

ESG Report 2023

Statutory Report in accordance with Danish Financial
Statements Act sections 99(a), 99(b), and 107(d).



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Letter from our CEO

For Trifork and our employees, 2023 has been a year of continuing improvement in our sustainability ambitions, enabling us to be fit for the years ahead. We are dedicated to assuming greater responsibility across our business operations, our value chain, and the services we offer. This year marked the commencement of our inaugural materiality assessment, applying the principle of double materiality and ensuring alignment with our strategic focus areas.

Acting together

With the vision of changing the world for the better with software, we are committed to finding ways to combat the climate crisis by technological means. I believe technology and software play a pivotal role, but it can only be done if organizations, politicians, and individuals together collaborate in finding ways to get through and beyond the climate crisis. Trifork is no different. Internally we are finding ways to reduce our negative impact, and I am proud to see our employees take responsibility for local initiatives. Externally we are collaborating with our suppliers and customers. With help from our suppliers, we can find ways to reduce Trifork's negative impact, but the positive impact we can create together with our customers is by far the biggest. During 2023 I have seen creative and very innovative solutions together with our customers, and it makes me very excited and optimistic about the future.

Driving positive impact

Sustainability is a core element of how we run our business. Trifork's greatest impact lies in our engagement with complex, society-critical solutions, supporting diverse initiatives, from digitizing healthcare systems to facilitating secure access at banks and public services. When providing

digital solutions, our positive impact becomes widespread and benefits both organizations and millions of end-users. We believe that the solutions we bring to live steadily are making a positive difference in society.

As an IT service company, our employees are the foundation for our organization and business. We want to create a workplace and working environment where everyone is welcome, invited to speak up and every voice is heard.

Science Based Targets initiative

We are proud that Trifork this year took the first step towards setting science-based targets. With our commitment to the Science Based Targets initiative, we continue to support and engage in the climate agenda. An agenda we in Trifork find very important and critical for future generations. Earth is screaming for action more than ever before, and we believe that all individuals and organizations together need to take action now.

"We want to improve the world with software and invent solutions that have a positive impact on environment and climate"

Fighting for cleaner Oceans

At Trifork, we recognize the critical importance of not only combating climate change but also addressing the plight of our oceans. Urgent action is required to protect and restore our oceans, which are deteriorating rapidly due to rising temperatures, acidification, resource depletion, and pollution. It's time to act decisively to preserve the health of our oceans for future generations. In 2023, we sponsored The Ocean Race, where proceeds go to ocean preservation, and we collaborated as a tech partner with the NGO "Racing for Oceans" to find new solutions to clean our oceans and beaches.

Utilizing new technologies to support the ESG agenda

We firmly believe in the potential of new technological opportunities to accelerate progress towards sustainability. In 2023, we embarked on pioneering initiatives, testing the capabilities of AI and robotics in environmental conservation. From removing plastic pellets from beaches to identifying invasive plants using advanced AI algorithms, we're actively contributing to safeguarding biodiversity. While we're still in the initial stages of shaping AI use cases and scaling implementation, we carefully consider its utilization to ensure a positive net impact. Looking ahead, we're eager to explore how AI and other emerging technologies can further support the sustainability agenda.

Upcoming regulations

ESG regulations and rising customer demands are fueling heightened activity within our compliance and sustainability functions. We embrace these developments as we continuously strive to enhance our processes and introduce new initiatives that benefit all stakeholders,

not least our planet. Looking ahead, 2024 will be a remarkable year with the rollout of CSRD and CSDDD. While it will undoubtedly present challenges, it will also provide us with new opportunities to showcase our commitment to sustainability. We encourage our business partners and suppliers to familiarize themselves with the CSRD, even if this reporting is not mandatory for them.

UN Global Compact

I am proud to see Trifork as a member of the United Nations Global Compact. Trifork commits to actively work on sustainability and report annually on the progress of our sustainability initiatives and efforts to the UN Global Compact. Through our membership, we are committed to the ten principles across human rights, labor rights, the environment, and anti-corruption. Moreover, we focus on Sustainable Development Goals 4, 5, 8, 12, and 14.



Jørn Larsen
CEO, Trifork Group



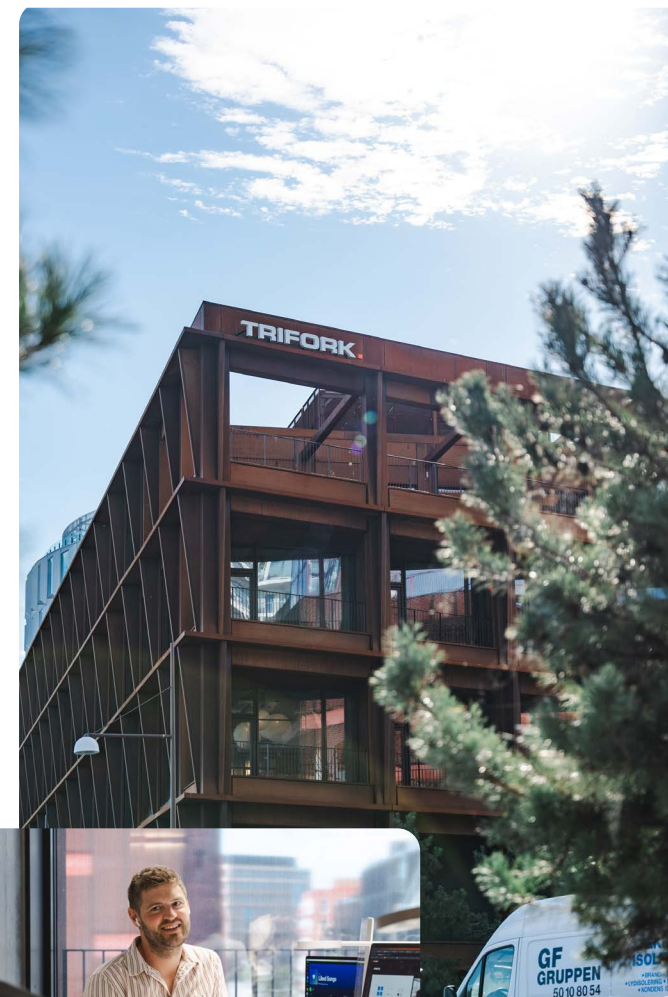
Introduction

This ESG report outlines Trifork Holding AG and its subsidiaries' sustainability approach within the areas of Environment, Social, and Governance (ESG). Each section of this report highlights the main focus areas as well as risks relevant to our business.

We annually report our Communication on Progress ("CoP"). This year our CoP will consist of the standard questionnaire provided by UN Global Compact and our ESG Report 2023 entails a description of our continuous commitment to the SDGs 4, 5, 8, 12, and 14.

Additionally, our ESG Report 2023 includes our Statutory Corporate Social Responsibility Statement, pursuant to sections 99 a, 99 b, and 107 d of the Danish Financial Statements Act, and our compliance with the EU Taxonomy disclosure requirements.

Trifork became a participant to the UN Global Compact in 2021, and hereby reinforced our commitment to the ten principles within the four areas of human rights, labour rights, anti-corruption, and the environment as well as our support to the 17 Sustainable Development Goals ("SDGs").





Highlights for 2023

The year 2023 was indeed a remarkable year for the whole Trifork Group.

The magnificent Ocean Race visited Aarhus in Denmark, and Trifork was the main Sponsor of the Ocean Race stopover in Aarhus. Under the campaign 'Racing with Purpose,' the Ocean Race served as a catalyst, bringing attention to the increasing problem of plastic waste in oceans worldwide.

Trifork is deeply committed to promoting a clean and thriving ocean, recognizing its critical importance for our planet's survival, as underscored by the UN. During the Ocean Race Trifork helped establish a sustainability island. We took the initiative to educate 250 school kids on the intersection of technology and sustainability during the event. Additionally, the sustainability island attracted approximately 7,000 school kids, providing them with valuable insights and inspiring action to protect our oceans for future generations.

For Trifork, the Ocean Race also brought us together with the startup and NGO 'Race for Oceans,' and the collaboration initiated a development project where Trifork developed a robot equipped with AI and cameras capable of removing plastic pellets from beaches. The plan is for the first robots to begin cleaning beaches by 2024.

For the third consecutive year, we are reporting on our carbon emissions under the Greenhouse Gas Protocol. This year, we have enhanced our method to calculate our highest Scope 3 contributor, marking our initial move away from the spend-based approach of calculating Scope 3 emissions. Trifork is continuously evaluating strategies to reduce our overall climate footprint, including CO2 emissions. In 2023, we formally pledged our commitment to the Science Based Targets initiative.

During 2023 the EU Taxonomy expanded its scope from the previous two objectives to now include six climate- and environmental objectives. We have reviewed the new requirements under the EU Taxonomy and are reporting our eligibility and alignment with the objectives set out in this. We are currently looking into ways to align our activities under the EU Taxonomy.

As a next-generation Software company, our employees are of the highest importance, and we recognize, that our workplace and our committed employees are pivotal for our business. A good working place for us is equal to securing the individual employee having the flexibility and the freedom to plan and perform their work around their individual private life. Our business is rooted in our employees developing creative solutions for our customers.

We firmly believe that diversity is essential to fulfilling our mission and that an inclusive organization brings numerous advantages, from

heightened creativity and innovation to better solutions. As such, we prioritize diversity, equity, and inclusion at all levels, from our employees to executive management and board level. The software industry is known for having an unbalanced gender distribution where men are in the majority. Trifork wants to challenge that and show under-represented genders that they are more than welcome in our organization. In 2023, we strengthened our policy commitments by updating our Trifork Diversity, Equity, and Inclusion Policy. The policy now includes our targets and initiatives to create a more evenly distributed gender diversity. It is a step in the right direction, but we acknowledge that we need the rest of the industry to follow along. This imbalance starts at a very young age for all of our children, and Trifork cannot do this alone. Apart from gender diversity, Trifork strives to be diverse in every other aspect as well, and we are proud to see 50 different nationalities in our Trifork Group.

At Trifork, our largest social impact is through our software solutions. One of our key social ambitions is to simplify life for patients and health-care professionals across various sectors and

silos. Through Trifork Digital Health, we provide both regulated and non-regulated software solutions, and to comply with the European Union Medical Device Regulation (MDR) for regulated software, Trifork obtained the ISO 13485 certification in 2023.

On the governance aspect of sustainability, one of our highlights in 2023 was our enhanced Whistleblower System. By migrating the system from Trifork's server to an external platform for more effective management, we improved the anonymity of the users of the system. The enhancement was due to external review and input to improvements of our Whistleblower Protocol.

Another governance highlight of 2023 was the commencement of the Corporate Sustainability Reporting Directive (CSRD) effective from 1 January 2024. Therefore, in the fall of 2023, we dedicated our efforts to preparing for CSRD by initiating the Double Materiality assessment, which involved various stakeholder interviews.

"Plastic pellets are a global challenge that will, over time, destroy nature both on the beaches and in the ocean. For some, it may seem like an insurmountable task, but we approach it with confidence because we know that technology is one of the primary drivers for creating a more sustainable world and preventing challenges like these"

– Jørn Larsen, CEO

Trifork Business Model

Since 1996, Trifork has been 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. Additionally, we build innovative software solutions and operate, maintain, and continuously extend these for our customers..

Trifork's ability to stay at the forefront of technology and to challenge status quo for customers is captured by our distinct go-to-market model and our very special model for research and development. This is organised into two segments: Trifork and Trifork Labs.

