Policy Prohibiting Harassment, Discrimination & Retaliation

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Cloud Software Group (“Cloud Software Group” or the "Company") is committed to maintaining a respectful, courteous work environment that respects the dignity and worth of each employee and to providing a work environment free of all forms of unlawful discrimination or harassment.

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Introduction

Cloud Software Group (“Cloud Software Group” or the "Company") is committed to maintaining a respectful, courteous work environment that respects the dignity and worth of each employee and to providing a work environment free of all forms of unlawful discrimination or harassment.

Harassment or discrimination based on 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”), is illegal and prohibited by Company policy.

The Company has a no-tolerance policy for unlawful harassment or discrimination. No employee, contractor, customer, vendor, or other person who does business with this organization (each, a “Person”) is exempt from the prohibitions within this policy, and inappropriate conduct by or toward any Person will not be tolerated.

No Discrimination

Treating any Person differently or unfairly because of the Characteristics listed above is prohibited. Unlawful discrimination includes conduct that is based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. All Persons are prohibited from engaging in unlawful discrimination. This policy applies to all terms and conditions of employment, including, but not limited to, recruiting, hiring, training, promotion, discipline, compensation, benefits, and termination of employment.

No Harassment or Bullying

Unlawful harassment includes any unwelcome behavior or conduct (whether verbal, visual or physical) based on any Characteristic that denigrates or shows hostility or aversion towards an individual, or that has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment. Harassment may include suggestive remarks, inappropriate jokes, unwelcome physical conduct or displaying graphic material such as posters, cartoons, or any gestures that denigrate, disparage, or demonstrate hostility or aversion toward an individual or individuals based on any Characteristic. Cloud Software Group also prohibits abusive, intimidating or other aggressive behavior, which may constitute bullying, whether or not based on a protected category.

Sexual harassment is a type of harassment that may involve all of the above actions, as well as other unwelcome conduct, such as unwelcome or unsolicited sexual advances, requests for sexual favors, or other visual, verbal, or physical conduct of a sexual nature when:

- Submission to that conduct or those advances or requests is made either explicitly or implicitly a term or condition of an individual's employment; or
- Submission to or rejection of the conduct or advances or requests by an individual is used as the basis for employment decisions affecting the individual; or
- The conduct or advances or requests have the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working environment.

Examples of conduct that violates this policy include:

- unwelcome flirtations, leering, whistling, touching, pinching, assault, brushing up against someone’s body, blocking normal movement
- requests for sexual favors or demands for sexual favors in exchange for favorable treatment

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- obscene or vulgar gestures, posters, images or comments
- sexual jokes or comments about a person's body, sexual prowess, or sexual deficiencies
- propositions, or suggestive or insulting comments of a sexual nature
- derogatory cartoons, posters, and drawings
- sexually explicit emails or voicemails
- unwelcome touching of a sexual nature
- unwelcome sexually related comments
- comments, inquiries, or gossip about one's own or someone else's sex life or sexual activities
- conduct or comments consistently targeted at only one gender, even if the content is not sexual
- teasing or other conduct directed toward a person because of the person's gender

Sexual harassment is not limited to harassment of one gender by another gender -- it includes gender-based harassment of individuals who are of the same gender as the harasser.

Complaint Procedure

Anyone who feels that they have been harassed or discriminated against, or who witnesses any harassment or discrimination by any Person, should immediately do the following:

1. If you feel comfortable enough to do so, tell the Person engaging in the harassing and/or discriminating behavior that the Person's actions are not welcome and must stop.

2. Report the incident verbally or in writing to any of the following:

    - your manager,
    - another manager with whom you feel comfortable,
    - a member of the Human Resources Team,
    - Cloud Software Group's Chief Legal and Administrative Officer, Tony Gomes, at 781-203-4557 or tony.gomes@cloud.com,
    - Cloud Software Group's Director of Global Employment Counsel, Spencer Demetros, at 650-846-5383 or spencer.demetros@cloud.com, or
    - our confidential Cloud Software Group Integrity HelpLine at EthicsPoint - Cloud Software Group which allows you to leave a report anonymously where permitted by law.

