

CENTRIC SOFTWARE CODE OF BUSINESS CONDUCT

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Image courtesy of ON Running, a Centric customer.

1. INTRODUCTION

Centric Software and its subsidiaries, (the “Centric Software”), are committed to the highest standards of business conduct. As a leader in Product Lifecycle Management software, providing innovative enterprise solutions to achieve strategic and operational digital transformation goals, sound business practices have been integral to Centric’s spirit since its inception.

Our deep-rooted values and way we conduct business define who we are both as individuals and as a company. Strong business practices form the basis of interactions between employees, customers, partners, suppliers, colleagues, regulatory bodies, and competitors. We believe that trusting, long-term relationships are built through honesty, fair play, respect for people and “doing the right thing” without compromise, even when circumstances make it difficult. We adhere to protecting fundamental human rights, while valuing and leveraging the richness and diversity of our multicultural organization.

This Code of Business Conduct describes how Centric and its employees will conduct business in an ethical manner. It is a guide and a resource to help us all ensure appropriate professional decisions and interactions within the scope of Centric Software activities.

This overview is not meant to address every instance in which Centric is called upon to observe and practice sound business ethics. However, it is meant to assist each of us in making decisions, and to remind us that in living by these basic principles, we will nourish an environment of mutual trust and respect and promote our global reputation for uncompromising integrity. The HR and Legal Departments are available to help you understand the applicable rules and provide advice and assistance whenever required.

This Code applies to all employees of Centric Software, regardless of function or position. It supplements, but does not replace, local or international laws, regulations and obligations, together with generally accepted standards of business conduct (the “regulations”). In cases where regulations require standards that are higher or in addition to those set out in the Code, these regulations must apply. Conversely, if the Code sets out higher standards, the Code prevails over local regulations. In the event of incompatibility, however, local regulations prevail over this Code.



2. REGULATORY COMPLIANCE

Centric Software pledges to ensure the integrity of its business. It implies, above all, that each employee respects the laws, rules and regulations in force in the countries where Centric operates. They will also abide by international standards governing social responsibility, such as the United Nations Universal Declaration of Human Rights and the various Fundamental Conventions of the International Labor Organization.

The code of ethics and professional conduct guidelines set out in this Code complement rather than replace these international laws, regulations, obligations and major principles. If they prove incompatible, local regulations shall take precedence over the guidelines in this Code.





3. INTERACTING WITHIN CENTRIC SOFTWARE

Our responsibility to our colleagues, customers, business partners, competitors, and regulatory agencies.

Centric Software people are the Group's greatest asset. They create the richness of our organization. To be successful as a global team, we fundamentally believe that we must all make our best effort to contribute to an environment that builds confidence and empowers people through personal and professional growth. Our teams grow together through collaborative working, skills development, knowledge sharing, and learning from each other.

We value diversity of all cultures and leverage this innate richness. By recognizing the contribution of individuals, and creating a stimulating environment for innovation, we ensure the longevity of our business.

All of our business partnerships are based and established on win-win relationships, with a long-term perspective in mind.

3.1 RESPECTING EACH OTHER

Our corporate culture is based on mutual respect, fairness, and valuing the diversity of our workforce. Hiring, training, promotion, assignment, and other employment decisions are based on qualifications, talent, achievements and other business motives. We respect employee/individual privacy, and protect employee information required for effective business purposes. All of our practices are performed in compliance with local and national employment laws in the countries in which we do business.

We are committed to providing a work environment free from discrimination, harassment, or intimidation of any nature. Centric strictly prohibits harassment or intimidation and discrimination.

All our human resources practices comply with local and national legislation in the countries where we operate, as well as with international standards. Situations that may involve harassment or discrimination are assessed on a case-by-case basis, as established by specific facts and circumstances and according to their legal qualification.

DEFINITIONS

Sexual harassment is defined as a situation in which unwelcome behavior with sexual overtones, being expressed physically, verbally or non-verbally, occurs with the aim or the effect of compromising the dignity of a person and, in particular, creating an intimidating, hostile, degrading, humiliating or offensive environment.

