



## Corporate Social Responsibility Policy

Effective Date: August 2, 2022

### 1. **Our Approach**

GS Topco GP, LLC, including its subsidiaries and affiliates (collectively, “insightsoftware”), values the importance of corporate social responsibility. We have created this Corporate Social Responsibility Policy (“Policy”) and others to conduct business while being guided by social responsibility and a high standard of ethics. insightsoftware supports positively assisting with social change in communities at large in a variety of ways.

### 2. **Our Business Ethics and Transparency**

insightsoftware conducts its business in an open, transparent and ethical manner in alignment with our internal Code of Conduct. We recognize the value in protecting our staff, the individuals in our supply chains and our informational, physical, financial, social, environmental and reputational assets at insightsoftware.

Additionally, insightsoftware ensures that it maintains high standards of integrity for its corporate governance practices.

### 3. **Environmental Approach**

insightsoftware acknowledges that the work it performs is connected to communities and the planet at large. As part of insightsoftware’s ongoing efforts, insightsoftware understands there is urgency to address climate change and we are working to identify our environmental impacts so we can later promote more sustainable practices. Further, insightsoftware is in compliance with all applicable environmental laws and regulations.

### 4. **Human Rights and Ethics**

insightsoftware pledges to protect our employees and the individuals in our supply chains. Our Modern Slavery Statement, Supplier Code of Conduct, internal Code of Conduct and Human Rights Policy compliment this policy. We also ensure that insightsoftware combats slavery and trafficking of people for any reason. insightsoftware exercises fair labor practices in all the countries that insightsoftware operates in.

insightsoftware is committed to equal opportunity for employment and has a Diversity Policy in place. We do not tolerate any unlawful workplace behavior, including discrimination or harassment. Further, insightsoftware aims to provide its staff with quarterly diversity, equity and inclusion events to provide in depth information on different cultural perspectives.

insightsoftware also dedicates itself to improving communities nearby through insightsoftware’s corporate initiatives. insightsoftware encourages its staff to volunteer two days of community volunteer work each



year. Additionally, insightsoftware has an internal mentoring program that provides disadvantaged individuals with access to the software industry. In the mentoring program, insightsoftware sponsors interns in order to broaden these individuals' skill sets.

**5. Changes to this Policy.** insightsoftware reserves the right to modify any part of this Policy from time to time to reflect changes to legal obligations and company policies. insightsoftware will alert you to any change to this Policy by indicating the date it was last updated at the top of the first page.