



2023 Sustainable development report

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Sustainable development meets the needs of the present without compromising the ability of future generations to meet their own needs.

This is the definition of sustainability in the context of the UN's Sustainable Development Goals (SDGs).

The definition comes from the Brundtland report that was published in 1987. This is also the definition we use at our company and in this report.

PREFACE



The protection of our society and environment is of fundamental importance to all of us. We believe that working with corporate environment and social responsibility is of increasing importance for everyone, and a precondition for a sustainable society where growth and success goes hand in hand with ethical and sustainable behavior.

At TRIMIT, we are therefore committed to implementing and continuously developing responsible and sustainable business practices to ensure that our behavior and activities have a positive impact on and for our employees, customers, partners, and society as a whole. We will act ethically, properly and prudently, considering the impact our actions as a company and individuals have on human, social, economic and environmental conditions.

The commitment to living by these principles not only makes good business sense, but also complements our fundamental business strategy and our values.



Carsten Hedemann
Group CEO
TRIMIT Group

RESPONSIBILITY FOR REPORT CONTENTS

It is no longer possible for anyone to avoid working with sustainable development. Whether you are large or small, you must make an effort to conserve resources, protect the climate, and ensure good conditions for all people. The challenge is to focus on what makes sense for the company, and where the company can have the greatest impact.

The UN's 17 SDGs chart the course we must all follow, and the 169 targets are concrete action areas where you can help the world reach these goals. They are also a list of new business opportunities that benefit both the top and bottom line. On a more serious note, they are a recipe for safeguarding the company against the rising uncertainty faced by most companies.

A sustainable development report is a good place to start. It contributes to an overview of what the company is already doing, and where it would make sense to focus its efforts going forward. The report contributes to a structured effort on sustainable development and enables the company to document its actions and targets.

This report is developed by TRIMIT Group (VAT no. 19398803) based on a template provided by Foreningen FN17 Business (VAT no. 41749062).

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INTRODUCTION



We believe that working with corporate environment and social responsibility is of increasing importance for everyone, and a condition for a sustainable society where growth and success goes hand in hand with ethical and sustainable behavior.

The SDGs and their underlying focus areas resonate very well with the way we want to run our company.

This is a big part of our motivation to publish this report, well ahead of the time where legislation on reporting comes into effect.

To do this work as thoroughly as possible we have decided to seek external consultancy, and this report is the result of a cooperative effort between FN17 Business and representatives from TRIMIT Group.

In the report, you can get an overview of our company, our products and business models, and how these relate to our work with sustainability and the SDGs.

We have selected 4 SDGs to focus on, and our ambitions and concrete focus points can be found in further into this report.

Our focus areas are:

- Good Health and Well-Being
- Gender Equality
- Decent Work and Economic Growth
- Responsible Consumption and Production

We consider ourselves far along in some areas of our focus areas, while we still have some way to go on others.

This report and our continued work with the SDGs in TRIMIT Group will ensure future progress and focused efforts.

1

Our company

PRODUCTS, CUSTOMERS, AND MARKETS

TRIMIT Group is an international software and consultancy company focused on business management solutions. The Group operates through own companies in Denmark, Germany, The Netherlands, Norway and Switzerland.

The TRIMIT solution is designed to help companies manage the complexities around products with multiple variants and configuration options, as well as generally streamlining their operations. The solution is positioned to be the preferred choice in e.g. fashion, apparel, furniture and interior companies as well as manufacturing companies.

Complementing the business management solution, we also deliver a full suite of e-commerce products, all fully integrated into the 'core' TRIMIT solution. All TRIMIT products are built on the latest Microsoft technology, are fully deployable in the cloud and the core solution is available as an app from Microsoft AppSource.

The companies using the TRIMIT solution all share the challenge of managing complex products. The customer base is made up of well-known companies such as Montana, Stenströms, Studio Anneloes, Vitra, Message, Stormberg, and more than 450 others.

Through the TRIMIT Partner Network, the solution also sold in 10 additional countries, where the marketing, sales, delivery, and support is outsourced to external companies.

LEADERSHIP PHILOSOPHY

At TRIMIT, we are very conscious of creating an attractive workplace for our employees, recognizing that the employees are our best parameter to differentiate ourselves from our skilled competitors. Therefore, we also has a conscious philosophy around management.

It is fundamental to our DNA that the human being is in focus. We don't measure our people – we talk to them about how they feel and how we want them to act. We evaluate our people, but do not measure them. Their behavior, team spirit and potential are equally important to their professional skills and results. Our focus is on the whole perspective. Therefore, it is not the progress and performance of the individual

employee or the individual department that is in focus, but how the company as a whole is performing. We are a team, we pull together, we act together, and we all contribute in our own way.

We recognize that people are individuals and have different needs, and this must be considered. At TRIMIT, we don't manage employees – we manage people, each of whom must be seen and understood. Leadership to us is most of all about personal presence.

Managers who work continuously with their own development rest more in themselves, become relaxed, de-stressed, more confident and happier, and this reflects on the employees.

One of the most important things our leaders must take to heart is that the imperfect is accepted. It's okay to feel weak, frustrated, challenged, and so on. You don't become a superhuman by wearing a leadership suit, and we don't believe in facades to be maintained – on the contrary, one of the characteristics of a good leader is that he or she is in balance, dares to talk about things and dares to be themselves.

We know it's easy to "talk the talk" – and this is especially true in management. "Walk the talk" on the other hand is a completely different entity, and that's rooted in our DNA. What we say is what we do, and what we do is what we say.

ABOUT TRIMIT GROUP

OVERVIEW + KEY FIGURES

Company name: TRIMIT Group A/S

Locations: Denmark, Norway, Germany, The Netherlands, Switzerland, reselling partners in 10+ countries

Business description: Software and consultancy company focused on business management solutions for specific industries.



KEY FIGURES



130+

Number of employees



10,000+

Users



450+

Customers



ABOUT TRIMIT GROUP

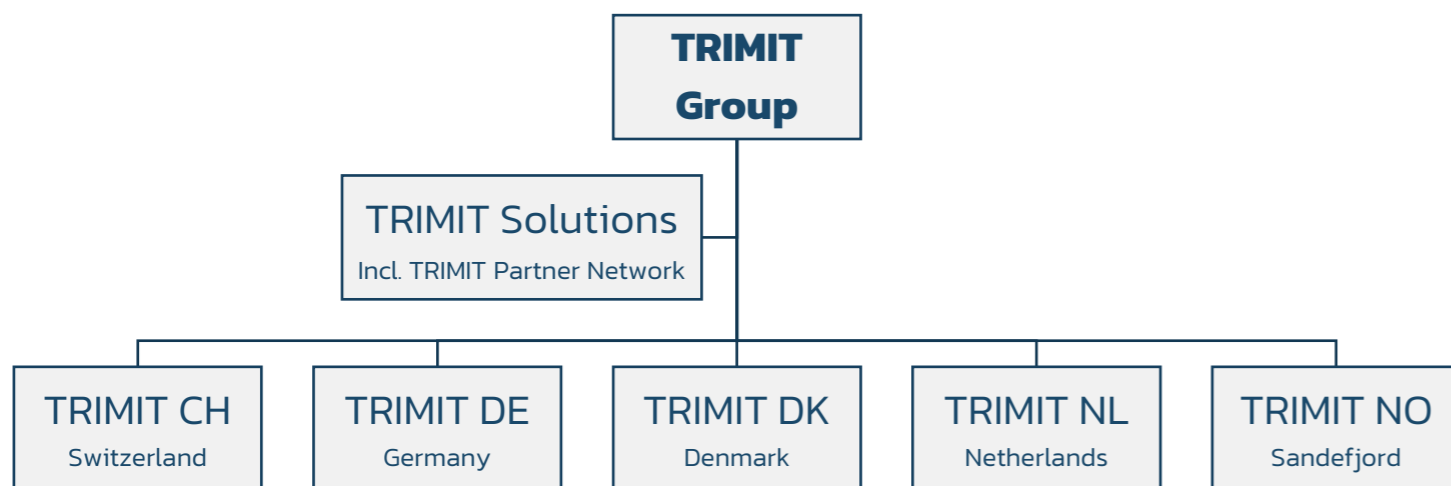
OWNERSHIP AND ORGANISATION

TRIMIT Group is a privately held company, founded in Denmark in 1990.

