

# Trifork Diversity & Inclusion Policy

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## 1 Introduction and scope

1.1 This Diversity and Inclusion Policy (the "Policy") has been adopted by the board of directors (the "Board of Directors") of Trifork Holding AG, CHE-474.101.854 ("Trifork") in accordance with the Danish Recommendations on Corporate Governance (in Danish: *Anbefalinger for god selskabsledelse*) as well as the Swiss Code of Obligations (in German: *Bundesgesetz betreffend die Ergänzung des Schweizerischen Zivilgesetzbuches* (Fünfter Teil: Obligationenrecht)).

1.2 The purpose of this Policy is to:

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

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

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

## 2 Purpose

2.1 In every aspect people are at the heart of Trifork – both in terms of the end-users of the smart solutions that we develop and with respect to our employees who make it all possible.

2.2 Trifork has an international presence with offices in 12 countries around the world, and we value having a diverse workforce with a global mindset and a strong cultural understanding. It is important to Trifork to attract a diverse talent base with different perspectives as an inclusive and diverse culture can facilitate an environment where new ideas and creativity can flourish and support us in our strategic journey. Therefore, it is critical for Trifork to promote diversity and inclusion in the Group.

2.3 Trifork is strongly committed to the UN Global Compact and the sustainable development goals which ensures basic human rights for all and aims at reducing inequalities.

### 3 Diversity and Inclusion in the Company

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

### 4 Target for Under-represented Genders<sup>1</sup> in the Company's Board of Directors and the Executive Management

- 4.1 It is the ambition of the Company to have under-represented genders represented by at least 30% on the Board of Directors and by 20% in the Executive Management.
- 4.2 If the Company does not reach the thresholds pursuant to section 4.1, it will, as from the business year 2026 for the Board of Directors and as from the business year 2031 for the Executive Management (i) explain in its annual remuneration report the reasons why under-represented genders are not represented as intended and (ii) indicate the measures intended to promote the under-represented genders.

### 5 Reporting

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

### 6 Review and Amendment

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

### 7 Publication

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

*Approved and adopted by the Board of Directors of Trifork Holding AG on 12 December 2022.  
Replaces 2 December 2021 version.*

<sup>1</sup> For the purpose of this Policy an under-represented gender shall mean women and any non-binary gender.

**TRIFORK.**