Taking Action on Sustainability

2022 IMPACT REPORT

Qlik

Building a sustainable world is the responsibility of every business and person everywhere.

At Qlik, we are proud to continue to deliver on the promise of powering organizations working on the front lines of humanitarian and natural disaster relief, global health security, climate initiatives, and advancing goals of diversity, equity and inclusion. This year has been challenging, but through it all, we have seen examples of the best in people, science, business and government.

Here are a few of our 2022 highlights:

Earned the trust of our stakeholders, partners and customers by transparently disclosing and enhancing our policies and ESG metrics 2022

Qlik sets path to **Net Zero CO$_2$ emissions by 2025**

Qlik expands DE&I initiatives to include

>50% OF GLOBAL WORKFORCE

LEARN MORE HERE.

>2,500
Global Employees

>38K
Customers
Worldwide

**Qlik donates
award-winning
Qlik Cloud platform**
to support nonprofit
missions worldwide

LEARN MORE HERE.

50
Offices
Globally

**Qlik.org sponsors
Qlik-Athlon involving**

>400
employees

$50K
raised for

200
global causes

>1,500
Partners Worldwide

>500
charities supported
by Qlik globally

Qlik® is powering the way to **Sustainability**

By providing real-time analysis, our platform accelerates understanding, decision-making and action with certainty. Together with our customers and partners, we endeavor to drive positive, sustainable change throughout the world by leveraging our people, products and culture.

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Letter from Qlik CEO
Mike Capone

2022 was certainly a year of disruption and evolution. The world is moving into a time where we are navigating constant and unexpected change. And although that change can bring uncertainty, it can also mean new opportunities and growth.

The cycle of change and opportunity is one we are very familiar with at Qlik. We are celebrating our 30-year anniversary in 2023, and over that time we have seen incredible market shifts - from the initial rise of the internet, through the mobile age and cloud computing, to now a world of AI and beyond. And throughout all these major shifts, there was one constant – our team of associates – driving our mission forward.

Qlik, as a company and a group of individuals, has always shown incredible resilience through these changes, and consistently emerges stronger and better positioned to deliver for our customers. It is because no matter what comes our way, our team remains laser focused in our commitment to helping customers and partners drive more value from their data. We are a data company, but it is the people behind our customer service that has defined our first 30 years and is what will carry us forward for decades to come.

When I speak to other leaders, they all talk about the need for certainty. They are highly focused on having the right infrastructure and strategies in place to manage unexpected events, while still running and growing their business. They are looking to enable their teams with solutions that help them work smarter and see around corners. And ultimately, that all comes back to data and analytics.

The organizations that did well in 2022 were data first. They looked deep into their data and acted upon it, changing the way they did business to adapt to a new reality. This happened in every industry, from healthcare and large manufacturers to financial institutions and NGOs. Those that embraced data as the antidote to uncertainty came out ahead.

This year we continued our long-standing commitment to supporting leading organizations across the spectrum in **creating a more equitable and sustainable world.**
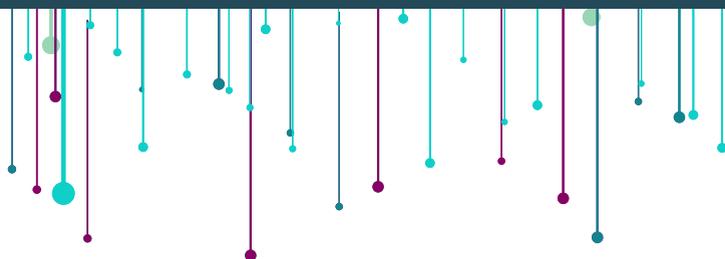
Because when you are data first - collecting, organizing and activating trusted data - you get the insights that lead to the right actions at the right time. Working with data this way is only going to grow in importance, as we integrate automations, Generative AI, quantum computing and whatever else the future holds into our businesses and lives.

Throughout our customer and partner ecosystem we see organizations building strategies and businesses on Qlik because we have the tools and the team to help them truly become data first. With our unique, best-in-class platform built for the modern enterprise, organizations can connect all their data, transform it into trusted, business-ready information, and then act confidently in real-time. And with the support of our world-class staff, our customers are getting tailored support that best meets their precise needs.

This year we continued our long-standing commitment to supporting leading organizations across the spectrum in creating a more equitable and sustainable world. While we

expanded our work with leaders like the United Nations and C40 Cities, we also saw growing use of Qlik by our enterprise customers in their efforts to become more sustainable in internal operations and external business efforts.

For 30 years the people that make up Qlik have persevered and worked tirelessly to get us where we are today. I am thankful and humbled by the passion, dedication, and enthusiasm they continuously show for our customers and partners. Despite whatever is happening in the world around us, it is the opportunity to work with this group that keeps me optimistic. Data and analytics have never been more important, and Qlik has the industry's best team, set of solutions and approach to delivering what customers and partners need to succeed." Q

Letter from Qlik VP and Qlik.org Executive Director

Julie Kae

At Qlik, we believe data is central to any successful effort – from running small businesses to entire countries, accurate data and quality analysis provide the insight necessary for informed decision making.

