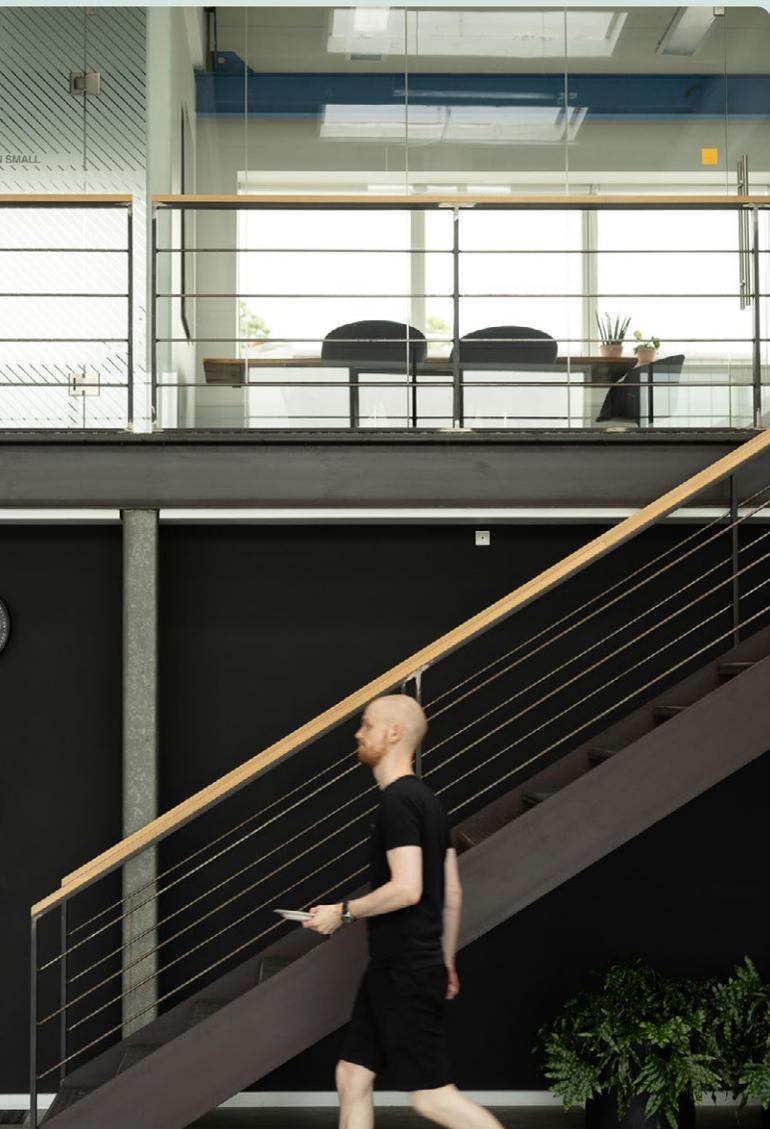


# ESG Report 2021



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# Introduction

## Sustainability - at the core of Trifork

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 our solutions. As an IT service 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 became a participant of the UN Global Compact, and hereby reinforced our commitment to the ten principles within the four areas human rights, labour rights, anti-corruption and the environment as well as our support to the 17 Sustainable Development Goals (SDGs).

In addition to our description of Trifork's ESG approach, this report also entails a description of our view, focus and current mapping of the UN principles as well as the SDGs.



