



Corporate Social Responsibility

2020/2021

SYSTEMATIC



Corporate Social Responsibility



Together we are changing society with exceptional software, creating more opportunities and a better world for us all. At Systematic, we make a difference.

This document is part of the management commentary for 2020/2021, and part of the mandatory CSR report in accordance with Section 99a of the Danish Financial Statements Act (Årsregnskabsloven).

Through our software solutions, we are helping to promote digitalisation worldwide and contribute to future economic growth and welfare.

Systematic develops software solutions for society-critical sectors – including defence, healthcare, utilities, and education. Our solutions are sold globally, and the company is currently represented by offices in 11 countries.

Digitalisation is transforming the world by making work easier, increasing our knowledge, and helping us make better use of resources. This is what we are working for at Systematic, and what we express in our vision:

Together we are changing society with exceptional software, creating more opportunities and a better world for us all. At Systematic, we make a difference.

You can read more about how we contribute to society in our management commentary, which is part of our annual report for 2020/2021.



A Word from the CEO

Another year has passed with Covid-19, the all-pervading troublemaker, which has demanded considerable flexibility worldwide and in all parts of society.

Authorities, businesses and families have had to reorganise themselves to minimise the spread of infection and keep their daily lives running smoothly.

As a software company, we have been left relatively unscathed. The pandemic has taught us that we are still able to implement our software solutions on time, even when we are working from home. Against this background, 2020-2021 has been a challenging but good year for Systematic.

Many businesses have faced much tougher operating conditions, and therefore we obviously seized the opportunity when the Danish government last spring made it possible for companies to give their employees a tax-free gift voucher for cultural institutions, hotels, attractions and restaurants – sectors which have been severely impacted by lockdowns and restrictions. It was a pure win-win for us being able to treat our employees while at the same time supporting local businesses to the tune of DKK 1.3 million.

Another positive consequence of Covid-19 has been the significant reduction in the number of travel days for employees. It was already an objective to reduce the number of business trips for internal purposes, but in FY 2020/2021, our almost 1,100 employees reported a total of 1,439 days of travel, which is considerably less than in previous years. It will probably not be possible to keep the number of business trips quite this low in the coming years, as it is very valuable for us to meet face to face with customers, colleagues and partners in different parts of the world. On the other hand, we have learned that it is possible to work together effectively online, which we will continue to do in future.

Accordingly, we have introduced a new workplace policy with a more flexible WFH framework, while employee satisfaction has increased from 71% to 79%. Our objective is 75%.

Employee satisfaction has never been more important than now when the labour market is almost red-hot, and the IT industry, in particular, is screaming for skilled workers. Research shows that teams with a diverse composition of employees are more efficient, creative and committed. Against this background, we are actively working to create an inclusive and diverse workplace that will be attractive to both current and potential employees.

In 2021, we signed the Confederation of Danish Industry's Gender Diversity Pledge, in which we commit to working to achieve a more equal gender distribution of 40/60 in the industry.

The IT industry is relatively male-dominated. From this point of view, Systematic has a reasonable gender balance of 30/70 (female/male) – but we must continue our efforts to attract more women. We have been doing this for some time, for example by supporting IT Camp for girls, and in the coming years, we will focus even more on all the skilled women we have employed in the hope that more young women will be able to see themselves in a similar position.

In autumn 2021, Danwatch (an independent media and research centre specialising in investigative journalism on global issues) and TV2 published stories in which we were criticised for exporting defence technology to the United Arab Emirates via our UK subsidiary.

At a political committee meeting on 15 December 2021, the Danish Minister of Justice said that East Jutland Police had been asked to investigate whether there were any irregularities in connection with our export application to the UK following the country's departure from the EU.

We are amazed at this because we are under the distinct impression that we have adhered to the applicable rules and been completely open vis-à-vis the authorities with regard to our export permit applications.

We will obviously do everything we can to assist the police, and in my view, it is positive that we will now have a factual and legal assessment of the matter. We look forward to having the matter finally clarified and clear guidelines for our future exports.

