

DIVERSITY, EQUITY & INCLUSION POLICY

TRIFORK HOLDING AG

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TRIFORK HOLDING AG

(CHE-474.101.854)

1. INTRODUCTION AND SCOPE

1.1. This Diversity, Equity and Inclusion Policy (the "Policy") has been adopted by the board of directors (the "Board of Directors") of Trifork Holding AG, CHE-474.101.854 ("Trifork") in accordance with the Danish Recommendations on Corporate Governance (in Danish: *Anbefalinger for god selskabsledelse*) as well as the Swiss Code of Obligations (in German: *Bundesgesetz betreffend die Ergänzung des Schweizerischen Zivilgesetzbuches* (Fünfter Teil: Obligationenrecht)) and amended in accordance with Danish legislation no. 568 as of 10 may 2022.

1.2. The purpose of this Policy is to:

- (i) Provide specific guidelines on diversity, equity, and inclusion principles applicable throughout Trifork and its group members (individually each a "Group Company" and collectively the "Group").
- (ii) Ensure equal opportunities for people of all ages, genders, nationalities, religions, cultures, ethnicities, political views, physical abilities, and sexual preferences.
- (iii) Set target figures for the share of under-represented genders in Trifork's Board of Directors.
- (iv) To facilitate gender balance in other managerial functions in the Group.

The targets set out in this Policy shall apply to Trifork as well as to each of Trifork's Danish subsidiaries, which are independently subject to the requirements set out in section 139c of the Danish Companies Act (in Danish: *selskabsloven*), if any, and Trifork's Swiss subsidiaries, which are independently subject to the requirements set out in article 734f of the Swiss Code of Obligations, if any.

1.3. Where Trifork is a non-controlling shareholder or part of a joint venture, Trifork shall encourage the other shareholders to adopt standards similar to the standards set out in this Policy.

2. PURPOSE

- 2.1. In every aspect, people are at the heart of Trifork – both in terms of the end-users of the smart solutions that we develop and with respect to our employees who make it all possible.
- 2.2. Trifork has an international presence with offices in many countries around the world, and we value having a diverse workforce with a global mindset and a strong cultural understanding. It is important to Trifork to attract a diverse talent base with different perspectives as an inclusive and diverse culture can facilitate an environment where new ideas and creativity can flourish and support us in our strategic journey. Therefore, it is critical for Trifork to promote diversity, equity, and inclusion in the Group.
- 2.3. Trifork is strongly committed to the UN Global Compact and the sustainable development goals which ensures basic human rights for all and aims at reducing inequalities.

3. DIVERSITY, EQUITY, AND INCLUSION IN THE COMPANY

- 3.1. Diversity is an important factor and Trifork recognizes the importance of promoting diversity in its management levels, including in relation to gender.
- 3.2. Trifork recognizes that an inclusive and unbiased culture is imperative for securing and maintaining competitiveness in the market, better problem-solving abilities, and innovation, and that this includes a good balance between all genders.
- 3.3. It is the intention of Trifork to continue to safeguard a culture where every employee experiences the same opportunities for career development and advancement regardless of their age, gender, nationality, religion, culture, ethnicity, political views, physical abilities, and sexual preferences and that this is the case for all levels of the organization.
- 3.4. Trifork is committed to maintaining diversity in managerial functions by balancing gender representation in terms of recruiting and internal advancement.
- 3.5. Trifork's aim is to always employ the best candidates and the decisive factor, in external as well as internal recruitment processes, shall be the candidates' merits and qualifications regardless of age, gender, nationality, religion, culture, ethnicity, political views, physical abilities and sexual preference.
- 3.6. It is Trifork's objective to have as many skilled candidates of all genders to choose from when filling management positions. For this reason, Trifork strives to broaden the field of candidates as much as possible, and Trifork's employment procedures are designed to give all candidates equal opportunities to apply for and obtain management positions.
- 3.7. The Company has a focus on creating an attractive working environment that promotes equal career opportunities for all genders and which welcomes and embraces different competencies and perspectives. In order to support equal access for all genders to vacant positions within the Company, the Company will continuously focus on any barriers that may prevent under-represented genders from being appointed to management positions. This applies to all steps of the employment procedure. Consequently, job descriptions, job advertisements, screening of applicants, and job interviews should not be aimed at a particular gender.

4. TARGET FOR UNDER-REPRESENTED GENDERS IN THE COMPANY'S BOARD OF DIRECTORS, THE EXECUTIVE MANAGEMENT, AND OTHER MANAGEMENT

- 4.1. It is the ambition of the Company to have under-represented genders represented by at least 40% on the Board of Directors and by 20% in the Executive Management. In the "other management", comprising of the Executive Management and the management level below the Executive Management, it is the ambition of the Company to have under-represented genders represented by at least 30% before 2030.
- 4.2. If the Company does not reach the thresholds pursuant to section 4.1, it will, as from the fiscal year 2023 (i) explain in its annual reporting the reasons why under-represented genders are not represented as intended and (ii) indicate the measures intended to promote the under-represented genders.

5. REPORTING AND INITIATIVES

- 5.1. The Board of Directors has the overall responsibility for this Policy and shall continuously receive reporting on gender distribution on management levels as well as a general status on diversity and inclusion in Trifork.
- 5.2. Attached in Appendix 5.2. are the initiatives supporting this policy.

6. REVIEW AND AMENDMENT

6.1. The Board of Directors shall annually review, and if relevant update, this Policy.

7. PUBLICATION

7.1. This Policy will be published on the Company's website.

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Approved and adopted by the Board of Directors of Trifork Holding AG on 14 December 2023.

Replaces the 12 December 2022 version.

Appendix 5.2 INITIATIVES SUPPORTING THE DEI POLICY

1. Recognizing the power of Diversity

Trifork strongly believes, that increased diversity helps our company to be more creative and achieve better results. By supporting increased diversity at our management levels, we will continuously bring attention to the topic in order to be transparent about the vision and the goals for increased diversity. Diversity in Trifork relates to diversity in age, gender, religious beliefs, sexual orientation, national and social origin, political opinion, disability, race, color, ethnic origin, gender identity, expression, and characteristics. Concretely, Trifork will make sure to always include diversity in the context of working with strategies.

2. Addressing unconscious bias

Trifork wants to minimize unconscious biases in our promotion and recruiting processes. Concretely, this will be done by

- a. Organizing internal voluntary courses about diversity and bias for the Business Unit Leaders involved in the hiring process.
- b. Make sure that under-represented groups are involved in the recruitment process.
- c. Make sure that the recruitment process is driven by objective evaluation criteria with a focus on the candidate's skills, experience, and potential.

3. Striving for a gender-balanced talent pool

The tech and software industry have a skewed distribution of genders, and Trifork is very much aware, that it is crucial to have the whole talent pipeline in mind when retaining, developing, and promoting increased diversity. Concretely, Trifork is an active player, together with other bigger and local companies, in running events or attending events with a focus on attracting the under-represented genders to the tech and software industry. Trifork is present in the educational environments as well, and together with our women role models, we are showing that this industry is for women (and other under-represented genders) as well.

4. Language used in job postings

To have an objective recruitment process, Trifork strives to use neutrally worded job postings. Further, we clearly emphasize that all applicants are encouraged to apply regardless of age, gender, religious beliefs, sexual orientation, national and social origin, political opinion, disability, race, color, ethnic origin, gender identity, expression, and characteristics.