3. Report any additional incidents or retaliation that occur to any of the following:

    - your manager,
    - another manager with whom you feel comfortable,
    - a member of the Human Resources Team,
    - Cloud Software Group's Chief Legal and Administrative Officer, Tony Gomes, at 781-203-4557 or tony.gomes@cloud.com,
    - Cloud Software Group's Director of Global Employment Counsel, Spencer Demetros, at 650-846-5383 or spencer.demetros@cloud.com, or
    - our confidential Cloud Software Group Integrity HelpLine at EthicsPoint - Cloud Software Group which allows you to leave a report anonymously where permitted by law.

Any manager or supervisor who observes, or receives a report of, any form of unlawful harassment, bullying, discrimination, or retaliation for conduct protected by this policy, must promptly report the conduct to the Human Resources Team or Chief Legal Administrative Officer so that an investigation can be conducted and, if appropriate, remedial action can be taken.

Any reported incident will be investigated by qualified personnel in a fair, impartial, timely, and thorough manner that provides all relevant parties with the opportunity to be heard and to present any information the person thinks is relevant or important for consideration, and that allows Cloud Software Group to reach reasonable conclusions based on the information collected. In responding to and taking action to address a

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complaint, Cloud Software Group will be as discreet as reasonably possible under the circumstances and will maintain confidentiality of the matter to the extent reasonably possible, subject to its obligation to conduct a full and fair investigation. Appropriate action will be taken by Cloud Software Group to stop and remedy any and all such conduct, including interim measures during a period of investigation. The investigation will be completed in a timely manner, after which Cloud Software Group will inform the complaining party of the conclusions reached concerning the complaint.

In the US, you may find more information and lodge complaints regarding harassment, discrimination, and retaliation by contacting the offices of the federal Equal Employment Opportunity Commission, www.eeoc.gov, and/or the state fair employment practices agency for the state in which you work, including:

- in California, the Civil Rights Department, www.calcivilrights.ca.gov,
- in Connecticut, Commission on Human Rights and Opportunities (the "Commission") at 860-541-3400, CT Toll Free 1-800-477-5737, or online at www.ct.gov/CHRO.
- in Illinois, Department of Human Rights ("IDHR"). Complete form at www.illinois.gov/dhr, contact the IDHR at IDHR.Intake@illinois.gov or contact Illinois Sexual Harassment and Discrimination Helpline at 1-877-236-7703.
    - in Chicago, www.chicago.gov/CCHR or by contacting the CCHR at cchr@cityofchicago.org, or at (312) 744-411, (312) 744-1088 (TTY)
- in Maine, Human Rights Commission, phone 207-624-6050 or TTY/TTD: 207-624-6064
- in Massachusetts, Commission Against Discrimination (MCAD), Boston (617) 994-6000, Worcester (508) 453-9630 or (413) 739-2145. (Federal) Equal Employment Opportunity Commission (EEOC), (800) 669-4000, (800) 669-6820 TTY or info@eeoc.gov.
- in New York, NYS Division of Human Rights, (718) 741-8400 or visit: www.dhr.ny.gov. DHR sexual harassment hotline is 1(800) HARASS3.
- in Rhode Island, Commission for Human Rights, (401) 222-2661 or (Federal) Equal Employment Opportunity Commission (EEOC), (617) 565-3200.
- in Vermont, Attorney General's Office, (802) 828-3657 (voice/TDD) or (Federal) Equal Employment Opportunity Commission (EEOC), (617) 565-3200.

Outside of the US, you may find more information about the relevant government agencies below or in the location in which you work:

- in UK, Equality and Human Rights Commission, at whistleblowing@equalityhumanrights.com or contact 0161 829 8100.
- in Australia, Human Rights Commission, at 1 300 656 419 or Fair Work Commission.

Employees may reference the Company's Policy Guidelines, US Labor Law or Canada Labor Law notices at the state or Federal level for additional information.