At the time of writing, the police have only been informed of the matter, and East Jutland Police are assessing the case. Systematic has not been charged or prosecuted.

At the beginning of 2022, Systematic will embark on a new strategic process to map which focus areas we want to tackle regarding the company's impact on the environment, human rights and society at large. In light of our growth and success, we are obliged to do more to ensure a better world for everyone.

Michael Holm
CEO Systematic



Business

Policy for anti-corruption, business and ethics

Trust is a crucial factor for companies like us that supply system-critical solutions to sectors that underpin society worldwide. Delivering software solutions for healthcare, educational institutions, utilities and national defence requires ambitious security, integrity and transparency standards. It is on this that our business is built.

Anti-corruption and bribery

Corruption poses a serious risk to democracy and is an obstacle to economic growth and healthy competition in free markets. Systematic operates in countries where corruption is a real challenge, which means that our employees risk being required to make illegal payments when performing their jobs in these regions. Any violation of Danish and international laws relating to corruption and bribery may result in Systematic being held legally responsible. This is also the case if a business partner violates the rules and Systematic has failed to heed warnings about this.

Good business practices and high integrity are of crucial importance for our customers, for the company's reputation and for our ability to attract and retain employees. At Systematic, we do not accept any corruption or bribery – neither among employees nor our partners.

We have a clear anti-corruption policy to ensure that employees act in accordance with our Code of Conduct so that Systematic maintains its reputation as a good workplace and trusted partner for our customers.

Our Code of Conduct specifies what employees must do, and more specifically, what they must not do while employed with the company. All employees are introduced to this Code of Conduct as an integral part of their onboarding. We run a structured anti-corruption programme, which is designed to ensure compliance with Danish as well as international legislation, including the UK Bribery Act 2010. Systematic's anti-corruption programme includes employee training, and in the coming year, we will commence a new training period, where all employees will have to go through the training programme again.

To our sales partners, we make it clear in our contracts that we do not accept corruption or bribery.

We have never had any corruption cases – including in the current financial year.

Gift policy

Several of Systematic's customers – public as well as private – have adopted clear policies for receiving gifts and food from suppliers and partners. Systematic has committed itself to acting in accordance with these policies, just as we have introduced our own principles for receiving gifts and food from customers, partners and suppliers. This means, for example, that all Christmas gifts are delivered to the company's Reception and are then entered in a draw for all employees in the building or put on display for everyone's enjoyment.

In general, employees at Systematic are not allowed to give gifts in connection with business activities – if they are given in exceptional, one-off cases, it requires management approval.



Whistleblower scheme

Last year, Systematic launched its whistleblower scheme, "Tell Us", which is available to both employees and external users on our website.

In FY 2020/2021, the external auditor who handles the reports received one enquiry which was handled by the chairman of Systematic's Board of Directors. Every year, Systematic's Board of Directors is presented with a report on the reported cases, how they have been handled and which measures have been taken to prevent repetitions.

Trade and export of defence software

Systematic's growth on the global market and a growing international presence have inevitably led to a greater focus on Danish and international trade and export rules. In connection with our defence software sales, it is particularly important that export rules are respected. Therefore, in recent years Systematic has prioritised increasing employees' general awareness of these rules. Against this background, all Defence employees and relevant staff in administrative functions have been trained in and received information on procedures in connection with exports and export checks in this area.

We carry out due diligence procedures on our partners and use screening systems to ensure that we do not trade with partners who are subject to sanctions. Our due diligence procedures are supported by IT systems that capture the relevant data and ensure the necessary record-keeping. Our efforts in the coming year will focus on how we can further automate screening processes with a view to optimisation and minimising the risk of human error.

Our solutions for the defence industry are designed to increase security for deployed soldiers, minimise civilian casualties and avoid unwanted destruction by providing soldiers at all levels with the best possible situational overview of a conflict area. In this way, the software helps to uphold human rights, such as the right to life.

Several countries have already discovered that our defence software can be used effectively to support, for example, pandemic control and rescue operations in connection with floods, hurricanes and forest fires etc.

