



Effective Date: **July 6, 2020**

Last Revision Date: **March 1, 2022**

Approved By:
Board

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Title: **Environmental, Social, and Governance Policy**

1. Summary or Rationale

This Environmental, Social, and Governance (“ESG”) Policy sets forth the policy of Kyriba Corp. and its affiliates and subsidiaries (collectively, “Kyriba” or the “Company”). The Policy details our commitment to integrate sustainability factors—often referred to as ESG, or environmental, social and governance —into our business processes. The Policy reflects Kyriba’s system for managing the impact our business activities may have on the environment, to our employees and clients, and in the communities in which we operate.

The Board is responsible for ESG compliance for the Company and will work closely with Ethics and Legal Compliance, Human Resources, Information Security, Internal Technology and Facilities Management teams, as applicable, on ESG initiatives and identifying and tracking KPIs.

2. Scope

Line of Business	All
Function(s)	All
Locations	All
Legal Entities	All

3. Changes from Previous Version

This is the first version of this document.

4. Policy

Our mission is to be the essential liquidity performance platform for CFO’s and finance functions; providing better data in real-time, and informing better decisions to optimize the performance of capital, cash and liquidity. Likewise, we aspire to be innovative in how we incorporate sustainability into our business operations. Our ESG approach is led by our culture, values, and how we conduct our business. As part of Kyriba’s I Care values, we demonstrate our care and commitment to our clients and each other. We give serious consideration to the impact our business activities may have, not only on our clients and employees, but also in the local communities in which we operate. A recent ESG assessment conducted by a third party identified areas that the Company should initially address. In response, the Company is working in collaboration with its investors to create and implement appropriate policies and procedures. Specific policies regarding reducing environmental footprint, improving employee retention and other specific ESG initiatives shall be forthcoming and posted on the Kyriba Insider. The Company will implement and distribute specific policies to address the foregoing topics.

Our people

Our people are our business. We aim to foster a safe workplace and create an environment where people feel inspired to do their best. For more information on Kyriba’s safe and ethical work environment, please refer Kyriba Corp. Code of Business Conduct and Kyriba Corp. Employee Handbook.



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We invest in developing our people. We foster innovation and entrepreneurial thinking across our team by rewarding employees for their achievements and encouraging efficiency and continual process improvement. We provide a variety of new employee onboarding resources and online web trainings to assist in the success of our employees.

Equal opportunities for both men and women are supported at every level.

We offer a variety of health and well-being initiatives to promote a healthy work/ life balance.

Our clients

Our passion is to enable our clients’ success. We do this by understanding their needs, and developing and managing solutions that provide them the insight to effectively drive decision making within their organizations. We are client-centric in everything we do and pride ourselves in delivering on the highest quality of service. This is underpinned by and relies heavily on Kyriba’s robust governance and operations framework and regular periodic client satisfaction surveys.

Our global compliance functions ensure that we work to international standards of risk management (such as ISO 27001 (IT security)) and compliance and all members of staff are provided with regular and ongoing training across a variety of topics ranging from anti-bribery and corruption to understanding and managing cyber-security risk.

We focus on protecting our clients’ data, introducing new products and services in the right way, ensuring we are compliant with the evolving regulatory landscape and engaging staff on data privacy and information and cyber security through annual training. In addition, Kyriba annually reviews our privacy policies available at <https://www.kyriba.com/privacy-policy/> and implement any necessary modifications to address changes in applicable laws and regulations.

Environmental footprint

Kyriba cares about the environment and supports safeguarding it for future generations. We aim to limit the impact our business operations have on the environment and are committed to reducing waste, minimizing the amount of paper we use, supporting local recycling, and proactively implementing energy saving initiatives where possible.

Giving Back to Our Communities

We help our employees play a broader role in these communities through our Corporate Social Responsibility activities, including supporting charitable causes and initiatives, encouraging employee volunteering, supporting local suppliers, where possible, and supporting humanitarian appeals.



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Regulatory Framework

We ensure that we are compliant with all relevant laws and regulations and conducting business in a responsible and ethical manner. Every employee is tasked with keeping abreast of developments in their field of expertise. The Company annually reviews its policies and procedures and such policies and procedures shall be revised accordingly to comply with new laws and regulations applicable to Kyriba and our business operations.

Monitoring and Reporting

We will identify and track applicable KPIs related to each of our specific ESG initiatives. The KPIs and other efforts will be reported to the Board and / or the Audit, Finance, Risk and Compliance committee at least annually to ensure Kyriba is meeting expectations of all stakeholders and to compliance.

Review

This Policy, ESG initiatives and KPIs will be reviewed annually by the Board.

Sign Off

Approved by the Board on July 6, 2020;

Update approved on March 1, 2022