# Key Figures

Figure	Unit	2021
<b>Environment</b>		
Energy consumption	kWh per FTE	4,310
Renewable energy share	%	77.3%
Water consumption	m <sup>3</sup> per FTE	4.8
<b>Social</b>		
Average full-time employees	FTE	880
Employee gender diversity	f/m	20.7%/79.3%
Leader gender diversity	f/m	27.3%/72.7%
Sick leave	%	2.4%
Employee turnover	%	15.6%
<b>Governance</b>		
Gender diversity BoD	f/m	40.0%/60.0%
Attendance at BoD meetings	%	99.1%

# Environment



# Initiatives

Trifork is striving to reduce the climate footprint of our offices as much as possible and in 2021, 77% of our power consumption and heating comes from renewable energy

In order to detect and benchmark consumption of resources, Trifork is able to meter and detect abnormality of power, heating and water consumption in real time. In 2021, the system was installed in 10% of our office space and we expect this to increase to 40% in 2022. Trifork's ambition is that in 2025 we will only have office space where sustainability goals are measured and where people are nudged to optimize performance.

With respect to power consumption and heating, we are tracking our progress on improvements office by office and have an ambition of using even more renewable energy. By the end of 2022, we want to have carbon footprint and water consumption added to all Trifork invoices.

Trifork has 47 company cars in total. In 2021, the company cars emitted a total of 54.8 ton CO<sup>2</sup>. This comes from business-related trips in these cars. In addition, Trifork employees used their private

cars for business purposes. The CO<sup>2</sup> emission from these activities corresponds to 37.6 ton CO<sup>2</sup>. In total, the average per employee was 0.097 ton CO<sup>2</sup>.

Tree planting is a widely used tool to offset CO<sup>2</sup> emissions, and there are many providers of tree planting emission offsetting certificates. Trifork has decided to do the tree planting ourselves, and we have allocated an investment of EURm 1 to plant trees on one or more dedicated land plots owned by Trifork or some of our partners. The objective is to offset the emission impact from Trifork. The first trees have been planted during 2021, and we will continue our journey in 2022.

Once all metrics are in place, Trifork will set out realistic and ambitious 2030 goals for overall CO<sup>2</sup> reduction. We will use wood as building material to storage of CO<sup>2</sup> in our Trifork Smart Buildings and initiate new afforestation initiatives.

## CASE



### Trifork Smart Building

Trifork has started 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. 3,000 m<sup>2</sup>, located in Aarhus, Denmark, will to a very large extent be made of wood and with 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 this with the aim of minimizing climate footprint of the building, both in the construction phase and when in operation.

Among other things, Trifork is developing a CO<sup>2</sup> tracker, which will assist with calculating the CO<sup>2</sup> reduction related to specific upcycling solutions that will be implemented in TSBOne. By doing so, we will be able to measure the CO<sup>2</sup> effect on not only upcycling material but also benchmark the choice of material and CO<sup>2</sup> reduction in future buildings.

TSBOne is expected to be finalized in 2022 and is the first of several Trifork Smart Buildings to be built in the coming years. In late 2021, we initiated a new TSBThree building to be placed in Water Valley where we, in collaboration with Aarhus Vand, will participate in developing new solutions for water flow, measurement and consumption.

# Investments

As part of our sustainability approach, we want to focus on software solutions promoting green energy transition and reducing negative effects from climate changes. One way of doing this is to invest in innovative technology and clean-tech startups through our Trifork Labs segment.



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

This technology has been implemented in the TSBOne, where a large tank is built to collect rainwater and wastewater from the building. By using DRYP's technology, which is linked to the local water utility company, the discharge of wastewater from TSBOne can be planned and adapted to the municipality's drainage system and hereby assist with avoiding overflow in sewers and flooding.



Another Trifork Labs clean tech investment is our investment in the company Upcycling Forum. Upcycling covers the process of transforming by-products, waste materials and/or unwanted products into new usable materials or products. Upcycling Forum focus primarily on the reuse and upcycling of building materials since this has been identified as the area that will have the highest impact on CO<sup>2</sup> savings.

With the tag line "From waste to value" they help a lot of companies to identify materials that can be reused and then also to rethink the way materials can be used. They are also a catalyst to create connections between companies that have materials and companies that can use and upcycle the materials.

The mission is to lower the CO<sup>2</sup> emission by making it easy for everybody to identify and use already existing materials.