However, we can never rule out the fact that our software is used in conflicts where human rights are violated. If this happens, it should have consequences for those who abuse the software's functionality for purposes that run contrary to international conventions.

Since software for use in the defence industry is covered by the EU's joint control list and thus also by export control rules, it is not possible to export software from one country to



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another without having previously applied for and obtained an export licence from the respective authorities.

The authorities assess both the product and the recipient based on a number of criteria, which include ensuring that the software does not lead to violation of human rights.

We are confident that the authorities in each country carry out the necessary security and human rights assessments which form the basis for case handling and decisions on the issuance of export licenses. It is on this basis that we operate, and we follow the applicable rules in force at any time for export in the countries in which we operate.

Despite the fact that the authorities conduct very thorough investigations of the recipient countries, Systematic has decided to take an even more targeted approach to human rights in the coming financial year. Part of this work involves mapping the company's impact and influence on human rights and whether further measures are needed.

Our assessment is that we have not violated human rights in FY 2020/2021.

Investigation into Systematic's exports to the UAE

Following a number of critical reports by Danwatch and TV2 about our UK subsidiary's exports of defence software to the United Arab Emirates, it was announced at a political committee meeting in December 2021 that the police are now investigating whether there have been any irregularities in connection with the exports.

We are very surprised that this investigation is taking place, as we believe that we have complied with all the applicable rules and that we have been open and transparent with regard to the authorities. We will obviously put ourselves at the police's disposal, and we are looking forward to having the matter clarified and establishing clear guidelines for future exports.

Cybersecurity

Trust is crucial for companies like us that develop and implement system-critical solutions for sectors that underpin society worldwide.

If a system contains vulnerabilities, or a sector is attacked via one of our products, it will not only have consequences for confidence in Systematic and our products – it can also have disastrous consequences for users and citizens who depend on our software solutions.

Therefore, at Systematic, we are committed to always being abreast of threats and the risk of attack from cybercriminals.

As a software supplier for critical infrastructure, we are experiencing growing demands from customers and authorities who expect documented and measurable protection of our development environment and products. The number of cyberattacks against companies and organisations is increasing, as is the complexity of these attacks. Cybersecurity is a natural focus area for Systematic, and one that we are continually optimising and developing.

Over the past three years, we have strengthened our security culture and ensured that security and prevention are part and parcel of our employees' conduct and everything they do. This applies to both product development and daily working life at the office.

We are running awareness courses that focus on current risks and threats. Recently, we completed a comprehensive technical strengthening of the environments in which we produce and from which we deliver. To this end, we have drawn on our developers and IT employees' deep technical skills and created a model that strengthens our processes and security in our practical work.

One of the largest projects we have completed is the network segmentation of our entire IT infrastructure, which means that most of our network equipment has been replaced or upgraded. At the same time, we have established 24/7 network monitoring via an external security partner.

In order to prepare us for current and future requirements from the authorities and customers, in the past year, we have focused on requirements and certifications in a global market. Against this background, we have, among other things, renewed our ISO 27001 information security management certification, which covers all Systematic's development projects, administration and several of our locations.

In order to meet the standards on the US market, we have completed a self-assessment according to a new US standard called Cyber Maturity Model Certification (CMMC) and the US NIST 800-53 security compliance standard. Our UK customers demand Cyber Essential Plus certification, which we have now achieved for the third year.



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Certifications and risk models do not create security in themselves, and therefore our goal is to continue to involve both the business, employees and partners in developing our policies and security solutions to achieve an integrated safety culture.

GDPR

As a software development company for the healthcare sector, public authorities and libraries, among others, we maintain a high level of security as well as a strong focus on processing and protecting personal data in compliance with the law. This applies, of course, to our customers' data, Systematic's own data and data pertaining to our employees.

Throughout the entire organisation at Systematic, considerable efforts have been made to map data and data processing agreements in relation to customers and legislation – while the Schrems II judgement has imposed special demands regarding support agreements and the storage of cloud data.