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Retaliation Prohibited

Cloud Software Group will not allow retaliation against anyone who makes a complaint under this policy. Employees and contractors are protected by law from retaliation for opposing or reporting unlawful harassment or discrimination, or for otherwise participating in processes connected with an investigation, proceeding, or hearing conducted by Cloud Software Group or a government agency with respect to such complaints. Cloud Software Group will take disciplinary action up to and including immediate termination of any employee who retaliates against another employee or contractor for engaging in any of these protected activities. Contractors will be subject to termination of their engagement with Cloud Software Group for engaging in retaliation.

Violations of Policy

Any employee or contractor who violates this policy will be subject to disciplinary action, up to and including termination of the employee's employment or the contractor's engagement. This includes individuals engaging in prohibited conduct as well as supervisors who fail to report violations of this policy or knowingly allow prohibited conduct to continue. To the extent a customer, vendor, or other person with whom Cloud Software Group does business engages in unlawful harassment, discrimination or retaliation, Cloud Software Group will take appropriate corrective action to address that situation.

Any employee who has questions about this policy or requires further information on the subject of sexual or other harassment, discrimination or retaliation should contact the Human Resources Team.

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California Supplement

All employees of the Company are required to undergo harassment prevention training as required by applicable law. For more information on this training requirement, employees can visit https://calcivilrights.ca.gov/shpt/.

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Connecticut Supplement

Sexual harassment is illegal and prohibited by Connecticut and federal law in the workplace, pursuant to § 46a-60(a)(8) of the Connecticut General Statutes and Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq*.

While employees are encouraged to report claims internally, if an employee believes that they have been subjected to sexual harassment, the employee may file a formal complaint with the Connecticut Commission on Human Rights and Opportunities (the "Commission") at 860-541-3400, CT Toll Free 1-800-477-5737, or online at www.ct.gov/CHRO.

Individuals who engage in acts of sexual harassment may be subject to civil penalties in the form of a cease and desist orders, back pay, compensatory damages, hiring, promotion or reinstatement, emotional distress, as well as attorney's fees, costs, pre- and post- judgment interest and punitive damages (if the case is tried in court). Individuals may also be subject to additional criminal penalties stemming from acts of sexual harassment.

Connecticut law requires that a written complaint be filed with the Commission within 300 days of the date of the alleged harassment.

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Illinois Supplement

(For Employees Outside Chicago)

In compliance with the Illinois Human Rights Act ("Act"), all employees have the right to be free from unlawful discrimination or sexual harassment. This means that employers may not treat people differently based on race, age, gender, pregnancy, disability, sexual orientation or any other protected class named in the Act. This applies to all employer actions, including hiring, promotion, discipline and discharge.

Employees also have the right to reasonable workplace accommodations based on pregnancy and disability. This means employees can ask for reasonable changes to their job if needed because they are pregnant or disabled.

Aside from the internal complaint process at the Company, employees may choose to file a charge of discrimination or sexual harassment under the Act with the Illinois Department of Human Rights ("IDHR"). The charge process for violations of the law can be initiated by completing the form at www.illinois.gov/dhr or by contacting the IDHR at IDHR.Intake@illinois.gov, or either of these offices:

Chicago Office
555 West Monroe St., 7th Floor
Chicago, IL 60661
(312) 814-6200
(866) 740-3953 (TTY)
(312) 814-6251 (Fax)

Springfield Office
535 W. Jefferson Street, 1st Floor
Springfield, IL 62702
(217) 785-5100
(866) 740-3953 (TTY)
(217) 785-5106 (Fax)

Employees also can contact the Illinois Sexual Harassment and Discrimination Helpline at 1-877-236-7703.

(For Employees In Chicago)

In compliance with the Illinois Human Rights Act ("Act") and the City of Chicago Human Rights Ordinance ("Ordinance"), all employees have the right to be free from unlawful discrimination or sexual harassment. This means that employers may not treat people differently based on race, age, gender, pregnancy, disability, sexual orientation or any other protected class named in the Act or Ordinance. This applies to all employer actions, including hiring, promotion, discipline and discharge. Sexual harassment is illegal and the Company expressly prohibits such actions and behavior.