We operate in 5 countries under our own brand, and furthermore we sell our products through a network of partners in 10 countries.

TRIMIT Group is organized with centralized Group functions, a central solution development company and local companies responsible for selling, implementing and supporting customers in the local markets.

GROUP STRUCTURE



PRODUCTS AND BUSINESS MODEL

The TRIMIT solution suite includes:

TRIMIT (ERP): A complete business management solution (also known as ERP), developed specifically to manage and streamline the supply chain in companies with complex product structures.

TRIMIT e-commerce: A full range of e-commerce solutions, fully integrated into the TRIMIT 'core' solution, enabling online B2B and B2C sales, as well as Sales Agents and Suppliers to interact with the system.

The **TRIMIT business model** ensures customer success throughout the very complex process of selecting, implementing and using a new business management solution.

The basis of the TRIMIT product is Microsoft Dynamics 365 Business Central. Our standard features enrich the base product to fit the target industries for TRIMIT.

The sales of solutions like TRIMIT is a highly personal process to create a trusting relationship between customer and vendor. This continues even stronger in the implementation phase of the project, where also additional developments specific to the end customer can be made. Ongoing support and updates ensures the users a good experience when using the product after go-live.

The process is identical no matter if a customer deals with a company in the TRIMIT Group directly, or through a reselling partner.

Foundation

Value chain



Microsoft &
ISV partners

People

Development,
standard product
stack

Marketing, Sales
& Partner
Management

Implementation
services &
Consultancy

Development,
customer app

Support &
Updates

OUR STORIES:

A SUSTAINABLE WORKING ENVIRONMENT

At TRIMIT, we are very conscious of creating an attractive workplace for our employees. Our people are our best parameter to differentiate ourselves from our skilled competitors.

Creating a sustainable working environment that remains attractive to our people and even entices former employees to return is crucial for our long-term success.

Part of the recipe behind this is replacing financial measures with personal evaluations, an ongoing process that includes every single person in the company and ensures dialogue, alignment, satisfaction and results.

We prioritize things that helps us create a working environment we can be proud of:

- Employee well-being.
- Work/life balance.
- Equal terms for equal work.
- Opportunities for professional development.
- A culture of respect, open communication, and collaboration.

By investing in their workforce, companies can build a sustainable and desirable workplace that attracts and retains talented individuals.



**SUSTAINABLE WORKING
ENVIRONMENT**



FN17 BUSINESS: CONCEPTS AND FRAMEWORKS

THE SDGS AND THE THREE BOTTOM LINES

THE SDGs AND THE THREE BOTTOM LINES

When working with sustainable development, it is beneficial to base that work on the UN Sustainable Development Goals (SDGs) as they inspire a strong course for your development work.

The SDGs and the three bottom lines

The SDGs include 17 concrete goals and 169 targets that commit all UN member states to completely end poverty and hunger in the world, reduce inequality, ensure better education and healthcare for everyone, and more sustainable economic growth. In addition, they focus on promoting peace, security, and strong institutions, and on strengthening global partnerships.

The SDGs can be divided into three overall bottom lines: environment, social, and business. Sustainable development must address all three bottom lines and ensure that profit and growth are not generated at the expense of the environment and people. There are many new business opportunities in working to create a sustainable future for everyone, because it requires innovation and creative solutions. In addition, companies are required to act in a more sustainable manner, and for the long term.



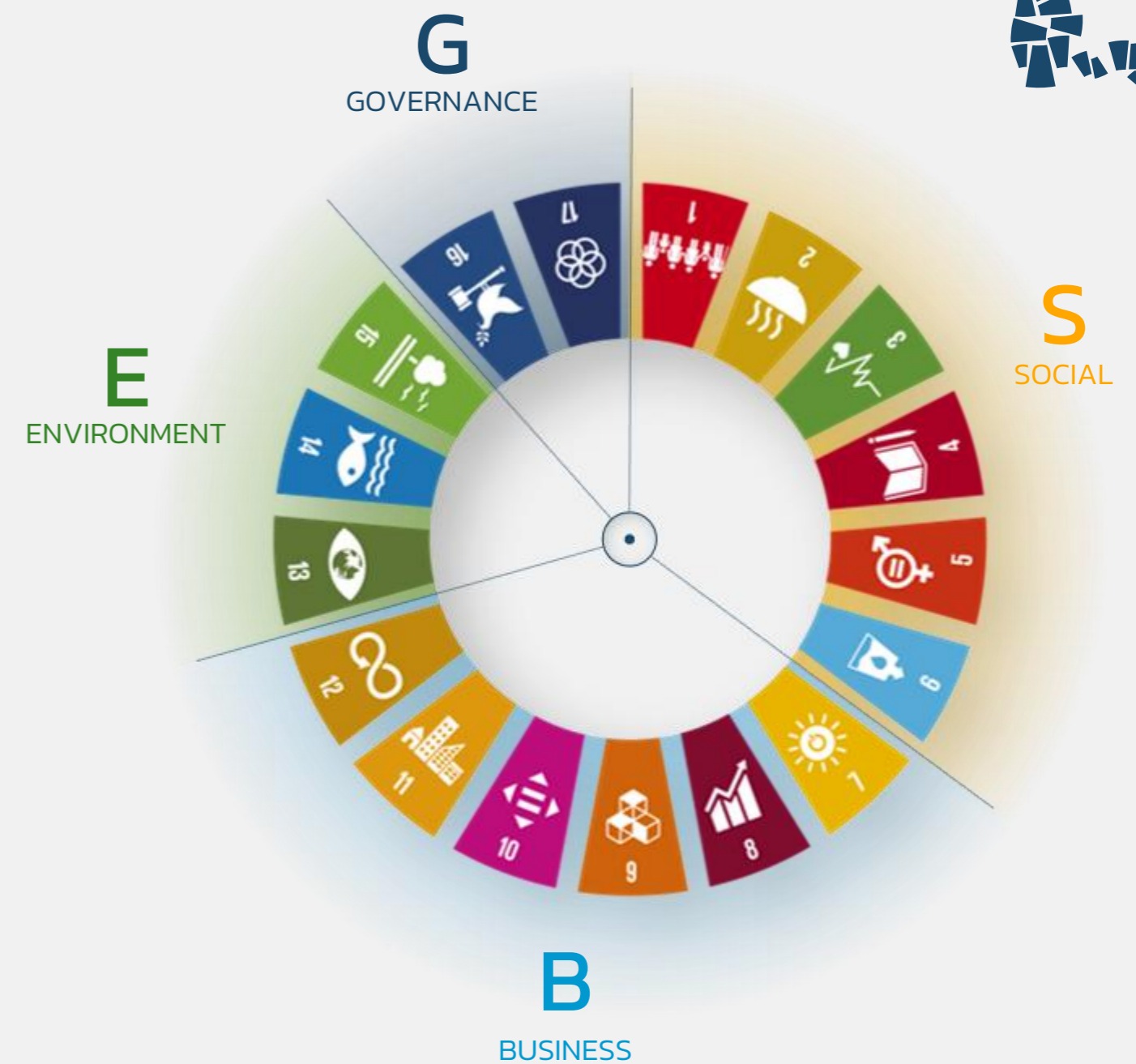
The Sustainable Development Goals are often simply referred to as SDGs.