The Systematic data protection policy is an integral part of the company's process library. This means our compliance with GDPR requirements is audited and approved as part of our CMMI Level 5 certification. In addition, Systematic's handling of personal data is revised annually by external auditors and reported in the form of an ISAE 3000 report. In some cases, project-specific ISAE 3000 reports are also obtained to document that we are fulfilling specific contractual data protection obligations. Internally, we continuously conduct awareness campaigns regarding the correct handling of personal data to ensure that our employees are aware of current rules that must be complied within the course of their daily work.



Employees

Policy for human rights, health and safety

Skilled and committed employees are a prerequisite for everything we do – and therefore, we go out of our way to ensure high levels of professional, physical and mental well-being among Systematic’s employees.

Diversity and inclusion

The Systematic Code of Conduct describes how we expect our staff to act in a socially responsible way. We protect our employees’ human rights, and we do not tolerate any form of discrimination related to ethnicity, political conviction, age, gender, disability, religion, sexual orientation or trade union membership.

As a global IT leader, Systematic relies on its ability to attract skilled employees. We are facing a red-hot labour market in the IT industry, where companies are experiencing an acute shortage of qualified talent.

Tomorrow’s employees want companies that reflect the natural distribution in society, and therefore it is vital that Systematic is a diverse and inclusive workplace. Diversity is also important for us to deliver top performance in future as research in the field generally supports the theory that diverse teams perform better than homogeneous teams.

Systematic is an international company, and this is also reflected in our employee composition, where we can currently count as many as 27 different nationalities.

In 2021, we signed the Confederation of Danish Industry’s Gender Diversity Pledge, in which we commit to developing policies that support the corporate community and together achieve a 40/60 (female/male) gender balance by 2030.

- The Board of Directors now comprises seven members: five men and two women.
- Systematic’s senior management now comprises eight vice presidents, of whom two are women.
- 30% of all Systematic’s managers with HR responsibilities are female.

- Today, we have an employee make-up comprising approx. 31% women and 69% men (according to Statistics Denmark, approx. 24% of students on IT study programmes were female in 2019 (Danish figures)). The same distribution applies to managers, i.e. approx. 30% are women.

One of Systematic’s core values is people-centricity. We show trust in our employees from day one, and attend to each employee’s development and well-being.

If we fail to do so, there is a risk of them leaving the company. Employees who feel discriminated against, unfairly treated, or simply do not thrive in the workplace will not hesitate to leave. They are well aware that their skills are greatly sought after in the current labour market.

We develop and educate our employees because professional and personal development is not only important for the individual employee’s well-being – it is also decisive for Systematic being able to create value for its customers.



“As regards the pandemic, we have learned that we are still able to deliver on time. We can implement our solutions directly with customers in different countries – even though the process is being managed online. Having said that, we’ve also learned that some things work better when we’re together physically compared to when we’re working remotely.”

Rikke Rønnau, Group Senior Vice President, People & Culture.

It can have significant consequences for Systematic if our employees perform poorly or are not motivated to maintain their skills level and qualifications in an industry where innovation and development are an absolute necessity for services, products, reputation and finances.

Flexible workplace

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Rikke Rønnau, Group Senior Vice President, People & Culture.

In autumn 2021, we implemented a new policy for flexibility at the workplace. The policy ensures flexibility within the framework and requirements of each position, i.e. our employees must be physically present at their workplace or the customer’s premises when the team, the nature of the task or the customer so requires. By agreement with their team and their immediate superior, decide whether they want to spend their remaining hours working from home or at the office. For some locations, a maximum of two WFH days a week has been implemented based on rules in the different countries.



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Flexibility in the workplace is one of the top demands from candidates worldwide. Against this background, we need to implement a flexible workplace policy to ensure that we remain competitive in future in terms of the labour market and commercially.

The flexible workplace policy is being implemented by communicating it to and training our employees and project managers. In addition, we have a People & Culture business partner for each business unit who continually handles the implementation process among managers and throughout the organisation.