Supported by the efforts of Qlik.org, we expanded our ability to leverage data and transform it into meaningful action across the globe to create a sustainable world. Qlik has established aggressive targets and programs to reach Net Zero GHG emissions and looks to help our customers and partners to do the same with solutions built using our technology. Our environmental work is designed to provide our stakeholders with immediate impact and value using

data and analytics, putting them on a track for success for years to come. This has been — and always will be — the simple purpose that defines our goals as we focus our vision beyond 2022.

This year, we are very pleased with the results of our work with our partners, helping them to launch major initiatives that will help people in a variety of ways. Our technology has enabled Medair and numerous nonprofits to precisely target those most impacted by natural and man-made disasters; we helped C40 Cities bolster its ability to safeguard the environment; and we supported the management of United Nations organizational processes and priorities to achieve the UN 17 Sustainable Development Goals. We are proud that our work has generated valuable solutions for global sustainability and humanitarian efforts.

With an active commitment to environmental and socioeconomic issues, we continued to strengthen our initiatives to tackle our greatest challenges. In 2022, we donated our award-winning Qlik Cloud software to numerous organizations in support of their missions. One such organization is longtime partner Direct Relief who responds to crises all around the world. To address the refugee crisis in Ukraine, Direct Relief leveraged Qlik Cloud software to analyze anonymized social media data to estimate the flow of refugees so they, along with other organizations, could respond more effectively. In 2022, Direct Relief delivered more than $1 billion worth of aid to Ukraine. This important application is also shared with other NGOs such as the World Bank and UNICEF to identify and partner on delivering humanitarian aid and life-saving medication where it is needed most.

In addition, we doubled down on our efforts to build a diverse and inclusive culture at Qlik, as well as make a difference in our communities experiencing issues arising from social injustice. We not only focus on our own employees and global offices, but also work to improve the lives of all people around the world through the partners we work with.

Medair Accomplishments
via Qlik Sense® Apps

AVERAGE REGISTRATION COST
95% ($70 to $4)

AVERAGE HOUSEHOLD REGISTRATION TIME
55 mins to 8 mins

HOUSEHOLD REGISTRATIONS PER WEEK
36 to 300

What's most amazing about our philanthropic work is that it is driven by our own employees. We are extremely proud of our response and the resilience of the Qlik team in these trying times. Together, we demonstrated that, despite unanticipated challenges and extreme circumstances, **Qlik will rise to the occasion and show the world what we can do.**

As we look forward to the important work necessary to address our greatest challenges, we recognize how important collaboration is and will continue to be focused on building bridges. Our vision is to involve more customers and partners – especially young people – to deepen our commitment towards a sustainable future for the planet and everyone we share it with. We are grateful to our partners for supporting our efforts. We look forward to working together as we continue to take action to build a sustainable future where everyone can reach their full potential. Q

Reporting Scope & Methodology

Qlik helps enterprises around the world move faster, work smarter, and lead the way forward with an end-to-end solution for getting value out of data.

Our solution is the only one on the market that allows for open-ended, curiosity-driven exploration, giving everyone the ability to make meaningful discoveries that lead to improved outcomes and transformative changes.

"Taking Action on Sustainability" is the key to Qlik's 2022 Impact Report, outlining our approach to sustainability and highlighting our goals, performance and progress to date. Our focus areas are Responsible Citizenship, Environmental Stewardship, Our People, Business Value and Business Integrity.

This report has been prepared in alignment with the frameworks of the GRI Sustainability Reporting Standards and the Sustainability Accounting Standards Board (SASB) for the Software and IT Services sector. It also serves as our progress report as part of our commitment to supporting the United Nations Sustainable Development Goals.

Qlik Supports the United Nations and the Sustainable Development Goals

The Qlik & United Nations Partnership: A Multi-Year Journey to Bring Change through Data

For over 9 years, Qlik has been partnering closely with the United Nations to support their analytics needs. Through the Office for Information and Communications Technology (OICT), the UN has worked with Qlik to create a broad range of applications to advance United Nations missions across the globe, with the UN standardizing their analytics on the Qlik platform.

Secretariat Self-Service Data Visualization Platform and Management Dashboards

 This self-service visualization platform enables non-IT staff in all departments within the UN Secretariat to develop and publish dashboards for internal collaboration and reporting. To date there are more than 100 apps published and in use on topics ranging from budget tracking and procurement to gender equality, peacekeeping troop deployments, capacity development projects and global crime statistics. A series of management dashboards are used by senior management in areas such as budget & finance, HR, ICT, procurement, travel and real estate management. There are currently 20 management dashboards used daily to provide up-to-date and readily accessible management reports.

> "We are resolved to free the human race from the tyranny of poverty and want and to heal and secure our planet. We are determined to take the bold and transformative steps which are urgently needed to shift the world onto a sustainable and resilient path."
>
> – The United Nations 2030 Agenda for Sustainable Development

> "Unlocking the power of the UN's vast and varied data sources through analytics is vital in the effort to effect real and sustainable global change. We're proud of our partnership and sharing in the UN's goal of making the world a more sustainable and prosperous one. We look forward to continuing the expansion of our effort to bring essential insights to those on the front lines of global UN transformation initiatives."
>
> – Mike Capone, CEO at Qlik

Tackling any challenge - be it in our professional or personal lives - can always be enhanced by incorporating data into our decision making.

This is especially true when dealing with the worldwide climate crisis. The topic can be overwhelming, yet when we use data to analyze the trends and gaps, together we can find the immediate and long-term needs and execute smarter and more effective strategies.

