**Companies covered by Trifork Group ESG**

All subsidiary companies in Trifork Group are covered by Trifork's ESG reporting, initiatives and policies. All subsidiary companies can use the material, commitments and reports for relevant purposes such as bids, customer request and requirements.

**ESG regulations**

Trifork Group have implemented environmental, social, and governance reporting in the [Annual report 2024.pdf](https://docs.trifork.com/download/attachments/183014028/Annual%20report%202024.pdf?version=2&modificationDate=1746009582770&api=v2). The Sustainability Statements demonstrate how Trifork Group manages ESG impacts, risks, and opportunities.

This approach is aligned with the Corporate Sustainability Reporting Directive (CSRD) and guided by the principles of the UN Global Compact.

We continue to evaluate the legal landscape and the soft laws such as the future implementation of Corporate Sustainability Due Diligence Directive (CSDDD) coming in to force for Trifork in 2029.

[**Commitments and ESG ratings**](https://docs.trifork.com/display/BUREP/Commitments+and+ESG+ratings)

United Nations Global Compact

Trifork Group is a member of the United Nations Global Compact. Through our membership, we are committed to the ten principles of human rights, labor rights, environment, and anti-corruption.

Our commitment and annual Communication on Progress can be found here: <https://unglobalcompact.org/what-is-gc/participants/149302-Trifork-Group-AG>

Ecovadis

Trifork Group report yearly ESG data on Ecovadis. A business partner can apply for our data on the platform, then the ESG team will provide them access.

WorldFavor

Trifork Group report yearly ESG data on WorldFavor. A business partner can apply for our data on the platform, then the ESG team will provide them access.

CDP

Trifork's CDP score can be found here: <https://www.cdp.net/en/data/scores?cid=9205306762&adgpid=95799580520&itemid=&targid=kwd-1490162750764&mt=p&loc=1005010&ntwk=g&dev=c&dmod=&adp=&gad_source=1&gad_campaignid=9205306762&gbraid=0AAAAADjPEpIjzMgn1ICsvt13YYJj9xKar&gclid=Cj0KCQjwlMfABhCWARIsADGXdy_hIrLFdY1DKUyhzoeyCbrnbJoG9GocD7QMabqkF3bOxxcYcx0e8cMaAuAIEALw_wcB>

Trifork Group report yearly ESG data on CDP. A business partner can apply for our data on the platform, then the ESG team will provide them access.

SBTi

Trifork Group has committed to Science Based Targets initiative in 2023 and will send our climate reduction targets for approval latest in October 2025. Trifork Group has committed to set near-term GHG reduction targets in line with the Paris Agreement.

Trifork Group's commitment can be found here: <https://sciencebasedtargets.org/target-dashboard>

More information can be found on our website: <https://trifork.com/2024/01/trifork-holding-ag-commits-to-science-based-targets-initiative-2/>

Integrity Next

Trifork Group report yearly ESG data on Integrity Next. A business partner can apply for our data on the platform, then the ESG team will provide them access.

**Targets**

Trifork Group have the following ESG targets. They can be found in the [Annual report 2024.pdf](https://docs.trifork.com/download/attachments/186876056/Annual%20report%202024.pdf?version=2&modificationDate=1746009664588&api=v2) page 86.

**Environment**

We are evaluating our GHG targets, pending SBTi verification. As shared at our Capital Markets Day in May 2024, we expect:

- 70% reduction in Scope 1 and 2 emissions by 2030  
- 100% renewable electricity in own operations by 2030  
- 70% of Trifork’s suppliers have set science-based targets within two years from Trifork's SBTi target approval\*

**Social**

- Minimum 30% of underrepresented gender in our total workforce and among people leaders  
- Minimum 20% of underrepresented genders in our Executive Management   
- Minimum 40% of underrepresented gender in our Board of Directors

**Governance**

- 100% of suppliers are evaluated based on sustainability principles \*\*  
- Zero corruption and bribery incidents

\*By spend in "purchased goods and services" and "capital goods".

\*\*Sustainability principles still to be defined

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Policy** | **Description of key contents** | **Scope of policy** | **Accountable for implementation** | **Internationally recognized instruments** |
| Anti-Bribery, Anti-Corruption, and Sanctions Policy | - Promotes ethical conduct and legal compliance - Prohibits all forms of bribery, corruption, and violations of sanctions - Encourages transparency and the reporting of violations - Provides guidance for employees and partners on maintaining ethical standards - Ensures ongoing training and accountability | Group, suppliers, business relationships | Approved and adopted by the BoD | - OECD Anti-Bribery Convention, - UN Convention against Corruption - UK Bribery Act |
| Code of Conduct | - Commits to ethical business conduct and legal standards - Safeguarding against forced and child labor - Prohibits bribery and corruption - Encourages reporting of violations with clear compliance mechanisms - Guides employees and partners to maintain standards of business conduct | Group, suppliers, business relationships | Executive Management | UN Global Compact |
| Corporate Social Responsibility Policy | - Commits to responsible and sustainable business practices - Upholds human rights, labour rights, and business ethics across all operations - Reducing climate impact | Group | Approved and adopted by the BoD | - United Nations Guiding Principles on Business and Human Rights - UN Global Compact Labour Principles - OECD Guidelines for Multinational Enterprises, and the International Bill of Human Rights |
| Data Ethics Policy | - Commits to ethical data handling - Emphasizes integrity, transparency, and accountability - Assesses and mitigates data processing risks - Complies with data protection laws and regulations | Group | Approved by the BoD. Anchored with CISO and Executive Management. |  |
| Diversity, Equity, and Inclusion Policy | - Ensures equal opportunities for all employees - Builds an inclusive and diverse work culture - Commits to merit-based recruitment and advancement - Sets clear gender diversity targets for leadership roles - Recognises and respects individual identities and perspectives | Group | Approved and adopted by the BoD |  |
| Information Security Policy | - Defines a framework for security management at Trifork - Ensures confidentiality, integrity, and availability of critical information - Requires continuous risk assessments and security training - Establishes clear responsibilities across management and employees - Mandates reporting and response to security threats and breaches | Group | Top management is responsible for the suitability, adequacy and effectiveness of the Information Security Policy. IT Security Team coordinates relevant activities. | - General Data Protection Regulation (GDPR) - ISO 27001 |
| Remuneration Policy | - Aims to attract and retain talent - Board receives fees and additional compensation - Executive Management has fixed salary and incentives - Advisory Board compensation determined by the Board | Group | Approved and adopted by the BoD |  |
| Whistleblower Protocol | - Provides a confidential channel for reporting serious misconduct - Covers breaches of legislation, serious offenses, and violations of company policy - Ensures all reports are handled securely and confidentially - Ensures prompt and responsible handling of concerns | Group | Approved and adopted by the BoD | Whistleblower Act |

All policies and documents can be found on the investor site:

<https://investor.trifork.com/statutes/>