ESG, CSR, AND SDGs

The concept of CSR – Corporate Social Responsibility – has become widely known. For years, large companies in particular have developed CSR reports with a particular focus on the social bottom line but with supplementary information on the company's environment and climate efforts.

However, CSR has been surpassed by a new concept: ESG – Environment, Social, Governance. The ESG concept is wider, specifically embracing environment, people, and society (social) while also adding the governance element. ESG has its origins in the world of finance where there was a need to measure and evaluate company efforts in these three areas in addition to the financial key figures that were typically measured.

Upcoming requirements and legislation will increasingly expand management responsibility to include working with sustainable development. This entails an increasing focus on leadership, follow-up, due diligence, and ongoing adaptation. The world expects responsibility from companies, including that companies to the widest possible extent exert full control of their value chains.



However, we wish to emphasize the business opportunities and retain the economic bottom line from the SDGs. We therefore end up with ESG-B, covering all three concepts.

Whether you are affected by reporting requirements directly or indirectly, for example through your customers, it is recommended to acquire data and documentation of the things you do; notably to see what works and what does not, and track your sustainable development.

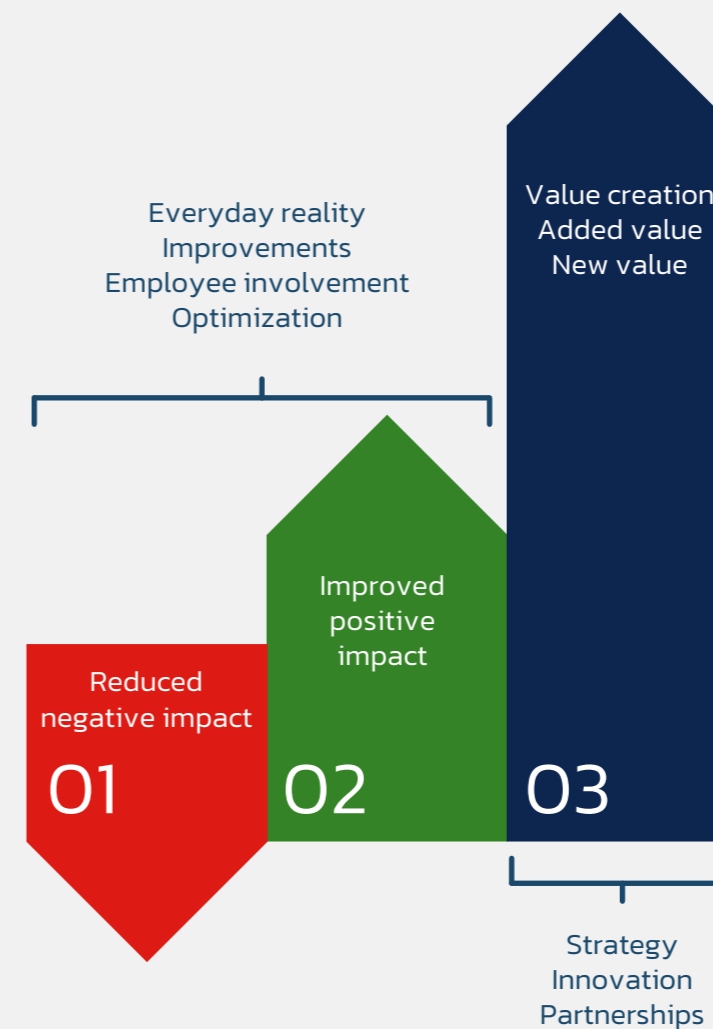
SDGs AS FRAMEWORK, ESG-B AS BODY

Focus

Sustainable development involves many choices, opt-outs, dilemmas, and contradictions. Focus, transparency, and honesty are crucial. You need to choose a starting point and focus on selected efforts. However, you need to justify and account for the things you choose AND those you do not. Your company should evaluate the 169 targets in terms of negative impact, positive impact, and strategic relevance. Optimization thus becomes a question of reducing negative impacts and improving positive ones. Transformation is reserved for areas where the company can be strategically innovative and ground-breaking, moving to a new place and a new level.

Development steps

The optimization and transformation thinking is also used on the maturity staircase. Sustainable development is a process, and in theory the journey never ends. It is important that the company knows its starting point and is concrete about going from reactive to pragmatic or from pragmatic to proactive. Everyone wants to climb the maturity staircase but at different speeds and with different levels of ambition. In sustainable development, another key point is that the further you climb the staircase, the greater the business potential! You evolve from doing what everybody else can do and complying with minimum requirements to a strategic focus for sustainable development and a competitive advantage that is difficult to imitate for your competitors.



2

Our sustainable development

OUR SUSTAINABLE DEVELOPMENT

VISION, AMBITION, AND GOAL

Why?