Sexual harassment means any (i) unwelcome sexual advances or any unwelcome conduct of a sexual nature; or (ii) requests for sexual favors or conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment; or (iii) sexual misconduct, which means any behavior of a sexual nature which also involves coercion, abuse of authority, or misuse of an individual's employment position.

Employees can confidentially report allegations of sexual harassment internally using the reporting procedures set forth in the general Anti-Discrimination, Anti-Harassment & Retaliation Prevention policy. Written complaints can be submitted internally using the form provided with this policy.

Employees also have the right to reasonable workplace accommodations based on pregnancy and disability.

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This means employees can ask for reasonable changes to their job if needed because they are pregnant or disabled.

It is also unlawful for employers to treat people differently or otherwise retaliate against an employee because they have reported discrimination or sexual harassment, participated in an investigation, or helped others exercise their right to complain about discrimination or sexual harassment.

Aside from the internal complaint process at the Company, employees may choose to file a charge/complaint of discrimination or sexual harassment with the government agency or agencies set forth below.

Illinois Department of Human Rights ("IDHR")

The charge process for violations of the law can be initiated by completing the form at www.illinois.gov/dhr or by contacting the IDHR at IDHR.Intake@illinois.gov, or either of these offices:

Chicago Office
555 W. Monroe St., 7th Floor
Chicago, IL 60661
(312) 814-6200
(866) 740-3953 (TTY)
(312) 814-6251 (Fax)

Springfield Office
535 W. Jefferson Street, 1st Floor
Springfield, IL 62702
(217) 785-5100
(866) 740-3953 (TTY)
(217) 785-5106 (Fax)

Employees also can contact the Illinois Sexual Harassment and Discrimination Helpline at 1-877-236-7703.

Chicago Commission on Human Relations ("CCHR")

The complaint process for violations of the law can be initiated by visiting www.chicago.gov/CCHR or by contacting the CCHR at cchr@cityofchicago.org, or at:

740 N. Sedgwick Suite 400
Chicago, IL 60654
(312) 744-411
(312) 744-1088 (TTY)
(312) 744-1081 (Fax)

Additionally, employees may choose to file a charge of discrimination or sexual harassment with the United States Equal Employment Opportunity Commission (EEOC) by contacting the EEOC at:

JCK Federal Building
230 S Dearborn Street
Chicago, IL 60604
Filing of Private Sector Charges/Enforcement/Federal Sector Hearings: Suite 1866
Mediation Unit/Legal Unit: Suite 2920
1-8-00-669-4000
312-588-1260 (FAX)

Employees, other than those who supervise or manage employees, are required to participate in a minimum of one hour of sexual harassment prevention training at least once a year in accordance with the

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Act/Ordinance. Anyone who supervises or manages employees is required to participate in a minimum of two hours of sexual harassment prevention training at least once a year in accordance with the Act/Ordinance. Additionally, all employees are required to participate in one hour of bystander training at least once a year in accordance with the Ordinance.

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Chicago Discrimination, Harassment & Retaliation Complaint Form

If you believe that you have been subjected to conduct in violation of the Company's Anti-Discrimination, Anti-Harassment & Retaliation Prevention Policy, including the Illinois state or Chicago supplement, you are encouraged to complete this form and submit it to Human Resources. If you are more comfortable reporting verbally or in another manner, you may do so and can follow the guidelines set forth in the Company policy. You will not be retaliated against for filing a complaint. Once a complaint is received, the Company will follow the investigation process described in our policy.

General Information

Your Name / Job Title:

Your Department / Supervisor:

Preferred Communication Method (if via email or phone, please provide contact info):

Complaint Information

Please tell us who you believe has violated our Anti-Discrimination, Anti-Harassment & Retaliation Prevention Policy. What is their relationship to you (e.g., Supervisor, Subordinate, Co-Worker, Other):

Please describe what happened and how it is affecting you and your work. Please use additional sheets of paper if necessary and attach any relevant documents or evidence.

Please provide specific date(s) the alleged misconduct occurred. Additionally, please advise if the alleged misconduct is continuing?