Qlik adds to global impact by helping the UN implement constant analysis of various Sustainable Development Goals through our applications. The Qlik dashboard provides a visual representation of the global indicators of progress to achieve the 17 Sustainable Development Goals.

Another key part of our work with the UN has been our ability to harness the input of customers and partners through hackathons around challenging and inspiring topics. By creating real world applications that engage the larger community, we have been able to share with the world advances in thought and technology that make a lasting impact. These applications have brought the power of data to such challenges as the climate crisis. The Qlik Sense app developed in 2020 for the UN, has helped IT to use data analytics to better understand and manage global air travel and reduce CO_2e emissions in order to improve air quality. Greg Ogolla, Information systems Officer at United Nations stated, "Beyond the carbon emissions reporting for the environmental sustainability group, the dashboard is also now being used to provide input to senior management in a kind of performance review for departments by the executive officers."

Additionally, Qlik had the honor of being selected to participate in the Gartner Modern Analytics and BI Bake-Off 2022, our 8th year in a row. The Bake-Off process followed the same format as previous years, with vendors showcasing a range of capabilities to provide a side-by-side view of their differences and strengths, based on a common data set and brief. This year's dataset was from the United Nation's (UN) Sustainability Development Goals (SDG). We were able to bring many desired functions together in an embedded solution with decision science capabilities. We utilized our open web-based APIs to integrate and embed analytics into a ServiceNow instance combined with Qlik AutoML to simulate a range of outcomes based on user decision making and testing hypothetical scenarios.

From the UN's perspective, Qlik best exemplifies an effective private/public partnership helping the UN drive its SDGs by not only providing technology to help reach these goals, but also by advancing innovation and amplifying the voices of the global community. Through both internal and public apps, Qlik has become the analytical standard for software that impacts people and policies worldwide.

Qlik's vision is to provide certainty in an uncertain world through the power of data, where data and analytics can improve decision-making and solve the most challenging problems.

About Qlik

A private cloud-first company, Qlik offers real-time data integration and analytics solutions, powered by Qlik Cloud®, to close the gaps between data, insights and action. By transforming data into actionable insight, businesses can drive better decisions, improve revenue and profitability and optimize customer relationships. Qlik serves more than 38,000 active customers in over 100 countries.

Qlik's platform solutions provide companies and organizations with an economic edge. Our products help them harness the power of data and turn analytics into action more efficiently. Yet our vision goes beyond economic impact. Our corporate responsibility strategy is built on creating long-term value for our customers and the world. As part of this strategy, we share our data analytics platforms with public sector organizations to create positive social impact on a global level.

As part of our dedication to supporting the health and well-being of our planet and its people, we innovate and implement products that play a key role in helping organizations accomplish their missions. Conservation and protection of natural resources, supporting GHG emissions reduction strategies, driving humanitarian aid response, advancing global health security standards and increasing opportunities to education in vulnerable communities are all examples of the high-impact results of Qlik's technologies and solutions. By engaging organizations with our program, we are able to activate the goals of sustainability forward while generating more understanding in the market for our differentiated solutions.

Responsible
Citizenship

Helping organizations improve their social and environmental impact is at the center of our vision and is part of the pride we take in our work as a conscientious global citizen.

Launched in 2021, we bolstered our philanthropic program with the support of Qlik.org, adding to our commitment of leveraging our software, culture and people to transform data into meaningful action across the globe. As we continue our successful program, we aim to increase clarity with recipients regarding expectations, an important step to crafting an initiative around measurement, and provide more and effective training that enables recipients to become self-sufficient. Qlik's work with these recipients is a cornerstone of our CR program and we value each applicant and recipient.

Employee Programs

We see the world as a global community where we are all interconnected, with nature and each other. Investing in this community, through programs ranging from software grants to data literacy education, is part of who we are.

Qlik employees continue to support the world around us through volunteering and fundraising efforts. Some 2022 highlights include:

The **Qlik.org matching program** in 2022 enabled Qlik colleagues to support over 500 different charities around the globe, including those providing humanitarian and disaster relief, mental health causes, environmental protection, medical research and advancement and humanitarian relief. Qlik colleagues banded together, with Qlik.org matching any donations, to fundraise for charities and organizations serving the greater good.

This past holiday season Qlik "went local" with our giving, **providing staff with $50 each to give to local charities** and enabling everyone at Qlik to extend the spirit of giving in their own communities to the causes most important to them while simultaneously eliminating the shipping of thousands of holiday gifts around the world.

Qlik completed its largest employee engagement event ever by inspiring over 400 employees from around the globe to participate in our annual **Qlik-athlon**. Employees formed teams and recorded points from healthy lifestyle activities and exercises to earn points for a portion of a $50,000 USD donation from Qlik.org to each participant's charity of choice.

Nonprofit Software Program

Qlik's commitment to investing in communities is executed through our extensive network of nonprofits which leverage our Nonprofit Software Program to advance their missions globally.

Our online portal allows easy access to the application and includes the opportunity to detail how potential recipients align with the UN Sustainable Development Goals and would apply Qlik's products. A timeline for the proposed project and how the proposed application could impact results to further the organization's mission are also required to help applicants stretch their vision for success and find the best match for our program.