Together with Trifork, the company has developed an online platform which is

supported by smartphone app, where it is very simple to register and share information about materials that can be reused and upcycled. Upcycling Forum is running the platform and guiding many companies on how to make the best use out of this.

Upcycling Forum will also play a role in the construction of the Trifork Smart Buildings.

# Clean Oceans



## Sponsorship of Ocean Race

Coming from a passion for sailing and the Oceans, Trifork is a sponsor to The Ocean Race which is a global sailing event. Trifork supports the Ocean Race 2022/23 as presenting partner at the Aarhus (Denmark) stop-over. With this, we have a clear aim of raising awareness of the serious problems that pollution of the world oceans are causing to wildlife and the people living from the oceans. (<https://www.theoceanrace.com/en/sustainability.html>)



## Restoring and conserving of Antigua's marine ecosystems

Coral reefs continue to decline globally and threats as pollution, overfishing, habitat destruction, disease and climate change are ever-increasing. Being the breeding ground for several endangered species of fish whilst protecting the coasts against erosion, the coral reefs are, as of now, a widespread problem.

At Trifork, we love the ocean, which is why we want to take an active stand and pave the way for a clean thriving ocean floor – full of life. To unleash the full potential, we have joined forces with the non-profit organization Elkhorn Marine Conservancy because of their remarkable results in coral reef restoration. They establish underwater coral nurs-

eries by collecting and planting small coral fragments and hereby allowing them to grow in protected conditions. Elkhorn's mission is to enhance the resilience and local stewardship of Antigua's marine ecosystems through restoration, collaborative management and conservation. The conservancy brings together ocean users, marine scientists, managers and educators to revive and protect Antigua's marine ecosystems.

Our partnership with Elkhorn Marine Conservancy enforces our active commitment to conserve and use the oceans in a sustainable way.



# EU Sustainability Taxonomy



## Regulation and adoption

Trifork reports on the EU Taxonomy in accordance with the Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020. The purpose of the EU Taxonomy is to provide a common definition of environmentally sustainable economic activities. In order for economic activities to qualify as environmentally sustainable they shall among other things substantially contribute to one of the six environmental objectives and cause no significant harm on any of the other environmental objectives.

On 4 June 2021, the EU Commission adopted a delegated act specifying which technical screening criteria certain economic activities must comply with in relation to the two environmental objectives, climate change mitigation and climate change adaptation.

## Trifork

Trifork is a next-gen IT and business service provider striving to be at the forefront of technological innovation. We inspire and educate customers and colleagues in new technological possibilities, build innovative software solutions and operate, maintain and continuously extend these for our customers. Since our inception in 1996, we have been motivated by pushing the boundaries of how new technologies and methods can be discovered,

applied and developed into novel solutions that can enable our customers to become industry leaders by digital transformation.

This is organized into two segments: Trifork and Trifork Labs. In the Trifork segment, our go-to-market model consists of three interrelated sub-segments where we deliver services:

- Inspire, where we discover technology, new ideas and trends and share knowledge about them and inspire customers through Design Thinking workshops.
- Build, where we create prototypes of customer products, develop the software solutions and implement these in production.
- Run, where we provide cloud operations, managed services and continuous development support for the customer products we develop.

## Taxonomy eligible activities

Trifork supports the EU sustainability taxonomy and has implemented this in 2021 to contribute to transparency on sustainable economic business activities. Trifork has assessed the activities listed in annex I and II to the Commission Delegated Regulation (EU) 2021/2139 and has identified the following of its economic activities to be Taxonomy-eligible in relation to climate change adaptation and climate change mitigation objectives:

### Annex I:

- Activity 7.1 (Construction of new buildings)
 

The Smart Building business area is involved in constructing new office buildings as Smart Buildings. The buildings are constructed to have the lowest possible carbon footprint in the construction phase, store CO<sup>2</sup> in building materials (wood) and to optimize the energy and water consumption as much as possible when in operation by using solar energy and smart-solutions for rain and waste-water.
- Activity 8.1 (Data processing, hosting and related activities)
 

In Trifork, all our activities within the Cloud Operations business area are assessed to be related within this activity.
- Activity 8.2 (Data-driven solutions for CHG emissions reductions)
 

Trifork develops several solutions for customers within renewable energy and devel-

ops solutions that help optimize production and operations for workforce. This saves time, production resources and CO<sup>2</sup> by optimizing maintenance and travel plans.