Please list the name and contact information of any witnesses or individuals who may have information related to your complaint.

This last question is optional, but may help the investigation

Have you previously complained or provided information (verbal or written) about related incidents? If yes, when and to whom did you complain or provide information?

Signature: _____ Date: _____

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Maine Supplement

While employees are encouraged to report claims internally, if an employee believes that the employee has been subjected to sexual harassment, the employee may file a formal complaint with the government agency or agencies set forth below. Accordingly, using the Company's complaint process does not prohibit an employee from filing a complaint with this agency:

Maine Human Rights Commission

51 State House Station

Augusta, ME 04333-0051

PHONE: 207-624-6050
TTY/TTD: 207-624-6064
FAX: 207-624-6063

Employees may file a complaint with the Maine Human Rights Commission within 300 days of the date of alleged sexual harassment.

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Massachusetts Supplement

The name, address, and telephone numbers for internal reporting using the Company's internal complaint and investigation procedures are as follows:

Cloud Software Group Holdings, Inc.

851 Cypress Creek Road

Fort Lauderdale, FL 33309

Complaints should be directed to the attention of any of the following:

- Chief Administrative Officer, Tony Gomes , at 781-203-4557 , or tony.gomes@cloud.com.
- Director of Global Employment Counsel, Spencer Demetros , at 650-846-5383 or spencer.demetros@cloud.com.
- Cloud Software Group Integrity HelpLine at EthicsPoint - Cloud Software Group.

While employees are encouraged to report claims internally, if an employee believes that they have been subjected to sexual harassment, the employee may file a formal complaint with the government agency or agencies set forth below. Accordingly, using the Company's complaint process does not prohibit an employee from filing a complaint with these agencies. The name, address, and telephone numbers of the state and federal enforcing agencies for our Massachusetts-based employees are as follows:

Massachusetts Commission Against Discrimination (MCAD)

One Ashburton Place
Room 601
Boston, MA 02108
(617) 994-6000

Denholm Building
484 Main Street, Room 320
Worcester, MA 01608
(508) 453-9630

436 Dwight Street
Room 220
Springfield, MA 01103
(413) 739-2145

(Federal) Equal Employment Opportunity Commission (EEOC)
JFK Federal Building
15 New Sudbury Street, Room 475
Boston, MA 02203
(800) 669-4000 or (800) 669-6820 TTY
info@eeoc.gov

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New York Supplement

Written complaints can be submitted internally to points of contact referenced in the policy using the form provided with this policy.

Aside from the internal complaint process at the Company, employees may choose to pursue external legal remedies with the following governmental entities.

New York State Division of Human Rights

The Human Rights Law (HRL), codified as N.Y. Executive Law, art. 15, § 290 et seq., applies to all employers in New York State with regard to sexual harassment, and protects employees, paid or unpaid interns and non-employees, regardless of immigration status. A complaint alleging violation of the Human Rights Law may be filed either with the Division of Human Rights (DHR) or in New York State Supreme Court.

Complaints with DHR may be filed any time within three years of the harassment. If an individual did not file at DHR, they can sue directly in state court under the HRL, within three years of the alleged sexual harassment. An individual may not file with DHR if they have already filed a HRL complaint in state court.

Complaining internally to the Company does not extend your time to file with DHR or in court. The three years is counted from the date of the most recent incident of harassment.

You do not need an attorney to file a complaint with DHR, and there is no cost to file with DHR.

DHR will investigate your complaint and determine whether there is probable cause to believe that sexual harassment has occurred. Probable cause cases are forwarded to a public hearing before an administrative law judge. If sexual harassment is found after a hearing, DHR has the power to award relief, which varies but may include requiring your employer to take action to stop the harassment, or redress the damage caused, including paying of monetary damages, attorney's fees and civil fines.

DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458. You may call (718) 741-8400 or visit: www.dhr.ny.gov.

Go to dhr.ny.gov/complaint for more information about filing a complaint with DHR. The website has a digital complaint process that can be completed on your computer or mobile device from start to finish. The website has a complaint form that can be downloaded, filled out, and mailed to DHR as well as a form that can be submitted online. The website also contains contact information for DHR's regional offices across New York State.