Trifork Segment

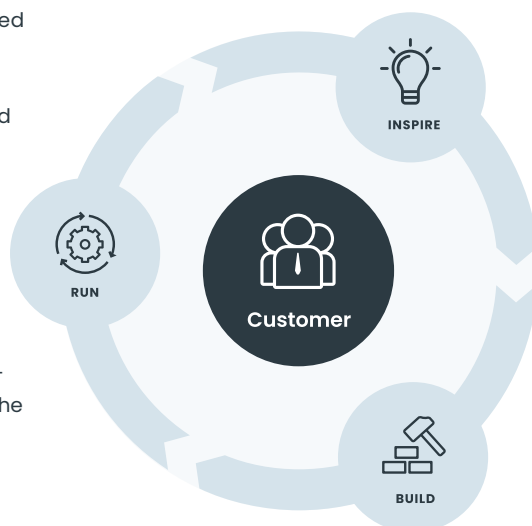
In the Trifork segment, our go-to-market model consists of three interrelated sub-segments:

- **Inspire:** We discover new ideas and trends within technology and software and inspire customers with our knowledge
- **Build:** We create prototypes of customer products and develop software
- **Run:** We provide cloud operations, managed services, and continuous development support for the developed customer products

Trifork Labs Segment

In the Trifork Labs segment, we found, co-found or invest at a very early stage in new startups as a driver for our overall research and development strategy. We want to be close to technology inventors and bring this knowledge to use in the development of solutions for customers in the Trifork segment. We focus on investments in:

- Software product companies that invent new technology
- Companies building technology that can be a business driver for our Trifork segment
- Companies that can be a strategic partner



Business Areas

Trifork delivers its services across three distinct verticals (FinTech, Digital Health, and Smart Building) and three horizontals (Smart Enterprise, Cyber Protection, and Cloud Operation). In all our business areas, Trifork seeks to contribute with actions which create simplicity and reduce unnecessary use of resources.

Where the verticals are focused on specific markets/domains, the horizontals are more agnostic to the markets and support both the vertical markets as well as other markets.

In the verticals, we have deep domain knowledge, and in the horizontals, Trifork has very strong technical capabilities and operational skills developed over many years.

In all business areas, we are creating solutions and concepts for our customers and supporting them on an ongoing basis.

Teal Organization

Trifork has developed an organizational model that is based on a group of individual and largely autonomous business units that share a joint corporate DNA, culture, and philosophy. This organizational model, which has been integral to Trifork's business, is known as a teal organizational model, and it enables us to adapt and achieve scale as well as encourages entrepreneurial spirit, motivation, innovation, collaboration, talent attraction, and retention.



Read more about Trifork's business model in the Annual Report 2023: <https://investor.trifork.com/financial-reports/>



Key Focus Areas

Our vision is to change the world with software and provide smart solutions that improves life quality throughout the world. Sustainability is deeply rooted in our business model and strategy and we aim to positively contribute to society and the environment through software as well as through responsible and sustainable conduct.

As a company under continuous development in an ever evolving market, we take our responsibility to ensure a sustainable co-operation seriously, and we have selected items within the areas environment, social and governance, which we will focus on.

ENVIRONMENT

- Lowering our carbon emission and energy usage
- Develop circular economy practises focusing on hardware
- Support green transition through thought leadership

SOCIAL

- Ensuring a healthy and safe working environment for all Trifork employees
- Prioritising diversity, equity, and inclusion from our employees to executive management, and board level
- Continuous development of employees and supporting talent
- Continuously contributing to society through thought leadership

GOVERNANCE

- Enhancing business partner and supplier responsibility
- Maintain a robust data ethics setup
- Enhancing CSR awareness within Trifork



Key ESG Risks

Environment

It is an ongoing process for Trifork to identify and handle environmental risks. Our main environmental risks consist of our carbon footprint, which, for our own direct activities, is mainly related to our servers and data-centers as well as our company cars.

As a software company, we acknowledge the importance of responsibly handling the turnover of hardware used to deliver software solutions. The correct disposal and management of this hardware are essential aspects of our environmental strategy.

Trifork is actively exploring ways to minimize its climate footprint, including both our direct and indirect climate footprint. However, we are also improving the data quality, and enhancing the reporting, as improved quality in the reporting leads to better decisions.

Social

Trifork places a strong emphasis on fostering a healthy working environment for its employees, both physically and mentally. In our fast-paced industry, where efficiency and response time are crucial, we recognize the potential risks to the mental health of our workforce. Through our teal organization model, employees work in small business units, ensuring close relationships with leaders, facilitating open discussions, and addressing issues proactively. On top of this, Trifork has a stress response using stress coaches who can assist our employees, if need be. Further, we track employee happiness, satisfaction, and sick days to ensure that any irregularities are being detected in due time.

We recognize that a homogeneous workforce may lead to a limited range of perspectives and ideas, stifling innovation. At Trifork, we place significant importance on embracing diversity—acknowledging that differences in backgrounds, experiences, and skills are crucial elements for driving innovation. With respect to gender diversity in particular, we operate in an industry with a gender gap, where the majority of people in the industry are men. We believe that gender diversity is important.

During 2024, we will explore more initiatives where Trifork can increase diversity in gender distribution. We trust that this will enable us to deliver groundbreaking solutions in the ever-evolving tech landscape.

Furthermore, at Trifork, we recognize the necessity of continuous improvement for our workforce. Through targeted training programs and mentorship initiatives, we foster a culture of ongoing personal development. This ensures our teams stay at the forefront of industry advancements, ready to innovate and navigate the evolving challenges of our dynamic field.

Governance

As an international corporation, Trifork acknowledges the inherent risks associated with varying ethical standards among business partners and customers. To mitigate these risks, we have established a whistleblower channel that allows employees, business partners, and others to report potential non-compliance related to corruption, bribery, data ethics, or discrimination.

In the realm of technology, particularly in software development and advanced AI, Trifork recognizes the potential for unintended consequences that could impact human rights. We actively assess and manage cyber risks, ensuring that our innovations are not used to harm individuals. Adhering to our Data Ethics Policy, we carefully analyze the impact of new technologies on all involved parties, emphasizing responsible innovation and the protection of data subjects.



Key Figures

Key figures	Total 2023	Unit	2023	2022
Environment				
CO2e, Scope 1 (direct GHG emissions)	124	Tons per FTE	0.11	0.16
CO2e, Scope 2, market-based (Indirect GHG emissions)	146	Tons per FTE	0.13	0.23
CO2e, Scope 2, location-based (Indirect GHG emissions)	944	Tons per FTE	0.86	1.19
CO2e, Scope 3 (other indirect GHG emissions)	8,682	Tons per FTE	7.86	7.81
Renewable energy share	91.4%	%	91.4%	87.6%
Water consumption	5,463	m3 per FTE	4.9	5.7
Social				
Average full-time employees	1,104	FTE	1,104	970
Employee gender diversity	23.4% / 76.6%	UG/M*	23.4% / 76.6%	21.0% / 79.0%
Management gender diversity	21.8% / 78.2%	UG/M*	21.8% / 78.2%	21.0% / 79.0%
Sick leave	3.6%	%	3.6%	2.7%
Employee churn	15.8%	%	15.8%	15.4%
Country diversity (# of different nationalities)	50	#	50	48
Governance				
Gender diversity BoD	50% / 50%	W/M	50% / 50%	50% / 50%
Attendance at BoD meetings	100%	%	100%	95.7%

*Underrepresented genders (UG) include women and employees not identifying as men (M).



Environment



Environmental Responsibility

As an international software corporation undergoing continuous development, we acknowledge our significant responsibility to contribute positively to protecting the planet. We embrace this responsibility not only by reducing our climate footprint within our operations but also by developing software solutions that promote the green transition and mitigate the negative effects of climate change. Further, we want to continue to invest in startups that contribute to protecting the planet through their initiatives.

When providing solutions to our customers, it is of high importance that we are able to do so using adequate hardware. As a result, we regularly update and replace the hardware we use. When we reach the point where the hardware is no longer usable, it is imperative that it is handled correctly. Currently, we are evaluating whether we can optimize this process to minimize potential resource wastage. The next step will be to gather data on our hardware usage and implement a

hardware policy to ensure that hardware is managed correctly and attains the longest possible lifespan.

As a part of our continuous efforts and focus on Trifork's environmental impact, we are assessing our initiatives to lower our environmental impact on an ongoing basis, and we have an ambition to contribute positively to protecting the planet. In 2023 Trifork has taken the first step to set ambitious climate reduction targets, by committing to Science Based Targets initiative.

2023 in brief:

- Committed to SBTi and the Danish local initiative 'Klimaalliancen Aarhus', where we, together with our 5 offices in Denmark and the Aarhus Municipality will work towards the goal of becoming a climate-neutral urban society.
- Improved method and data quality for our largest Scope 3 contributor
- Main sponsor on Ocean Race stopover in Aarhus where more than 7,000 school children visited Ocean Live Park
- Contributed to impactful AI projects within biodiversity and beach clean-up

What's next:

- Setting GHG targets in line with SBTi
- Develop strategy for climate reduction
- Increasing our share of renewable energy sources for electricity, heating, and cooling
- Develop strategy for circular economy practices focusing on hardware
- Explore and invest in startups that support positive environmental impact



Trifork contributes to UN's SDG 12 Responsible Consumption and Production through different initiatives, e.g., implementation of a system that will enable Trifork to better meter and detect abnormality of power, heating and water consumption in real time, investing in innovative technology and clean-tech startups through our Trifork Labs business segment as well as developing smart buildings, where sustainability in relation to, e.g., materials, power consumption and operation, is key.

Climate Initiatives

Energy

As part of our commitment to reducing our climate footprint, we are dedicated to minimizing CO2 emissions. This entails prioritizing renewable energy for power consumption and heating in our offices and data centers. We aim to achieve this by increasing the share of renewable energy sources for both electricity, heating, and cooling, optimizing indoor climate conditions to reduce energy and water consumption, and exploring solar panel investments for our office buildings wherever feasible.

Office buildings

Trifork is developing and building its own office buildings which are focused on having the lowest possible CO2 footprint under construction as well as in the operation phase of the office building. We do this by using upcycling building materials and optimize resource consumption during operations. Our first Smart Building shows a huge potential for reducing the whole Building Industry's climate footprint using the newest innovative technologies.

We have developed the product Otto, which monitors the consumption of electricity, heat, and water. We want to install this product in as many of our office buildings as possible to continuously monitor and control our consumption.

Datacenters

As a tech company, our data centers play a crucial role in our daily operations. In the Trifork group, we have companies that own and operate these facilities to reduce our climate impact. This focus is particularly vital for our older data centers, which are less energy-efficient than newer ones. Since data centers account for a significant portion of Trifork's total electricity consumption, we're exploring the feasibility of transitioning to Power Purchase Agreements (PPA) or generating our own green energy. This involves ensuring the additionality of renewable energy to the grid, thereby replacing our current Guarantee of Origin certificates.

Transport

In Trifork, we support all employees in working remotely and thus minimizing transport to/from work and between offices. We also encourage our employees to make sustainable choices with regard to transportation. To the largest extent possible we prioritize to renewing our own fleet of cars with electrical cars. Trifork will undertake initiatives to incentivize employees to choose electrical cars as company cars instead of fossil fuel cars.

Labs Segment

Through Trifork Labs we lead the venture-financed research and development (R&D) activities of Trifork and it is our ambition and big priority to invest in innovative technology and clean-tech startups which we can assist in developing further. Note that the Trifork Labs segment is not included in our GHG accounting. See more about our current investments on pages 20 and 21.



Science Based Targets initiative

The Science Based Targets Initiative (SBTi), a collaboration among the United Nations, World Resource Institute, and WWF, aids companies in setting and achieving climate goals aligned with the Paris Agreement. This initiative focuses on reducing greenhouse gas emissions based on scientific recommendations. It allows companies, including Trifork, to demonstrate the necessary extent and pace at which they must decrease their greenhouse gas emissions to mitigate the effects of climate change. Trifork pledged its commitment to the Science Based Targets initiative in 2023.

