

Competence Profile of the Board of Directors

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Trifork

Trifork is a global NextGen IT company that develops innovative software solutions in collaboration with its customers. Trifork has more than 1,000 employees, across 62 business units, with offices in 12 countries in Europe and the USA, and works in six business areas: Digital Health, FinTech, Smart Building, Cloud Operations, Cyber Protection and Smart Enterprise. Trifork's research and development takes place in Trifork Labs, where Trifork continuously co-invests and develops technology start-up companies. Trifork is behind the brand, GOTO, which runs a global tech community with over 38.5 million views on YouTube.

Tasks of the Board of Directors

Trifork's board of directors (the "Board of Directors") is entrusted with the ultimate direction of the Trifork Group (the "Group") and has the ultimate responsibility for the business and affairs of the Group. The Board of Directors has in accordance with the Company's articles of association and its organisational rules delegated the operational management of the Company to the executive management (the "Executive Management").

The Board of Directors supervises the work of the Executive Management and is responsible for the overall management and strategic direction as well as financial and other material matters, including the appointment of the members of the Executive Management. It represents the Company vis-à-vis third parties and attends to all matters which have not been delegated to or reserved for another corporate body of the Company by law, the articles of association of the Company, the Company's organisational rules or by other internal regulations.

Election of the Board of Directors

The members of the Board of Directors are elected by the general meeting for a term of one year until the next annual general meeting. Members of the Board of Directors may be re-elected.

Competencies

In order to support continued achievement of its vision the Board of Directors has identified the below competencies which each individual Board Member or the Board of Directors as a whole must possess:

Competences to be possessed by each Board member:

Each Board Member must possess the following competencies:

- Integrity, accountability and high ethics
- Substantial board experience
- Strong strategical understanding and analytical thinking
- The ability to establish and maintain good professional relations
- Strong communication skills

Competencies to be held by the Board members collectively

In addition to the individual competencies listed above, the Board members elected by the General Meeting should include experience within the following areas:

- Tech
- M&A
- Finance and accounting
- Management
- Stakeholder and investor management
- People leadership and change management
- Risk management
- Corporate governance

Assessment of competencies required

The Board of Directors also conducts an annual review of the Board of Directors' performance, composition and achievements, including the competencies of each Board Member, and the cooperation with the Executive Management.

Diversity

Diversity is an important factor and Trifork fully recognises the importance of promoting diversity in its management levels, including in relation to gender.

It is the ambition of the Company to have underrepresented genders represented by at least 30% on the Board of Directors and by 20% in the Management. Trifork remains committed to ensuring that these targets will be met as further outlined in its Diversity Policy which can be found at <https://investor.trifork.com/statutes/>

Approved by the Board of Directors on 12 December 2022.

TRIFORK.