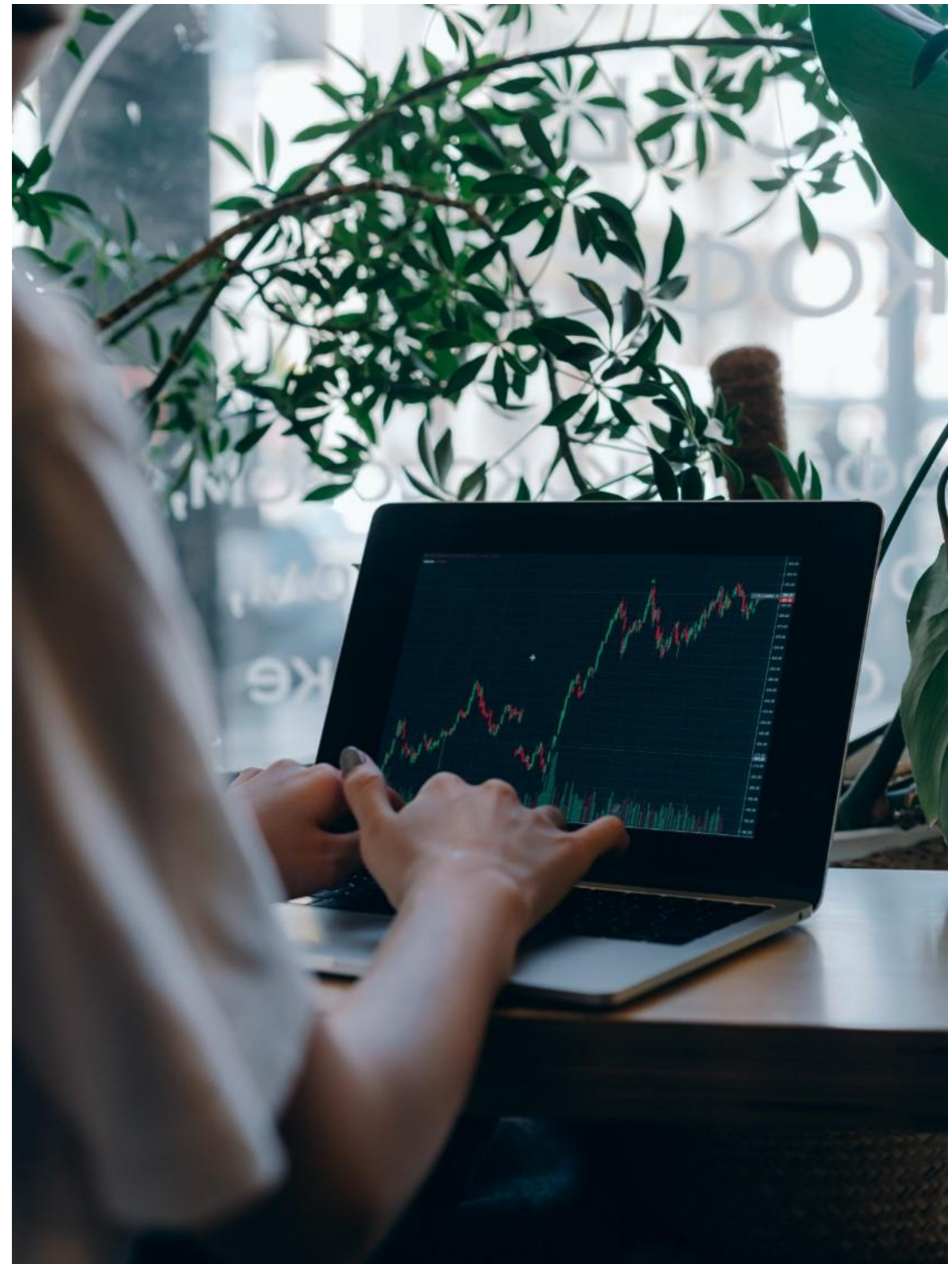
The protection of our society and environment is of fundamental importance for all of us. We believe that working with corporate environmental and social responsibility is of increasing importance for everyone.

How?

At TRIMIT, we are committed to implementing and continuously developing responsible and sustainable business practices to ensure that our behavior and activities have a positive impact on/for our employees, customers, partners, and society as a whole. We will act ethically, properly and prudently, considering the impact our actions as a company and individuals have on human, social, economic and environmental conditions.

What?

We have selected 4 SDGs to focus on. These are:



FN17 BUSINESS: THE MATURITY STAIRCASE

MATURITY

In TRIMIT Group, we consider ourselves most mature on the humanistic side of the SDGs.

On the SDGs from a more overall perspective, we recognize that we have more work to do, just as the alignment of e.g. benefits across the countries we operate is an area that needs continued attention. One of the pillars in our Group strategy is "Act As One", and as we work to implement this strategy, we will work to level out any differences between countries and locations, we operate in.

We address these tasks with respect and a high level of attention in the realization that we have an obligation to become even more mature over time.

The score given to the left, both 'Today' and 'We want to be here in a year' reflects where we are as a Group, and where we want to go as a Group.

Sustainable development is a process, and in theory the journey never ends. It is important that the company knows its starting point and is concrete about going from reactive to pragmatic or from pragmatic to proactive. Everyone wants to climb the maturity staircase but at different speeds and with different levels of ambition.

In sustainable development, a key point is that the further you climb the staircase, the greater the business potential! You evolve from doing what everybody else can do and complying with minimum requirements to a strategic focus for sustainable development and a competitive advantage that is difficult to imitate.



Combination of an FN17 model, a phase model from Dania's SME survey (based on Bob Willard's sustainability journey), and the DTI / REGLAB model

OUR WORK WITH THE SDGs

We have selected to work with 4 targets under the UN SDGs.

 <p>GOOD HEALTH AND WELL-BEING</p>	<p>OUR FOCUS AREAS</p> <ol style="list-style-type: none"> 1. Health 2. Well-Being 3. Donations 	<p>CURRENT STATE</p> <p>We offer health insurance and fitness memberships in some countries. Good working conditions, general well-being and lunch is available to all, but not aligned on content and quality across the Group. Donations are sporadic and not coordinated or aligned.</p>	<p>FUTURE STATE</p> <p>All employees will have access to similar benefits and working conditions, regardless of their location. Donations and the mindset behind them will become an essential part of the company culture and will continue to grow.</p>
 <p>GENDER EQUALITY</p>	<p>OUR FOCUS AREAS</p> <ol style="list-style-type: none"> 1. Diversity 2. Equal Conditions 	<p>CURRENT STATE</p> <p>We are pleased to see more and more women applying for jobs in our company. We offer equal terms to all. We have both women and men in top management and middle-management, and our team consists of multiple cultures and ethnic backgrounds.</p>	<p>FUTURE STATE</p> <p>We will continue to work towards a more gender equal and diverse team, including in the top and middle management teams. We will have a policy for diversity to guide this and ensure equal terms for all, and we will make sure this is aligned across TRIMIT Group.</p>
 <p>DECENT WORK AND ECONOMIC GROWTH</p>	<p>OUR FOCUS AREAS</p> <ol style="list-style-type: none"> 1. Mutual Respect 2. Education and Personal Development 3. Future-Proofing 	<p>CURRENT STATE</p> <p>We are known for our inclusive culture where all feel welcome and treated with respect. The seniority of our team is in a class of its own, and we are able to train new people and retain them in our company. Our team participates in relevant events to grow professionally.</p>	<p>FUTURE STATE</p> <p>We will continue to be inclusive and a place where training, feedback, respect and great management paves the way for a long-term career path in our company. We will explore ways to future-proof how we work and identify areas where we can work smarter.</p>
 <p>RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>OUR FOCUS AREAS</p> <ol style="list-style-type: none"> 1. Partnerships 2. Behavior 3. Responsible Production 	<p>CURRENT STATE</p> <p>We have taken the first steps in some of our locations – including using recycled paper, green electricity and waste sorting. We have started taking a more sustainable approach to employee gifts. Our product has been enriched with features to allow our customers to capture sustainability numbers and is hosted in large datacenters.</p>	<p>FUTURE STATE</p> <p>We will continue to push customers towards the cloud. Internally, we will implement sustainability measures across our locations, and we will explore ways to travel responsibly and expand our ongoing efforts to work with customers to help them improve their ESG numbers.</p>


OUR WORK WITH THE SDGs

SDG no. 3 is Good Health and Well-Being – below is an overview of our current state and the points and keywords we work with related to this SDG.

 <p>GOOD HEALTH AND WELL-BEING</p>	<p>OUR FOCUS AREAS</p> <ol style="list-style-type: none"> 1. Health 2. Well-Being 3. Donations 	<p>CURRENT STATE</p> <p>We offer health insurance and fitness memberships in some countries. Good working conditions, general well-being and lunch is available to all, but not aligned on content and quality across the Group. Donations are sporadic and not coordinated or aligned.</p>	<p>FUTURE STATE</p> <p>All employees will have access to similar benefits and working conditions, regardless of their location. Donations and the mindset behind them will become an essential part of the company culture and will continue to grow.</p>
<p>GROUP GOAL KEYWORDS</p>	<ol style="list-style-type: none"> 1. Health insurance for all 2. Fitness available to all 3. Good working conditions 4. Well-being and work and a fair work/life balance 5. Good and healthy food schemes 6. Donations 		

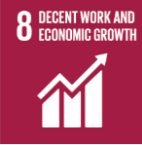
OUR WORK WITH THE SDGs

SDG no. 5 is Gender Equality – below is an overview of our current state and the points and keywords we work with related to this SDG.