Why has Trifork decided to set science-based targets?

As a constantly evolving international software company, we are fully aware of our significant responsibility in protecting our planet. Setting ambitious 2030 goals for reducing greenhouse gas emissions has been a Trifork ambition, waiting for the right moment when the metrics were ready. We have been planning to join the Science Based Targets initiative for a while, and now, we've taken the first exciting step.

How will Trifork reduce its climate impact?


Trifork is eager to challenge existing technologies and strives to develop new software that can lead a sustainable future. As an example, we have done this in the many new innovative solutions for our Smart Building concept, where we challenge the industry in both the constructing phase and the operating phase of a building.

We have identified opportunities for CO₂ reduction in both Scope 1 and 2. Our potential for reductions in these scopes centers on the phase-out of fossil fuel vehicles in favor of electric vehicles and the expansion of our renewable energy share. Achieving this goal will require implementing a new company car policy and establishing strong collaborations with our office space providers to accomplish the Scope 1 and 2 reductions. Based on this, we believe that Trifork can live up to our commitment to the Paris agreement and achieve at least a 42% reduction at the latest by 2030.

Like many other companies, we recognize that the greatest potential for emission reduction lies within Scope 3, relating to purchased goods and services, capital expenditures, and business travel. Nevertheless, we are currently improving the quality of our data and refining our methods for Scope 3 to accurately assess our reduction potential and prioritize the effort.

“We’re thrilled to announce our commitment to set ambitious 2030 goals for reducing greenhouse gas emissions. We’ve taken the first exciting step by joining the Science-Based Targets initiative. At Trifork, we’re not just evolving in software – we in general want to be involved in creating solutions for a greener future, affirming our commitment to sustainability.”

– Kristian Wulf-Andersen, CFO



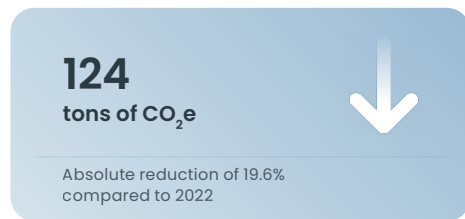
42%

To meet the goals of the Paris Agreement and align with the SBTi 1.5°C pathway, Trifork must reduce Scope 1 and 2 emissions by at least 42% by 2030. We strongly believe the goal can be achieved, but our calculations are yet to be finalized.

Trifork Climate Footprint

Since 2022, Trifork has been consolidating and calculating our climate footprint to be reported in the three different scopes under the Greenhouse Gas (GHG) Protocol. In 2023, we improved our method for calculating emissions from our largest Scope 3 contributor, external consultants, and freelancers (category 1). By applying a hybrid method, we are moving away from the spend-based approach.

Scope 1

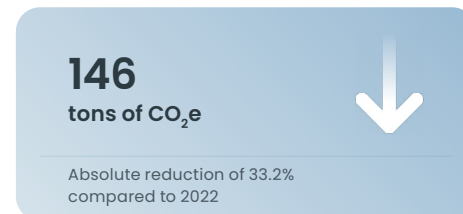


Trifork's Scope 1 emissions primarily stem from the operation of both owned and leased company cars, contributing to a total CO₂ emission of 124 tons of CO₂e in 2023. This corresponds to an average of 0.11 tons CO₂e per full-time employee. The primary reduction in 2023 relates to a replacement of certain fossil fuel cars in the car fleet, which has been replaced by hybrid and fully electric vehicles. The number of cars and overall kilometers driven were approx. the same in 2023 as in 2022 despite an overall increase in number of employees.

We find the Scope 1 emissions to be at a normal level compared to similar peers, but we are eager to improve further.

As part of our CSR Policy, Trifork will implement initiatives to encourage employees to work remotely, reduce travel, or opt for electric cars as company vehicles.

Scope 2



The Scope 2 emissions of Trifork are driven by the total energy consumption in offices and data centers, derived from the consumption of electricity, heating, and cooling.

Our 2022 Scope 2 emissions had to be recalculated due to discrepancies between reported electricity usage and actual consumption, necessitating adjustments to accurately reflect our carbon footprint. As a result, the recalculated amount is lower than the originally reported figure in 2022.

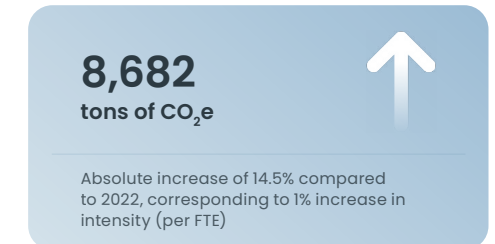
During 2023, Trifork emitted 146 tons of CO₂e (market-based) from its Scope 2 activities, which is equal to 0.13 tons per average full-time employee. This represents a decrease of 57% compared to 2022. The amount of energy consumption increased with 15% during 2023, but the ratio of renewable energy consumption changed from 83.1% in 2022 to 91.4% in 2023. Hence, the decrease is primarily driven by the ratio of renewable energy used. The emission per average full-time employee seems to be at a normal level in comparison to peers.

In 2023, 91.4% of our electricity consumption originated from renewable energy sources, representing an increase of the use of renewable energy of 10%. Our renewable electricity primarily comes from the purchase of Guarantee of Origin certificates, and approximately 1% was generated internally via solar panels. We acknowledge that Guarantee of Origin certificates does not contribute additional renewable energy to the grid. Therefore, we are exploring options to increase our internal renewable energy production combined with a transition to Power Purchase Agreements (PPAs).

In pursuit of reducing emissions from Scope 2, we are investigating various strategies. This includes optimizing indoor climate through better insulation, investing in solar panels for more of our office buildings, and optimizing the use of heat pumps.

In one of our locations in Aarhus, Denmark, a business unit has developed a product (Otto) that monitors the consumption of electricity, heat, and water. The product can monitor each individual room or machine, and from this, Trifork can begin optimizing consumption on a very detailed level. Since the product is connected to the building's central system, we are initiating discussions with local landlords to implement it.

Scope 3



The Scope 3 emissions of Trifork are driven by the purchase of goods and services (e.g. external consultants and freelancers), purchase of capital goods (hardware, leasehold improvements, and operating equipment), and business travels. The data collection in scope 3 is very difficult as there are a lot of external parties involved in producing the goods and services and often the CO₂ emissions related to the goods and services are not documented. As a consequence, Scope 3 is primarily calculated theoretically based on the spending of costs for each individual

entity in Trifork. However, in 2023, we have improved our data quality of the CO₂e emissions from our biggest Scope 3 contributor, our external consultants, and freelancers. Implementing a hybrid calculation method for emissions from external consultants and freelancers has enabled a more accurate and comprehensive assessment. To ensure comparability in year-to-year development, we retrospectively applied the same hybrid procedures to our 2022 figures.

The calculation for 2023 results in an emission of 8,682 tons of CO₂e from Scope 3 activities. The emissions correspond to an intensity of 7.86 tons of CO₂e per average full-time employee, approximately the same as in 2022.

The total increase in Scope 3 in 2023 amounts to 14.5% compared to Scope 3 in 2022. The growth is overall in line with our business growth in 2023 but also seen as a result of more travel activity after covid travel restrictions has been removed.

The intensity in 2023 amounts to 7.9 tons CO₂e per full time employee compared to 7.8 tons CO₂e in 2022. This is an increase in the intensity of 0.6%

Within Scope 3, we have seen an increase in business travel of 58%, which is primarily driven by increased costs related to travel with airplanes and trains.

Travel with airplanes makes up 75% of the total CO₂e in the business travel category under Scope 3.

Scope 3 is difficult to compare to other companies, as there are many different interpretations of the calculation method, as well as which data to include or exclude. For further details on our Scope 3 data, please see the accounting principles on page 13. Scope 3 is by far the scope with the highest climate footprint in Trifork. We aim to move from a spend-based approach across all categories to a supplier-specific method, enabling us to establish a baseline for target setting and identify effective reduction initiatives.

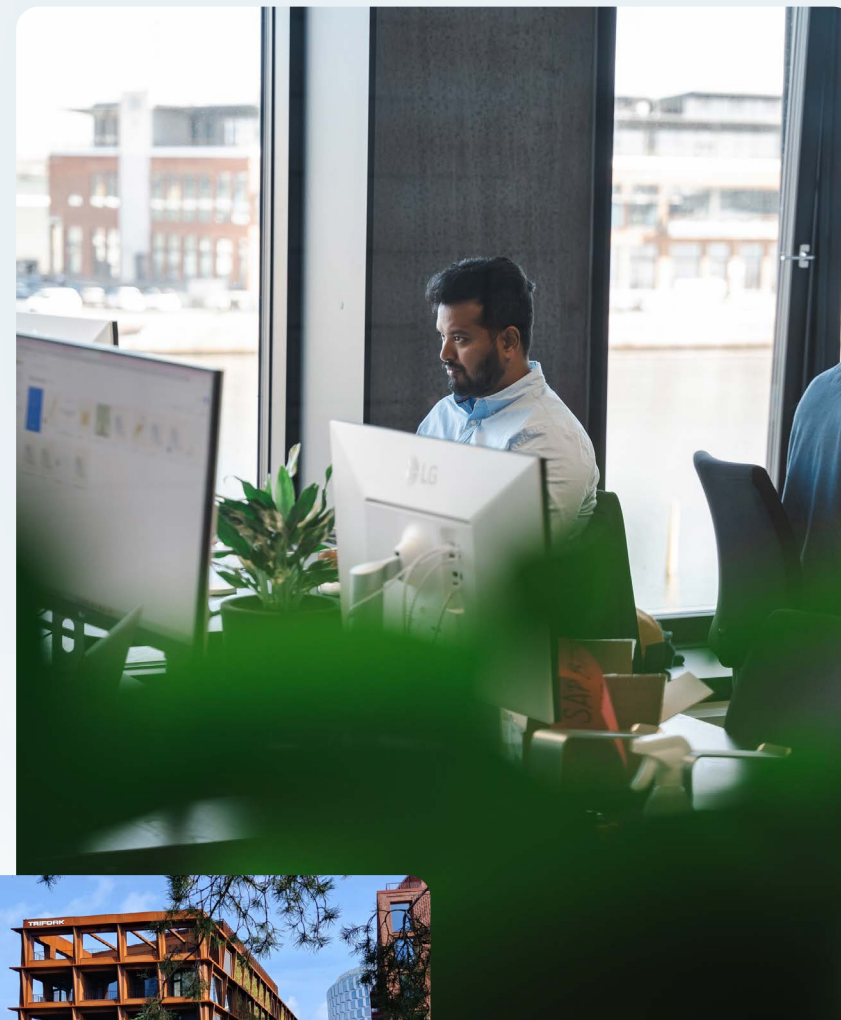
Water Consumption

Water consumption includes the sum of all water used from all sources such as spring water, surface water, and groundwater. The total water consumption is based on meter readings from our different locations.

The total water consumption in 2023 amounts to 6,398 m³ (cubic meters), corresponding to 5.8 m³ per average full-time employee.

Adjusting for growth in employees, the total water consumption has decreased by 9.4% compared to the water consumption in 2022.

Moving forward, we will continue our efforts to reduce our total water consumption per average full-time employee by optimizing our water usage practices and implementing innovative solutions such as the Otto device. This device enables detailed measurement of consumption at the local office level, empowering us to make informed decisions and further enhance our conservation efforts.



Greenhouse Gas (GHG) Accounting Principles

With reference to the Greenhouse Gas Protocol, we have calculated our GHG Inventory and the CO₂ emissions divided into Scope 1, Scope 2, and Scope 3.

