religious dress and grooming practices), creed, marital status, age, national origin, ancestry, citizenship, physical or mental disability, taking or requesting statutorily protected leave, military and veteran status, genetic information, medical condition (including cancer and genetic characteristics), sexual orientation, or any other protected class, characteristic, or consideration made unlawful under applicable laws (each, a “Characteristic”). 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 U.S. government contractor, Cloud Software Group is committed to taking affirmative action to hire and advance individuals with disabilities and veterans, in accordance with Section 503 of the Rehabilitation Act of 1973 (“Section 503”) and the Vietnam Era Veterans’ Readjustment Assistance Act of 1974 (VEVRAA). The Company has developed written Affirmative Action Programs that demonstrate Cloud Software Group’s commitment to non-discrimination and affirmative action for individuals with disabilities and veterans. Further, Cloud Software Group invites all employees and applicants to voluntarily self-identify their race and gender for EEO reporting purposes. 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 the Equal Employment Opportunity 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 Section 503 and VEVRAA related programs should be directed to your supervisor, or Cloud Software Group’s EEO Officer or EEO Compliance Manager, Rhea Rodriguez.

Antonio Gomes

Tony Gomes,
Chief Legal and Administrative Officer

Dated: 01/22/2026

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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
1.2	R. Rodriguez	18/4/2024	Updated logo, annual review & signature
1.3	R. Rodriguez	21/2/2025	Updated to remove E.O. 11246
1.4	R. Rodriguez	20/1/2026	Updated subsidiaries and EEO reporting reference.

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