 <p>GENDER EQUALITY</p>	<p>OUR FOCUS AREAS</p> <ol style="list-style-type: none"> 1. Diversity 2. Equal Conditions 	<p>CURRENT STATE</p> <p>We are pleased to see more and more women applying for jobs in our company. We offer equal terms to all. We have both women and men in top management and middle-management, and our team consists of multiple cultures and ethnic backgrounds.</p>	<p>FUTURE STATE</p> <p>We will continue to work towards a more gender equal and diverse team, including in the top and middle management teams. We will have a policy for diversity to guide this and ensure equal terms for all, and we will make sure this is aligned across TRIMIT Group.</p>
<p>GROUP GOAL KEYWORDS</p>	<ol style="list-style-type: none"> 1. More female job applicants to even out current balance 2. Diversity in management 3. Equal pay for equal work 4. Equal terms 5. Policy for diversity 		


OUR WORK WITH THE SDGs

SDG no. 8 is Decent Work and Economic Growth – below is an overview of our current state and the points and keywords we work with related to this SDG.

 <p>DECENT WORK AND ECONOMIC GROWTH</p>	<p>OUR FOCUS AREAS</p> <ol style="list-style-type: none"> 1. Mutual Respect 2. Education and Personal Development 3. Future-Proofing 	<p>CURRENT STATE</p> <p>We are known for our inclusive culture where all feel welcome and treated with respect. The seniority of our team is in a class of its own, and we are able to train new people and retain them in our company. Our team participates in relevant events to grow professionally.</p>	<p>FUTURE STATE</p> <p>We will continue to be inclusive and a place where training, feedback, respect and great management paves the way for a long-term career path in our company. We will explore ways to future-proof how we work and identify areas where we can work smarter.</p>
<p>GROUP GOAL KEYWORDS</p>	<ol style="list-style-type: none"> 1. Inclusiveness 2. Mutual respect 3. Education of young people 4. Long-term perspectives in employment 5. Using technological developments (AI, virtual meetings etc.) 6. Future proofing employees with relevant education 7. Relevant leadership trainings 8. Successful participation in Microsoft Talent Pilot 		

OUR WORK WITH THE SDGs

SDG no. 12 is Responsible Consumption and Production – below is an overview of our current state and the points and keywords we work with related to this SDG.

 RESPONSIBLE CONSUMPTION AND PRODUCTION	OUR FOCUS AREAS	CURRENT STATE	FUTURE STATE
GROUP GOAL KEYWORDS	<ol style="list-style-type: none"> 1. Partnerships 2. Behavior 3. Responsible Production <p>We have taken the first steps in some of our locations – including using recycled paper, green electricity and waste sorting. We have started taking a more sustainable approach to employee gifts. Our product has been enriched with features to allow our customers to capture sustainability numbers and is hosted in large datacenters.</p> <p>We will continue to push customers towards the cloud. Internally, we will implement sustainability measures across our locations, and we will explore ways to travel responsibly and expand our ongoing efforts to work with customers to help them improve their ESG numbers.</p>		

BASIC SUSTAINABILITY PRINCIPLES:

CIRCULAR ECONOMY

Today, we use 1.7 times the resources* that our planet can regenerate annually. The consequences of this are enormous, and we must protect our resources better and optimise our use of them. A key aspect of this is to evolve from linear to circular thinking. It makes good sense, it is a financial advantage, it is good for the planet, and circular thinking is a source of innovation.

Three basic principles of circular economy



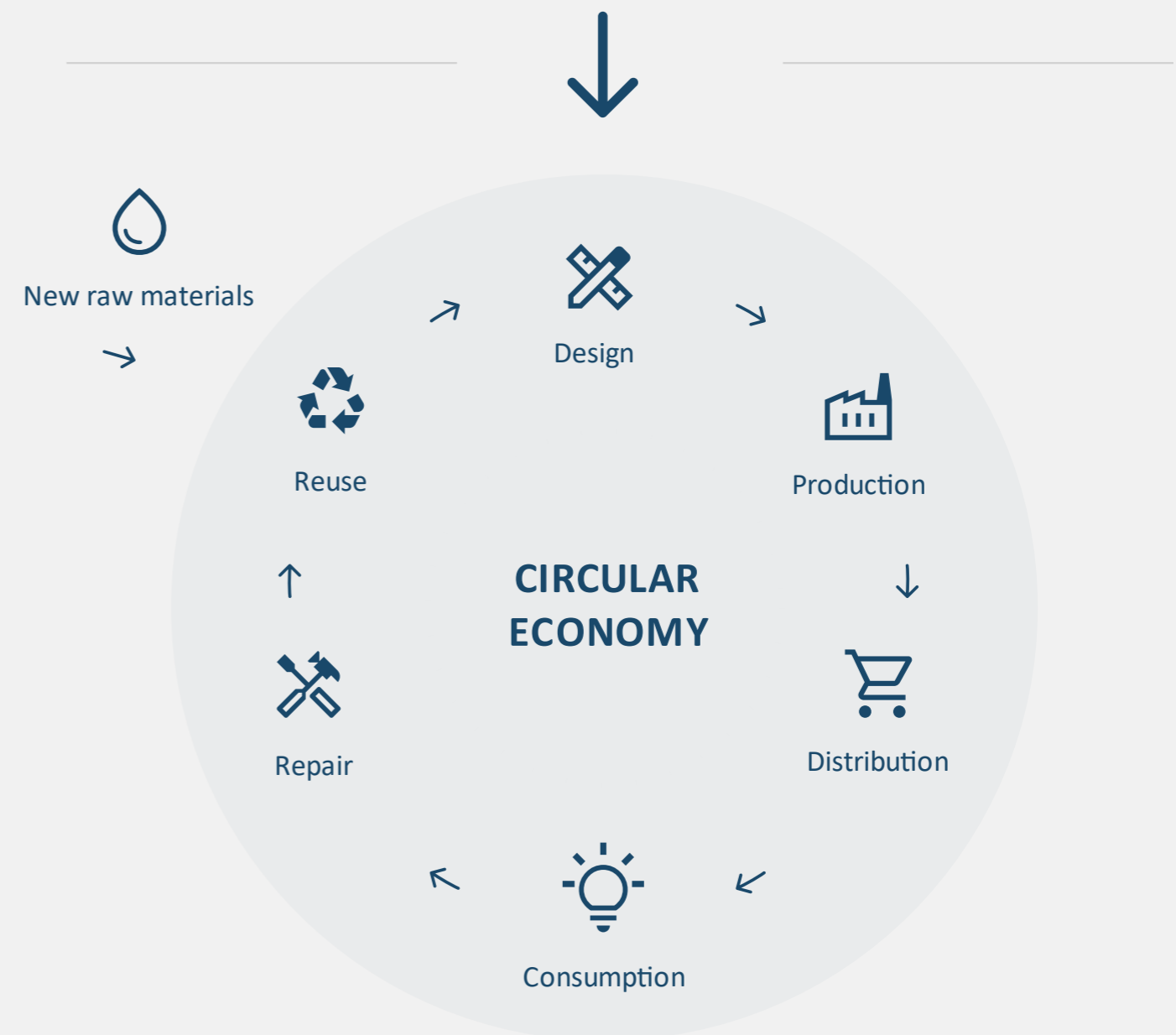
Circular business models

There are several ways of working with circularity. You can work towards implementing the circular principles in your own production and your suppliers, thereby using as few new resources as possible and reusing materials.