### Annex II:

- Activity 8.2 (Computer programming, consultancy and related activities)
 

As an IT service company, Trifork provides a range of solutions for customers, including computer programming, consultancy, etc.
- Activity 8.3 (Programming and broadcasting activities)
 

As part of the GOTO universe, Trifork broadcasts and distributes the content from conferences as well as explicit content through YouTube all over the world. Therefore, we see our Inspire sub-segment to relate to this activity.

The revenue, costs and investments related to these activities been measured and reported.

## Taxonomy-eligibility

Taxonomy-eligibility describes the share of the company's revenue, CAPEX and OPEX which is covered by the taxonomy delegated acts. This means that taxonomy-eligibility only states the ratio of the company's economic activities that are described in the Taxonomy Regulation's delegated acts and not whether these qualify as environmentally sustainable.

# EU Sustainability Taxonomy

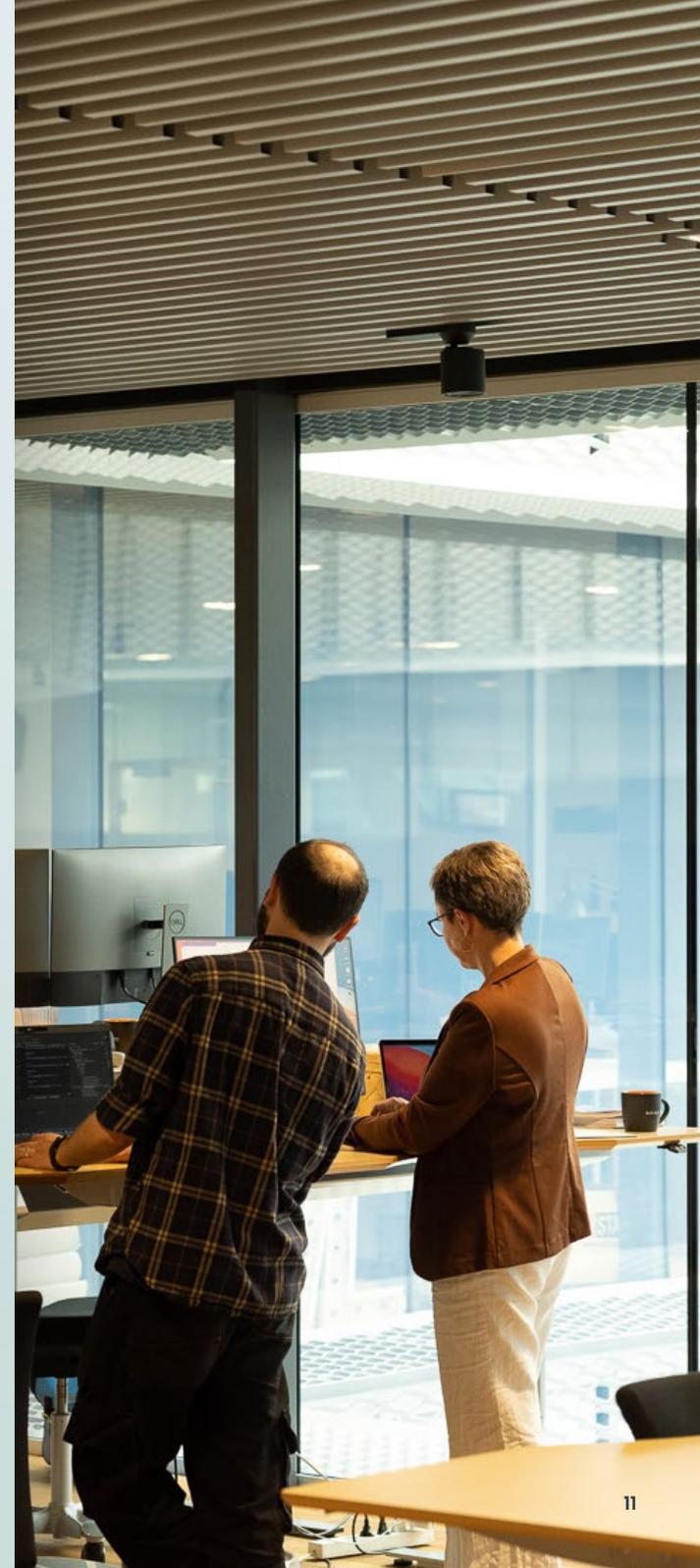


Economic Activity	Description	Revenue ratio	CAPEX <sup>1</sup> ratio	OPEX <sup>2</sup> ratio
<b>Annex I</b>				
7.1	Construction of new buildings	0.0%	0.8%	0.0%
8.1	Data processing, hosting and related activities	15.6%	36.6%	23.8%
8.2	Data-driven solutions for CHG emission reductions	5.2%	5.2%	5.2%
<b>Annex II</b>				
8.2	Computer programming, consultancy and related activities	77.4%	48.8%	52.2%
8.3	Programming and broadcasting activities	1.5%	0.1%	10.3%
<b>Total Taxonomy-eligible activities</b>		<b>99.7%</b>	<b>91.5%</b>	<b>91.5%</b>
Taxonomy non-eligible activities		0.3%	8.5%	8.5%
<b>Total activities</b>		<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

<sup>1</sup> As defined in Annex I (section 1.1.2.1) to the Commission Delegated Regulation (EU) 2021/2178

<sup>2</sup> As defined in Annex I (section 1.1.3.1) to the Commission Delegated Regulation (EU) 2021/2178

# Social



# People – the center of Trifork

In every aspect – people are at the center of Trifork. This applies both in relation to the end-users of the smart solutions that we want to develop and with respect to our employees who create this software.

