



CORPORATE SOCIAL RESPONSIBILITY CHARTER

At Talkwalker we believe that a successful business strategy goes along with a management concept that integrates and balances economic, social, and environmental concerns. Our goal is to work in a diverse and inclusive environment, in which respecting positive values and giving personal example drives a social change, not only on ourselves, but also on the communities in which we live and work.

In response, this Charter presents the commitment taken by Talkwalker in implementing the Corporate Social Responsibility ("CSR") framework and driving its sustainable business growth.

FOUR PILLARS OF TALKWALKER'S CSR

The following pillars are guidance for the business conduct at all Talkwalker's offices and set clear social expectations for its management and employees:

INTEGRITY AND ETHICS

We deliver our business with the ethical and legal standards, and in accordance with our Code of Conduct which provides guidance on how to do "the right thing" in "the right way". The Code is designed to help maintain high standards of behavior and support our commitment to quality and professionalism.

DIVERSITY AND INCLUSION

We are committed to develop the full potential of our employees. We respect and care for each of our employees and adhere to human rights, diversity, health, safety, and non-discrimination in our organization. We strongly encourage engagement and employees' initiative in solutions improving workplace conditions and our business efficiency.

ENVIRONMENT AND HEALTH

We are committed to take responsibility to protect the environment in which we live and operate through our initiatives focused on responsible management of electricity, heating, water, and waste. With introduction of work life balance, sport activities, encouragement of green transport solutions, and promotion of healthy food we support development of social competencies and sustainability awareness. We respect the applicable occupational health and safety regulations.

COMMUNITY AND BUSINESS

Talkwalker considers social, cultural, environmental, and governmental factors when evaluating projects for our clients and supports a long-term and sustainable economic growth in the markets in which we operate. We build partnerships and business relationships that support local communities with a commitment to provide know-how, donations, or sponsorship to the ones in need.

My kind regards,

Robert Glaesener
CEO

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Robert Glaesener
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