

# FORM.COM CORPORATE RESPONSIBILITY STATEMENT

Form.com strives to be a company that improves our society. Form.com is committed to social responsibility by assisting communities in need and helping companies reduce their environmental impact with our technology. As part of our ongoing effort to contribute to society in a meaningful and lasting way, we endeavor to conduct business in a way that embodies the following principles and responsibilities.

## To Be of Service

Form.com's relationships with its employees, customers, vendors, and partners are contingent upon our core philosophy of "To Be of Service." Our company founders envisioned this motto as a way to frame all our efforts, leading us to value serving others above personal or corporate advancement. We always look for ways to be of service within our company, in our community, and among our clients and partners.

## Respect for Employees

We deeply value all our employees and are committed to treating everyone with respect, dignity, and fairness. Form.com strives to generate a climate in which each employee can contribute to a better society and cultivate their abilities and personal growth within the workplace. We believe that each person involved in the development, sale, and service of our products contributes equally to Form.com's success.

## Freedom of Association

Form.com feels strongly that the people who produce, sell, and support our products have the prerogative to advocate for their rights and well-being. Form.com promotes a responsible employment environment and ensures compliance with the provisions of the law with regard to the terms of employment. We recognize our employees' right to unionize and conduct collective bargaining.

## Human Rights

Form.com takes a stand against inhumane working conditions, modern slavery and human trafficking, and worker exploitation. Form.com's hiring practices, partnerships, and customer relationships are all contingent upon our zero-tolerance policy toward violations of human rights. Our stand on human rights is an extension of our core philosophy, "To Be of Service," which focuses on fostering equitable and dignified interactions with everyone.

## Working Conditions

Form.com is committed to responsible working conditions. We strive to ensure that the individuals producing, selling, and supporting our products are treated with the utmost respect. Accordingly, we do not hire children who have not reached the legal age for work in their respective countries. We do not tolerate any form of forced labor. Form.com complies with the legal minimum standards concerning wages and benefits, and meets or exceeds industry benchmarks where legal minimum wages do not exist.

## Child Labor and Young Workers

Form.com is committed to protecting the rights of young workers and remedying any instances of child labor. Herein, a child is defined as a person or persons yet to reach their 15th birthday, or any higher age specified in national or local law for completing mandatory schooling, or beginning full time work. Child workers must not be employed within our business operations or those of our partners. A young person or worker is a person legally entitled to work, who is 15 years old or above the minimum age of employment and below the age of 18. Form.com does support the employment of young persons on the condition that they are not exploited or subjected to hazardous work.

## Anti-Bribery and Corruption

Trust is the foundation of our business relationships and the basis for our success. It is our mission to conduct business in an open, honest, and ethical way. Form.com is committed to conducting its business ethically and in compliance with all applicable laws and regulations. Form.com strictly prohibits bribery, money laundering, or other unethical acts in any of our operations. This prohibition applies to all Form.com activities anywhere in the world, whether involving government officials or other commercial enterprises.

## Anti-Money Laundering

It is the policy of Form.com to prohibit and actively prevent money laundering and any activity that facilitates money laundering or the funding of terrorist or criminal activities by complying with all applicable requirements under the Bank Secrecy Act (BSA) and other applicable legal regulations.

## Environmental Responsibility

Form.com is committed to sustainable practices and environmentally responsible business dealings. We will strive to minimize waste and reduce the environmental burden that our operations may entail. As both a member of society and our corporate community, each employee will make efforts to preserve human health and protect the global environment. Additionally, we will be conscious of the influence our company's activities may have on the local environment, and we will comply with all applicable environmental laws and regulations in the jurisdictions in which we operate.

## Workforce Diversity

Form.com believes that diversity increases the strength of our workforce. By providing equal opportunities to individuals regardless of their personal characteristics, Form.com pursues a workplace in which each person may exercise their own abilities to the fullest. We regard differences of race, class, gender identity, beliefs, and sexual orientation as one of our core strengths. Form.com aims to be a positive force for diversity throughout all aspects of our operations.

## Charitable Work

Form.com is directly involved in charitable work fighting tuberculosis in Ukraine. For the last five years, Form.com's charity has specifically targeted the needs of Ukrainian children by funding healthcare and sustainability projects. Form.com has made a commitment to match any employee contribution to the children of Ukraine, and we use unaffiliated, non-governmental channels to ensure that 100% of each donation goes directly to helping those in need.