To qualify, applicants must be a not for profit or charity institution focused on humanitarian or disaster relief, global health NGOs or working towards a sustainable future for our planet and vulnerable populations. Organizations driven by a political agenda, higher education institutions or healthcare providers are not eligible for our grant program but may be involved as a supporting partner organization. Visit qlik.org to learn more.

Customer
STORIES

NGOs like **Direct Relief** have to make the most of what they have. When lives are on the line, there's no room for mistakes or missing supplies. Mapping out and digging into all the data at hand can help organizations see where needs truly lies, ensure they have the right resources in hand to improve the effectiveness of their support on the ground. To accomplish this, Direct Relief created a public dashboard, using Qlik, that automated information flow with real-time updates and enabled the NGO to share accurate information quickly with other supporting organizations as we all worked to support the refugee crisis in Ukraine.

AusCycling is the National Sporting Organization responsible for the development, facilitation, and growth of all forms of cycling in Australia. In 2022, Qlik announced that we will collaborate with AusCycling in a bid to move the organization towards a data-driven culture. Qlik Cloud's analytics capabilities will eliminate membership data access and reporting issues by bringing together all the organization's membership data for analysis into one platform. This effort will improve efficiencies and operations towards AusCycling's vision of making all forms of cycling accessible to everyone and unlocking the full potential of the sport across the country.

Team Qhubeka has a clear mission of fostering ambition, creating opportunities and changing lives with bicycles. They host programs for adults, youth and those Not in Employment, Education or Training (NEETs) to earn bicycles in a range of ways. The team is also one of the most technologically enabled cycling teams in the world, using innovative solutions to optimize performance, while driving brand-awareness through a purpose-led, shared value approach. This aligns perfectly with Qlik's goal of helping organizations access and transform data into meaningful action across the globe to create a sustainable, data-certain world.

Environmental Stewardship

Qlik Sustainability

Our vision for a sustainable future extends far beyond our own social and environmental impacts. At Qlik we understand the power of harnessed data that our technology can unlock has the potential to effect change orders of magnitude more than what we do on our own.

Carbon Neutrality

In 2022, we continued our membership with more than 1,110 enterprises worldwide of the Climate Ambition Alliance's Race To Zero campaign, which is part of the United Nations Framework Convention on Climate Change. Race To Zero is a global campaign to rally leadership and support from businesses, cities, regions and investors for a healthy, resilient, zero-carbon recovery that prevents future threats and unlocks inclusive, sustainable growth. Race To Zero's data-based program provides the foundation for companies to reach their carbon neutrality goals via a four-step principle of Pledge, Plan, Proceed and Publish.

Waste

Being a technology company means learning how to properly handle electronic waste. We recognize that planning, measuring and tracking infrastructure regarding our own waste is essential.

Globally in 2022, we decommissioned approximately 300 laptops and other large electronic devices.

Some were recycled, others were given or sold to charities at a discount. In our three largest locations, King of Prussia, United States, Ottawa, Canada and Lund, Sweden, recycling companies came on site to collect equipment for disposal.

Australian National University Reduces Emissions from Real Estate

Australian National University (ANU) was one of the first universities in the world to commit to below-zero carbon emissions by 2030. To accelerate this goal, they use Qlik's analytics platform to understand their energy consumption. They developed a near-real-time dashboard that combines metered energy and weather data, modelling, visualization, and compliance reporting. This allows ANU to easily identify energy-intensive buildings and investigate the causes. As a result, management can make informed decisions about projects to reduce their energy usage and carbon footprint.

Reducing Produce Waste at Woolworths

Qlik is enabling Woolworths, Australia's largest supermarket chain, to transform its day-to-day operations and reduce fresh produce waste through better inventory management. Using Qlik, Woolworths can now analyze key areas like customer segmentation, trading hours, expiration dates, and sales patterns – and unite all these factors in a single place. With these insights, Woolworths can develop store- and product-specific markdown policies and manage stock rotation for perishable goods.

Better Sustainability Through Data

At the intersection of needs and resources sits **Crossroads Foundation**. Founded in 1995 as a relief effort for victims of a major flood in Northern China, Crossroads Foundation has grown to a team of more than 70 employees and hundreds of volunteers, with various services designed to connect people in a broken world.

Qlik helps the Crossroads foundation to navigate varying levels of data and evaluate the organization's impact on the environment. Primarily, Qlik's data analytics helps measure and quantify the role of Crossroad's in-kind services play in the circular economy, in addition to measuring the impact of the foundation's solar energy system. Crossroads has dozens of Qlik apps in place, and a wide variety of staff and volunteers using them daily.

Energy and Emissions

As a moderately sized software company, our energy consumption is limited and consists mostly of electricity usage in our 50 offices around the world. In 2022 we calculate that we used ~5519 MWh of electricity, resulting in ~1496 metric tons of GHG emissions. At the end of 2021, we reported 379,161 square feet of leased office space. At the end of 2022, we had 361,772 square feet – a reduction of almost 5%. This helps to create more efficient operations by reducing our waste and energy needs and improving our overall environmental and climate impact.

With the pandemic requiring work-from-home support, our offices were not utilized as much compared to previous years. As such, the energy required to operate them decreased, and in turn so did the associated greenhouse gas emissions. While we are pleased with the reduction to our energy consumption and emissions, we expect these values could increase in the future as more employees return to office-based work under our new hybrid return-to- work model, which allows our employees to work remotely up to 60% of the time. However, we remain committed and will continue to identify and invest in new ways we can reduce our own environmental and climate impact.

