

# ONESPAN INC.

## CORPORATE SOCIAL RESPONSIBILITY POLICY

### I. INTRODUCTION

OneSpan Inc.'s security and e-signature solutions protect people, devices, transactions and digital identities from fraud. In doing so, OneSpan brings trust to people's digital life and has been chosen by thousands of customers as a leading supplier. As a trusted partner, OneSpan, Inc. and its subsidiaries (together, "OneSpan") has created this Corporate Social Responsibility Policy ("Policy") to reflect our commitment to promoting honest and ethical conduct in our interactions with customers, stockholders and our employees. This Policy is a summary of more extensive OneSpan policies and other areas that are referenced in OneSpan's Code of Conduct and Ethics. OneSpan implements these policies to the extent feasible, taking into consideration the market, needs of OneSpan, needs of customers, community expectations and other relevant factors. This Policy will be updated from time to time to reflect changes in our business practices.

### 2. HUMAN CAPITAL MANAGEMENT AND HUMAN RIGHTS

As a global employer, OneSpan strives to build trust, deliver mutual advantage, and demonstrate respect for human dignity and rights in all relationships OneSpan enters into, including respect for cultures, customs, and values of individuals and groups. In addition to providing a healthy and safe work environment by complying with applicable laws in the jurisdictions where we operate, OneSpan fosters a dynamic and engaged workforce through the adoption of certain workplace tenets, specifically the values of collaboration, accountability, transparency and speed as well as respect for human rights.

As a global company, the employee experience can benefit from interaction with colleagues of different cultures, experiences and viewpoints. To foster an inclusive environment OneSpan continually seeks to diversify its recruitment approaches and focuses on diversity, equality and inclusion in its workplace. Employees are encouraged to engage in employee initiated and company sponsored events and onsite amenities in various OneSpan locations.

OneSpan is committed to upholding and respecting the human rights of all people and complying with all related legal requirements. OneSpan upholds the values described in the Universal Declaration of Human Rights, Eight Core Labour Conventions developed by the International Labour Organization, and the UN Guiding Principles on Business and Human Rights (the Guiding Principles) and the OECH Guidelines for Multinational Enterprises.

To support the described tenets, we have implemented a Global Anti-Harassment & Anti-Discrimination Policy, Diversity, Equality and Inclusion Policy, Human Rights Policy, and Anti-Slavery and Human Trafficking Policy with appropriate grievance mechanisms for employees to report any concerns. Additionally, in certain countries, OneSpan collaborates with a workers' council or union to ensure employees' concerns on a wide array of subjects are addressed.

### 3. THE ENVIRONMENT

OneSpan is committed to sound environmental practices in our operations globally. We comply with relevant environmental laws and regulations in our facilities and our business practices. We strive to continually improve OneSpan's environmental footprint and related Policy, programs, and performance based on the results of periodic reviews and considering regulatory changes, OneSpan needs, customer needs, technical developments, scientific understanding, and community expectations. Some ongoing initiatives undertaken include:

- Promote and continue to internally invest in technologies that provide alternatives to business travel.
- Support flexible and hybrid working arrangements.
- Encourage suppliers and contractors to adopt effective environmental management practices.
- Require any product manufacturing suppliers to be ISO 14001, the international standard that specifies requirements for an effective environmental management system.
- Host our SAAS services primarily with Amazon Web Services, which has made environmental and sustainability commitments.
- Promote or subsidize for employees, where appropriate, the use of public transport.
- Conserve natural resources by reusing and recycling materials, purchasing recycled materials, and using recyclable packing and other materials where feasible.
- Where applicable, produce token devices that are safe for their intended use, energy efficient, protective of the environment, and reusable or recyclable.

### 4. POLICY COMPLIANCE

Compliance with this Policy is verified through various methods, reports from available business tools, audits, self-assessments and/or surveys and feedback. Every OneSpan employee is expected to follow this Policy and use it as a guide in performing duties. Should you have any questions or concerns regarding this Policy, please contact your manager or your local HR representative.

The principles set forth in this Policy are supported by related OneSpan policies, including but not limited to the Code of Conduct and Ethics, Global Anti-Harassment & Anti-Discrimination Policy, Human Rights Policy, Anti-Slavery and Human Trafficking Policy, and the Environmental Policy.

### 5. DOCUMENT INFORMATION

Title	Corporate Social Responsibility Policy	<b>Version:</b> 0.2
Owner	Chief Compliance Officer	
Purpose	Provide an overview of OneSpan's approach to corporate social responsibility.	
Status	Approved	<b>Last reviewed:</b> October 2022
Approved by	Chief Compliance Officer	<b>Date:</b> January 2021
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