



2025 Due Diligence Report Pursuant to the Norwegian Transparency Act

Infor is committed to applying the highest standards of legality, professionalism, honesty, and integrity in our interactions with customers, shareholders, suppliers, co-workers, and the community. This includes a commitment to supporting global respect for human rights and decent working conditions. This report is prepared to document the due diligence conducted pursuant to the Norwegian Transparency Act.

Our Business

Infor is a global enterprise company that provides software products for every aspect of a business. Infor builds complete industry suites in the cloud and efficiently deploys technology that puts user experience first, leverages data science, and integrates into existing systems. These systems automate critical processes in a range of industries, including health care, manufacturing, fashion, wholesale, distribution, hospitality, aerospace and defense, and public sector.

Infor is headquartered in New York, New York, and has over 89 offices in 42 countries. We have approximately 18,800 employees worldwide with 93 employees in Norway as of January 6, 2025. Our ~100,000 customers are located in over 217 countries.

Our Supply Chain

As a software company focused primarily on providing services and human talent, our supply chain is primarily comprised of procuring professional services, office facilities and equipment, including computers and other hardware, and cloud hosting services.

Infor collaborates with approximately 1,500 third-party business partners, including service providers, agents, channel and alliance partners, distributors, resellers, and support experts.

Our Policies Regarding Fundamental Human Rights and Decent Working Conditions

Infor opposes all forms of violence, threatening behavior, unlawful child labor, forced labor, and human trafficking, in addition to any other unlawful activities.

Infor's Code of Ethics and Conduct states explicitly the obligation of all Infor Representatives to comply with all applicable laws, including laws related to human trafficking, forced labor, and human rights. Infor and all Infor Representatives are directed to, at all times, operate in compliance with the Code of Ethics and Conduct, as well as applicable laws and regulations related to human trafficking, forced labor, and human rights.

Infor employees are required to participate in training related to non-discrimination, harassment, data protection and privacy, health and safety management, how to speak up or report issues or concerns, and the Infor No Retaliation Policy.



Infor has a Third-Party Intermediary Code of Conduct that sets out key requirements and expectations for our business partners and suppliers, including a commitment to supporting human rights and avoiding complicity in human rights violations.

Our Process to Assess Risks and Address Potential Adverse Impacts

Infor has a Vendor Onboarding and Risk Assessment Procedure to ensure all vendors are appropriately reviewed to meet compliance requirements and company standards. This process includes screening against government sanctions and watch lists, review of the vendor's online presence and potential adverse media reports, and privacy and security risk assessments. An escalation process is documented to ensure red flags are appropriately reviewed and any mitigating actions are undertaken and documented.

Once a vendor is approved, Infor conducts daily screening against sanctions and watch lists. The Vendor Onboarding and Risk Assessment Procedure is reviewed annually with the Infor Ethics & Compliance Office.

During fiscal year 2024, Infor did not identify any priority issues related to human rights violations.

Infor encourages all Infor Representatives to report any concerns regarding compliance with our Code of Ethics and Conduct, including our commitment to human rights. All such reports will be appropriately investigated to determine the appropriate mitigation steps to be taken to address the issues.