Call the DHR sexual harassment hotline at 1(800) HARASS3 for more information about filing a sexual harassment complaint. This hotline can also provide you with a referral to a volunteer attorney experienced in sexual harassment matters who can provide you with limited free assistance and counsel over the phone.

United States Equal Employment Opportunity Commission

The United States Equal Employment Opportunity Commission (EEOC) enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act (codified as 42 U.S.C. § 2000e et seq.). An individual can file a complaint with the EEOC anytime within 300 days from the harassment. There is no cost to file a complaint with the EEOC. The EEOC will investigate the complaint, and determine whether there is reasonable cause to believe that discrimination has occurred. If the EEOC determines that the law may have been violated, the EEOC will try to reach a voluntary settlement with the employer. If the EEOC cannot reach a settlement, the EEOC (or the Department of Justice in certain cases) will decide whether to file a lawsuit. The EEOC will issue a Notice of Right to Sue permitting workers to file a lawsuit in federal court if the EEOC

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closes the charge, is unable to determine if federal employment discrimination laws may have been violated, or believes that unlawful discrimination occurred by does not file a lawsuit.

Individuals may obtain relief in mediation, settlement or conciliation. In addition, federal courts may award remedies if discrimination is found to have occurred. In general, private employers must have at least 15 employees to come within the jurisdiction of the EEOC.

An employee alleging discrimination at work can file a “Charge of Discrimination.” The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (TTY: 1-800-669-6820), visiting their website at www.eeoc.gov or via email at info@eeoc.gov.

If an individual filed an administrative complaint with DHR, DHR will automatically file the complaint with the EEOC to preserve the right to proceed in federal court.

Local Protections

Many localities enforce laws protecting individuals from sexual harassment and discrimination. An individual should contact the county, city or town in which they work to find out if such a law exists. For example, employees who work in New York City may file complaints of sexual harassment with the New York City Commission on Human Rights. Contact their main office at Law Enforcement Bureau of the NYC Commission on Human Rights, 22 Reade Street, 3rd Floor, New York, New York 10007; call 311 or (212) 306-7450; or visit www.nyc.gov/html/cchr/html/home/home.shtml.

Contact the Local Police Department

If the harassment involves unwanted physical touching, coerced physical confinement or coerced sex acts, the conduct may constitute a crime. Those wishing to pursue criminal charges are encouraged to contact their local police department.

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New York Discrimination, Harassment & Retaliation Complaint Form

If you believe that you have been subjected to conduct in violation of the Company's Anti-Discrimination, Anti-Harassment & Retaliation Prevention Policy, including the New York state supplement, you are encouraged to complete this form and submit it to Human Resources. If you are more comfortable reporting verbally or in another manner, you may do so and can follow the guidelines set forth in the Company policy. You will not be retaliated against for filing a complaint. Once a complaint is received, the Company will follow the investigation process described in our policy.

General Information

Your Name / Job Title:

Your Department / Supervisor:

Preferred Communication Method (if via email or phone, please provide contact info):

Complaint Information

Please tell us who you believe has violated our Anti-Discrimination, Anti-Harassment & Retaliation Prevention Policy. What is their relationship to you (e.g., Supervisor, Subordinate, Co-Worker, Other):

Please describe what happened and how it is affecting you and your work. Please use additional sheets of paper if necessary and attach any relevant documents or evidence.

Please provide specific date(s) the alleged misconduct occurred. Additionally, please advise if the alleged misconduct is continuing?

Please list the name and contact information of any witnesses or individuals who may have information related to your complaint.

This last question is optional, but may help the investigation

Have you previously complained or provided information (verbal or written) about related incidents? If yes, when and to whom did you complain or provide information?

Signature: _____ Date: _____

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Oregon Supplement

Individuals who believe they have been the victims of conduct prohibited by this policy including discrimination or harassment (including conduct that constitutes sexual assault) or believe they have witnessed such conduct should report their concerns in accordance with the reporting procedures set forth in the general policy.