Discrimination refers to a situation in which a person is treated differently and negatively, without objective justification, due to or in relation to their age, handicap, gender, marital status or pregnancy, ethnic origin, national origin, colour, social origin, religion, sexual orientation, union membership, opinion or political affiliation.

A safe and secure work environment is a prerequisite for fulfilling one's job, and we expect that all of us take reasonable care to ensure our own safety and that of other people who may be affected by our acts or omissions at work. Centric Software complies with applicable laws and regulations regarding health and safety. We take care to promptly report accidents, injuries, unsafe equipment, violence, or any possible threat to safety.

3.2 RESPECTING CENTRIC SOFTWARE

When participating in an external event, such as a meeting, or a conference, we should keep in mind that we represent our company and are all contributing to the reputation of Centric.

We should take care to present a positive image of the company, its values, teams, and management, and act with integrity and professionalism in any professional circumstances.

3.3 RESPECTING OUR CUSTOMERS AND PARTNERS

Our long-term relationships with our customers, suppliers and business partners are built upon the continuous honesty and integrity of all Centric Software employees. We conduct business in accordance with best practices within the high tech industry and in the best interest of our customers, business partners, and Centric. Our communications with customers and partners meet these requirements. We respect the privacy of our customers and treat their information with care in accordance with Centric Software agreements.

3.4 RESPECTING OUR COMPETITORS

Centric Software competes vigorously and dynamically on the market, in compliance with the laws in the countries in which we do business, and upholding international business ethical principles. We collect competitive information appropriately: through public communications, public filings, trade shows, industry surveys, reputable consultants, and appropriate interactions with customers.

3.5 RESPECTING OUR REGULATORY BODIES

As an international company with business interests worldwide, Centric Software communicates on a regular basis with various entities. In terms of financial reporting, we ensure the accuracy and integrity of our records and financial reporting critical to maintaining the confidence of our shareholders, customers, partners, and employees. We promote appropriate internal control policies and processes to ensure that our financial reporting is full, fair, accurate, timely, and understandable. In the case of audits or inspections, we respond openly to inquiries, and are committed to being direct and honest in our discussions with regulatory representatives.

3.6 COMPLIANCE WITH COMPETITION LAW

Competition law is designed to protect and encourage competition between economic players. The rules of competition law prohibit unfair business practices as well as sharing commercially sensitive or strategic information with competitors. Failure to comply with applicable competition rules could expose Centric Software, its directors and employees to administrative and criminal sanctions, as well as heavy fines and damage to the reputation of Centric Software.

3.7 EXPORT CONTROLS

Centric Software to strictly comply with all applicable laws and regulations relating to trade and export controls. Rigorous Centric Software procedures aim to ensure that Centric Software conducts its business, grants licenses for its products and supplies technology solely in compliance with applicable rules relating to trade, sanctions and embargoes. This specially includes the legislation of the United States and the European Union. Centric Software employees must comply with the internal rules and procedures implemented within Centric Software to ensure compliance with laws and regulations applying to the control of trade and exports. For example, all Centric Software products and solutions are given an ECCN (Export Control Classification Number) and end users are systematically controlled to verify export restrictions, including when transactions are conducted through a distributor. For more information on this subject, Centric Software employees are encouraged to reach out to the Legal Department.

3.8 RESPECTING THE ENVIRONMENT

Corporate Social Responsibility is at the heart of Centric Software's mission. Centric Software also seeks to minimize the impact of its own activities on natural surroundings. It is committed to complying with applicable legislation on this matter, international and country-specific. To this end, it takes initiatives to include environmental factors into the management of its facilities and measurement of related performance group wide. The role of each of us, through our daily actions at the workplace, is key in helping Centric Software improve in this domain.

3.9 PROTECTION OF PERSONAL DATA

Centric Software has always recognized the importance of protecting personal data in the digital era and is fully aware of its responsibilities when processing personal data. Centric Software complies with applicable legal requirements, including the General Data Protection Regulation (GDPR), both for its internal needs and for the needs of all its partners, including:

- Ensuring compliance with GDPR requirements within its organization such as Human Resources (personal data policies), Finance, Legal, Marketing (internet sites and communications) and Sales through recommendations on data protection matters.
- Ensuring that Centric Software products may be used by its customers and other partners in compliance with GDPR regulations.

