

Trifork ESG Report 2020



Introduction

This ESG report describes Trifork's approach to sustainability in general within the three areas used to define the sustainability and social impact of a company - Environment, Social and Governance (ESG).

At Trifork, we are driven by our mission statement:

We believe we can change the world with software, think of smart solutions that make life better and easier for everyone

Sustainability is at the core of the way we run our business, all our activities and solutions. As an IT services company, our main impact on society is related to our employees, and the main impact on the environment is from our offices.

In 2021, Trifork will become a signatory to the UN Global Compact, reinforcing our commitment to the ten principles of human rights, labour 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 (SDG) as a reference point for our sustainability approach and activities.



Environment



Initiatives

Trifork is striving to reduce the climate footprint of our offices as much as possible and in 2020, around **90/95%** of our power consumption is from green electricity.

In order to detect and benchmark consumption of resources, Trifork are able to meter and detect abnormality of power, heating and water consumption in real time. In 2020, the system was installed in 5% of our office space, in 2021 it will be installed in 50% of our office space and in 2025, Triforks policy is that we will only be in office space where sustainability goals are measured, and the people in the building are nudged to optimize performance.

We are tracking the progress on improvements office by office. In the future we will report on exact numbers as we are able to put measurement in place. The goal is by the end of 2022 to have carbon footprint and water consumption added to all Trifork invoices.

Trifork has 80 company cars in total. With the aim of reducing Trifork's impact from transportation, employees and management are motivated and encouraged to drive hybrid or electric

vehicles whenever possible if not using public transportation.

Planting of trees is a widely used tool to offset CO2 emissions, and there are many providers of tree planting emission offsetting certificates. Trifork has decided to do the tree planting ourselves, and has allocated an investment of EUR 1 million to planting trees on a dedicated land plot, that will be owned by Trifork, to offset the emission impact from Trifork. The first trees are expected to be planted in the second quarter of 2021.

Once all metrics are in place, Trifork will set out realistic and ambitious 2030 goals for overall CO2 reduction and binding of CO2 in Trifork buildings and tree planting initiatives.

CASE



Trifork Smart Building

Trifork has set out on a journey to build the ultimate sustainable office building with a minimal climate footprint and an optimal indoor climate and working environment. The building, named Trifork Smart Building One (TSBOne), of approx. 3,000m² located in Aarhus, Denmark will be made of wood and only a minimum use of concrete and steel.

The construction is a result of Trifork's philosophy of developing software inspired by and in collaboration with customers. Within the business area, Smart Building, Trifork has customers who cover virtually all elements of a building. This means that intelligent software solutions and the latest green tech solutions for buildings will be integrated into every aspect of the building, from water supply and disposal, heating and cooling, electricity, ventilation, pumps, thermostats, windows, and sensors to control consumption, access conditions and parking – all with the aim of minimizing climate footprint of the building, both in the construction phase and when in operation.

TSBOne, expected to be finalized in 2022, and is the first of several Trifork Smart Buildings to be built in the coming years.

Investments

As 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 to invest in innovative technology and clean-tech start-ups through our Trifork Labs business segment.

One such investment is in the Danish clean-tech technology company DRYP who develops sensors to monitor rainwater and wastewater, allowing water utilities to optimize operations and planning, including the prevention of sewer overflow and congestion of drainage systems.

This technology has also been implemented in the Trifork Smart Building, where a large tank is built to collect rainwater and wastewater from the building. By the use of DRYP's technology, which is linked to the local water utility company, the discharge of wastewater from our building can be planned and adapted to the municipality's drainage system, and thus help to avoid overflow in sewers and flooding.

Trifork Labs has also invested in Upcycling Forum, a Danish online platform aimed at reuse and upcycling of in particular building materials. Upcycling Forum will also play a role in the construction of the Trifork Smart Building.



Dryp.

Sponsorship

Coming from a passion for sailing, Trifork is a sponsor to the Ocean Race to raise awareness on ocean pollution. Trifork is supporting the Ocean Race 2022/23 as presenting partner in the Aarhus (Denmark) stop-over with a clear aim of raising awareness on the serious problems that pollution of the oceans are causing to wildlife and the billions of people living from the oceans.