As an IT service company, we strive to develop solutions which are able to change the world for the better 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. Accordingly, Trifork has high expectations of its employees and wants them to retain a high level of competence.

When restrictions related to COVID-19 are removed, the plan is to re-establish our Family Training program where we ensure networking and teambuilding across the whole group.

Further, Trifork has established business unit leader trainings where we are able to build a bond across business units and develop our business in a meaningful way.

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 opportunities for people of all ages, genders, nationalities, religions, cultures, skin color, political opinions and sexual preferences.

A part of the Trifork diversity policy is to report on gender diversity and our reporting for 2021 includes a binary gender distribution. However, we are investigating how to take a non-binary approach to our gender diversity reporting which does not only adhere to applicable national legislation but also respects each individual without any compromise of anonymity and security.

## CASE



Curiosity is part of the Trifork DNA and in our 26-year long history we have pushed the industry to adopt the best technology option when solving a challenge. We are working with thousands of thought leaders in the tech world. People who invent the latest methods, programming languages, data-bases, frameworks and other technological innovations.

We provide a platform where these thought leaders can spread their good ideas to the global software community. The platform is called GOTO. GOTO are physical or virtual conferences and a YouTube tech-channel with free access to experience and learn from the best talks from our conferences. On top of this, we also host a Book Club, where authors share and interview each other on groundbreaking new ideas and principles.

Our GOTO universe on YouTube has 280,000 subscribers and the videos have been watched more than 30 million times at the time of this reporting. In our videos, we challenge the viewers on whether they have the best tools, methods and products available. This, we do to remind all our colleagues in the industry to look out and ahead and we want to inspire and motivate to continuous learning. We trust that in the end this will increase the quality and usability in software.