Centric Software employees must not compromise personal data security. Personal data must not be collected, used and more generally processed, other than for one or more specified purposes, which must be legitimate and necessary for the Company's activities. As such, it is the responsibility of each employee to ensure the necessary security measures and applicable laws are implemented and respected.

Centric Software employees that become aware of any personal data leaks or breaches must immediately notify their manager and the Centric Software Data Protection Officer. The Data Protection Officer can be contacted at: privacy@centricsoftware.com.



4. SAFEGUARDING COMPANY ASSETS

Protecting our assets is vital to our operations, regardless of whether the asset is tangible or intangible. We do not use Centric Software assets for illegal or non-ethical business purposes.

Assets include but are not limited to:

- Intellectual property (including programs and source codes)
- Confidential and proprietary information as defined below
- Employee data
- Products, i.e. developments made for internal use or delivered to customers and partners
- Computers
- Customer or partner lists and information
- Equipment

4.1 INTELLECTUAL PROPERTY

Intellectual property is any work of the human mind that is protected and protectable pursuant to national and international laws and treaties related to copyright, patent, trade secret, trademark and/or design and models. Centric respects the intellectual property of others, and will use intellectual property belonging to others such as code, software, or documentation under appropriate licensing agreements.

Intellectual property is a key Centric Software asset, therefore its protection is vital to Centric Software's business success, and growth.

Examples of intellectual property are, but not restricted to:

- Inventions
- Patents
- Innovations
- Trademarks
- Know-how, e.g., methods and processes
- Design and models
- Information included in documentation, specifications and preparatory design tools

Please keep in mind:

- We are all responsible for protecting Centric Software intellectual property even after leaving Centric. We comply with Centric Software's policies and implement intellectual property procedures.
- An important element of intellectual property protection is maintaining the confidentiality and restricted use of Centric Software trade secrets and other proprietary information.
- Signed authorization from the CEO is required before developing, outside of Centric Software, any products or software which may be related to the company's intellectual property.
- Centric Software's legal department can provide any additional information relating to intellectual property.

4.2 CONFIDENTIAL & PROPRIETARY INFORMATION

4.2.1 Confidential Information

Confidential information is information or data that is related to, or in the possession of, a person (individual or company, Centric Software or third party) for which communication of such information is forbidden according to a contract or to law. Confidential information is accessible and disclosed only to clearly identified groups or individuals. Confidential information is placed in a secure environment, and under control, and cannot be disclosed.

Examples of confidential information include, but are not restricted to:

- Information not yet released to the public through one of Centric Software's authorized channels
- Documents marked as "Confidential",
- Unpublished company strategy
- Current or future research & development programs, technical breakthroughs, leading edge technologies, inventions, planned mergers or acquisitions, investments or divestments
- Information received from customers or partners, such as their development plans/models or any other type of information that has not explicitly been authorized to be communicated
- Ongoing discussions with partners or customers
- Financial data either actual or forecasted
- Private employee information (provided by the individual to the company)

4.2.2 Proprietary Information

Proprietary information is information or data that is related to, or owned by, a person (individual or company), and which is not intended to be widely disclosed, regardless of whether it is protected or not according to applicable intellectual property and/or trade secret laws. It may or may not be confidential (if confidential, the above guidelines related to confidential treatment apply in addition to those related to the use of proprietary information set forth below). The use of proprietary information, whether it belongs to Centric or to a third party, requires prior formal authorization from the owner. Any use of proprietary information is made within the strict limits of such authorization.

Examples of proprietary information include, but are not restricted to:

- Internal notes, information sent to employees
- Organizational charts
- Team objectives, data
- Specifications, formulas, design, inventions

Please keep in mind:

- Ensure confidential documents are marked as "Confidential".
- Those entrusted with or who come into possession of confidential or proprietary information regarding Centric business activities; keep this information confidential and for authorized business purposes only.
- We only disclose proprietary or confidential information related to Centric activities to a designated person, internal or external to Centric Software.
- We do not disclose confidential and proprietary information belonging to our customers or partners, such as customer development plans or customer best practices.

