

CSR POLICY

TRIFORK HOLDING AG

CSR POLICY

Trifork Holding AG

(CHE-474.101.854)

1 INTRODUCTION AND PURPOSE

- 1.1 Trifork's vision is to change the world with software and provide smart solutions that make life better and easier for everyone.
- 1.2 Trifork takes corporate responsibility seriously and strives to conduct its activities in a socially responsible way. We see CSR as a journey where we continuously strengthen our contributions and improve our efforts. We aim to work on CSR issues that are important to our stakeholders, our business and which have an impact on society. Trifork aims to strengthen the internal CSR management by creating a stronger link between strategy, objectives and activities, and key performance indicators.
- 1.3 Trifork has a business-oriented approach to its corporate social responsibility, which creates a large overlap between its values and associated actions. Our CSR activities are governed through various documents and processes, including in the day-to-day management of Trifork.
- 1.4 In addition to environmental and sustainable matters, our CSR efforts are primarily focused on the following areas:
 - Attracting and developing competencies
 - Making a difference
 - Committed employees
 - Distribution of gender
 - Human rights and democracy
- 1.5 Our business model is based on highly competent and committed employees, combined with the technological innovation of IT systems. We are convinced that our organisational model, comprising more than 45 self-managed units across the Trifork group, supports our principals for a humanised working environment, our diversity policy and our efforts to reduce our climate footprint as well as applying the UN Global Compact principles and Sustainable Development Goals (SDG).

2 ATTRACTING AND DEVELOPING COMPETENCIES

- 2.1 As we strive to develop solutions to change the world and make life easier for everyone, we seek to attract and develop competencies in system development, enable new technologies and offer employees a platform to excel at the forefront of technological development.
- 2.2 Accordingly, Trifork has high expectations of its employees and wants them to retain a high level of competence. Curiosity is part of the Trifork DNA, and we have pushed the industry to adopt the best technology option when solving a problem. We are working with thought leaders who invent the latest methods, programming languages, databases, frameworks and other technological innovations.
- 2.3 By way of our GOTO conferences we provide a platform where these thought leaders can spread their good ideas in the global software community. Our GOTO YouTube channel has free access to experience the best talks from our conferences and it is further a book club where authors share new ideas and principles. With GOTO, we want to inspire and motivate to continuous learning. Further, with the conferences we want to attract knowledge and best-practice from all over the

world and thus, increase the availability of both the right techniques and methods of implementing system development correctly and efficiently. In our experience this helps us attract and develop competencies for the benefit of Trifork by letting our own software pilots influence the conference program as well as teach courses, which we offer to our customers and colleagues in the software industry. Trifork's employees are a big part of creating the innovation and development in the technological field which is needed to ensure that we remain able to attract and develop competencies.

3 MAKING A DIFFERENCE

3.1 Trifork strives to improve life quality throughout the world. In our business areas, Trifork seeks to contribute with actions, which create simplicity and the additional reduction in the unnecessary use of resources. Examples of this are our contributions to national solutions in the healthcare sector or focus on development of mobile platforms for both individuals and the industry to help reduce the number of power-consuming computers.

4 COMMITTED EMPLOYEES

4.1 Our employees are the most important resource at Trifork, and thus, they are the pivotal point of our CSR activities. We seek to be a workplace with committed employees, executives, customers and suppliers. While we have high expectations of our employees, Trifork's success is also highly dependent on maintaining a good working environment for our employees. We have defined the following principals for a humanised working environment with committed employees:

- Honesty, transparency and respectfulness as core values;
- Focus on work-life-balance;
- Facilitation of active leisure time;
- Focus on healthy lunch and promoting social gatherings; and
- Opportunity to co-invest in Trifork or our start-ups.

5 DISTRIBUTION AND GENDER

5.1 We believe that diversity is key to fulfill our mission, and that a diverse organisation brings many advantages from increased creativity to better solutions. When hiring employees and when establishing offices in new countries, Trifork makes sure that all legislations are met and that all employees become part of the "Trifork Family". Trifork does not treat any employee differently from another due to nationality, gender or DNA. At our conferences, we focus on being open-minded and treat all groups of people with respect.

5.2 We believe that the distribution of gender in the Trifork Holding AG's board of directors should reflect the rest of the Trifork group and secure that the top-level of Trifork receives input into business development from both genders. In addition to being committed to maintaining at least 30% female representation at the Trifork Holding AG board of directors, we also focus on developing and promoting female talent across our business units.

6 HUMAN RIGHTS AND DEMOCRACY

6.1 Trifork wishes to support and respect the protection of internationally proclaimed human rights and to support the development of democracies within our sphere of influence in order not to participate in any violations of human rights or in damaging democracies. Our policy includes equal treatment of all employees, independent of nationality, gender or DNA.

7 ENVIRONMENT AND SUSTAINABILITY

- 7.1 Sustainability is at the core of the way we run our business, activities and solutions. Trifork's management is tracking sustainability and is incentivized to continuously improve performance. As an IT services company, our main impact on society is related our people, and the main impact on the environment is from our offices.
- 7.2 Trifork is striving to reduce the climate footprint of our offices as much as possible, including by primarily using green electricity. Further, in order to detect and benchmark consumption of resources across our offices, Trifork is in the process of implementing a system that will enable Trifork to better meter and detect abnormality of power, heating and water consumption in real time.
- 7.3 Part of our sustainability approach is a focus on software solutions promoting the green energy transition and reducing negative effects from climate changes. One way of doing that is also to invest in innovative technology and clean-tech start-ups through our Trifork Labs business segment.
- 7.4 Coming from a passion for sailing, Trifork is occasionally a sponsor to sailing races. Part of the aim of such sponsorships is to raise awareness on the serious problems that pollution of the oceans is causing to wildlife and the billions of people living from the oceans.

8 UN GLOBAL COMPACT

- 8.1 We are committed to continuously improve our sustainability performance and in 2021, we will become a signatory to the UN Global Compact, reinforcing our commitment to the ten principles of human rights, labor rights, anti-corruption and the environment. This will serve as the foundation of our work with sustainability. We also support the UN's Sustainable Development agenda by using the UN's Sustainable Development Goals as a reference point for our sustainability approach.

9 CSR REPORTING

- 9.1 This CSR policy has been prepared in accordance with the Danish Corporate Governance Recommendations (in Danish: *Anbefalingerne for god selskabsledelse*). Our CSR strategy, objectives and activities to continuously improve the integration of the global compact and its principles into our business strategy and daily operations will be accounted for annually, including in our annual report.

10 REVIEW AND AMENDMENT

- 10.1 This CSR policy is reviewed on an annual basis by the board of directors of Trifork Holding AG.

11 PUBLICATION

- 11.1 This CSR policy will be published on our website.

- 0 -

Approved and adopted by the board of directors of Trifork Holding AG on 17 May 2021.