Scope 3 Inventory

As part of our commitment to doing business in harmony with the environment, we are proud to announce that we completed our first scope 3 inventory. Similar to our operational emissions, our scope 3 supply chain emissions are modest compared to other industries. Our largest scope 3 categories are use of sold product, purchased goods and services, and employee commuting. We plan to engage our suppliers and work with them to reduce their emissions and in turn our own. We leverage the Amazon Web Services platform for hosting and partner with Amazon Web Services to minimize the electricity demands of our software for all Qlik-hosted applications. For our employees we offer hybrid work arrangements to reduce the amount of time they spend in and traveling to the office. In 2023, we plan to introduce new procedures to improve the Scope 3 inventory data collection process.

Qlik Sustainability Efforts

As a company, we recognize that Qlik has a role in helping to combat mounting ecological threats facing our planet. Alongside our partners, we are committed to driving the sustainability efforts needed to face and overcome these challenges.

Earth Day

Earth Day is a regular annual celebration on the Qlik calendar. However, this year we did something a little different. Instead of focusing just on April 22 and its theme of "Invest In Our Planet," we had an entire "Qlik Earth Week" of activities. Our goal for Qlik Earth Week is to foster team building and inspire employees – and others – to live more sustainably throughout the year by changing their activities, behaviors and consumption habits. Over 200 employees worldwide participated in our Earth Week campaign logging activities throughout the week and reported in a Qlik Sense application. All participants received a $25 donation card to direct to their environmental charity of choice.

Qlik's Environmental Champions

A committed team of Qlik colleagues from around the world have banded together to calculate and identify opportunities to reduce Qlik's carbon footprint. They consider and investigate topics ranging from real estate impacts to energy efficiency upgrades and easily implemented environmental best practices. We are not afraid to experiment with new ideas and aim to implement the best ones across our operations.

Sustainable Events @Qlik

As we returned to live events this year during our worldwide QlikWorld tour, our leadership focused on putting the same data sustainability strategies we have designed with other organizations into action ourselves. Our Qlik Sustainability team partnered with Qlik Marketing to plan a series of events that incorporated consistent sustainability efforts to achieve a carbon neutral tour.

Qlik is dedicated to a path to net zero CO_2e emissions and will include the 139.3 MT CO_2e emissions from the QlikWorld events in our overall carbon reduction strategies, including the support of organizations working to remove carbon from the atmosphere. These emissions were included in the partnership with Climate Vault, and we plan to continue this partnership and effort in future years for all Qlik-hosted events.

As with any major effort, the data tells the story of both of how we did, and areas for focus and improvement moving forward. To see how we did and to learn more, please visit our website or blog which includes an example of our Qlik Greener Events dashboard used to measure our impact: https://www.qlik.com/blog/letting-data-lead-the-way-on-qlik-event-sustainability-efforts

Climate Vault

Climate Vault was started to give organizations and people an opportunity to credibly fight climate change. By leveraging the power of government-regulated compliance markets to immediately reduce CO_2 and support innovation in carbon dioxide removal (CDR), Climate Vault is the first integrated solution of its kind. **In 2022, Qlik partnered with Climate Vault contributing over $28,000 to offset GHG emissions reported for 2021 and all QlikWorld Tour events in 2022.**

Partnerships & Advocacy

All of our sustainability efforts align with the United Nation's Sustainable Development Goals, which include making sustainability a core business KPI for Fortune 5000 companies. We had the opportunity to present this work with UNFCCC, C40 Cities, and many other organizations to drive their missions forward.

UNFCCC

As a valued analytics partner of the United Nations since 2016, our partnership supports UNFCCC's needs for analytics as well as a unique opportunity to jointly create apps and methodologies to support all business calculations of CO_2e emissions. We make these apps publicly available to support the mission of the UNFCCC, while reaching tens of thousands of organizations in order to help them reduce their carbon footprint.

Throughout 2022, we continued to support the data and analytical needs of the UNFCCC and explained the importance of communicating the quantifiable benefits of sustainability initiatives.

One of the challenges many organizations face is that they can report sustainability metrics, but struggle to convey what the numbers really mean to their organization and their contribution to the climate change.

C40 Cities Climate Leadership Group

In 2018 we began our partnership with C40 Cities, a global network of 97 megacities committed to urgent climate action. Using Qlik's donated analytics platform, C40 Cities are able to create actionable data applications for its members, gaining valuable insights on performance, collaboration opportunities and world-changing policies, playing an increasing role in decisions around investment, procurement and consumer choices. This is not easy given the lack of standardization in sustainability measurement, which can make finding the right data points and knowing what to focus on difficult.

To get buy-in on sustainability initiatives, businesses need to be able to tell stories with their data, with data literacy being an important skill in enabling organizations to clearly communicate their ESG credentials. When businesses start using data analytics and data storytelling to better understand and communicate their sustainability data, they will help their own board, employees and customers understand the impact of the steps they are making to reduce their carbon footprint and impact on the environment.

C40 has adopted Qlik's dashboards to reduce the global carbon footprint, 70% of which comes from cities. These dashboards provide quantifiable and actionable insights to help cities enact change.

Every city has different needs and is in different phases of progression within multiple sectors; there is no one-size-fits-all solution. Instead, our goal is to provide cities with the information that is most relevant to them depending on their data, queries and ambitions.