# Employees

By the end of 2021, Trifork had 950 employees with an average age of 39 years.

Based on the total number of 2021, the 20.7% of employees were women and 79.3% were men. 30.7% had a bachelor degree, 43.1% had a master degree and 1% a PhD degree.

In 2021, we experienced an average of 15.6% churn in employees. We have an ambitious goal to reduce this level to a churn of 7%.

On a group level, the sick leave was 2.4% in 2021, including Covid-19 related sick leave.

Trifork is organized in 58 business units and led by 55 business unit leaders. At business unit leadership level we have 27.3% female representation and 72.7% male. Our goal is to reach 30% female business unit leaders by 2025.

**At Trifork, we have defined the following principals for a humanized 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 organization

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. We strive for each business unit to consist of maximum 42 persons and continue to be agile self-managed units, where each individual is empowered to take ownership and responsibility.

With our 58 business units and based on years of experience, we are convinced that this model supports our principles 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.



# Digital Health

## Accelerating digital health to improve everyday life

At Trifork, we have an ambition to make life easier for patients and healthcare workers across sectors and silos.

As a pioneer in digital healthcare, we have delivered systems that are considered the backbone of the Danish healthcare system. Our work spans the public sector across silos, like hospitals, GPs, pharmacies and homecare as well as in the private sector with multinational pharmaceutical companies.

By combining deep industry knowledge from the most experienced developers and in-house healthcare professionals, Trifork truly brings new digital healthcare solutions to the market in an industry where digitalisation and patient empowerment are key factors.

Trifork contributes in providing improved healthcare outcomes while driving efficiency and freeing up time for care and patient focus. As an example, Trifork creates feature rich applications for self-service capable citizens, which reduces the load on healthcare workers. By doing so, healthcare workers are able to focus their work on where they are needed the most.

Hereby, Trifork is on a journey to create a better healthcare system – not only for the end-users within the health care sector but also for the patients and citizens.



# Governance



# Good governance

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

For Trifork, sustainability is on the 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 is evaluating improvements on a quarterly basis.

At Board of Directors level, diversity is also of great importance, and the Trifork Board of Directors currently has a gender distribution of 40% female and 60% male.

# Data privacy

Trifork builds software that is processing and persisting personal related data for many of our customers. Hence, the level of competence and awareness regarding data privacy is higher than the average. Throughout the entire organization, Trifork has implemented trainings, processes, organization and revision. This not only to Trifork's Data Privacy policy, but in addition we produce a Data Privacy Report to all deliveries to our customers.

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 is measured in Business Unit Compliance and People compliance.

# Tax transparency

In our audited financial reports, Trifork provides full tax disclosures and our tax policy is published on our investor website ([investor.trifork.com](http://investor.trifork.com)).



# United Nations Global Compact

Human rights and sustainability is a key part of the Trifork DNA, and it is essential for Trifork that we not only look into potential risk areas for us as a cooperation, but also take steps beyond this, and make our own contribution to changing the world.

In 2021, one of Trifork's initiatives was to become a participant of United Nations Global Compact. Our participation of the United Global Compact is a reinforcement of our commit-

ment to the ten principles of human rights, labour rights, anti-corruption and the environment as well as an increased focus on UN's 17 Sustainable Development Goals (SDGs). Hereby, Trifork is devoted to take part in and contribute to UN's 2030 agenda for sustainability.

During 2022, Trifork will actively work with our COP (Communication Of Progress) and map the most useful targets for Trifork to focus on, as an IT service company.

Currently we have an initial view of which initiatives to focus on within the ten principles of humans rights and have selected specific SDGs, which we we will report on and support. This includes target 4, 5, 8 and 12. Our work with the United Global Compact is an ongoing important priority for Trifork, and this reporting will be extended in the future.