Even though the flexible workplace policy was not officially adopted until autumn 2021, the principles were effectively practised long before in light of the restrictions imposed by Covid-19 – both in society and at the workplaces. As a result, we see that we have had a consistently high employee satisfaction score and that over the past 12 months, we have managed to break the negative trend in staff turnover.

In FY 2020/2021, the target for our employee satisfaction score was 75%. This year’s improvements have resulted in an employee satisfaction score of 79%.

- We have recruited 223 new employees, which brings the total number of employees (headcount) to 1,059 as of 30 September 2021, of which 12.6% are former Systematic employees rejoining the company.
- Systematic has no knowledge of any violations of our company’s policy for human rights, health and safety in 2021.

Employee satisfaction and well-being

We want our employees to thrive professionally, physically and mentally. Therefore we are seeking to create a social, secure and healthy workplace that supports each employee’s development and well-being. At Systematic, going to work every day must be a meaningful and rewarding experience, and it must be possible to maintain a healthy work-life balance for both managers and employees.

At Systematic, we believe that the most important way to employee well-being is the ongoing, day-to-day dialogue between employees and managers. Therefore, we are focusing on establishing strong management teams with clearly defined responsibilities and the ability to lead in accordance with our corporate values. We encourage our employees to discuss any issues or uncertainties with their immediate superior or other colleagues who can help.

We conduct an employee satisfaction survey each month, and the results are used actively in all our business units, departments and teams as a tool for improvement. Systematic’s managers are judged based on these measurements and work with both internal and external partners to create necessary improvements in the organisation.

Sick leave is registered on a monthly basis, and we work both proactively and reactively to prevent and alleviate illness and stress among employees. Our goal is that sick leave (including long-term illness) is less than 2.5%. In FY 2020/2021, the figure was 2.28%.



Systematic offers a health insurance scheme that ensures the right support (including financial support) for employees affected by age-related disease, accidents or critical illnesses. The scheme applies in most countries – but not all – and the exact cover differs slightly from country to country on account of local legislation.

We look after employees experiencing problems with illness or stress. In this context, we work with relevant external parties to offer support and assistance to those who want it.

We have introduced various initiatives to reduce illness and work-related injuries – focusing in particular on preventing and alleviating stress-related diseases with the help of professional stress coaches and external psychologists.

A job at Systematic often involves a considerable amount of desk work, which can lead to problems in the form of muscle, neck and back pain, for example. Therefore, we have introduced a company-paid massage scheme, and there is a gym at our head office which employees are free to use.

Systematic's Occupational Health and Safety (OHS) committee work continuously to shape and maintain a good and healthy working environment throughout the company. The OHS committee currently consists of three occupational health and safety representatives and three managers. Currently, the OHS committee set-up is only active in Denmark, as required by Danish law. All our international offices meet local requirements regarding the working environment. From December 2021 we are conducting workplace assessments at all our offices – in the past this has only been done in Denmark.

Staff retention and development

Continuous professional development is crucial for the well-being of our employees and for Systematic's ability to develop as well as its competitiveness.

Systematic's employees are invited to development talks twice a year to discuss their career and development aims with their manager. In addition, monthly one-to-one

interviews are held between manager and employee to align expectations and ensure progress and well-being. As a result of these interviews, managers and employees enter into agreements on activities that contribute to the employees' professional development, competencies, knowledge and interests – in line with Systematic's overall strategy. To support this development, Systematic offers various internal courses, mentor schemes, knowledge networks and on-the-job training – and employees also have the opportunity to participate in external courses and training.

We monitor how many employees are leaving us and how many choose to rejoin the company again. Every time an employee leaves us, we hold exit interviews to try and understand which improvements should be prioritised to increase the retention rate. In FY 2020/2021, employee turnover in Systematic was 14.5%. The target is 10%.

Fun and social activities

To support the social environment at our workplace, we have a staff association – Systematic Employees Club (SEC) – which organises fun and informal activities such as live music during lunch breaks, visits by the ice cream van and online meditation. SEC also organises a wide-ranging palette of after-work activities such as runs, themed parties, cinema trips, beer/wine tasting, football matches, games evenings, golf tournaments etc. These activities have obviously been influenced by and adjusted in accordance with all the Covid-19 restrictions we have experienced in the course of the year.