C40 Cities have built multiple dashboards, both internal and public- facing, in partnership with Qlik to analyze these metrics and indicators. This allows us, and cities, to analyze specific regions or sectors, in a faster and more intuitive way than having to assess multiple, complex datasets. It allows benchmarking city performance and rapid identification of which cities are on track to meet particular targets and which might need more support. For example, the Greenhouse Gas Emissions Dashboard – hosted on C40's Knowledge Hub – presents complex emissions data in an easy-to-analyze format. This dashboard can be used by cities, research organizations or members of the general public to uncover which sectors and sub-sectors are contributing to higher emissions, such as aviation or buildings. City officials can also compare current emissions to previous years to better understand their emissions' trajectory.

The Clean Construction Policy Explorer is a more specialized dashboard that examines the policies cities have implemented to tackle emissions from a segment of their built environment and highlights which cities have committed to achieving low carbon and clean construction.

By aggregating and surfacing this information, we hope to inspire all cities to raise their ambitions on clean construction policies while learning from the policies and progress of those who have gone first.

The Adaptation Data Explorer allows cities to find other peers around the world that are experiencing similar climate hazards or extreme weather events. Here, city officials can obtain insights on how others are addressing a particular issue and the actions they are taking, either globally or within the same region. For example, there are many cities experiencing heat waves. Leaders from Buenos Aires, Melbourne, Barcelona and others can learn from one another and – through C40 – connect to discuss what they are doing to deal with these extreme heat events. Similar groupings are forming in response to rising sea levels, wildfires and flood.

This year, C40 Cities and Qlik were recognized by Environmental Journal for our partnership that advances solutions to climate change. We are excited about the future and how we can help reduce climate impact together. Please click here to learn more about how Qlik and C40 Cities are working together.

Our
People

Core Values

At Qlik our 5 core values are the driving force behind our culture and business.

Challenge

Qlik looks to be a forward thinker and create impact in everything we do. We do not look to keep the status quo. We encourage the challenging of assumptions and working together to lead others in the organization to consider new concepts and paths. Our customer promise remains steadfast each and every day: be easy to work with, deliver rapid time to success and provide innovative solutions.

Move Fast

Qlik's mission is helping users discover fast insights and making effective decisions. The world in which we operate moves at light speed. To execute on next generation ideas, we need to have the building blocks in place to ensure success. To confirm we are delivering quality services we consider when to act with speed and when to take a pause to gain the clarity needed to act with vision and purpose.

Be Open and Straightforward

The sharing of appropriate information builds both clarity and benefits everyone involved. To continue our learning, we listen to feedback when its provided, and we actively seek it out when it's not. We look to give our employees the confidence to provide input, ideas and advice to others regardless of their role. Open communication means speaking respect-fully, with no agenda other than creating clarity and understanding.

Take Responsibility

Qlik interprets responsibility broadly and is serious in its commitment to address our customer needs and concerns, while holding ourselves accountable for what we do or don't do. As part of our culture of learning we look to provide all available opportunities to someone to continue their growth. In our role as a global citizen, we look beyond ourselves, donating our personal and professional time to Change Our World, the Qlik corporate responsibility initiative. Our goal is to touch one billion lives for the better.

Teamwork for Results

To achieve all our aspirations, we must act as one. To develop an inclusive environment, we rely on one another and deliver when others count on us. We value the expertise beyond our own and actively seek ideas, support and advice from our fellow colleagues. We treat each colleague with the same respect as we wish to receive and offer assistance when needed.

Workforce Development

To both advance our capabilities and meet changing customer needs, it is paramount that we keep our employees up to date on the most recent knowledge and provide them the tools necessary to adapt to changing environments. When our employees feel supported in their role, they create a competitive advantage for the company and in turn a positive company culture.

Our Philosophy

As part of our organization's goals, we approach talent development with the whole employee lifecycle in mind. One of our learning pathways, Leader Basecamp, is an in-house program created to facilitate transitions into first-time leadership roles. We also maintain a library of Take 5 issues, which are bite-sized learning assets that enable leaders to understand and apply Qlik's 36 Leadership Expectations . The online onboarding experiences are designed to match what our people need when they need it in their learning journey. Once leaders are fully onboarded, they are offered professional executive coaching through an external partner.

In 2022, Qlik employees consumed over 80,000 hours of training total, averaging approximately 30 hours per employee this year.

For Qlik to operate to its fullest capabilities, it needs its employees to be at their best. To achieve this, our Culture & Talent management team is structured in a way to leverage the resources and skills needed to scale our business.

Hiring Qlik's Workforce

We are dedicated to creating a diverse and inclusive global workforce to better represent and serve our diverse customer base and the communities in which we operate.

In 2022, we were proud to have a global team of just over 2500 employees spanning over 30 countries and 50 offices, and continued to grow.

We look to find talent to fill our needs from both our own ranks and outside sources. In-house recruitment fosters alignment of purpose and reduces time spent on training and acculturation. Our recruiters deploy a wide range of sourcing strategies including referral bonuses, budgeted agency support, direct hiring through website partnerships and an enhanced LinkedIn package that taps talent across LinkedIn's networks.

We utilize a mandatory 5-touchpoint interview selection process involving a minimum of five interviewers for each candidate, consisting of a hiring manager and potential peers of the candidate. Qlik must have the agreement of everyone on the panel before an offer of employment is made.

