

## Human Rights Policy

Our point of departure is Denmark, where legal requirements for employee rights are high and the cultural context both values and demands fair treatment. This means that our activities and internal processes are designed to fulfil these requirements and expectations.

We strongly believe that diversity contributes to ensure quality and innovation in our activities, services and products. As cBrain is growing fast, we acknowledged that this demands a strong leadership and management focus to strengthen and promote diversity in relation to gender, ethnicity and cultural differences. We, therefore, incorporate high levels of diversity into our operations.

As our products are dealing with citizens’ data it is important that we focus on protecting these individuals from having their data misused or leaked to third parties. This risk is central for our operations, as public institutions need to be able to trust our products and services. To ensure high quality we allocate substantial resources to product development and security continuously.

Our suppliers and partners are also expected to comply with this policy. For further information see our "Supplier Code of Conduct".

### Policies

We fully support and respect all parts of The Universal Declaration of Human Rights. This means that all internal, external, direct and indirect activities performed by cBrain must be in alignment with the declaration.

We act in line with The Universal Declaration of Human Rights and we, therefore, treat all stakeholders fairly and does not engage in any discriminatory behaviour.

We act systematically to prevent any misuse of sensitive data, and we have clear guidelines for how employees should handle situations of data leakage. We hold high security standards (e.g. ISO 27001) and implement relevant regulations (e.g. NIS2).

Our Data Ethic policy supports a high focus on ethical dilemmas (e.g. the use of AI)

### Log

Version	Date	Author	Description
1.0	2019.01.16	EJJ	Policy established, approved by board of directors
1.1	2020.02.20	EJJ	Revised. Approved by the board of directors
1.2	2024.11.06	EJJ	Revised. Approved by the board of directors
1.3	2025.08.20	EJJ	Revised. Approved by the board of directors