- Without infringing on our liberty to express ourselves (for instance in family context), we take care not to discuss Centric, customer, or partner proprietary or confidential information in public areas,(e.g., planes, trains, restaurants, seminars). We also pay special attention to topics we discuss with close relations, business relations or any other third parties when they are related to Centric customers, or partners.
- As it may affect Centric Software customers', or partners' reputation and stock price, communication in the name of Centric Software with the media, reporters, consultants, and analysts is reserved to designated individuals.

4.3 ELECTRONIC AND DIGITAL MEDIA

Centric provides many forms of electronic and digital media and services for employee use. This media is not only proprietary, but is intended to facilitate the business interests of Centric Software and enhance productivity and efficiency. The occasional use of electronic and digital media for personal (non-business purposes) is permitted, but must not be excessive, contrary to business interests, nor interfere with an employee's job performance or the performance of others.

Examples of electronic and digital media:

- Computers
- e-mail
- Telephones
- Voicemail
- Photocopiers
- Fax machines
- Cellular phones
- Video teleconferencing
- Internet & Intranet

Please keep in mind:

- For security reasons, our passwords are personal, and not disclosed to anyone else.
- We ensure the respect of confidential information when classified as is.
- We do not try to read, copy, disclose, modify or delete information that is not addressed to us or that belongs to other employees, even if this information is easily accessible.
- We comply with computer or network security measures (e.g., unauthorized access of other people's logins or passwords, or monitoring electronic files)
- We use secure channels when using electronic media to transmit, store or receive any material that might be of a sensitive nature (confidential or proprietary) for Centric or any other third party.



5. CONDUCTING OUR BUSINESS

5.1 CONFLICTS OF INTEREST

We are expected to conduct business with objectivity and loyalty towards our employer. In some circumstances, we can however be in a situation that could affect our ability to choose, make recommendations, decide, or act objectively regarding the interests of Centric, or which, directly or indirectly, benefits us, a close relative, or a relationship to the detriment of Centric Software.

Examples of situations that could create a conflict of interest include, but are not limited to:

- Engaging in any activity or employment that interferes with Centric's interests.
- Service or have a close relative serving as part of a Board of Directors, or as a technical advisor to a competitor, partner, customer, or supplier.
- Having ownership or interest in a company with whom Centric Software does, or intends to do, business.

If an employee discovers a potential conflict of interest, they must notify their manager or the Legal Department. The Human Resources Department can also provide additional advice to Centric Software employees and help them establish whether a situation could lead to a conflict of interest.

5.2 ETHICAL BUSINESS CONDUCT

Our integrity and ethical conduct are fundamental to the internal and external operations of Centric wherever we operate. Our long-term relationships with our customers suppliers and partners are based on the honesty and integrity that all Centric employees show at all times. We expect our suppliers and partners to act similarly.

5.3 FIGHTING CORRUPTION

Centric has a zero tolerance policy with respect to corruption and influence-peddling, including bribes and facilitation payments, regardless of local customs or commercial pressure and even if this means losing out on business opportunities. Consequently, Centric employees must remain vigilant, comply with laws and regulations in force and never, whether directly or indirectly, encourage, offer, attempt to offer, allow, promise or accept, in any form, any advantage (e.g. payment, gift, bribe or illegal commission) in order to obtain or retain a contract or gain an inappropriate advantage, even if they believe they are acting in the best interest of Centric. Breaching anti-corruption laws and regulations, including the US Foreign Corrupt Practice Act (FCPA), the French Penal Code and the Sapin 2 law in France, and the UK Bribery Act, can result in severe sanctions, both for the individuals and legal entities they represent. These sanctions can include heavy fines and prison sentences, in addition to harm to the reputation of the company and commercial losses. The consequences of corruption are even more serious when public officials are involved. For more information on this subject, Centric employees are encouraged to carefully read and comply with the Centric Anti-Corruption Policy available on the Legal Department Sharepoint.