Qlik values diversity and is continuing to invest in the hiring of diverse candidates for open positions.

To aid this, our Culture & Talent team administers a plan that focuses on placement goals for hiring women, minorities, veterans and individuals with disabilities. The purpose of this placement goal is to increase the number of qualified women and minorities being placed in job categories where they appear to be statistically underrepresented in comparison to their availability in the pool of qualified candidates.

To engage with early in career talent, we offer summer internship and co-op programs. Students participating in our co-op program rotate every four months through different teams in our Research & Development department. The internship program, which primarily occurs during summer months, places students with various departments including Finance, Marketing, Legal, Inside Sales and Professional Services. In 2022, Qlik partnered with nonprofit Seize Every Opportunity to fill internship positions from a dynamic and diverse talent pool.
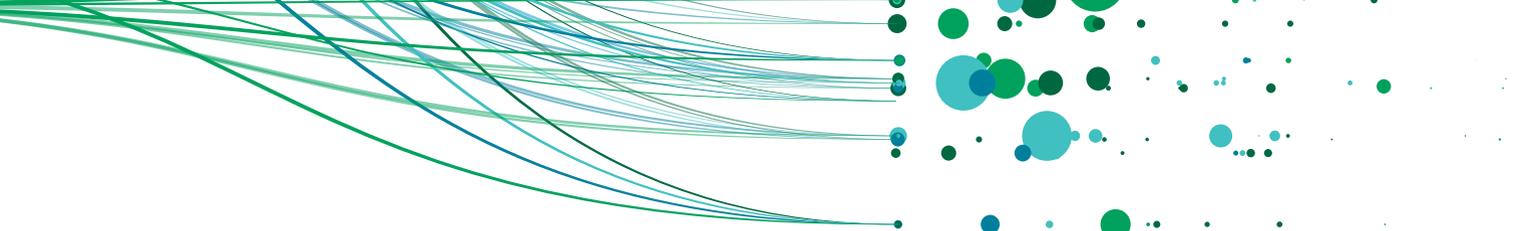
Talent Management

Successful recruitment, development and engagement practices ensure a highly skilled and motivated workforce. This is how we create value, responsible growth and sustainable change.

Workforce Development Listening Forums

To keep a pulse on how our team is doing, we run Listening Forums. These forums provide the opportunity for Qlik to receive open and straightforward feedback regarding various actions. We offer this forum across all geographies and functions.

Continuous Learning and Growth

Our employees' learning journey begins with training as new hires and continues throughout their time at Qlik. When recruiting, Qlik maps out job profiles and descriptions to competencies. Our internal Learning Management System (LMS) provides competency-based training so that, once hired, employees are equipped with the learning they need both for onboarding and for continuous growth. Trainings are offered to enhance employees' skills so that they can perform at their best in their current role while having access to a variety of e-learning and in-person opportunities for their own personal development. These additional trainings range in content from Qlik-specific proficiencies to general soft skills such as managing performance, interview skills, change management, mentoring fundamentals and project management aptitude. Such trainings are tailored to help employees work toward sustainable and satisfying professional development during their entire tenure at Qlik.

We understand that people learn and acquire knowledge in different ways and that it is not always easy to schedule time for learning opportunities. Our motto "Development for Everyone, Everywhere" drives our interactive learning framework that makes accessibility and enjoyment integral to the learning experience. 24-for-U is one of our initiatives which offers employees one full day of paid learning time per year for any development activity they choose.

In 2022, over 80% of Qlik's employees used their 24-For-U Day, totaling close to 2000 days.

Business School Program

To advance our employees' education and skillsets we offer more than 85 curated virtual courses from some of the world's top business schools at no cost to employees. Schools include Berkeley, Columbia, Duke, MIT, Stanford, Wharton, Yale and more. Some of these courses cover Diversity and Inclusion, Workplace Wellness, Strategy, Finance and Operations. These courses are offered both virtually and asynchronously so Qlik employees across the globe can utilize this benefit.

The learning frameworks we offer encompass a range of on-demand videos, reading materials, podcasts, courses, mentoring and coaching.

Our partnership with Skillsoft, using its world-class Percipio platform featuring 25,000 learning assets in many languages helps us achieve some of the training objectives that make the difference for our people and bottom line. Qlik Education & Development is also available through our Green Line learning paths. We fully support formal education for our employees by offering tuition reimbursements for certain college courses and through our certifications.

Regular talent reviews are conducted during which top talent is highlighted and individual development opportunities are identified via internal or third-party programs. A dedicated career development page was created for all employees and, in 2022, almost 1,000 of our employees utilized this new resource. In addition, in-house written learning courses created by specialist instructional writers are provided, incorporating core development topics such as mentoring, change management, recruitment and interview techniques. These courses provided 14,000 hours of training in 2022.

Our learning culture extends beyond traditional job or role-specific training to include a range of self-awareness assessments and unconscious bias and DE&I offerings. All Qlikkies are eligible to take the Myers Briggs Type Indicator and CliftonStrengths assessments and subsequently receive individual or group-based feedback sessions from our internal network of certified practitioners. For people leaders, we also offer 360 assessments, accompanied with follow-up coaching and action planning sessions. In addition, we provide a company-wide live webinar program, called The Qlik Mindset, which educate our employees on topics such as unconscious bias and emotional intelligence.