Systematic supports the activities of the staff association financially because we believe that being able to come together informally with colleagues across the organisation strengthens the overall team spirit and contributes to job satisfaction and well-being.

The company canteen also plays an important role in ensuring a vibrant, healthy social environment. The canteen at our head office in Aarhus is well known for serving delicious, nutritious and primarily organic meals. Our canteen is described in more detail in the section about the environment.



In FY 2020/2021, our almost 1,100 employees registered a total of 1,439 travel days, which is considerably less than in previous years – especially in FY 2019/2020, when the figure was 3,559 travel days.

Policy for environment and climate

Consumption by companies contributes to climate change, which has global and long-term consequences for the world we live in. For this reason alone, we are endeavouring to reduce our energy consumption, the number of business trips, food waste and the procurement of hardware etc. In addition to the direct climate consequences, financial and reputational risks are also associated with not having a responsible environmental policy. We miss out on business opportunities if potential customers consider our environmental policy inadequate, and job candidates may choose to turn their back on Systematic in favour of other employers with a greener profile.

Systematic is continuously striving to minimise its environmental impact by reducing CO2 emissions as well as its total consumption of water, energy and consumer goods.

As a software company, we do not have any energy-intensive production processes – which is why the company's environmental initiatives are primarily reflected in our office buildings and in our transport and travel policy.

Energy consumption and hardware recycling

All Systematic's offices, buildings and flats in Denmark only use renewable energy. Our head office in Aarhus is a modern, energy-saving building equipped with solar cells. As another step towards becoming more sustainable, Systematic is continually replacing old light sources with newer and more energy-efficient LED versions, in addition to which water-saving faucet aerators have been fitted to all taps, and our printers keep paper and cartridge consumption to a minimum.

The IT hardware Systematic uses must comply with specific requirements regarding energy consumption and is regularly replaced with more energy-efficient hardware. Used but functional IT equipment is reconfigured and reused, if possible within the company, while IT equipment that cannot be recycled and is not destroyed is sold to benefit others.

Food

Systematic's canteen in Aarhus goes out of its way to reduce food waste. Leftovers from the canteen are collected by the local NGO 'Fundamentet', which receives approx. twenty-five lunch servings each day. Fundamentet helps socially vulnerable and disadvantaged people and now also gives them the possibility of a good meal. All organic waste from the canteen is sorted and then collected by Daka ReFood for use in the production of biogas.

