

CERTIFICATE OF REGISTRATION

Information Security Management System - ISO/IEC 27001:2022

The Certification Body of Schellman Compliance, LLC hereby certifies that the following organization operates an Information Security Management System that conforms to the requirements of ISO/IEC 27001:2022

Enterprise Information Resources Inc.

for the following scope of registration

The scope of the ISO/IEC 27001:2022 certification is limited to the information security management system (ISMS) supporting the design, development, support and implementation of employee compensation and talent-related applications and system processes while protecting the confidentiality, integrity and availability of the customer data processed in accordance with the statement of applicability, version 8.1, dated September 12, 2025.

which includes the following in-scope location(s) on page 2 of 2

Certificate Number: **1333423-8**

Authorized by:



Danny Manimbo
Principal, Schellman Compliance, LLC
4010 W Boy Scout Blvd., Suite 600
Tampa, Florida 33607, United States
www.schellman.com



Issue Date
December 17, 2025

Original Registration Date
December 5, 2017

Expiration Date
December 2, 2026

Certificate Version
Version 8

CONDITIONS & LIMITATIONS:

1. The aforementioned organization has a perpetual responsibility to maintain compliance with ISO/IEC 27001:2022 during the period of certification.
2. This certificate is subject to the satisfactory completion of annual surveillance audits by Schellman Compliance, LLC
3. ISO/IEC 27001:2022 compliance audits are not designed to detect or prevent criminal activity or other acts that may result in an information security breach. As such, this certification should not be construed as a guarantee or assurance that an organization is unsusceptible to information security breaches.
4. The information in this document is provided "AS IS", without warranties of any kind. Schellman Compliance, LLC expressly disclaims any representations and warranties, including, without limitation, the implied warranties of merchantability and fitness for a particular purpose.
5. This certificate is the property of Schellman Compliance, LLC and is bound by the conditions of contract. The authenticity of this certificate can be validated by contacting Schellman Compliance, LLC

In-Scope Location(s)

Location	Function / Role
303 Wyman Street Suite 300 Waltham, Massachusetts 02451 United States	Headquarters and primary operation of the ISMS

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