Our GHG Inventory covers all Trifork consolidated companies using the organizational boundaries of the Financial Control Approach when consolidating the GHG emissions. Hence, emissions from associated companies and startup investments are not included in our GHG Inventory.

Emissions are reported as metric tons of CO₂ equivalents (CO₂e), thus greenhouse gases other than CO₂ are multiplied by their Global Warming Potential (GWP) and converted to the equivalent amount of CO₂.

Scope 1

For Trifork, the emissions placed in Scope 1 primarily relate to owned and leased company cars.

We have collected data on each specific car, its CO₂ consumption per kilometer, kilometres driven per car, and calculated the total CO₂e accordingly for the individual car.

Scope 2

The emissions in Trifork under Scope 2 relate to the emissions from purchased electricity, heat, steam, and cooling.

The main driver in Scope 2 is the electricity consumed as part of running our offices as well as our data centers.

Scope 2 is calculated by applying country-specific emission factors to the power volumes, kWh purchased. We have collected data on kWh from renewable energy sources as well as non-renewable energy sources and applied emission factors accordingly.

Scope 3

The Scope 3 emissions in Trifork relate to the following identified categories from the GHG Protocol:

- Category 1 – Purchased goods and services
- Category 2 – Capital Expenditures
- Category 6 – Business travel

By analyzing the spending of costs for each individual entity in Trifork, we have applied the spend-based approach to calculate the CO₂ emissions placed in Scope 3.

For 2023 we have excluded external advising costs from the spend-based approach of Category 1, instead adopting a hybrid calculation method. This decision reflects our commitment to improve our data quality in Scope 3, and we have started by enhancing our calculation of the biggest Scope 3 contributor.

CATEGORY 1

Purchase goods and services

Purchased goods and services relate primarily to the purchase of programming services from external freelancers and consultants as well as the purchase and use of external software solutions and licenses.

The calculation of emissions from external contractors and freelancers are based on a hybrid method, while the rest of the category is calculated using the spend-based approach by applying country-specific emission factors from Exiobase.

CATEGORY 2

Capital expenditures

Capital expenditures relate to the purchase of hardware, purchase of leasehold improvements, and other operating equipment.

The calculation of emissions is based on the spend-based approach and by applying country-specific emission factors from Exiobase.

CATEGORY 6

Business travel

Business travel relates to the spending on travel by train, car, bus, and airplane.

Depending on the vessel used, and the spending on vessel types, country-specific emission factors from Exiobase have been applied.



Greenhouse Gas (GHG) Accounting Principles

Remaining Scope 3 categories

We have screened all 15 Scope 3 categories and chosen to focus on the before mentioned as we assess these to entail the most significant indirect emissions.

For the remaining categories in Scope 3, we have made the following assessment for future GHG reporting: **Subject to further assessment before deeming materiality**

CATEGORY 3

Fuel- and Energy-Related Activities (Not included in Scope 1 and 2)

Though not explicitly labeled as material in the assessment, Category 3, concerning fuel- and energy-related activities, could hold significance. These emissions, not accounted for in Scope 1 or Scope 2, encompass indirect emissions associated with the production of purchased fuels and electricity.

CATEGORY 5

Waste generated in operations

Waste generated in operations remains subject to further assessment before being deemed material. We are looking into creating control systems to diligently track the handling of used office hardware to minimize waste and promote sustainability practices.

CATEGORY 7

Employee Commuting

Employee commuting is currently deemed non material. However, we are actively exploring avenues to acquire more precise data to ensure a comprehensive and accurate assessment of GHG emissions related to this category.

CATEGORY 15

Investments

Investments remains subject to further assessment before being deemed material.

Not relevant

- 4. Upstream Transportation and Distribution
- 8. Upstream leased assets
- 9. Downstream transportation and distribution
- 10. Processing of sold products
- 11. Use of sold products
- 12. End-of-life treatment of sold products
- 13. Downstream leased assets
- 14. Franchises

Accounting Principles and Restatement of 2022 Key Figures

It's important to note that 2022 Key Figures have been restated in accordance with the described accounting principles. This could result in small deviations from previously published figures.

CASE STORIES

AI and Computer Vision for Biodiversity Protection

In Denmark, 1,844 species are on the brink of extinction, demanding urgent conservation efforts. Collaborating with the Danish Road Directorate, Trifork is spearheading an innovative project to safeguard biodiversity along the roads in Denmark, Sweden, and Iceland.

Traditionally, monitoring invasive species relied on sporadic manual methods, proving insufficient. Leveraging technological expertise, Trifork introduced an AI-driven solution. Vehicle-mounted cameras, powered by advanced AI algorithms, identify invasive species in real-time, significantly enhancing data collection efficiency and providing valuable insights to road authorities.

What sets this project apart is its adaptability and resilience. As Christina Steenbeck, a biologist at the Danish Road Directorate, articulates, 'It is a project that takes time and requires thoroughness.' The team is committed to refining the AI algorithms to achieve impeccable accuracy, enabling them to

detect invasive species throughout various stages of growth and under all weather and lighting conditions. Furthermore, the project is expanding its horizons by incorporating the monitoring of roadkill occurrences, aiming to map out hotspots for animal-vehicle collisions. This additional feature lays the groundwork for implementing preventive measures in areas with high mortality rates, addressing a concerning trend of over 10,000 wild animals being struck in traffic each year.

This case story exemplifies the impactful role of AI in environmental conservation. Through the integration of technology with traditional ecological management practices, Trifork and the Danish Road Directorate contribute not only to the enhancement of biodiversity but also seamlessly align with broader societal objectives, including road safety and the sustainable coexistence of humans and wildlife

Removing plastic from the world's beaches using AI and robotics

Race for Oceans Foundation and Trifork are collaborating to create a robot equipped with AI technology capable of removing plastic pellets from beaches. Annually, an estimated 160,000 tons of plastic pellets are lost in the EU, leading to the global littering of beaches.

The widespread problem of plastic pollution significantly impacts the marine ecosystem, posing risks to ocean well-being, marine life, food safety, human health, and coastal tourism.

Collecting pellets from the beaches using the two-finger system is mentally and physically exhausting. Considering the fact that this challenge is global, a smarter solution needs to be developed.

That is why Race for Oceans and Trifork have joined forces to develop a robot that, with the help of AI and cameras, can remove plastic pellets from the beaches. The plan is for the first robots to start cleaning the beaches by 2024.





Oceans

There is an urgent need to protect and restore the oceans, which are rapidly deteriorating due to increasing temperatures, acidification, depletion of natural resources, and pollution from land and sea.

Racing with purpose

The Ocean Race 2022–23, spanning January to July across nine cities on four continents, played a pivotal role in driving global support for the recognition of ocean rights through high-level summits. These influential gatherings featured a diverse group of advocates, including Prime Ministers, business leaders, athletes, sailors, indigenous communities, and ocean activists. The culmination of these efforts materialized in a special event during the UN General Assembly in September 2023.

In 2023 The Ocean Race won the Sustainability Award in the International Sports Awards the efforts of the Racing with Purpose sustainability programme.

Ocean Race stopover in Aarhus

It is important for Trifork to focus on the marine environment and promote clean oceans. As the main sponsor and Presenting Partner of the Ocean Race stopover in Aarhus (Denmark) in May and June 2023, we played a pivotal role in shedding light on ocean sustainability.

The stopover featured a Sustainability Island in Ocean Live Park, where more than 50 organisations took part in a giant learning and playing festival with a focus on sustainability and the sustainable development goals.

In line with our sustainability efforts related to The Ocean Race, we collaborated with Skolerne i Oure (Schools in Oure) to educate children and young people during The Ocean Race in Aarhus. In total 200 school children participated in Trifork's Tech and Sustainability education program and more than 7,000 school children visited Ocean Live Park.



Trifork is committed to UN's SDG 14, Life Below Water, collaborating with Ocean Race and Race for Oceans Foundation. In 2023 we supported and played a pivotal role in shedding light on ocean sustainability at the Ocean Race stopover in Aarhus. Furthermore, we are exploring AI technology to reduce marine pollution.



Highlighted Investments

As part of our sustainability approach, we aim to support software solutions that advance the green transition and mitigate the negative impact of climate change. One method for achieving this is through strategic investments in innovative technology and clean-tech startups within our Trifork Labs segment.



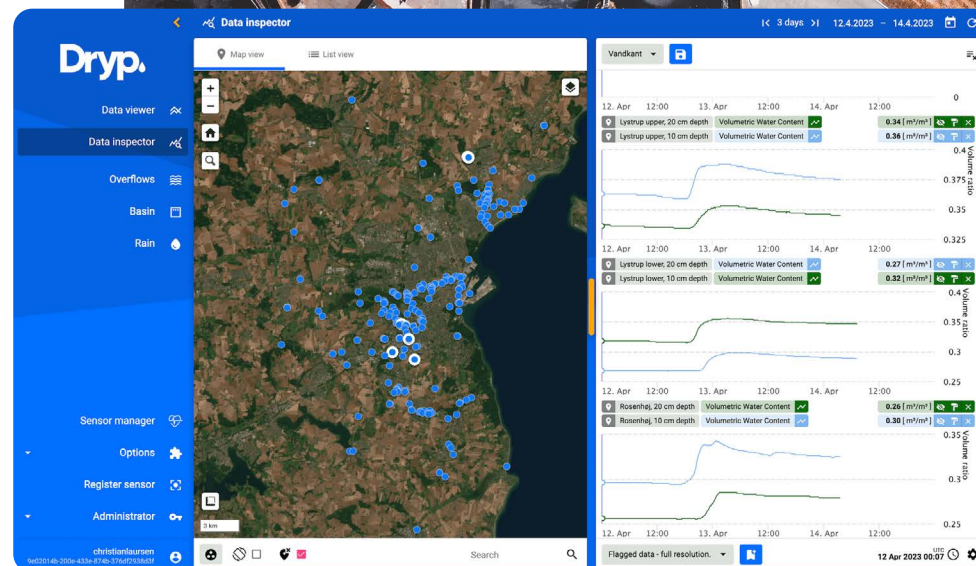
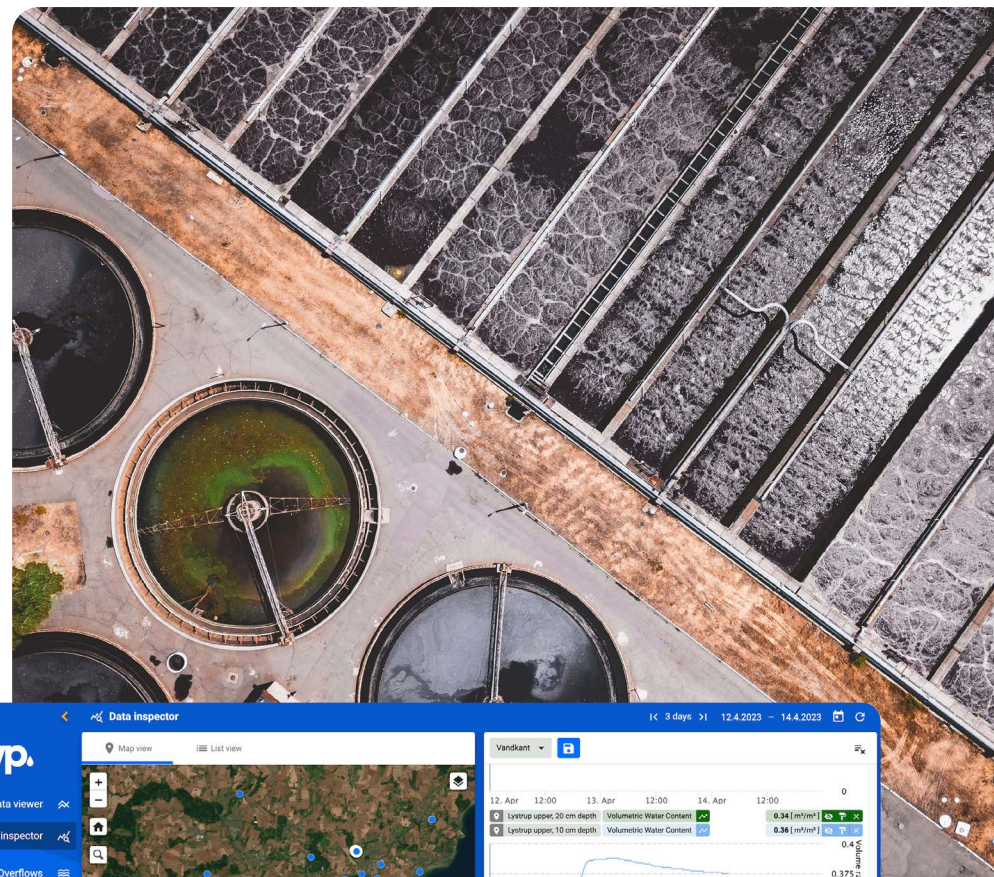
The Danish company DRYP creates sensors for monitoring rainwater and wastewater flow. These sensors enable water utilities to optimize operations, plan effectively, and prevent sewer overflow and drainage system congestion.