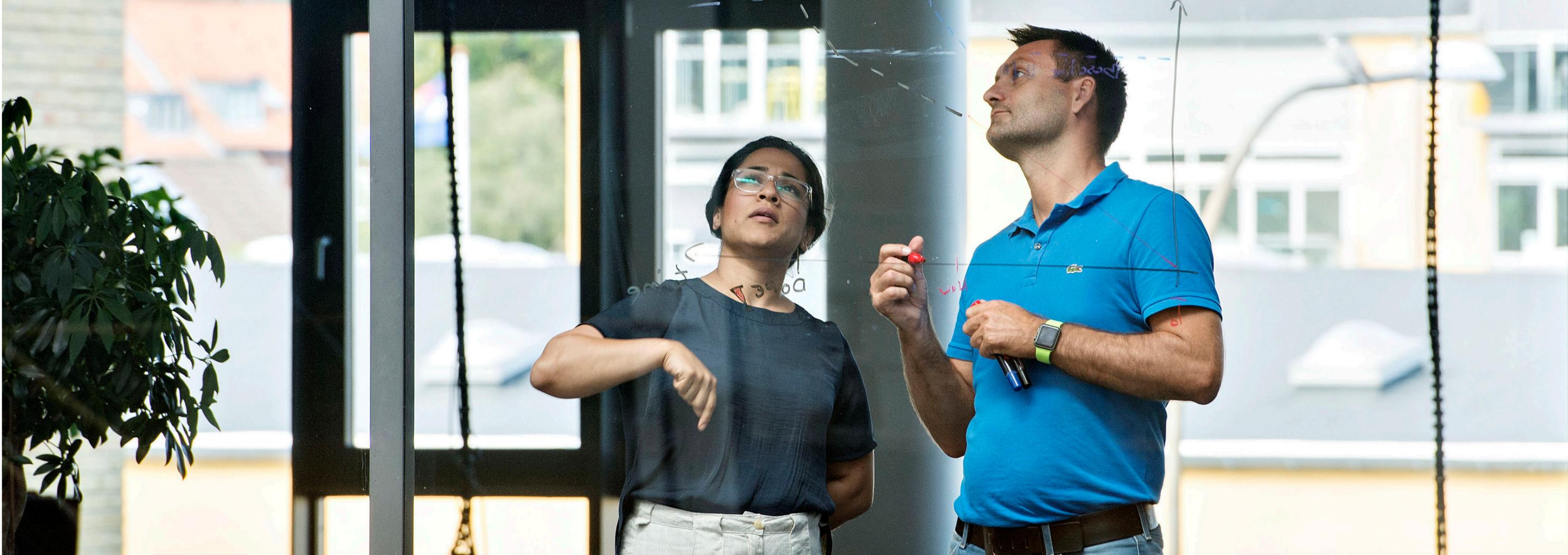
The canteen mainly uses organic raw ingredients to prepare healthy food for our employees. In 2021, the canteen became certified under the Organic Cuisine Label scheme in the silver category, where 60-90% of the raw ingredients are organic. At the moment, approx. 80% of the food in our canteen in Aarhus is organic.

Transport and travel

Systematic is trying to reduce the number of business trips made for internal purposes to limit the company's climate footprint. In FY 2020/2021, our almost 1,100 employees registered a total of 1,439 travel days, which is considerably less than in previous years – especially in FY 2019/2020, when the figure was 3,559 travel days. However, the reduction in travel days is largely due to the global Covid-19 situation, for which reason we expect the number of travel days to increase in 2022. Daily life with Covid-19 has taught us that we can largely meet with one another online, which we will continue to do insofar as possible. However, we will continue to meet across our international offices and greet our customers and partners at trade fairs and conferences in Denmark and abroad.

As a further step to promote the transition to a greener world, in January 2021, we implemented a sustainable vehicle policy and acquired electric and hybrid vehicles for internal use.

Environment



Our contributions

Policy for partnerships, research, knowledge and charity

Systematic's corporate vision states: "Together we are transforming society with exceptional software creating more possibilities and a better world for us all" and we are thus committed to shaping a better future through digitalisation. Our contribution to the digitalisation of society creates economic growth and welfare, and the profits we generate are reinvested in innovation and the development of new IT solutions for the benefit of our customers.

Besides software development, we partner with educational and research institutions, where we contribute our technological expertise, specific domain knowledge or financial support.

Systematic makes a point of contributing to IT study programmes and research projects to help ensure that graduates are sufficiently qualified to work with the actual challenges they are likely to encounter within software development. We have to be at the forefront of research and

practice within this area to explore and exploit the full potential of our field. If we do not do so, we risk losing ground to our competitors, both commercially and when recruiting staff with the kinds of specialist capabilities essential for future success.

In 2021, we sponsored research, education and charitable causes to the tune of DKK 1,160,000.

Sharing our know-how

Systematic has a special role to play in educating as well as recruiting the next generation of talent in many different disciplines associated with our field of business.

Therefore, we have partnered with several Danish universities to help educate the next generation of IT talents.

We organise study-related activities at Systematic for students following relevant courses, including company visits where they can learn about software development. In FY 2020/2021, we cooperated with three Danish educational institutions and conducted four Scrum courses for students to give them an introduction to Scrum as part of the Agile methodology. In collaboration with Danish universities, Systematic employees also provided details from this

practical experience to supplement the theoretical content of four guest lectures.