5.4 THIRD-PARTY RELATIONS

Under anti-corruption legislation in force, Centric may be liable in cases of faults committed not only by its employees, but also by third parties. Consequently, Centric employees must remain vigilant when performing their duties to avoid Centric being directly or indirectly involved in acts of corruption. Centric counts on its suppliers, partners, distributors, agents, consultants and all third parties to adopt ethical behavior in their interactions with or on behalf of Centric. These third parties are obliged to comply with the principles set out in this Code, together with the contractual clauses that bind them to Centric.

5.5 GIFTS AND INVITATIONS

Exchanging gifts, meals, and entertainment with customers, partners, or suppliers is a common business practice. We know that this practice is acceptable as long as the courtesy exchanged is of a reasonable value and the intention is in goodwill and in fostering relationships, but we do not solicit, accept, or use these practices to procure favors or influence customer's, partner's, provider's or our judgment.

The Centric Anti-Corruption Policy provides further details on this practice. It also sets out the validation procedure to be followed according to the various types of gifts and hospitality. Under the Centric Anti-Corruption Policy, the offering and acceptance of gifts and invitations must:

- Be compatible with local practice and customs and comply with applicable legislation;
- Involve reasonable amounts, be appropriate and not include anything that may embarrass Centric if revealed publicly (for example, it is strictly prohibited to offer or receive entertainment such as gambling or “adult entertainment”);
- Comply with the policies applying both to the person offering and the person receiving. Many large corporations and government and public entities forbid their employees from accepting any gratification, including meals and entertainment;
- Be correctly documented and recorded in the Company's accounts.

5.6 INSIDER TRADING, IN THE FUTURE

According to the law, any person who possesses non-public information on a listed company that may have an influence on the stock price of the securities issued by such company is not entitled to purchase or sell such company's shares as long as the information at stake has not been disclosed to the public. If he/she does, the individual is committing the offense of insider trading. Insider traders are liable both on a criminal and civil basis.

The insider trader may be liable:

- Even if the individual has become aware of the privileged information in a fortuitous manner (e.g., confided by another employee);
- Even if the individual does not profit from the transaction;
- Even if information is transmitted to a third party who then in turn carries out a transaction involving the purchase or sale of listed securities.

Examples of information that could be considered as information that could have an influence on the stock price and could then trigger a risk of insider trading include, but are not limited to:

- Non-published financial statements, dividend and earnings announcements
- Revenue estimates
- On-going discussions with customers and partners
- Major deals; significant mergers and acquisitions
- Major marketing changes
- Significant domestic or foreign business investment efforts
- Significant financial effect of a casualty loss and operating statistics

In order to avoid being in an insider position:

- We do not purchase or sell Dassault Systèmes stocks or the securities of a customer, or a partner, when we possess non-public information relating to such company.
- We do not disclose this information, even inadvertently, to anyone (relatives, friends, relationship, business partners) who could then use the information to purchase or sell securities on the stock market.

5.7 FINANCIAL RECORDKEEPING & REPORTING

Centric is required to comply with strict accounting principles and regulations. It is critical to ensure that all transactions are properly identified, analyzed and recorded in our financial books in accordance with generally accepted accounting standards and according to internal procedures and rules. We are aware that any violation of laws related to accounting and financial reporting can generate civil and criminal actions against Centric Software and its management.

Regardless of whether we are directly involved in financial reporting or accounting or not, most of us come into contact with vouchers, time sheets, invoices, expense reports, and any other types of financial transaction. We ensure that all business records and reports are accurate, complete, and reliable.

Please keep in mind:

- We do not tolerate any intentional misrepresentation (attempts to knowingly create false or misleading records for any reason, and to hide, or disguise, the true nature of a transaction) of our financial reports
- We do not assist any other party in carrying out such misconduct and setting up misleading financial reports.
- We do not pay or use any Centric funds or assets for a bribe, "kickback," or similar payment that directly or indirectly benefits any individual (including any government official), company (including customer, partner, supplier, service provider), or organization, regardless of whether such payment was designed to secure favored treatment for Centric Software. We do not use any Centric assets to make any donation to political parties, related political action groups, or political candidates.
- We know that, if we consider it justified, we may report any situation leading to improper financial reporting and accounting, as soon as possible and according to the whistle-blowing procedure.