# UN Global Compact Principles

## Human Rights

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### UN Universal Declaration of Human Rights

Trifork wants to support and respect the protection of internationally proclaimed human rights, and we fully support UN Universal Declaration of Human Rights. This is an integrated part of Trifork as a business both in relation to our employees and our business partners. Trifork only wants to work with partners and customers that also respect international human rights. Neither Trifork nor, to our knowledge, any of our customers and partners, have been involved in any situations where it could be questioned whether there had been any human rights violations.

### Democracy Development

One of Trifork's human rights focus areas is support to democracy development. Trifork is involved in several activities supporting the defense of existing, as well as the growth of new democracies, including our support of the non-profit organisation Alliance of Democracies.

## Environment

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### Investments

Trifork investments in innovative clean-tech startups has in 2021 included an investment in the company DRYP, who develops sensors to monitor flow of rainwater and wastewater, allowing water utilities to optimize operations and planning, including the prevention of sewer overflow and congestion of drainage systems. Further, Trifok has also invested in the company Upcycling Forum. Upcycling covers the process of transforming by-products, waste materials, and/or unwanted products into new usable materials or products. Upcycling Forum focus primarily on the reuse and upcycling of building materials. Read more on page 7.

### Tracking of energy and water consumption

In 2021, Trifork initiated our tracking of water and energy consumption in all our office buildings with the objective to reduce any unnecessary consumption.

### Sustainable buildings

One of Trifork's key projects is the current journey of creating all-round sustainable smart buildings. The first building, TSBOne, is under construction, and we look forward to constructing even more sustainable smart buildings in the future. Read more on page 6.

### Clean oceans

Trifork wants to take a stand and pave the way for a clean and thriving ocean. Trifork is therefore a sponsor of Ocean Race to raise awareness on ocean pollution. Further, Trifork has entered into a partnership with Elkorn Marine Conservancy, which is an organisation dedicated to enhance resilience and local stewardship of Antigua's marine ecosystems through restoration, collaborative management, and conservation. Read more on page 8.

# UN Global Compact Principles

## Labour

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### Employees

Trifork wants to support and respect the protection of internationally proclaimed human rights, and we fully support UN Universal Declaration of Human Rights. This is an integrated part of Trifork as a business both in relation to our employees and our business partners. Trifork only wants to work with partners and customers that also respect international human rights. Neither Trifork nor, to our knowledge, any of our customers and partners, have been involved in any situations where it could be questioned whether there had been any human rights violations.

### Sick days

To ensure a healthy work environment, Trifork tracks sick days of our employees, and are hereby able to spot potential irregularities and intervene if necessary. As part of this, Trifork also has a stress response using stress coaches, who can step in immediately and support the individual employee, who may experience problems.

### Diversity

Diversity is a key part of our DNA, and with offices in 12 countries it is of high importance that all employees are included in the Trifork family. Trifork has a Diversity Policy, and it is essential that we provide equal opportunity for people of all ages, genders, nationalities, religions, cultures, skin color, political opinions and sexual preferences. Read more on page 13.

## Anti-corruption

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### Anti-bribery, Anti-corruption and Sanctions Policy

Trifork does not tolerate any sort of bribery or corruption, and our position on this is outlined in our Anti-bribery, Anti-corruption and Sanctions Policy.

### Code of Conduct

The Code of Conduct of Trifork is an overall guideline for both Trifork employees and business partners to acceptable behaviour and processes. At Trifork, we do not accept misconduct and any fraudulent or illegal activity is not tolerated.

### Whistleblower

Trifork has a whistleblower system in place, which ensures the possibility to report on any kind of illegal activity or misconduct. It is possible for any employee or others to report such matters and remain fully anonymous.

# UN Sustainable Development Goals

## Goal 4: Quality Education

**Targets** 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

**Initiatives** Education is and has always been one of the core pillars for Trifork as a business both in relation to our employees as well as a contribution to society.