In our Trifork Smart Building, TSBOne, DRYP's technology is integrated, allowing precise planning and adaptation of wastewater discharge to the municipal drainage system. This helps in avoiding sewer overflow and flooding, as the technology is linked to the local water utility company.

In 2023, Dryp achieved significant milestones in its impact agenda. Collaborating with Danish municipalities, Dryp's data-driven approach showcased its impact on water infrastructure in terms of both CO2 reduction and operational efficiency, acknowledging

contributions to operational impact and climate adaptation.

Moreover, Dryp's data platform assisted numerous Danish utilities and its first Swedish counterpart in identifying rainwater infiltration sources and intrusion points. This facilitated the definition of bottlenecks, leading to cost-effective solutions that saved on transport expenses and reduced the treatment of clean rainwater in plants. Optimizing the existing water infrastructure not only extends its lifespan but also minimizes the necessity for new investments, resulting in savings in concrete, CO2 emissions, and avoiding disruptive roadworks.





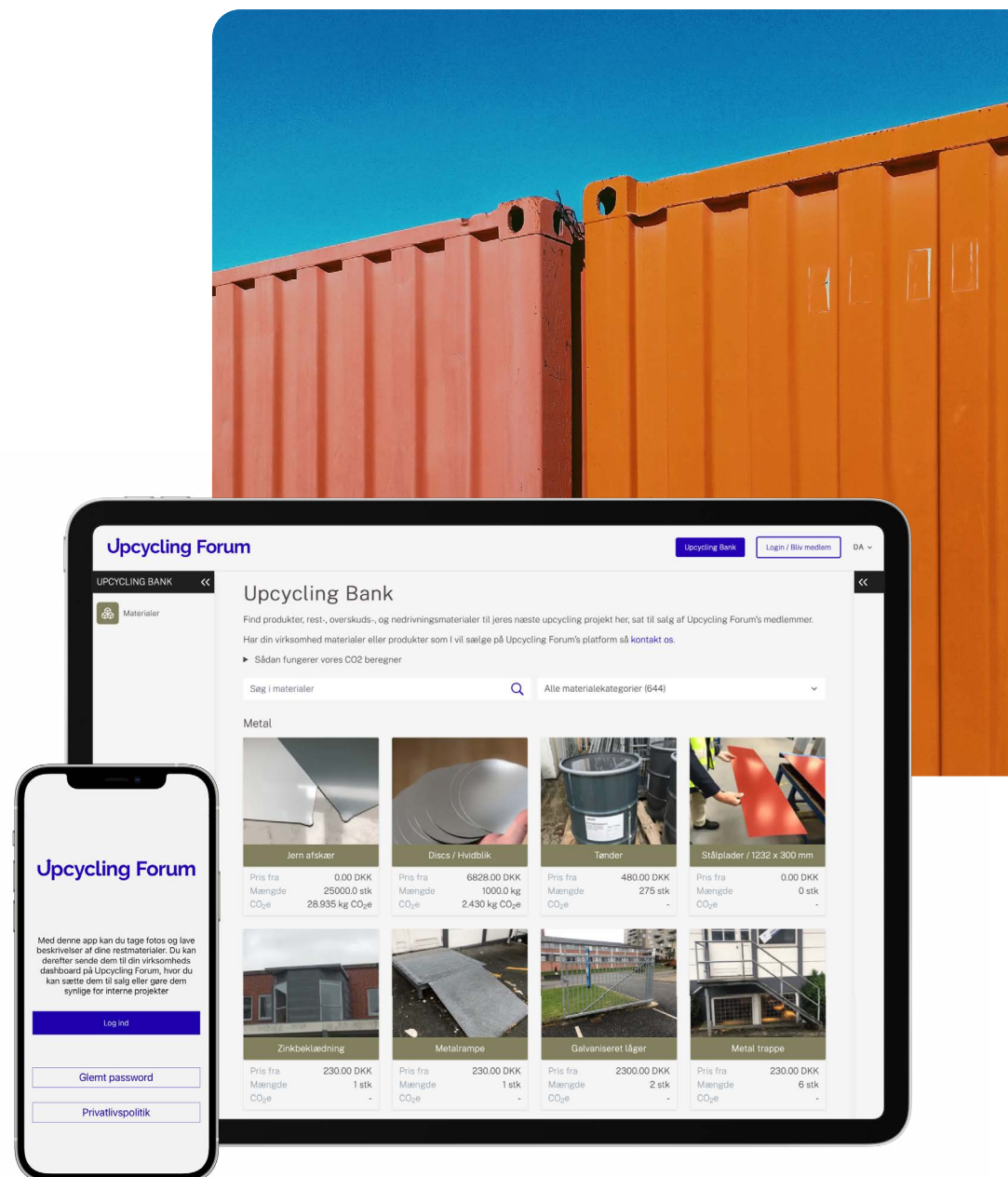
Upcycling Forum focuses on the reuse and upcycling of building materials, recognizing this as a key strategy for achieving significant CO2 savings.

Collaborating with Trifork, they've developed an accessible online platform and app to facilitate the sharing of information on reusable materials, contributing to their mission of making it easy for everyone to utilize existing resources and lower CO2 emissions. Additionally, Upcycling Forum actively supports the construction of Trifork Smart Buildings.

2023 has been an exciting year for Upcycling Forum. A new law limiting the CO2 footprint for construction, with further tightening in

the coming years, has been implemented. Initially applicable to new construction over 1000 m2, the legislation will gradually expand to include all construction projects, including renovations. Additionally, it has been decided that from January 1, 2024, used materials can be counted as 0 CO2 in the required CO2 footprint calculations for new construction. This is a positive development for the environment and aligns with Upcycling Forum's business model by making used building materials attractive for reducing CO2 in construction projects.

Read more about our Trifork Labs Segment here: <https://investor.trifork.com/labs-and-investments/>





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 develop as well as our employees who create the 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. This is, e.g., the case with respect to our business area Digital Health, where we have an ambition to make life easier for patients and healthcare workers across sectors and silos.

Ensuring a safe and healthy working environment is a key priority for Trifork, and basic human rights as well as labour rights are an integrated part of how we want to operate as a business. We do not tolerate any kind of harassment or abuse.

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 for its employees and wants them to retain a high level of competence.

At Trifork, we believe that diversity is key to fulfilling our mission and that a diverse organisation 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.

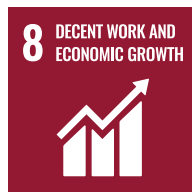
Additionally, Trifork has an ambition to remain at the forefront of thought leadership, a value deeply ingrained in our DNA. With our GOTO conferences we provide a platform where thought leaders can spread their good ideas to the global software community.

2023 in brief:

- Updated the D&I policy to include 'Equity'
- Represented in 15 countries and by 50 nationalities
- Minor rise in gender representation among both employees and management
- Hosted 31 GOTO and YOW! events that supported our inspire segment globally

What's next:

- Training in DEI policy
- Keep inspiring and educating through our GOTO universe
- Ensuring a healthy and safe working environment for all Trifork employees
- Continuous development of employees and supporting talent



The overall responsibility for ensuring that Trifork provides a safe and sustainable working environment to its employees is anchored with Trifork's Executive Management. However, as a teal organization, each business unit also bears significant responsibility and the opportunity to ensure that their employees have a

working environment that meets Trifork's standards.

Trifork is committed to supporting the UN Global Compact SDGs 4, 5, and 8, focusing on quality education, gender equality, and decent work and economic growth.

Employee Rights and Working Environment

Human Rights

Trifork is committed to respect and support internationally proclaimed human rights including the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the International Bill of Human Rights. Our position in relation to human rights is outlined in our CSR Policy, according to which we are committed to:

- Maintain processes to identify, prevent, and mitigate potential and actual adverse human rights impacts
- Conduct ongoing human rights due diligence and sound risk management
- Remedy any adverse human right impact that Trifork has caused or contributed to
- Maintain appropriate and efficient grievance mechanisms for all stakeholders to raise human rights concerns

We are also committed to contributing to SDG 8 regarding decent work and economic growth, according to which Trifork condemns any kind of forced labor, slavery, trafficking, etc., and we do not want to work with customers or business partners who do not support these universal human rights.

Labor Rights

Trifork's CSR policy entails an outline of Trifork's position in relation to labour rights and working environment. Pursuant to the policy, Trifork's employees are very important to the company, and we recognize that in order to ensure a workplace with committed employees, it is pivotal to ensure a good working environment for our employees with respect for fundamental labor rights and standards. It is important for us to facilitate work-life balance and promote a working environment where all employees are treated with respect and which caters to any differences.

Trifork is committed to respect and support internationally proclaimed labour rights and practices, including the fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We recognize the importance of adhering to applicable labour laws in all jurisdictions where we operate.

We have embedded and implemented the UN Global Compact Labour Principles (Principles 3, 4, 5, and 6) within our operations in order to ensure decent working conditions for all employees.

This includes:

- Ensuring the right to freedom of association and collective bargaining
- Eliminating all forms of forced and compulsory labour and child labour
- Eliminating any form of discrimination including in relation to our recruitment processes
- Fair, respectful, and dignified treatment of all employees

Trifork's Code of Conduct sets out certain operational aspects of Trifork's ambitions in relation to labour rights and working environment.

Employee Churn

The churn of employees can be an indicative tool to track the stability of our workforce as well as detect any areas that needs any changes.

In 2023, our employee churn rate averaged 16.8%, reflecting a 1.4%-point increase compared to the previous year's churn rate of 15.4%. In 2023, this included 2.6% churn recorded as organizational adjustments. We maintain an ambitious internal goal of achieving an unwanted churn rate between 7-10%. To reach this objective, we are implementing strategic initiatives aimed at optimizing our workforce retention efforts.

Health and Safety

We believe that it is important for us to facilitate a healthy work-life balance and promote a working environment where all employees are treated with respect and which caters to any differences.

In order to ensure a healthy work environment, Trifork tracks employee happiness and sick days, thus ensuring that we can respond to any changes in a timely manner. The physical well-being as well as the mental well-being of our employees is key to us and we also have a stress response using stress coaches who can assist our employees, if need be.

The sick leave was 3.6% in 2023 compared to 2.7% in 2022. This amounted to a total of 8.1 sick leave work days per employee (headcount), representing an increase of 2 sick leave work days per employee compared to 2022. The increase was primarily due to higher sick leave in Q4 2023, where a combination of Covid and flu spreading again had a significant impact, especially on our Danish business units in November and December. To mitigate such situations in the future, especially during typical flu seasons (autumn/winter), we will encourage employees to take care in their social activities, work remotely, and avoid meeting in our offices if they have any potential symptoms.