6. WHISTLEBLOWING

Centric Software relies on its employees to understand and apply its internal policies and procedures. If an employee suspects or has knowledge of an ethics breach (as defined below), they are encouraged to notify their manager or the Centric Software HR or Legal Department.

Employees that have personal knowledge of:

- Conduct or a situation that may constitute an act of corruption or influence peddling, as described in the Code of Business Conduct and Anti-corruption Policy,
- A crime or criminal offense, an established serious breach of applicable laws or regulations or of an international commitment ratified or approved by France, a threat or serious consequences for the general interest,
- A risk of a serious infringement of Human Rights, basic liberties, the health and safety of individuals or damage to the environment, can notify either their line manager of this ethics breach (joining supporting documents) or the Centric Software Legal Department or follow the procedure below

The use of the professional whistle-blowing procedure described below is neither mandatory nor exclusive.

It is highly recommended that we give our name when we report an alleged violation of the principles described in the Code of Business Conduct.

The procedure for reporting is as follows:

- The first contact is the HR Director
- In the case of a conflict of interest involving the HR Director, please file a report with the CEO or the General Counsel

Detailed procedures to report a violation of the principles described in the Code of Business Conduct will be communicated to Human Resources.

Anonymous reports are not encouraged since they make the necessary fact-finding investigation difficult. Also, anonymous reporting hinders the organization's ability to protect the whistle-blower. They will be processed with a preliminary analysis of the appropriateness.

Centric Software is committed to preserving the confidentiality of the name of any whistle-blower. This identity will not be disclosed to the potential reported person, even if such person exercises his/her essential rights of access, rectification and opposition on data privacy. Centric Software prohibits any retaliation directed toward an individual as a result of bringing forward, in good faith, truthful information relative to any violation of the principles described in the Code of Business Conduct.

Any misuse of the procedure (with the intent to harm the interests of Centric Software stakeholders) may result in disciplinary action and judicial proceedings being filed against the author of the abuse; on the contrary, use in good faith of the procedure, even if the facts are subsequently not borne out, will not make the whistle-blower liable to sanctions.

When reporting a suspicion of violation of applicable law or infringement of the principles described in this Code, please describe the situation precisely with objective facts, dates, names and provide as much supporting evidence as possible to allow further investigation in an objective manner and to prevent any slanderous accusation. The wording used to describe the nature of the reported facts should express that the facts are alleged. It is also critical that we remain as discreet as possible during a pending investigation. Cases lacking sufficient information to conduct an investigation may be closed and archived rapidly.

The cases submitted will be evaluated with the greatest care in order to decide upon the necessity of further investigations and the appropriate course of action, in compliance with applicable law.

When the report is archived, the potential reported persons will be informed thereof and will be able to exercise their rights of access and rectification.

ABOUT CENTRIC SOFTWARE

From its headquarters in Silicon Valley, Centric Software provides a Digital Transformation Platform for the most prestigious names in fashion, retail, footwear, luxury, outdoor and consumer goods. Centric's flagship Product Lifecycle Management (PLM) platform, Centric 8, delivers enterprise-class merchandise planning, product development, sourcing, quality and collection management functionality tailored for fast-moving consumer industries. Centric SMB provides innovative PLM technology and key industry learnings for emerging brands. Centric Visual Innovation Platform (VIP) offers a new fully visual and digital experience for collaboration and decision-making and includes the Centric Buying Board to transform internal buying sessions and maximize retail value and the Centric Concept Board for driving creativity and evolving product concepts. All Centric innovations shorten time to market, boost product innovation and reduce costs.

Centric Software is majority-owned by Dassault Systèmes (Euronext Paris: #13065, DSY.PA), the world leader in 3D design software, 3D Digital Mock Up and PLM solutions.

Centric Software has received multiple industry awards and recognition, including being named by Red Herring to its Top 100 Global list in 2013, 2015 and 2016. Centric also received various excellence awards from Frost & Sullivan in 2012, 2016 and 2018.



www.centricsoftware.com