

CSR POLICY

TRIFORK HOLDING AG

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(CHE-474.101.854)

1 INTRODUCTION AND PURPOSE

- 1.1 Trifork's vision is to change the world with software and provide smart solutions that improves life quality throughout the world. In all our business areas, Trifork seeks to contribute with actions which create simplicity and reduces unnecessary use of resources.
- 1.2 CSR 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.
- 1.3 The purpose of this CSR Policy (the **'Policy'**) is to describe Trifork's commitment to corporate social responsibility and how we will contribute positively to society and the environment.
- 1.4 Trifork's CSR efforts are primarily focused on the following areas:
 - Human and Labour Rights
 - Environment and Sustainability
 - Business Ethics

2 UN GLOBAL COMPACT

- 2.1 We have been a participant to the United Nations Global Compact since 2021 and the ten principles of the Global Compact serves as the foundation of our work with CSR. We also support the UN's Sustainable Development agenda by using the UN's Sustainable Development Goals as a reference point for our CSR approach.

3 DIVERSITY AND INCLUSION

- 3.1 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 a working 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.
- 3.2 Our approach to diversity and inclusion is further detailed in Trifork's Diversity and Inclusion Policy and is annually accounted for in our annual report and ESG report.

4 HUMAN RIGHTS

4.1 Trifork's position on human rights

- 4.1.1 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.
- 4.1.2 Trifork's commitment to human rights relates to any persons who can be adversely impacted by our activities or operations, including employees, customers, users of our software and persons who are part of our value chain.

4.2 **Trifork's approach to human rights**

4.2.1 In order to live up to our position on human rights, Trifork is committed to:

- Maintain processes to identify, prevent, and mitigate potential and actual adverse human rights impacts that we may cause or contribute to by our direct operations, or that we may be contributing or linked to via our business activities with third parties;
- Conduct ongoing human rights due diligence and sound risk management;
- Remedy any adverse human right impact that Trifork causes or contributes to;
- Maintain appropriate and efficient grievance mechanisms for all stakeholders to raise human rights concerns; and
- Engage with business partners and suppliers to encourage them to conduct their business in a way that respects internationally proclaimed human rights.

4.2.2 We wish to extend our human rights expectations not only towards our employees but also towards our suppliers and business partners. Therefore, our code of conduct applies to all employees, contractors working under the supervision and direction of the Trifork Group as well as the Code of Conduct outlines principles that business partners and suppliers are expected to adhere to.

4.2.3 Where we have identified that we have caused or contributed to adverse impact on any individual, we are committed to ensure remedy for affected persons. We will maintain grievance mechanisms accessible for all stakeholders and we urge all stakeholders to voice their human rights concerns. Trifork has a whistle blower form which ensures full anonymity and which can be used by any stakeholder to voice human rights concerns.

4.2.4 Trifork will continuously report on an account for our efforts to protect human rights in our ESG Report.

5 LABOUR RIGHTS AND WORKING ENVIRONMENT

5.1 Our employees are the most important resource at Trifork 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 labour rights and standards.

5.2 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 for any differences.

5.3 In order to ensure a healthy work environment, Trifork tracks sick days, employee satisfaction (ESI) and churn of our employees, 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 Trifork and we have a stress response using stress coaches who can assist our employees if need be.

5.4 Trifork is committed to respect and support internationally proclaimed labour rights and practises, 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.

5.5 In Trifork we have embedded and implemented the UN Global Compact Labour Principles (Principles 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; and
- Ensuring fair, respectful and dignified treatment of all employees.

6 ENVIRONMENT AND SUSTAINABILITY

- 6.1 In Trifork we acknowledge that we have a big responsibility for contributing positive to protect the planet by undertaking initiatives to promote greater environmental responsibility. In Trifork we are committed to not only reduce our own climate footprint within our own operations but also by developing software solutions promoting the green transition and reducing negative effects from climate changes.
- 6.2 As part of our ambition to reduce our climate footprint we are committed to reduce our CO₂ emission. To the largest extent possible we are using renewable energy for our power consumption and heating systems in our offices and data centers. Furthermore, we are developing and building our own office buildings which are focused on having the lowest possible CO₂ footprint under construction (e.g., by upcycling building materials) and to optimize resource consumption under operation by using new technologies and build smart software.
- 6.3 We monitor our emissions by using the Greenhouse Gas Protocol (GHG Protocol) developed by the World Resources Institute and the World Business Council for Sustainable Development and constantly strive to reduce our total greenhouse gas emissions.
- 6.4 Through Trifork Labs we lead the venture-financed research and development (R&D) activities of the Trifork Group and it is our ambition and big priority to invest in innovative technology and clean-tech start-ups which we can assist in developing further.
- 6.5 In Trifork we support all employees in working remote and thus minimizing transport to/from work and between offices. We also encourage our employees to make sustainable choices including with regard to transportation. To the largest extend possible we prioritize to renew our own fleet of cars with electrical cars. Trifork will undertake initiatives to incentivise employees to choose electrical cars as company cars instead of fossil fuel cars.
- 6.6 It is part of the Trifork DNA to push the industry to adopt the best technology option when solving a challenge. In Trifork we wish to extend this ambition to support the green transition by inviting thought leaders within the field of sustainability and green transition to speak at our GOTO platform in order to inspire others to push the green agenda with technology.

7 ANTI-CORRUPTION AND BRIBERY

- 7.1 Trifork does not tolerate any form of bribery or corruption, including e.g., facilitation payments and non-contractual kickback schemes.
- 7.2 Trifork maintains strict policies as well as a code of conduct ensuring that we always conduct our business with integrity. Consequently, Trifork does not give or accept gifts, hospitality or entertainment that could in any way impair or raise concerns about our integrity.

8 WHISTLEBLOWER PROTOCOL

Trifork has in place a whistleblower Form which can be used to report any breaches or misconduct in relation to the principles set-out in this CSR Policy. We ensure that the whistleblower form can be used by any stakeholder to voice concerns with full anonymity. For more information, please refer to our Whistleblower form and Trifork Group's Whistleblower Protocol which can be found here: <https://trifork.com/whistleblower/>

9 CSR REPORTING

- 9.1 This CSR policy has been prepared in accordance with the Danish Corporate Governance Recommendations (in Danish: *Anbefalingerne for god selskabsledelse*). Our efforts in the area of CSR and the integration into our daily operations will be accounted for annually in our annual report, our ESG report and our Corporate Governance Report.

10 REVIEW AND AMENDMENT

- 10.1 This CSR policy is reviewed on an annual basis by the board of directors of Trifork Holding AG.

11 PUBLICATION

- 11.1 This CSR policy will be published on our website.

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Approved and adopted by the board of directors of Trifork Holding AG on 9 February 2023.

Replaces 17 May 2021 version.