



DataServ Environmental, Social, and Governance (ESG) Policy

Introduction

At DataServ, we believe that sustainability, equity, and accountability are essential to long-term success—for our clients, our team, and the global community. As a trusted provider of SaaS-based Accounts Payable (AP) automation solutions, we are committed to responsible Environmental, Social, and Governance (ESG) practices that align with our mission to create efficiency, transparency, and value through innovative technology.

We are committed to conducting our business responsibly, ethically, and sustainably. This ESG Policy outlines our approach to environmental stewardship, social responsibility, and robust governance practices.

1. Environmental Sustainability

We recognize the importance of minimizing our environmental impact and are dedicated to integrating sustainable practices into our operations and reducing overall carbon footprints. Our commitments include:

- **Digital Transformation:** Promoting 100% paperless processes through our AP automation solutions, reducing the environmental footprint associated with traditional paper-based invoicing.
- **Energy Efficiency:** Implementing energy-saving measures within our offices and data centers, including the use of energy-efficient equipment and exploring renewable energy sources where feasible.
- **Sustainable Operations:** Encouraging remote work to decrease commuting emissions and adopting waste reduction and recycling programs across our facilities.
- **Environmental Awareness:** Fostering a culture of environmental responsibility among employees, partners, and clients through education and engagement initiatives.

2. Social Responsibility

DataServ is committed to creating a positive social impact by upholding human rights, promoting equal opportunities for all, and contributing to the communities we serve. Our initiatives include:

- **Equal Opportunity for All:** Cultivating a workplace that values diverse perspectives and ensures opportunities for all employees.

- **Employee Development:** Investing in continuous learning and professional growth opportunities to empower our workforce.
- **Community Engagement:** Participating in philanthropic activities and supporting local organizations to strengthen community ties. DataServ's culture is rooted in integrity, fairness, and service—values reflected in both our client relationships and community involvement.
- **Health and Well-being:** Providing programs and resources that support the physical and mental health of our employees. We actively foster a supportive and inclusive work environment, with initiatives that promote employee well-being, growth, and collaboration.
- **We Believe:** We believe that software should simply deliver results so that you can focus on what is most important. Our core values serve as our compass and include Commitment-retaining client partnerships, Innovation-evolution versus revolution, Collaboration-using best practices, Accountability-we deliver, Simplicity-powerfully simple, Transparent Nonpartisan Meritocracy-merit based growth.

3. Governance and Ethics

DataServ is committed to maintaining high standards of corporate governance, ethical business conduct, and transparency. Our leadership team brings decades of experience in financial compliance, audit integrity, and operational excellence. We strive to ensure strong oversight, risk management, and data security across all levels of the organization

Strong governance and ethical conduct are foundational to our operations. We are dedicated to:

- **Compliance and Integrity:** Adhering to all applicable laws and regulations and maintaining high ethical standards in all business dealings. Our team participates in mandatory compliance training regarding legal regulations, company policies, security and ethical decision-making.
- **Data Security and Privacy:** Protecting the confidentiality and integrity of client and employee data through robust security measures and compliance with data protection laws. We participate in annual audits and maintain and monitor 3rd party security review services to ensure our defenses meet the latest standards in an ever-changing landscape. We ensure data privacy through compliance with applicable data protection laws including Health Insurance Portability and Accountability Act (HIPAA) and EU General Data Protection Regulation (GDPR).

- **Transparency and Accountability:** Ensuring clear communication with stakeholders and holding ourselves accountable for our ESG commitments.
- **Whistleblower Protection:** Establishing secure channels for reporting unethical behavior, with assurances against retaliation. We encourage all employees and suppliers to report any suspected misconduct immediately.

Implementation and Monitoring

We will regularly review and update this ESG Policy to reflect evolving best practices and stakeholder expectations. Progress will be monitored through defined metrics, and findings will be reported to senior management and relevant stakeholders.

Looking Ahead

As DataServ continues to grow and evolve, we remain committed to improving our ESG practices, setting measurable goals, and increasing our positive impact on society and the environment. We believe that our long-term success depends not just on what we do, but on how we do it.

Contact Information

For questions or further information regarding this policy, please contact:

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