WE BELIEVE CURIOSITY CREATES TRANSFORMATION

Supporting Future Talent

For Trifork, fostering the growth of future talent and continuously advancing the development of our workforce has always stood as a fundamental principle. This commitment extends beyond our own employees to encompass society at large, as we strive to consistently contribute through thought leadership.

Trifork implements a range of initiatives to fulfill these ambitions, including hack-erdays, software conferences, student programs, and strategic investments.

Conferences

Trifork has created the GOTO universe, where we provide a platform for thought leaders to spread their good ideas to the global software community. Our GOTO universe does not only include in-person conferences, but also a YouTube tech-channel and a digital book club-channel. Employees of Trifork are encouraged to take part in the GOTO universe and contribute in a meaningful way to, e.g., be in touch with the latest market trends. With GOTO, we want to inspire and motivate continuous learning for all. In 2022 our conference platform was extended to not only include GOTO, but also YOW! – an Australian based tech conference that Trifork co-founded more than 15 years ago. Trifork companies are also behind other conferences presenting specific technologies like Erlang, Elixir, and RabbitMQ.

Hackerdays

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

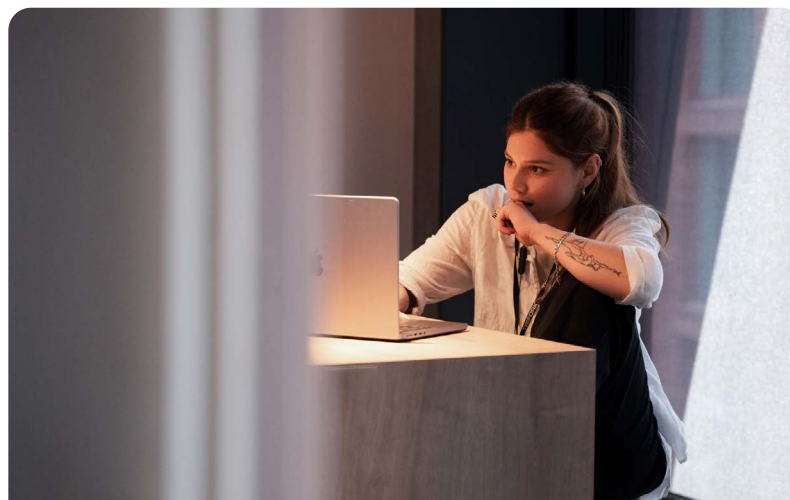
Student Programmes

It is of high importance for Trifork to include the next generation in our cooperation. Because of this, we have student programmers and trainees employed in various parts of the organization, and we hereby create the possibility for younger people to be introduced to a workplace, learn relevant skills, and contribute with their own views and knowledge.

Women in Tech

Trifork Security (part of the Trifork Group) was proud to be represented at the Women in Tech Career Fair 2023 in Aarhus. The event aimed to gather and inspire women to pursue careers in the tech industry. Trifork Security had a booth during the networking/exhibition segment and was excited about the unique opportunity to meet more than 125 women, learning about their experiences, challenges, and solutions.

We acknowledge that there is still room for improvement in terms of gender diversity in the tech industry. Women continue to be underrepresented, which seems paradoxical given the growing demand for technical talent. At Trifork, we believe that diversity is crucial for the future of the technology sector, and we are determined to support and encourage more women to take on key roles within our field.



Thought Leadership

Curiosity is part of the Trifork DNA and in our 28-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, databases, 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. The GOTO universe entails both in-person or virtual conferences as well as a YouTube and Instagram tech-channels 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 interview each others and share groundbreaking new ideas and principles.

Our Trifork YouTube channel, "GOTO Conferences", is a unique universe on YouTube with more than 800,000 subscribers (Growth of 140% in 2023). In total our videos on YouTube and Instagram have been watched more than 62 million times (Growth of 50%) by the end of 2023. We challenge the viewers on whether they have the best tools, methods, and products available. We do this to remind all our colleagues in the industry to look out and ahead, and we want to inspire and motivate continuous learning.

We trust that in the end, this will increase the quality and usability of the software being developed. Further, we have an ambition to support green transition through thought leadership.

During 2023, our GOTO and YOW! teams organized conferences, CTO Round Tables, as well as GOTO and YOW! Nights and Meetups across Europe, Australia, and the United States. These events collectively played a pivotal role in elevating Trifork's inspire segment and reinforcing our thought leadership. In total, we successfully executed 31 impactful events.

Bringing thought leadership to cities worldwide

- | | |
|----------------------------------------|---------------------------------------------------------------|
| Denmark
Copenhagen
Aarhus | Portugal
Lisbon |
| The Netherlands
Amsterdam | United Kingdom
London |
| Sweden
Stockholm | United States
Chicago
Nashville
San Francisco |
| Germany
Berlin | Australia
Melbourne
Brisbane
Sydney
Perth |
| Poland
Krakow | |

800k
SUBSCRIBERS

62mil
VIDEO VIEWS

5,823
CONFERENCE ATTENDEES



A Diverse, Equal, and Inclusive Workplace

Diversity, Equity, and Inclusion

Trifork's international presence spans 15 countries, with employees representing 50 nationalities. We prioritize a diverse workforce, valuing global perspectives and cultural awareness. Attracting talent from varied backgrounds is crucial in fostering an inclusive culture that cultivates innovation and supports our strategic goals.

We acknowledge that diversity is not just a matter of gender, but about respecting and embracing differences regardless of factors such as age, nationality, religion, culture, ethnicity, political views, physical abilities, and sexual preferences.

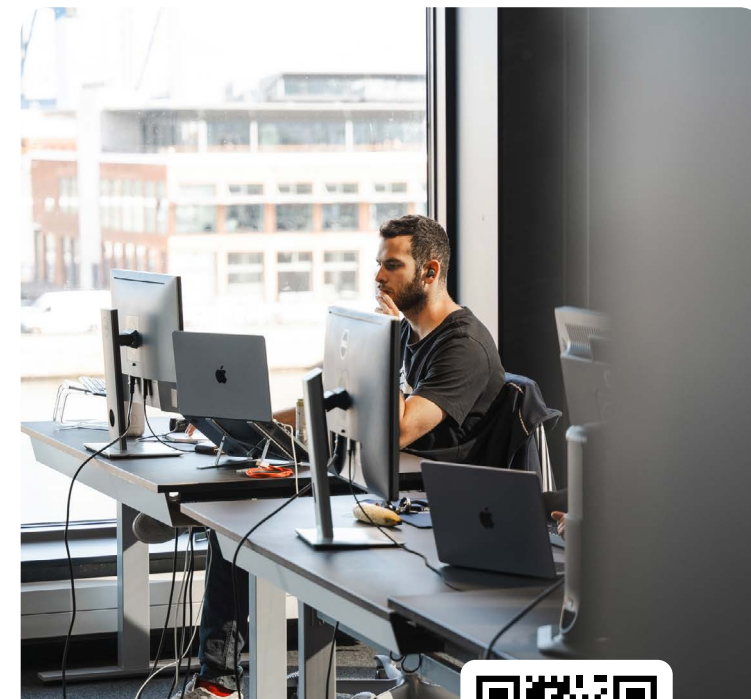
Diversity, equity, and inclusion are key priorities for us at Trifork. We strive to safeguard a culture where all employees experience the same opportunities for career development and advancement, and where everybody feels welcome and respected. As part of this commitment, we continuously strive to expand our cultural diversity efforts.

Therefore, Trifork has in place a Diversity, Equity, and Inclusion Policy for the purpose of:

- Providing specific guidelines on diversity and inclusion principles applicable to Trifork
- Ensure equal opportunities for people of all ages, genders, nationalities, religions, cultures, ethnicity, political views, physical abilities, and sexual preferences
- Facilitating gender balance in other managerial functions in Trifork

In order to ensure the necessary senior management attention, the responsibility for the overall initiatives pertaining to diversity, equity, and inclusion in Trifork is anchored with the Board of Directors and the Executive Management.

The Nomination and Remuneration Committee annually reviews the Diversity, Equity, and Inclusion Policy and recommends any updates regarding targets related to diversity, equity, and inclusion to the Board of Directors. In 2023, Trifork updated its Diversity and Inclusion Policy to include 'Equity', ensuring equal opportunities for all employees.



Diversity, Equity, and Inclusion Policy



Access our Diversity, Equity, and Inclusion Policy on our investor website – <https://investor.trifork.com/statutes/>

Gender Reporting

EMPLOYEES

In 2023, the gender distribution among employees was 76.6% men and 23.4% underrepresented genders (women and non-binary). This represents a positive change from 2022 when Trifork had 79% men and 21% underrepresented genders.

With respect to gender diversity, we operate in an industry with a gender gap, where there is a majority of men. We believe that gender diversity is important and will be looking into more initiatives that Trifork could implement to increase diversity in gender distribution.



BOARD OF DIRECTORS AND OTHER MANAGEMENT

Pursuant to Danish law, listed companies are required to set a target for the share of the underrepresented gender on its Board of Directors.

In Trifork's Diversity, Equity, and Inclusion Policy, we have set target figures for the share of women on our Board of Directors. The purpose of this is to ensure equal opportunities for all and to ensure the right mix of skills and competencies to address the challenges that we face.

Since 2021, it has been Trifork's ambition to achieve a minimum representation of women at 30% on the Board of Directors. In both the financial years 2022 and 2023, we not only met but significantly surpassed this target by achieving a balanced gender distribution on the Board. With women and men Board Members each comprising 50%, we have achieved gender parity.

As of 1 January 2023, section 139 (c) of the Danish Companies Act will further require Danish listed companies to set a target as well as develop a policy in order to promote gender diversity in the upper management layers.

Due to being incorporated in Switzerland, Trifork Holding AG is not subject to the requirement in section 139 (c) of the Danish Companies Act, however promoting diversity is a key priority to Trifork and therefore we

have updated our Diversity, Equity, and Inclusion policy in line with these new requirements. Our ambition related to diversity is:

- In general under-represented genders are represented by at least 30% of all employees in average before 2030,
- In the Board of Directors at least 40% should be represented by the under-represented gender, and
- Other Management categories, comprising of the Executive Management layer and the management layer, should be represented by at least 30% of the under-represented gender.

Based on the updated Diversity, Equity, and Inclusion policy Trifork will work even more on attracting more women for our Business Unit Leader positions and Trifork in general.

EMPLOYEES:

23.4%

76.6%

MANAGEMENT POSITIONS:

21.8%

78.2%

● UNDERREPRESENTED GENDERS ● MEN

Digital Health

Accelerating digital health to improve everyday life.

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

As a pioneer in digital healthcare, we have delivered systems that are considered the backbone of the Danish healthcare system. Our impact extends across public sectors, from hospitals and general practitioners to pharmacies and homecare, as well as private collaborations with multinational pharmaceutical companies.

Trifork is on a transformative journey to build more efficient and patient-centric healthcare systems internationally. Our initiatives extend beyond the immediate end-users within the healthcare sector to benefit patients and citizens at large. By leveraging digitalization in the health sector, we contribute to societal well-being, social responsibility, and a healthcare system that saves time, streamlines processes, and empowers both healthcare professionals and patients.

The Digital Health Business Area constitutes 12% of Trifork's revenue in 2023, experiencing a remarkable growth of 29% compared to 2022. The Swiss market has played a significant role in contributing to this impressive growth.

