

Sustainability policy

1. BACKGROUND AND PURPOSE

It is the purpose of Capture One A/S to provide high quality and innovative products to our customers while being a responsible employer and corporate citizen.

This policy outlines our sustainability commitments and approach.

2. SCOPE

This policy applies to all employees in all entities in Capture One A/S.

3. COMMITMENTS

We are signatories to the UN Global Compact and actively work to implement its ten principles as well as contribute to relevant UN Sustainable Development Goals. As such:

- 1. We support and respect the protection of internationally proclaimed human rights; and*
- 2. take steps to ensure we are not complicit in human rights abuses.*
- 3. We uphold the freedom of association and recognize the right to collective bargaining;*
- 4. support the elimination of all forms of forced and compulsory labour;*
- 5. the effective abolition of child labour; and*
- 6. the elimination of discrimination in respect of employment and occupation.*
- 7. We support a precautionary approach to environmental challenges;*
- 8. undertake initiatives to promote greater environmental responsibility; and*
- 9. encourage the development and diffusion of environmentally friendly technologies.*
- 10. We work against corruption in all its forms, including extortion and bribery.*

Our business has the largest impact on UN Sustainable Development Goals:

- Climate Action (SDG 13)
- Responsible Consumption and Production (SDG 12)
- Decent Work and Economic Growth (SDG 8)
- Gender Equality (SDG 5)
- Reduced Inequalities (SDG 10)
- Quality Education (SDG 4)

We therefore seek to:

1. Reduce the climate impact of our operations and product

We recognize the impact on the environment and climate that Capture One has within its own operations and supply chain (especially due to use of our product by customers). We believe in our ability to make a positive impact through our products and services a promoting sustainability and conservation of resources via technological development and research.

2. Ensure that our people thrive at work by providing a conducive work environment

We have an ambition to ensure that our people do their best work at Capture One by providing them with a work environment where they can thrive. How Capture One treats and engages with its employees is a crucial element of our sustainability efforts, as we seek to have a positive impact on our employees' lives and careers.

We will provide our employees with an employment framework that will always follow applicable laws and collective agreements in our areas, and we support and respect the internationally recognized human rights as formulated in the UN Human Rights Declaration and the internationally recognized labor rights as specified in the International Labor Organization (ILO) core conventions.

3. Live our value 'Embrace Diversity' internally and align it with our brand externally

We believe diversity leads to better performance and decisions, we are committed to diversity of thought and building a team where everyone is comfortable bringing their true selves to work.

In addition, we aim to use our marketing communications to spotlight photographers who focus on diversity and inclusion in their work.

This supports our company's need to attract and retain talent, allows us to better represent the communities in which we operate and drive positive change throughout society.

4. Make a positive societal impact by supporting communities and emerging creators

In Capture One, we have an ability to drive positive societal change through educating future generation of creators and developing and broadening creative skills throughout the photography industry. From sourcing photographers to working with educational institutions or funding student projects, we want to be there when new talent is born and support them from the very beginning.

5. Operate based on responsible business practices

Capture One conducts business globally, and we are subject to international laws as well as the laws of every country where we operate. Based on our commitment to ensure compliance with relevant rules and legislation, we have set up a Code of Conduct for Employees and Business Relationships Code of Conduct, which among other things express a zero-tolerance against non-compliance including human rights violations.

By doing so we will limit our potential adverse impact on society, protect our reputation and promote ethical business standards. Most significantly around the security and privacy of employee and customer data.

4. IMPLEMENTATION

We seek to align our processes with the minimum requirements in the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD).

In practice, we conduct regular due diligence to identify how our organization may cause, contribute to, or be linked to potential and actual adverse impacts on internationally proclaimed human rights stated in the International Bill of Human Rights and the core labour rights from the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work as well as on the environment and corruption.

We take action to prevent or mitigate actual or potential adverse impacts identified and track implementation. In instances where an adverse impact has occurred, we seek to provide for access to remedy (for example apologies, restitution, rehabilitation, financial or non-financial compensation, etc.).

As we develop and mature our efforts, we will set ambitious targets and communicate transparently about progress and challenges in our annual sustainability reporting.

The responsibility for oversight over sustainability matters rests with the Board of Directors while the management of sustainability matters ultimately rests with the CEO. The CEO is responsible for allocating adequate resources to comply with the Sustainability Policy.

5. APPROVAL

This policy was most recently approved by the Board of Directors on 22th May 2024.