



Certificate

SAP INTEGRATION CERTIFICATION

SAP SE

hereby confirms that the product **Recognition & Rewards 8.0**

of the company **Semos Software LLC**

has been certified as built on SAP Business Technology Platform via the SAP integration scenario **BTP-EXT**.

This certificate confirms the technical compliance of **Recognition & Rewards 8.0** with SAP certification procedures.

The certification test is documented in report no. **24043** and expires on **6 Dec 2025**.

The certification is listed on the SAP Certified Solutions Directory: www.sap.com/csd

Certified Functions:

Application run on SAP Business Technology Platform (Cloud Foundry Environment)
HTML5/SAPUI5 Application running on SAP Extension Suite
Integration with SAP SuccessFactors
Built for Multi-Cloud
Multitenancy Enabled
Integration test for the proposed functional test cases

Saurav Chetry
SAP Canada, Toronto,
6th December 2024.

SAP Certified
Built with SAP Business Technology Platform



SAP certification focuses on technical integration with SAP solutions. Partner is responsible for the product itself, its error-free operation, and adherence to applicable laws.



Certificate

SAP INTEGRATION CERTIFICATION

SAP SE

hereby confirms that the product **Employee Communications 4.0**

of the company **Semos Software LLC**

has been certified as built on SAP Business Technology Platform via the SAP integration scenario **BTP-EXT**.

This certificate confirms the technical compliance of **Employee Communications 4.0** with SAP certification procedures.

The certification test is documented in report no. **24044**
and expires on **December 6, 2025**.

The certification is listed on the SAP Certified Solutions Directory: www.sap.com/csd

Certified Functions:

Application run on SAP Business Technology Platform (Cloud Foundry Environment)
HTML5/SAPUI5 Application running on SAP Extension Suite
Integration with SAP SuccessFactors
Built for Multi-Cloud
Multitenancy Enabled
Integration test for the proposed functional test cases

Saurav Chetry
SAP Canada - Toronto,
December 6, 2024.

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Built with SAP Business Technology Platform



SAP certification focuses on technical integration with SAP solutions. Partner is responsible for the product itself, its error-free operation, and adherence to applicable laws.



qualityaustria

Succeed with Quality



CERTIFICATE

Quality Austria - Trainings, Zertifizierungs und Begutachtungs GmbH awards this **qualityaustria** certificate to the following organisation:

This **qualityaustria** certificate confirms the application and further development of an effective



**semos
cloud**

Semos Software LLC

405 State Highway 121, Suite A250, Lewisville,
TX 75067, United States

Semos Cloud DOO

Blvd. 8 – mi Septemvri no. 16, floor 1/1,
1000 Skopje, North Macedonia

Development, delivery, customer support
and continuous improvement of employee
experience suite of applications, providing
customers with reliable cloud-based Software
as a Service (SaaS) solutions.

The validity of the **qualityaustria** certificate will be
maintained by annual surveillance audits and one
renewal audit after three years.

QUALITY MANAGEMENT SYSTEM

complying with the requirements of standard

ISO 9001:2015

Registration No.: Q-30575/0

Date of initial issue: 18 January 2024

Valid until: 17 January 2027

Vienna, 18 January 2024

Quality Austria - Trainings, Zertifizierungs und Begutachtungs GmbH,
AT-1010 Vienna, Zelinkagasse 10/3

Mag. Christoph Mondl
CEO

Mag. Dr. Werner Paar
CEO

Ing. Christoph Baumgartner, MSc, MBA
Authorised representative,
management Customer Service Center



 **qualityaustria**

MEMBER OF



Quality Austria - Trainings,
Zertifizierungs und
Begutachtungs GmbH is
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the Austrian Accreditation
Act by the BMWFV
(Federal Ministry of
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Economy).

Quality Austria is
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organisation for
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by the BMLFUW (Federal
Ministry of Agriculture,
Forestry, Environment and
Water Management).

Quality Austria is
authorized by the VDA
(Association of the
Automotive Industry).

For accreditation
registration details please
refer to the applicable
decisions or recognition
documents.

Quality Austria is the
Austrian member of IQNet
(International Certification
Network).

Dok. Nr. FO_24_028

120ea204-f069-4258-
83d8-29f434e681e1

The current validity of the certificate is documented exclusively on the Internet under
<http://www.qualityaustria.com/en/cert>

Certificate

Quality Austria

has issued an IQNET recognized certificate that the organization:

Semos Software LLC

405 State Highway 121, Suite A250, Lewisville, TX 75067, United States

Semos Cloud DOO

Blvd. 8 – mi Septemvri no. 16, floor 1/1, 1000 Skopje, North Macedonia

for the following scope:

Development, delivery, customer support and continuous improvement of employee experience suite of applications, providing customers with reliable cloud-based Software as a Service (SaaS) solutions.

EAC: 33

has implemented and maintains a

QUALITY MANAGEMENT SYSTEM

which fulfils the requirements of the following standard

ISO 9001:2015

Issued on: **2024-01-18**

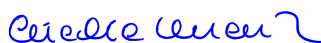
Validity Date: **2027-01-17**

Quality Austria certified since: **2024-01-18**

Registration Number: AT-30575/0



Alex Stoichituiu
President of IQNET



Mag. Friedrich Khuen-Belasi
Authorised Representative
of Quality Austria



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* The list of IQNET Members is valid at the time of issue of this certificate. Updated information is available under www.iqnet-certification.com

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405 State Highway 121, Suite A250, Lewisville, TX 75067, United States

Semos Cloud DOO

Blvd. 8 – mi Septemvri no. 16, floor 1/1, 1000 Skopje, North Macedonia

for the following scope:

Development, delivery, customer support and continuous improvement of employee experience suite of applications, providing customers with reliable cloud-based Software as a Service (SaaS) solutions.

EAC: 33

has implemented and maintains a

Information Security Management System

which fulfils the requirements of the following standard

ISO 27001:2022

Issued on: **2024-01-18**

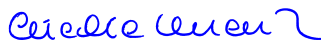
Validity Date: **2027-01-17**

Quality Austria certified since: **2024-01-18**

Registration Number: AT-00011/0



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maintained by annual surveillance audits and one
renewal audit after three years.

**Information Security
Management System**

complying with the requirements of standard
ISO 27001:2022

Registration No.: IS-00011/0

Date of initial issue: 18 January 2024

Valid until: 17 January 2027

Vienna, 18 January 2024

Quality Austria - Trainings, Zertifizierungs und Begutachtungs GmbH,
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