However, circular economy can also be implemented in the business model of many companies. You can extend the lifetime of your products and ensure that they can be repaired or upgraded. You can offer your product as a service for lease, rent, or loan, allowing more people to share the same resource.

*Source: <https://www.overshootday.org/>

LINEAR ECONOMY



OUR SUSTAINABLE DEVELOPMENT

BASIC SUSTAINABILITY PRINCIPLES:

CIRCULAR PRINCIPLES AT TRIMIT GROUP

We have carefully considered the importance of working with circular principles and their impact on the environment, and we recognize the importance of this area.

At this point in time our conclusion is that a concentrated effort on this will only have very limited impact due to the nature of our business, and that our investments are better spent in other areas of the work with the SDGs. This is primarily because we do not manufacture and generally handle physical products in our business operation.

We will continue to monitor our options for working with circular principles, and implement initiatives as we see them, e.g. on own purchases.



BASIC SUSTAINABILITY PRINCIPLES:
PARTNERSHIPS

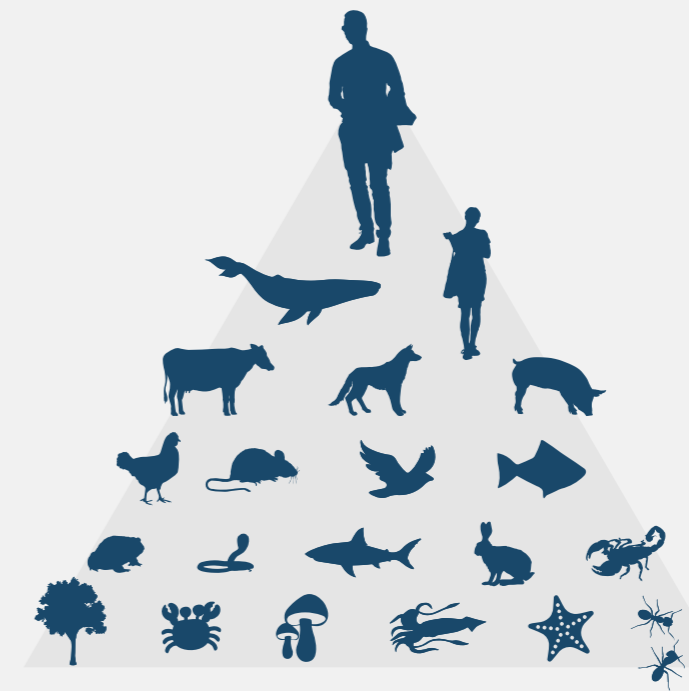
We are all part of something bigger and depend on others around us. This is particularly true of sustainability – you cannot be sustainable on your own.

You need to look beyond yourself and see who you depend on in your value chain. You need to partner with others, be innovative together, and find solutions that point the way towards new places.

We need the courage to cooperate and share knowledge and experiences. The courage to cooperate on customers and invent new products, and to work with suppliers on finding or developing new raw materials.

Partnerships for action is a key element of the SDGs.

EGO



ECO



OUR SUSTAINABLE DEVELOPMENT

BASIC SUSTAINABILITY PRINCIPLES:

PARTNERSHIPS AT TRIMIT GROUP

Our long-standing partnership with **Microsoft** indirectly puts us in a leading position when it comes to sustainable computing and protection of the environment. Microsoft itself make significant investments in sustainability and will be carbon negative by 2030 ¹, and their datacenters will be 70% powered by renewable energy in 2023 and fully powered by renewal energy by 2025 ². This resonates very well with our aim to have our customer licenses fully run by Microsoft datacenters.

TRIMIT Group is an official partner of the **FN17** organization. FN17 works to motivate, inspire and help companies run more sustainable businesses and document this. This report is an example of this. Our partnership with FN17 is a testament to our commitment to take concrete steps ahead of legal requirements, and to be recognized both as a brand and for our work with the SDGs.



¹ <https://blogs.microsoft.com/blog/2020/01/16/microsoft-will-be-carbon-negative-by-2030/>

² <https://news.microsoft.com/europe/features/as-the-world-goes-digital-datacenters-that-make-the-cloud-work-look-to-renewable-energy-sources/>

OUR STORIES: SUSTAINABLE COMPUTING

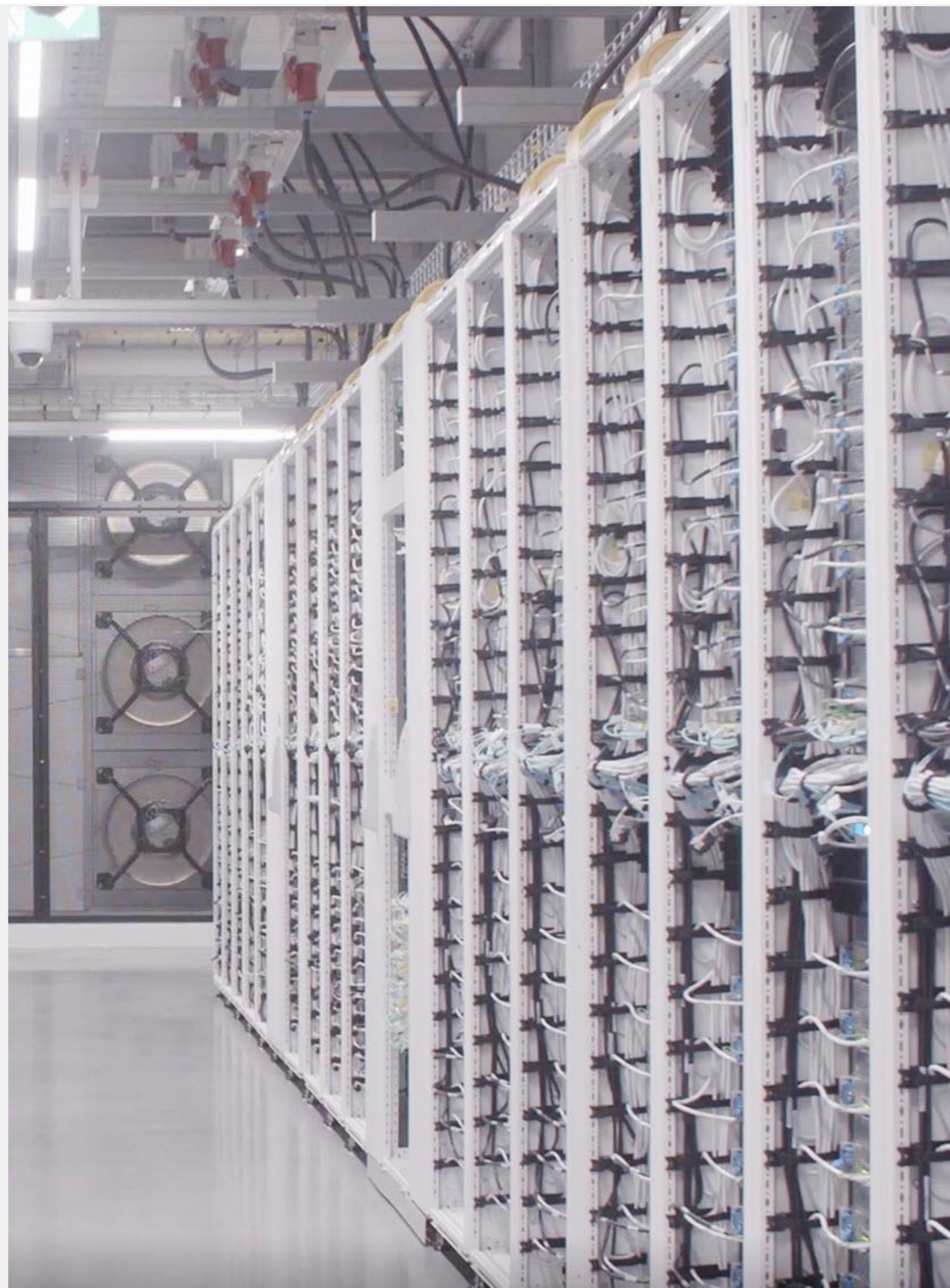
A cornerstone in the TRIMIT strategy is the utilization of cloud computing. Our customers pick up on this strategy, and more than 90% of new customers choose to run their TRIMIT solution in a Microsoft datacenter.