Trifork has obtained the important ISO 13485 certificate

Trifork Digital Health provides both regulated and non-regulated software. To ensure compliance with the European Union Medical Device Regulation (MDR) in the regulated software domain, Trifork has obtained the ISO 13485 certification in 2023.

ISO 13485 is an international standard that sets guidelines for quality assurance in the production of medical devices, including Software as a Medical Device (SaMD). Adhering to this standard for quality assurance ensures that patients can rely on our software and expect it to be safe and effective.



ISO 13485
CERTIFIED

CASE:

Switzerland stands as one of the world's most innovative nations, yet the digitalization of its healthcare system has been slow to materialize. In 2023, the Compassana Patient App became available in Switzerland, a milestone achieved through the dynamic collaboration between Bluespace Ventures (Compassana) and Trifork. This innovative app empowers both patients and healthcare professionals across Switzerland. Offering enhanced control over health data, patients can determine access permissions, fostering improved safety, seamless access to digital documents, and robust data protection. The app upholds the highest standards of security, embodying Trifork's commitment to excellence in data protection and user empowerment.

CASE:

In the beginning of 2023, the 'Min Læge' app achieved a significant milestone of 2 million users. The app enables users to contact their doctor, the nearest doctor on call, manage appointments, participate in video consultations, and view vaccination records, among other features. Additionally, the app contributes to the digitization and strengthening of the healthcare system, benefiting both citizens and the healthcare sector. Apart from the advantages for patients, 'Min Læge' also streamlines communication, reducing doctors' time spent on phone inquiries by facilitating easy interaction through the app.

This project has been developed through a strong collaboration between the Ministry of Interior and Health, The Danish Organization of General Practitioners (PLO), and Trifork.

2 mil.
USERS



Social Accounting Principles

FULL-TIME EMPLOYEES

The average number of full-time employees at Trifork is calculated by aggregating the number of full-time employees on entity level across all countries of operation. Freelancers and contractors are not included. The calculation is based on an average over the reporting period from 1 January to 31 December 2023.

The number of total employees (headcount) is calculated in the same way by aggregating the number of headcounts on the entity level across all countries of operation, and on an average basis during 2023.

EMPLOYEES GENDER DIVERSITY

In accordance with the Danish Financial Statements Act, employee gender diversity is determined by the headcount of employees categorized into the two legal genders, Man or Woman. The gender distribution is calculated by aggregating the total headcount of men and women across our different legal entities and dividing by the total headcount of employees. This calculation is based on the actual number of women and men as of the end of December 2023.

MANAGEMENT GENDER DIVERSITY

Management in Trifork consists of only two management layers below the Board of Directors. The Executive Management layer and the Business Unit Leader management layer.

Management gender diversity is calculated by aggregating the total headcount of men and women from these two management layers and dividing by the total headcount from the combined management layers. The calculation is based on the actual number of women and men in the management layers as of the end of December 2023.

SICK LEAVE

Sick leave is calculated by dividing the total sick leave hours by the total norm working hours in Trifork Group. The sick leave hours and the total norm working hours are based on the period 1 January 2023 to 31 December 2023 and include all employees (headcount). Freelancers and external contractors are not included.

EMPLOYEE CHURN

Employee churn is defined as the total headcount of employees who have departed from Trifork Group expressed as a percentage. This KPI includes employees who have resigned from their positions and employees who have been dismissed.

Employee churn is calculated by aggregating the total number of employees (headcounts) that have departed from Trifork Group in the period 1 January 2023 to 31 December 2023 divided by the total average headcount of employees in the same period. Freelancers and external contractors are not included.

COUNTRY DIVERSITY

Country diversity is defined as the number of different nationalities represented in Trifork Group amongst our employees. The number is calculated by aggregating each different country represented by the employees' nationality. As we are not allowed to ask the employees about their nationality, this has been reported in the cases where we have the information available. In cases where we have been in doubt about the employees' nationality, we have reported these employees in countries already represented. Freelancers and external contractors are not included.





Governance





Corporate Governance

Good Governance

Trifork operates with a two-tier management structure, consisting of the Board of Directors and the Executive Management.

Trifork is committed to maintaining good corporate governance practices, with both the Board of Directors and the Executive Management consistently ensuring that the group's management structure and control systems are appropriate and functioning effectively.

In 2023, Trifork achieved a board meeting attendance rate of 100%, representing an increase from the 95.7% attendance rate in 2022.

As an issuer of shares on Nasdaq OMX Copenhagen, Trifork observes and reports on compliance in accordance with the recommendations from the Danish Committee on Corporate Governance.

Each year, Trifork issues a Corporate Governance Report that includes a detailed description of each recommendation from the Danish Committee on Corporate Governance. You can read the Corporate Governance Report for 2023 here: <https://investor.trifork.com/statutes/>.

A detailed description of Trifork's corporate governance setup is described in the Trifork Group Annual Report 2023 section 6 and in the Corporate Governance Report.

Business Partners

Corporate social responsibility and sustainability are key priorities for us and are deeply rooted in our everyday work. Our business partners and suppliers play a central role in the way we conduct our business and deliver value in our mission to change the world for the better with software. We rely on their commitment to conducting business ethically and responsibly.

To extend our corporate social responsibility expectations to our suppliers and business partners, we have published a code of conduct outlining the minimum requirements we expect them to follow in conducting their business ethically and responsibly.

We acknowledge that our business partners may vary in terms of maturity levels. However, we expect continuous improvement in meeting our requirements. In the event of material violations of the principles outlined in our Business Partner Code of Conduct, Trifork will engage in discussions with the business partner to evaluate their plan for addressing the issue. If deemed necessary, we will collaborate with the business partner to develop a corrective action plan or terminate the relationship.

100%

ATTENDANCE RATE

0

WHISTLEBLOWER REPORTS

Business Ethics

Anti-corruption and Bribery

Trifork has in place an Anti-bribery, Anti-corruption, and Sanctions Policy, which clearly sets out that Trifork does not tolerate any kind of bribery or corruption and condemns it in all forms.

The CFO has the overall responsibility for the policy and shall at least annually report to the Board of Directors on matters within the scope hereof, including any issues identified in the past year. Any material issues, including material breaches of the policy by a group company or its employees, shall be reported to the Board of Directors without undue delay.

Trifork's whistleblower channel allows employees, business partners, and other related entities or individuals to report offenses related to anti-bribery or corruption.

As Trifork is an international cooperation operating in many places of the world, there is an inherent risk of operating in countries, where the laws and regulations with respect to corruption and bribery do not fulfill the standards set out in our Anti-bribery, Anti-corruption, and Sanctions Policy. However, Trifork's policy applies regardless of where we operate in the world.

Whistleblower

Trifork has established an independent and autonomous whistleblower system designed for reporting serious offenses, illegal activities under EU law, or other significant matters outlined in the EU Whistleblower Directive. This system ensures full anonymity and is accessible to all individuals associated with Trifork, both internally and externally, including employees, Executive Management and Board of Directors members, auditors, lawyers, suppliers, and other business partners.

In 2023, we enhanced the whistleblower system by relocating it from Trifork's server to an external platform for superior management, eliminating the need for internal system access. Administered by our external law firm, this independent whistleblower system guarantees the proper handling of reports.

Read more about Trifork's whistleblower arrangement in Trifork Group's Whistleblower Protocol: <https://trifork.com/whistleblower/>.

During 2023, there were no whistleblower reports. Considering the limited number of reports since implementing the Whistleblower Channel, we continue to ensure that our Business Unit Leaders are equipped to guide new employees through relevant processes, including familiarity with our whistleblower protocol.





Data Ethics

As a software company that develops, applies, and maintains software for customers, Trifork processes various types of data, including personal information. Therefore, it is crucial for Trifork to establish a clear stance on data ethics. Our approach to data ethics is outlined in Trifork's Data Ethics Policy, which defines the ethical principles guiding our use of data and the application of new technologies.

Recognizing the potential misuse of data or unintended uses, we continually assess risks related to data protection and have implemented detection mechanisms to respond to data breaches. Additionally, we ensure that our suppliers possess relevant protection capabilities, and we require them to have appropriate detection and response processes in place.

Our Chief Information Security Officer, along with the Executive Management, is responsible for developing and maintaining procedures and training programs. These efforts are aimed at ensuring that Trifork employees comply with the data ethics principles outlined in the Data Ethics Policy

Trifork's Data Ethics Policy is available here: <https://investor.trifork.com/statutes/>.

Tax Responsibility

As an international corporation operating in 15 countries, we are committed to fulfilling our tax obligations in accordance with applicable laws and regulations in each jurisdiction. We take the responsibility of not engaging in aggressive tax planning, preferring to contribute positively to the communities in which we operate by paying our taxes promptly and fairly.

We maintain transparency by openly disclosing our tax contributions and firmly distance ourselves from the use of tax havens or any form of tax avoidance. Trifork's Tax Policy is accessible through the link below.

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).



EU Taxonomy Reporting

The EU Taxonomy is a classification system, which provides a common definition of which economic activities may be characterized as sustainable. The classification system consists of an exhaustive list of eligible economic activities as well as screening criteria that an economic activity must comply with to qualify as an aligned economic activity. The economic activities and the screening criterias are listed in Annex I and/or Annex II of EU's Climate Delegated Act (EU Regulation 2021/2139). Annex I sets out criteria for determining the conditions under which an economic activity qualifies as contributing substantially to climate change *mitigation*, and Annex II sets out criteria for determining the conditions under which an economic activity qualifies as contributing substantially to climate change *adaptation*.

In 2023, the EU Commission adopted the annex for the remaining four environmental objectives: Water, Circular economy, Pollution prevention, and Biodiversity.

Eligible Activities

From previous year, Trifork's taxonomy entailed the following list of economic activities identified as eligible in relation to the EU taxonomy:

ANNEX I:

- Activity 8.1: Data processing, hosting, and related activities

ANNEX II:

- Activity 8.2: Computer programming, consultancy, and related activities
- Activity 8.3: Programming and broadcasting activities

For our EU taxonomy reporting covering 2023, additional guidelines from the EU have been issued covering the four remaining environmental objectives. We have screened the specific activities under the four new objectives and found the activity "Provision of IT/OT data-driven solutions for leakage reduction" as an activity contributing to the Water objective as well as the same activity contributing to the circular economy objective. We have screened our Group's activities against the contribution criterias, and have not found activities of any material characteristic to be reported under the EU Taxonomy. Further, we have identified the new activity "Software enabling physical climate risk management and adaptation", but we have not found any activities in Trifork to be eligible with this EU Taxonomy.

Aligned Activities

In order for Trifork to characterise our eligible activities as taxonomy-aligned economic activities, the eligible activities must meet certain screening criteria set out by the EU within the two categories "Substantial contribution to climate change adaptation" and "Do not significant harm".

We have reviewed the extensive criteria for our eligible economic activities "Data processing, hosting, and related activities" in Annex I as well as "Computer programming, consultancy, and related activities" in Annex II. Based on this review, we have concluded that none of our eligible activities are aligned with the EU taxonomy in 2023, as we do not have all the required documentation in place. Consequently, we cannot characterize our eligible activities as taxonomy aligned.

In 2024, we will work actively on achieving taxonomy alignment by gathering the required documentation. Our focus points will include creating a robust climate risk and vulnerability assessment as well as the adaption solutions, which are required for our economic activity "Computer programming, consultancy, and related activities".