We are also active in many different governing bodies for relevant higher education institutions, and we offer internships where students learn to translate theory into practice as an integrated part of their curriculum. In FY 2020/2021, we ran 37 internships at our offices in Denmark. We also cooperate with students on their exam projects, which currently counts five final projects with students from different educational institutions in Denmark.

Getting girls into IT

Systematic always focuses on recruiting people with the best qualifications to fill vacancies – regardless of age, gender, disability etc. Systematic therefore supports initiatives to improve the gender balance. As part of these efforts, Systematic has sponsored the IT Camp for girls for several years, an initiative that gives Danish female upper secondary school students an insight into what it is like to study IT and computer science. The aim is to encourage girls throughout Denmark to take more of an interest in IT to encourage them to choose a technical career within the STEM (science, technology, engineering and mathematics) disciplines.



The fight against illiteracy

Being able to read is an important prerequisite for acquiring knowledge and understanding the world. In wanting to make a difference, Systematic has established the international Joy of Reading Award in collaboration with Next Library, a series of conferences for librarians and library professionals. The award is presented every other year to recognise initiatives that help combat illiteracy, a global problem that Systematic is keen to help eradicate. The winner of the Joy of Reading Award 2021 was Za'atari Camp Libraries in Jordan, which comprises 12 libraries in one of the world's largest refugee camps.

Za'atari Camp Libraries is the first library service worldwide which is exclusively run by refugees, and its purpose is to eradicate illiteracy among the Camp's 79,000 Syrian residents, particularly the children. The award comes with a cash prize of USD 10,000.

Rewarding innovative new libraries

Every year, the Public Library of the Year award is presented as part of a collaboration between Systematic and the International Federation of Library Associations (IFLA). The award is given in recognition of new and innovative libraries that create a strong connection between citizen experience, architecture and technology. The nominated libraries are assessed on multiple parameters, for example their ability to include factors such as digital trends, local culture and sustainability, as well as user wishes and needs.

In 2021, the Public Library of the Year award went to Oslo's new main library Deichman Bjørnvika, which in addition to the award, received a cash prize of USD 5,000.

Help for families with sick children

Systematic has been sponsoring a family room at the Danish foundation TrygFonden's Family House at Aarhus University Hospital in Skejby for many years. The family house provides small flats and a safe environment for families with children being treated for long-term illnesses. It gives the families the opportunity to stay together during longer periods of hospitalisation.

Supporting vulnerable women

"Reden" ("the Haven") is a shelter for vulnerable women in difficult life situations – often due to substance abuse, trafficking and prostitution. At Reden, these women can come in for a meal, a friendly chat, a bath, counselling or just a break. For years, Systematic has supported the important work done by Reden – not only financially – but also with personalised birthday cakes and communal Christmas dinners.



Funding a PhD project studying winning cultures in sports and business

In 2019, Systematic partnered with Aarhus University and Bjerringbro-Silkeborg (BSH) handball club in a PhD anthropology project to examine how organisations maintain and develop a team culture that promotes performance at a high level. The project will contribute specific and evidence-based knowledge in this field which Systematic and other organisations can benefit from. As part of the work involved with this project, PhD student Kasper Pape Helligsøe has been sharing his findings and discussing them in a series of podcasts published by Mediano. The project will be completed in summer 2022 when it will become publicly available.

A helping hand for the culture and restaurant industry

To support many of the businesses that have been impacted by the Covid-19 lockdowns and restrictions, in 2021 Systematic gave a helping hand to the culture and restaurant industry which at the same time benefited Systematic's employees. As the company has not suffered financial losses as a result of Covid-19, we decided to seize the opportunity which the Danish government offered businesses to give employees a tax-free gift voucher worth DKK 1,200. The gift voucher could be used for attractions, restaurants, hotels, museums, theatres etc. In total, 'Systematic's employees received gift vouchers worth a total of DKK 1.3 million.

SYSTEMATIC

Søren Frichs Vej 39
8000 Aarhus C
Danmark

Contact

Tel: +45 8943 2000

Mail: more.info@systematic.com

Web: systematic.com