There are numerous environmental benefits to this strategy.

Traditional on-premises servers often operate at low levels of utilization, leading to wastage of energy resources. Cloud computing enables server consolidation, where multiple TRIMIT customers share infrastructure, maximizing efficiency, and minimizing energy consumption. Large datacenters can take advantage of economies of scale, employing advanced cooling and power management systems, further reducing energy usage.

Additionally, running TRIMIT in a datacenter reduces the need for physical hardware leading to less electronic waste, as fewer devices are required to meet the computing demands of the TRIMIT customer base. Cloud providers like Microsoft are focused on optimizing server utilization, resulting in better resource management and reduced material consumption.

Microsoft datacenters will be 100% powered by renewable energy sources by 2025.



ORGANISATION AND IMPLEMENTATION

Our work the SDGs is anchored with the board and the management team of TRIMIT Group, and the progress of this work is closely related to the maturity of the entire organization when it comes to understanding and embracing the Group strategy around this.

This report is made by selected members of the TRIMIT management team in cooperation with FN17 Business.

After being finally approved by the TRIMIT Board of Directors, the implementation has formally begun and includes initiatives for both internal awareness for our employees, and external awareness for customers and business partners.

For questions related to our efforts around the SDGs, our ESG-B initiatives, or this report, please contact us at hello@trimit.com.



Finn Kjærgaard
Chairman
TRIMIT Group



Carsten Hedemann
Group CEO
TRIMIT Group

OUR STORIES:

FACILITATING CHANGE

TRIMIT has 450+ customers, primarily in the fashion, apparel, furniture and interior industries.

Traditionally, these industries have relied heavily on the extraction of natural resources like water, energy, and raw materials like wood, cotton, leather, and synthetic fibers, contributing to water scarcity, deforestation, and habitat destruction. They are also known for their carbon-intensive supply chains.

A few countries already implement direct measures in this area, and while we wait for broader local and international legislation to be introduced in this area, the TRIMIT customers are very aware of the challenges, and there is a big movement across these industries towards more sustainable practices.

This translates right back to our responsibility as a supplier to our customers. We have the chance and the obligation to facilitate the transformation of our customer's businesses, and we do this by working with our customers and constantly upgrading our product features to facilitate the foundation for good decisions about sustainability.





**Not everything that counts can be counted,
and not everything that can be counted counts**

Albert Einstein



3

Our ESG-B key figures

OVERVIEW OF OUR ESG-B FIGURES

E

The environmental impact of our business is limited due to its nature of being consultancy driven. We estimate the biggest impact is in travel by car and plane. We are looking into ways to reduce this and have it as part of our work with the SDGs.

In parallel, we are looking into how we can support the ESG journey of our customers through R&D, leading to new and improved sustainability features in the TRIMIT products.

S

We consider ourselves very mature on the humanistic side of the SDGs. We also recognize that we have more work to do, e.g. on employee benefits across the countries we operate.

One of the pillars in our Group strategy is "Act As One", and as we work to implement this strategy, we will work to level out any differences between countries and locations, we operate in.

G

Our work the SDGs is anchored with the management team of TRIMIT Group.

This report has been made by selected members of the TRIMIT management team in cooperation with FN17 Business.

After being finally approved by the TRIMIT Board of Directors, the implementation work will include initiatives for both internal awareness for our employees, and external awareness for customers and business partners.

B

The commitment to living by the principles outlined in this report not only makes good business sense, but also complements our fundamental business strategy and our values.

We have the chance and the obligation to help facilitate transformation and we take this very seriously.

Our work focuses not only on business initiatives, but also on things like donations, responsible gifts, sponsorships etc.

3. OUR ESG-B KEY FIGURES

ENVIRONMENT



ENVIRONMENTAL MEASUREMENT

STATUS

Energy consumption, tonnes Co ² (total)	25.9
Renewable energy (share)	55%
Water consumption (m ³)	446
CO ₂ scope 1+2, tonnes Co ² (total)	17.5
CO ₂ scope 3, tonnes Co ² (total)	176.5
CO ₂ emissions, tonnes (total)	194
Waste, tonnes (total)	2.4

ENVIRONMENTAL GOVERNANCE REPORTING

STATUS

Do you have an environmental policy?	No
Do you have a policy for waste, water, energy, and/or recycling?	No
Do you have a policy for reducing climate impacts?	No
Do you have a sourcing policy considering environmental issues and climate impact?	No

The ESG-B figures reported by TRIMIT are a mix of 100% factual numbers, calculated averages and reflects the internal reporting available across the countries and locations of TRIMIT Group. We use www.klimakompasset.dk to calculate our figures.

3. OUR ESG-B KEY FIGURES

SOCIAL



SOCIAL MEASUREMENT

STATUS

Number of employees (full time)	130 persons
Sick leave	5,6 %
Health insurance and fitness	3 / 7 companies
Workplace accidents	0
Employee turnover	7%
Gender diversity in organisation, female / male	30 % / 70 %
Gender diversity in other management, female / male	14 % / 86 %
Gender diversity in top management, female / male	20 % / 80 %

SOCIAL GOVERNANCE REPORTING

STATUS

Management is formally rewarded for sustainability performance	No
Do you have a policy for ensuring human rights compliance?	Yes
Do you have a policy for preventing gender violations and discrimination?	Yes
Do you have a health and safety policy?	No
Do you have a due diligence process for human rights issues?	Yes
Do you have a staff policy?	Yes
Do you have an externally managed whistleblower procedure?	Yes

3. OUR ESG-B KEY FIGURES

GOVERNANCE



GOVERNANCE MEASUREMENT

	STATUS
Members of the board	4 persons
Gender diversity on the board, female / male	0 % / 100 %
Presence at board meetings (attendance)	➤ 75%
External board members	25 %