REVENUE – OVERVIEW

Financial year 2023			2023	Substantial contribution criteria								DNSH ('Do Not Significant Harm')							
Economic activities	NACE codes	Revenue	Proportion of Revenue 2023	Climate change mitigation	Climate change adaptation	Water and marine resources	Pollution	Circular economy	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Pollution	Circular economy	Biodiversity and ecosystems	Minimum safeguards	Proportion of Taxonomy-aligned or eligible revenue 2022	Enabling activity	Transitional activity
		EUR	%	Y/N N/EL	Y/N N/EL	Y/N N/EL	Y/N N/EL	Y/N N/EL	Y/N N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. Taxonomy-Eligible Activities																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Revenue of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	0%	0%	0%	0%	0%	0%	0%								0%		
Of which Enabling																			
Of which Transitional																			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)										
8.1 Data processing, hosting and related activities	J63.11	23,278,038	11.2%	EL													10.8%		
8.2 Computer programming, consultancy and related activities	J62	177,545,273	85.4%		EL												85.7%		
Revenue of Taxonomy-eligible but not environmentally sustainable		200,823,311	96.6%	11.2%	85.4%	0%	0%	0%	0%								96.6%		
A. Revenue of Taxonomy-eligible activities (A.1 + A.2)		200,823,311	96.6%	11.2%	85.4%	0%	0%	0%	0%								96.6%		
B. Taxonomy-non-eligible activities																			
Revenue of Taxonomy-non-eligible activities		7,076,826	3.4%																
Total		207,900,137	100%																

CAPEX – OVERVIEW

Financial year 2023			2023	Substantial contribution criteria						DNSH ('Do Not Significant Harm')								Proportion of Taxonomy-aligned or eligible Capex 2022	Enabling activity	Transitional activity
Economic activities	NACE codes	Capex	Proportion of Capex 2023	Climate change mitigation	Climate change adaptation	Water and marine resources	Pollution	Circular economy	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Pollution	Circular economy	Biodiversity and ecosystems	Minimum safeguards				
		EUR	%	Y/N N/EL	Y/N N/EL	Y/N N/EL	Y/N N/EL	Y/N N/EL	Y/N N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
A. Taxonomy-Eligible Activities																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Capex of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	0%	0%	0%	0%	0%	0%	0%								0%			
Of which Enabling																				
Of which Transitional																				
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)											
8.1 Data processing, hosting and related activities	J63.11	2,868,997	7.4%	EL													24.1%			
8.2 Computer programming, consultancy and related activities	J62	34,420,381	88.7%		EL												69.5%			
Capex of Taxonomy-eligible but not environmentally sustainable		37,289,379	96.1%	7.4%	88.7%	0%	0%	0%	0%								93.6%			
A. Capex of Taxonomy-eligible activities (A.1 + A.2)		37,289,379	96.1%	7.4%	88.7%	0%	0%	0%	0%								93.6%			
B. Taxonomy-non-eligible activities																				
Capex of Taxonomy-non-eligible activities		1,526,839	3.9%																	
Total		24,992,222	100%																	

OPEX – OVERVIEW

Financial year 2023			2023	Substantial contribution criteria						DNSH ('Do Not Significant Harm')							Proportion of Taxonomy-aligned or eligible Opex 2022	Enabling activity	Transitional activity
Economic activities	NACE codes	Opex	Proportion of Opex 2023	Climate change mitigation	Climate change adaptation	Water and marine resources	Pollution	Circular economy	Biodiversity and ecosystems	Climate change mitigation	Climate change adaptation	Water and marine resources	Pollution	Circular economy	Biodiversity and ecosystems	Minimum safeguards			
		EUR	%	Y/N N/EL	Y/N N/EL	Y/N N/EL	Y/N N/EL	Y/N N/EL	Y/N N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. Taxonomy-Eligible Activities																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Opex of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	0%	0%	0%	0%	0%	0%	0%								0%		
Of which Enabling																			
Of which Transitional																			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)										
8.1 Data processing, hosting and related activities	J63.11	2,046,313	40.6%	EL												32.6%			
8.2 Computer programming, consultancy and related activities	J62	2,148,222	42.6%	EL												54.5%			
Opex of Taxonomy-eligible but not environmentally sustainable		4,194,535	83.2%	40.6%	42.6%	0%	0%	0%	0%								87.1%		
A. Opex of Taxonomy-eligible activities (A.1 + A.2)		4,194,535	83.2%	40.6%	42.6%	0%	0%	0%	0%								87.1%		
B. Taxonomy-non-eligible activities																			
Opex of Taxonomy-non-eligible activities		844,930	16.8%																
Total		5,039,466	100%																

EU Taxonomy Accounting Principles

For our reporting of 2023 in accordance with the EU Taxonomy, Trifork has applied technical screening criteria to clarify if our eligible economic activities are aligned with the EU Taxonomy.

The EU Taxonomy has during 2023 matured, but is still continuously evolving and subject to interpretation. Trifork is eager to expand our reporting in accordance with the EU Taxonomy, as relevant legislation and guidelines are being issued and updated.

Trifork has reviewed the extensive criteria for our eligible economic activities "Data processing, hosting and related activities" in Annex I as well as "Computer programming, consultancy and related activities" in Annex II. Based on this review, we have concluded that none of our eligible activities are aligned with all the screening criterias outlined under the EU Taxonomy.

Trifork has identified the relevant purchases and measures and the primary related economic activity in the Climate Delegated Act for the allocation of CAPEX and OPEX. In this way, no CAPEX or OPEX is considered more than once.

KPI for Revenue

NUMERATOR

Taxonomy-eligible revenue is calculated as the revenue generated from two eligible activities in Trifork. Our eligible economic activities in accordance with the EU Taxonomy are activity 8.2 "Computer programming, consultancy, and related activities" as well as activity 8.1 "Data processing, hosting and related activities".

The revenue in activity 8.2 comprise the main activities in Trifork, where Trifork delivers specific and customized software projects for its customers.

The revenue in activity 8.1 comprises revenue from data centre activities driven by Netic A/S and Trifork A/S.

DENOMINATOR

The denominator comprises the total revenue of Trifork as shown in the annual report note 2.2.B "Revenue by business area".

The KPI for eligible revenue has been calculated as $(\text{eligible revenue})/(\text{total revenue})$.

KPI for CAPEX

NUMERATOR

During the screening of taxonomy-eligible CAPEX, we identified specific CAPEX investments related to activity 8.1 "Data Processing, hosting, and related activities" as Trifork invested further in our danish datacenters.

Further, we identified CAPEX investments related to the main activity in Trifork, activity 8.2 "Computer programming, consultancy, and related activities". The CAPEX investments comprise additions related to, leasehold improvements, hardware, and operating equipment.

The CAPEX numerator does also comprise intangible assets such as finished development projects, etc.

Trifork does not have a full CAPEX plan. The majority of CAPEX comprises purchases from suppliers, where we assess the assets or processes purchased relate to taxonomy-eligible economic activities.

DENOMINATOR

CAPEX investments included in the denominator refer to additions of tangible and intangible assets as shown in notes 4.6, 4.7, and 4.8 in the Annual Report 2023.

Included in the figures are additions from long-term leased assets.





KPI for OPEX

NUMERATOR

We have identified specific OPEX related to activity 8.1 “Data Processing, hosting, and related activities”, that comprise OPEX related to the companies and activities in Trifork that has a datacentre and hosting activities.

OPEX related to activity 8.2 “Computer programming, consultancy, and related activities” has been identified, and we have specifically excluded costs that relate to non-eligible activities.

OPEX from non-capitalised research and development derives from internal human resources, and the other OPEX categories are primarily related to the purchase from external suppliers.

OPEX related to maintenance and repair, and day-to-day servicing of assets of property, plant, and equipment relates to physical assets in Trifork as well as Right of use Assets.

DENOMINATOR

The definition of OPEX according to the EU Taxonomy, is expenditures covering direct-capitalized costs that relate to research and development, building renovation measures, short-term leases, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of assets of property, plant, and equipment.

For Trifork, OPEX comprises other OPEX related to the service of property, plant, and equipment, and non-capitalized research and development costs. Further, costs related to maintenance and repair, and short-term leases, and low-value leases are included in the OPEX. Included in OPEX are wages to employees and purchases from external suppliers.

Swiss Code of Obligations

SWISS CODE OF OBLIGATIONS ART. 964A-C

The Swiss Parliament has enacted new reporting, transparency, and due diligence obligations, which came into force in 2022. Art. 964a-c of the Swiss Code of Obligations relates to reporting obligations for environmental, social and governance matters for large Swiss public interest entities such as Trifork. These obligations begin to apply in calendar year 2023, with the reporting requirement commencing in 2024.

Trifork's Business Model and ESG policies

Trifork's business model is detailed in the 2023 ESG report on page 6.

Trifork is dedicated to sustainable business practices and, in alignment with our commitment to environmental responsibility, we are pursuing Science Based Targets initiative (SBTi) for the period 2024-2030. We are actively exploring strategies to reduce all scopes of our carbon footprint during this timeframe. By engaging with SBTi, we aim to set ambitious and measurable targets that align with the latest climate science, contributing to our ongoing efforts to create a more sustainable and resilient future.

Trifork has established comprehensive policies covering environmental, social, and ethical aspects, social issues, employee-related matters, human rights, and combating corruption. These policies, along with others, are available on Trifork's website at <https://investor.trifork.com/statutes/>.

To facilitate reporting on serious infringements, Trifork has implemented a whistleblower mechanism that allows anyone associated with the company to report anonymously. Reports are autonomously sent to Trifork's Chairperson of the Board of Directors, Chief Legal Officer, and an external legal counsel to ensure independence. Trifork takes whistleblower cases seriously and is committed to thoroughly investigating reported infringements.

Implementation and Effectiveness Assessment

All employees have received training in Trifork's Code of Conduct, and when engaging with suppliers and partners, we demand adherence to Trifork's Business Partner Code of Conduct.

Trifork's participation in the Science Based Targets initiative (SBTi) for the period 2024-2030 are currently in the process of formulation and assessment. As we work towards establishing these targets, we are committed to enhancing the effectiveness of our sustainability measures.

In 2023, there were no reported incidents or violations related to environmental, social, employee, human rights, or corruption concerns. Additionally, the whistleblower mechanism didn't receive any substantial infringements or suspected grave violations during this period.

Detailed measures addressing environmental considerations can be found on the pages 11-15, social- and employee related issues can be found on the pages 22-30 including Trifork's matters for respecting human rights and combating corruption.

Risk Management

The Trifork Risk Management system is anchored in the Board of Directors via the Audit & Risk Committee. Sustainability is an integrated part of Trifork in all of our decisions, and due to the enhanced reporting frameworks, and the focus on data quality and transparency, the Audit & Risk Committee has taken lead from an overall management and strategy perspective.

Trifork's Key ESG Risks are outlined on page 8 in the report.

Performance Indicators

Trifork's key performance indicators are presented on page 9 in the report.

Management Statement

The Board of Directors and the Executive Management have today approved the ESG Report of Trifork Holding AG for 2023.

The ESG data and the KPIs reported have been prepared in accordance with the stated accounting principles in this report.
In our opinion, the ESG Report for 2023 gives a fair presentation of the ESG activities and results of Trifork Holding AG during the period 1 January to 31 December 2023.

Schindellegi, 28 February 2024

Julie Galbo	Chairperson
Olivier Jaquet	Vice-Chairperson
Maria Hjorth	Board member
Erik Jakobsen	Board member
Casey Rosenthal	Board member
Anne Templeman-Jones	Board member
Jørn Larsen	CEO
Kristian Wulf-Andersen	CFO
Morten Gram	CRO



Denmark

Aalborg
Aarhus
Copenhagen
Esbjerg

Switzerland

Schindellegi
Zürich

The Netherlands

Amsterdam
Eindhoven

Germany

Flensburg

Austria

Vienna

Spain

Barcelona
Palma

Hungary

Budapest

Portugal

Lisbon

Sweden

Stockholm

Poland

Krakow

United Kingdom

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Latvia

Riga

United States

Palo Alto
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Australia

Brisbane

Oman

Muscat

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