

Section 172 statement

Our success as a modern business relies upon our ability to meet increasingly demanding environmental, ethical, legal and commercial standards as defined by the wider society in which we operate.

This is based on the principle that we are not simply profit driven but accountable for the impact of our activities on the environment and society. As a Group we rely on various other stakeholders to survive and prosper such as our customers, employees, suppliers and local communities; therefore, we are committed to considering the evolving interests of our stakeholders moving beyond a narrow focus on shareholders and profitability.

| Stakeholder | Why We Engage | How We Engage | Key Activity in Fiscal 2024 |
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| Shareholders | Regular dialogue with our Shareholders is critical to ensure that our strategy, business model, opportunities and culture are aligned with our shareholders expectations. | Quarterly Board meetings are held to share the Company's performance and discuss strategy. | We hold annual strategy sessions with the Board of Directors in addition to routine quarterly Board meetings to ensure strategic alignment over the medium- and long-term. |
| Customers | Customer engagement is essential in the development of reliable products and services that meet customer needs | <p>Hosting regular events and conferences where customers can come together to learn and provide feedback on the products they use.</p> <p>Continuous product development and enhancements</p> | We held quarterly North America Client Advisory Board meetings, whereby Company management meets with senior leaders of our clients to better understand their challenges and how RLDatix can better serve them. |
| Suppliers and Partners | Suppliers and partners play a key part in our ability to deliver the products and services we offer to our customers and ultimately the value we deliver to our investors. | All new relationships are reviewed to ensure mutually appropriate terms are agreed and are in the Company's best interests. | As part of our internal systems integration projects, we enhanced our Accounts Payable approval process to better align internal ownership and accountability for key vendor relationships. |
| Employees | Good employee relations are integral to the success of the Group. Fostering a culture where people feel safe, supported, and adequately rewarded allows us to meet the evolving demands of the modern workplace. | <p>The CEO hosts regular interactive Town Hall meetings where all employees are invited to attend and participate.</p> <p>Employees have access to an employee portal where people can post, share, interact with fellow employees and catch up on regular newsfeeds from management. They can also access the most up to date policies and procedures of the company.</p> | The Company put a real focus on improving and increasing communication with its employees by revamping and re-releasing its intranet sight for all employees (RLDaily); continuing and expanding Global, Regional, and Functional Town Hall meetings; and increasing regular e-mail communications. In addition, RLDatix has formalized a program around Diversity, Equity and Inclusion which includes employees from all Regions and Functions |
| Community and | We believe that it is important to engage with the communities that we operate in as they ultimately support | We encourage employees to participate in sponsored and unsponsored activities in | RLDatix takes a grass-roots approach to supporting our communities. Our employees identify charities, fundraiser and |



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| Environment | <p>our Company and employees.</p> <p>We want to play a part in reducing the negative impacts on our environment.</p> | <p>order to support local charitable organizations.</p> | <p>volunteer work that they are passionate about and that align to our business, and we support our employees with those activities. For example our APAC region participates in an annual bike event on behalf of a named charity with a healthcare focus.</p> |
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