GENERAL GOVERNANCE REPORTING

	STATUS
Do you have a Code of Conduct?	Yes
Do you prepare and publish a sustainability report?	Yes
Does sustainability data form part of your reporting to authorities?	No
Do you focus on specific SDGs?	Yes
Do you set targets and report progress as regards the SDGs?	Yes
Do you have a policy for ethical behaviour and anti-corruption?	Yes
Do you have a cyber security policy?	In process
Have you taken steps/action to comply with GDPR rules?	Yes
Do you have a due diligence process for ethical behaviour?	No

3. OUR ESG-B KEY FIGURES

BUSINESS

B

KEY AREAS FOR INNOVATION AND DEVELOPMENT



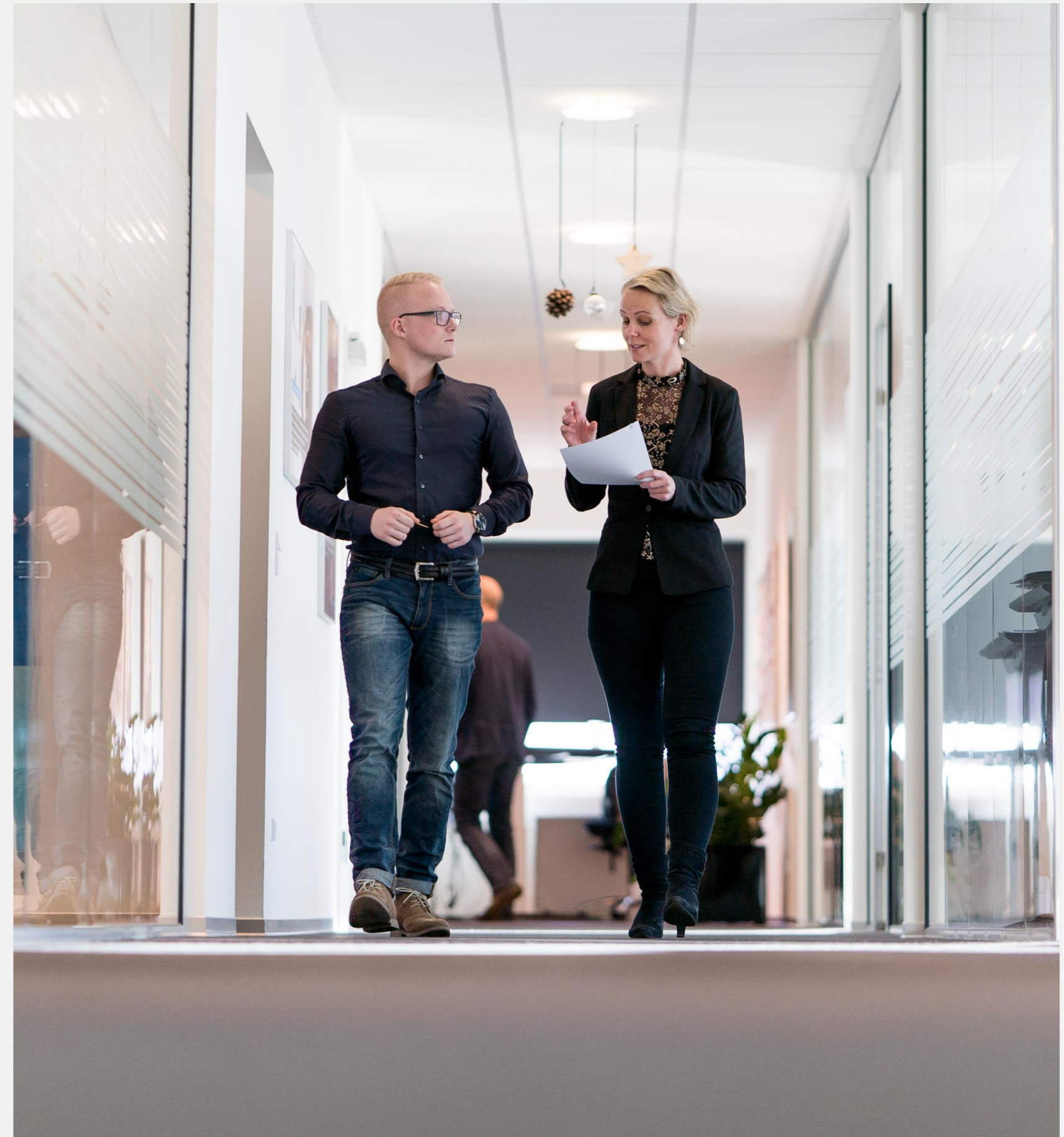
OUR STORIES:

TRAINEE PROGRAM

It is very important for TRIMIT Group to act socially responsibly. Our desire to act ethically, properly and prudently is deeply rooted in our DNA, and we believe an important part of this is offering developing and long-term career paths for new people looking for a career in software development and consultancy.

Our trainee program offers opportunities for skill development, structured training and mentorship. We equip trainees with the necessary knowledge and expertise to thrive in their chosen field. One such example is our participation in the Microsoft Talent Pilot project, another example is the members of our team who joined the company through the trainee program and still work with us years after completing it.

By focusing on skill-building and personal development, we contribute to the broader goal of fostering a more equitable society, empowering individuals to secure sustainable livelihoods and contribute to their communities.



4

Our certifications

OUR CERTIFICATIONS AND LABELS

OUR CERTIFICATIONS

TRIMIT Group is widely recognized as a leader within our field of developing and delivering industry-specific business management solutions. Both our people and our product is certified by Microsoft recognizing our ability, technical expertise and consistent, high product quality.

CERTIFICATIONS



TRIMIT Group is a certified Microsoft Solutions Partner



The TRIMIT solution is certified for Microsoft AppSource



TRIMIT is compliant with the NIS-2 regulations from The European Union

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Dear TRIMIT

Congratulations! Your organization has attained a Solutions Partner designation in the Microsoft Cloud Partner Program. Your organization is one of the first Microsoft partners to attain this designation and I'm excited to celebrate this achievement with you.

I believe in empowering people and driving growth. What that means for you is that we want to empower your organization with the capabilities, resources, and industry depth to best serve customers. And we will invest in your profitability and growth. This is what partnership means to me. So, thank you for your commitment and for the investment you're making in our partnership and in delivering customer success.

The Solutions Partner designation demonstrates your organization's technical capabilities, experience, and ability to deliver successful customer outcomes aligned to the Microsoft Cloud and helps you differentiate your organization with customers.

Your organization TRIMIT Development A/S has attained:

- Solutions Partner for Business Applications

Best Regards,

Nicole Dezen
Chief Partner Officer and Corporate Vice President, Global Partner Solutions

Microsoft Corporation

This information is current as of July 13, 2023.

Microsoft Corporation

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Our perspectives

OUR PERSPECTIVES

OUR PERSPECTIVES

The creation and publishing of this report is the result of a dedicated effort to lift ESG into our organization in a more organized and committed way than we have done up to this point. It is the beginning of an exciting and very important journey for TRIMIT Group.

The journey begins at board-level where the commitment to the efforts described in this report will be made. After this, the work to make ESG part of our everyday begins with an internal rollout followed by the external rollout to customers and business partners.

The report will become publicly available, further strengthening our commitment to live up to our ambitions in this area.

One of two main themes in the TRIMIT Group strategy is 'Act As One' and speaks to the alignment of activities across the companies in TRIMIT Group.

The initiatives described in this report will cover all companies, and the perspectives in this is group-wide awareness and action on our ESG initiatives.