Trifork has created the GOTO universe, where we provide a platform for thought leaders to spread their good ideas to the global software community. The universe does not only include a annual conferences, but also a YouTube tech-channel and a book club. Employees of Trifork are encouraged to take part in the GOTO universe and contribute in a meaningful way. With GOTO, we want to inspire and motivate to continuous learning for all.

On a general note, it is of high importance for Trifork that our employees are always up to date on trends in the market. We want to contribute to this not only through our GOTO universe, but also through initiatives at our business units. As an example Trifork arranges "Hackerdays" on a regular basis, where innovation and passion run free for the participating employees.

Another part of Trifork's contribution to quality education, is our priority of including the next generation in our cooperation. At Trifork, we have student programmers and trainees employed in various parts of the organisation, and we hereby create the possibility for younger people to be introduced to a workplace, learn relevant skills and contribute with their own view and knowledge.

Moreover, one of our Trifork Labs companies include an investment in the dutch company EDIA that in 2006 launched its first AI product for education, which used machine learning and natural language processing to curate online text sources for vocabulary training. The product won several (international) awards and is still widely used today.

In Switzerland, we also develop and support a learning and exam system that provides electronic tests and exams to the students in several Swiss cantons.



# UN Sustainable Development Goals

## Goal 5: Gender equality

- Targets**
- 5.1: End all forms of discrimination against all women and girls everywhere
  - 5.5: Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
  - 5.c: Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

**Initiatives**

For Trifork, diversity, including gender equality, is a key focus point and it is of high importance for Trifork that the matter is prioritized.

To strengthen our existing view on this, we have adopted a Diversity Policy, which purpose is to provide specific guidelines on diversity principles applicable throughout Trifork, set target figures for the share of

under-represented genders in the Board of Directors, and to facilitate a gender balance in other managerial functions of Trifork.

At Trifork, we do not accept any form of discrimination, including discrimination against women, and we want to ensure that there is a natural balance of gender distribution on all levels.

The representation of all genders is not only a focus point for Trifork in relation to our managers and employees, but also with respect to our GOTO Universe , where it is important for Trifork to promote under-represented genders as e.g. speakers at our conferences.



# UN Sustainable Development Goals

## Goal 8: Decent work and economic growth

- Targets**
- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors
  - 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
  - 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms
  - 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

**Initiatives** As an IT service company, we are dedicated to contribute to the growth in societies through innovation and digitalisation.

Trifork's own growth journey has provided employment and decent work for all with no tolerance of discrimination. Trifork employees are our most important resource, and it is a key priority for Trifork that each employee at all times has a safe and secure work environment.

As a supporter of universal human rights, Trifork condemns any kind of forced labour, slavery, trafficking, etc., and we do not want to work with customers or business partners who do not support these universal human rights.



# UN Sustainable Development Goals

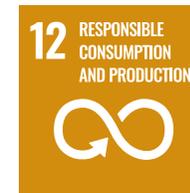
## Goal 12: Ensure sustainable consumption and production patterns

<b>Targets</b>	<p>12.2: By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>
<b>Initiatives</b>	<p>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 service company, our main impact on society is related our people, and the main impact on the environment is from our offices.</p> <p>Trifork is striving to reduce the climate footprint of our offices as much as possible, including by primarily using green electricity.</p>

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.

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 startups through our Trifork Labs business segment.

We are currently building TSBOne in Aarhus, Denmark, which is the first of several Trifork Smart Buildings, where we strive to use as many sustainable solutions as possible from selection of material, power supply and operation. With respect to material, our focus is to use wood as building material and reuseable material in cooperation with Upcycling Forum. Please find more information on our ambition related to smart buildings on page 6.



**Denmark**

Aalborg  
Aarhus  
Copenhagen  
Esbjerg

**Switzerland**

Schindellegi  
Zurich

**The Netherlands**

Amsterdam  
Eindhoven

**Germany**

Berlin

**Hungary**

Budapest

**Portugal**

Lisbon

**Sweden**

Stockholm

**Poland**

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