While employees are encouraged to report claims internally, if an employee believes that they have been subjected to discrimination or harassment (including conduct that constitutes sexual assault), the employee may file a formal complaint with the Equal Employment Opportunity Commission, the Oregon Bureau of Labor and Industries, or in a court of law. A claim alleging discrimination or harassment (including conduct that constitutes sexual assault) prohibited by Oregon law, must be filed no later than five years after the occurrence of the alleged conduct.

Employers and employees are advised to document any incidents involving discrimination or harassment (including conduct that constitutes sexual assault) as defined by Oregon law.

Nondisclosure or Nondisparagement Agreements

Under this policy, a nondisclosure agreement is any agreement by which one or more parties agree not to discuss or disclose information regarding any complaint of work-related harassment, discrimination, or sexual assault, including the amount or terms of a settlement.

A nondisparagement agreement is any agreement by which one or more parties agree not to discredit or make negative or disparaging written or oral statements about any other party or the company.

A no-rehire provision is an agreement that prohibits an employee from seeking reemployment with the company and allows a company to not rehire that individual in the future.

The organization will not require a former, current or prospective employee to enter into any agreement if the purpose or effect of the agreement prevents the employee from disclosing or discussing conduct constituting discrimination, harassment, or sexual assault.

An employee claiming to be aggrieved by discrimination, harassment, or sexual assault may, however, voluntarily request to enter into a settlement, separation, or severance agreement which contains a nondisclosure, nondisparagement, or no-rehire provision and will have at least seven days to revoke any such agreement. The organization will not offer a settlement on the condition of a request for these terms.

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Rhode Island Supplement

The name, address, and telephone numbers for internal reporting using the Company's internal complaint and investigation procedures are as follows:

Cloud Software Group Holdings, Inc.

851 Cypress Creek Road

Fort Lauderdale, FL 33309

Complaints should be directed to the attention of any of the following:

- Chief Administrative Officer, Tony Gomes , at 781-203-4557 , or tony.gomes@cloud.com.
- Director of Global Employment Counsel, Spencer Demetros , at 650-846-5383 or spencer.demetros@cloud.com.
- Cloud Software Group Integrity HelpLine at EthicsPoint - Cloud Software Group.

While employees are encouraged to report claims internally, if an employee believes that they have been subjected to sexual harassment, the employee may file a formal complaint with the government agency or agencies set forth below. Accordingly, using the Company's complaint process does not prohibit an employee from filing a complaint with these agencies.

Rhode Island Commission for Human Rights
180 Westminster Street, 3rd Floor
Providence, RI 02903-1918
(401) 222-2661

(Federal) Equal Employment Opportunity Commission (EEOC)
JFK Federal Building
15 New Sudbury Street, Room 475
Boston, MA 02203
(617) 565-3200

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Vermont Supplement

The name, address, and telephone numbers for internal reporting using the Company's internal complaint and investigation procedures are as follows:

Cloud Software Group Holdings, Inc.

851 Cypress Creek Road

Fort Lauderdale, FL 33309

Complaints should be directed to the attention of any of the following:

- Chief Administrative Officer, Tony Gomes , at 781-203-4557 , or tony.gomes@cloud.com.
- Director of Global Employment Counsel, Spencer Demetros , at 650-846-5383 or spencer.demetros@cloud.com.
- Cloud Software Group Integrity HelpLine at EthicsPoint - Cloud Software Group.

While employees are encouraged to report claims internally, if an employee believes that they have been subjected to sexual harassment, the employee may file a formal complaint with the government agency or agencies set forth below. Accordingly, using the Company's complaint process does not prohibit an employee from filing a complaint with these agencies:

Vermont Attorney General's Office
Civil Rights Unit, 109 State Street
Montpelier, VT 05609
(802) 828-3657 (voice/TDD)

(Federal) Equal Employment Opportunity Commission (EEOC)
JFK Federal Building
15 New Sudbury Street, Room 475
Boston, MA 02203
(617) 565-3200

Employees may file a complaint with the Vermont Attorney General's Office within 360 days and with the EEOC within 300 days of the date of alleged sexual harassment.

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