Åpenhetsloven – transparency report

1. Introduction and purpose of the report
This transparency report is published in accordance with the Norwegian Transparency Act (Åpenhetsloven).

2. About Agillic
Agillic A/S (Nasdaq First North Growth Market Denmark: AGILC) is a Danish software company, headquartered in Copenhagen, Denmark. The Agillic platform is the trusted Nordic marketing automation platform (software-as-a-service), enabling personalisation that performs with scalability, operational efficiency, and full GDPR compliance.

3. Policies and Governance Framework
- Agillic seeks minimise the negative impact from our actions on the climate and from our vendors.
- Agillic respects all human rights as set out by the United Nations.
- Agillic recognises the UK Modern Slavery Act 2015 and its objective to eradicate forced labour and human trafficking and require our vendors to do the same.
- Vendors and other third parties in violation of this policy will be subject to termination of the business relationship with Agillic.
- Employees in knowledge of or suspecting any policy has been breached are required to contact the Executive Management directly and immediately.
- At Agillic, we are committed to respecting human rights, and we work to prevent any kind of modern slavery or child labour in our business.
- Agillic acknowledges and complies with the requirements of The Universal Declaration of Human Rights and ensures that no part of the company is complicit with any human rights abuses.
- We treat all employees and business partners with dignity and respect.
- We respect the rights of our employees to associate freely and engage in collective bargaining.
- The safety and well-being of our employees are paramount to us, and we regard the continual development of our employees' competences and their social, mental, and physical well-being and safety to be of high importance.
- Agillic respects and acknowledges cultural differences and disassociates itself from any discrimination based on race, religion, age, nationality, or sexual orientation.
- Agillic expects that suppliers do not engage in violation of human rights in any way.

This policy has been approved by Agillic's board of directors and adherence to the principles will be monitored regularly. Executive management is responsible for establishing policies, processes and procedures to ensure compliance with this policy, and reporting structures are put in place to verify compliance.

4. Supply chain and key suppliers
- Code4Nord, Romania, reg. no. RO33361133, for code development.
- GlobalConnect, Denmark, reg. no. 26759722, for network and hosting.
- Hetzner, Germany, reg. no. DE812871812, for hosting and backup.
- SAC-IT, Denmark, reg. no. 28892977, for hosting.
- Unit IT, Denmark, reg. no. 44298937, for hosting and backup.
- Amazon Web Services, Ireland, reg. no. B186284, for hosting (optional)
- LINK Mobility, Norway, reg. no. 984066910, for mobile gateway (optional)
- Viatel Sweden, reg. no. 556601-6571, for mobile gateway (optional)

5. Methodology for human rights due diligence
Agillic follows the OECD Due Diligence Model, consisting of policy anchoring, risk identification.

6. Identified risks in our operations
Data centers represent a potential risk of single point of failures.

7. Identified risks in our supply chain
Data centers represent a potential risk of single point of failures.

8. Overall risk evaluation
Low risks in hosting supply chains.

9. Measures implemented in 2026
Improved annual supplier review and updated education of employees.

10. Planned improvements for 2027
Improved penetration testing. ISO 27001 certification.

11. Procedure for handling information requests (§6)
Requests may be sent to contact@agillic.com and will be answered within 3 weeks.

12. Conclusion
Agillic is committed to responsible business conduct and transparency in accordance with Åpenhetsloven.

Allan E. Sørensen, COO, Agillic A/S
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