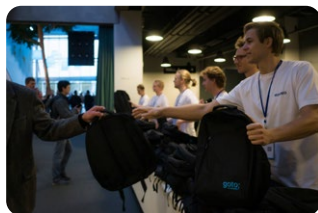
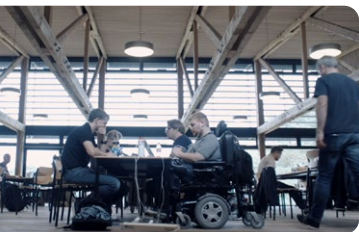
Social



People are at the center of Trifork

People as the ultimate users of the smart solutions we want to develop to make life easier for everyone, and people who benefit from the software we want to develop to change the world – which are the two promises in our mission statement. Also the people we want to inspire and motivate to continuously seek to learn through our GOTO universe. And of course, the primary resource of Trifork – our more than 800 talented employees.

At Trifork we believe that diversity is key to fulfill our mission, and that a diverse organization brings many advantages from increased creativity to better solutions. It requires that we provide equal opportunity for people of all ages, genders, nationalities, religions, cultures, skin color, political opinions and sexual preferences.



CASE



Curiosity is part of the Trifork DNA, and in our 25-year long history, we have pushed the industry to adopt the best technology option when solving a problem. We are working with thousands of the thought leaders in the tech world. People who invent the latest methods, programming languages, databases, frameworks and other technological innovations.

We provide a platform where these thought leaders can spread their good ideas to some of the around 25 million colleagues in the global software community. The platform is called GOTO. GOTO is physical – or virtual – conferences, it is a YouTube channel with free access to experience the best talks from our conferences and it is a Book Club, where authors share groundbreaking new ideas and principles.

Together our GOTO universe reaches around 100,000 software professionals. The videos on YouTube have been watched more than 20 million times. Each time we nudge the user whether he or she is the best tools, methods and products available. When we are busy it is easy to forget to look out and ahead. With GOTO, we want to inspire and motivate to continuous learning.

Employees

At the end of 2020, Trifork had 827 employees (corresponding to 795 full-time employees) with an average age of 38.5 years and born in 27 different countries. Of the total number of employees, 167, or around 20%, were women, and 660 men. 29.7% had a bachelor degree, 42.1% had a master degree and 0.7% a PhD degree.

In 2020, we experienced an average 14.9% churn in employees, which we strive to reduce towards a level of around 7%.

On a group level, the sick leave was 2,02% in 2020, including Covid-19 related sick leave.

Trifork is organized in and led by 49 business unit leaders. At business unit leadership level we have 23% female representation. Our goal is to reach 30% by 2025.

In the Board of Directors, two out of five members are women, corresponding to 40%, including the Chairperson.

In Trifork, we have defined the following principals for a humanised working environment:

- 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
- Opportunity to co-invest in Trifork or our start-ups

Teal organisation

Trifork has applied a Teal organizational model, which is based on a group of individual and largely autonomous business units that share a joint corporate DNA, culture and philosophy. Each business unit has between 12 and 50 employees and is an agile self-managed unit, where each individual is empowered to take ownership and responsibility.

Trifork has 48 business units, and based on years of experience, we are convinced that this model supports our principals for a humanised working environment, our diversity policy and our efforts to reduce our climate footprint as well as the UN Global Compact principals and Sustainable Development Goals.

827

Employees end of 2020

49

Business Units

10

Countries



Governance



Good governance

Trifork is committed to exercising good corporate governance at all times, and the Board of Directors and the Executive Management of the Company continuously seek to safeguard that the group management structure and control systems are suitable and working efficiently.

For Trifork, sustainability is an Executive Management and Board of Directors agenda. Executive Management is tracking sustainability on a monthly basis and is incentivized to continuously improve performance. The Board of Directors are evaluating improvements on a quarterly basis.

During 2021, Trifork intends to establish ESG boards in all Trifork business units. The boards have representation from all functions in the business unit and will focus on sustainability activities and behavior in the business unit.

Data privacy

Trifork build software processing and persisting Personal Related Data for most of our clients. Hence the level of competence and awareness regarding Data Privacy policy is higher than the average. Throughout the entire organization Trifork has implemented training, processes, organization and revision to not only Triforks Data Privacy policy, but in addition we produce a Data Privacy Report to all deliveries to our clients.

All employees and external consultants must pass a yearly Security and Data Protection test and for each Trifork Business Unit a local Security and Data Protection

Agent is the liaison person to ensure compliance to Data Privacy policy together with the central Data Privacy team.

Triforks compliance with GDPR are measured in Business Unit Compliance and People compliance.

Out of 49 Business Units, 46 are 100% compliant with Trifork Data Privacy policy and 2 units are in 90% compliant. Out of 869 People, 815 people has passed the Data Privacy test or similar and all 869 has been trained.

Tax transparency

In our audited financial reports Trifork provides a full tax report and our tax-policy is published on our investor website (investor.trifork.com).