In 2022, roughly 1,200 employees spent more than 1,700 hours in various training activities.

Leadership Development

Competent leaders are crucial to a company's success. To enhance our leaders' abilities, we invest in several distinct learning experiences:

Leader Basecamp provides new leaders with the basic knowledge and mindset shift to succeed in their role.

Leadership Coaching provides every Qlik leader with fundamental coaching skills as well as one-on-one coaching by a certified Executive Coach.

The Qlik Leadership Expectations reminds our leaders of 36 behaviors and actions that drive a great employee experience.

Take 5 is a weekly leader enablement publication in support of our Leadership Expectations.

The Qlik Business School provides graduate-level business courses and certifications for leaders at every level and any role.

The biannual Leadership Forum webinars provides all global leaders an opportunity to learn from C-Suite leaders, Board members, and guest speakers about strategy, business acumen, and best practices in leadership.

Partnerships to Promote Inclusion

Celebrating and promoting diverse representation is central to our vision at Qlik, both within our business and in our communities. Below are some of the organizations we, through our DE&I program and Qlik.org, collaborate with to further our goals of inclusion within the community.

Blacks in Technology (BIT) Foundation: Qlik is proud to share our partnership with the Philadelphia Chapter of the BIT Foundation to support efforts to increase representation of Black people in the greater Philadelphia technology industry. As a regional sponsor Qlik will collaborate with BIT Philadelphia to provide training and upskilling for workers who are transitioning into tech and technology industry workers who aspire to advance their career.

The Global Good Fund: In 2022, Qlik partnered with the Global Good Fund to support a young female entrepreneur with mentoring and consultation support. The Global Good Fund is a nonprofit social enterprise for entrepreneurs, organizations and philanthropists that believe investing in people is the most effective way to create positive business impact and lasting social change. More to come on our fellow!

FairWays to Leadership: With our commitment to diversity, equity and inclusion, we seek qualified and diverse candidates for open positions. To create these opportunities, our Boston office partnered with FairWays to Leadership, a nonprofit with the mission of making access to leaders and leadership opportunities fair for everyone. Students in the program receive six-weeks of training that include a combination of online and golf course experiences centered around leadership development. Because of this partnership, we have an opportunity to fill our talent gaps with diverse MBA students from schools like UMass Boston and MIT.

Mentoring and team building

To maximize employee potential, our Qlik Mentoring program makes the most of known strengths while discovering and cultivating new skills. This program is available to all team members worldwide.

Currently 15% of our workforce is in active mentoring relationships with approximately 4,000 mentoring sessions held.

Participant feedback confirms that mentoring is beneficial for both the mentor and the mentee. Benefits of mentoring are the exchange of knowledge, the opportunity to enhance internal networks, promotion and practice of two-way communication, cross- functional work, as well as personal and professional development.

We also offer a group mentoring program called Qlik Mentoring: Connect & Learn, a series of live online sessions led by respected Qlik leaders, internal subject matter experts and carefully chosen external experts.

Accessible to all employees, these sessions provide learning opportunities on a broad scope of business topics in line with Qlik's strategic direction.

In 2022, over 900 employees attended a Connect & Learn session.

Fair Compensation and Treatment

We believe that compensation decisions should be based on the value of the position to the organization rather than salary history. Compensation value includes skillset and experience of the job candidate, competition in the market and other bona fide business factors. Asking for salary history during the recruiting process can enable pay disparities that perpetuate the gender and other discriminatory pay gap. To combat this global issue, Qlik maintains a world-wide policy prohibiting its recruiters from asking for salary history from prospective candidates for any reason. This policy helps to ensure offers are competitive with market data and puts into action our commitment to eliminate the potential for pay inequality. Qlik undertakes a continuous review of its pay structures and job classifications, as an agile and growing business it is important to meet the local business needs and fast paced market developments. We conduct annual compensation adjustments to ensure we maintain and provide accurate competitive guidance for our business.

As part of our commitment to being an equal opportunity employer and providing a work environment free of discrimination and harassment, Qlik maintains and enforces various equal employment opportunity policies and we train our employees accordingly.

Our Open-Door Policy, Whistleblower Policy and Whistleblower Hotline are consistent with the highest levels of industry standards and have created a culture in which our employees can thrive without fear of discrimination, harassment or retaliation.

Celebrating Accomplishments

Our employees have made the choice to spend their time and energy working with us, and we recognize the responsibility Qlik has to nurture their growth.

As an organization dedicated to making positive change, we strive to create a supportive culture where our collective human intelligence can be magnified and manifested through communication, interchange of ideas and mutual respect, resulting in lasting positive impacts for our world.

As part of our efforts to consistently achieve a goal of belonging across Qlik, we host an enhanced recognition and years of service program, named "Inspire," by team members through an all-inclusive vote. This program reinforces our values-based recognition philosophy by allowing team members at all levels to recognize each other for exemplifying any of our five Core Values. Each recognition award comes with a point value, which team members can redeem for merchandise or gift certificates from a variety of retailers around the world. Inspire also allows us to celebrate Qlik team members achieving service anniversaries through a social feature where team members can congratulate one another through text or video messages.

Flexible Work

In 2022, we expanded our historically flexible work schedule philosophy by implementing a post-pandemic hybrid return-to-work model, allowing our employees to work remotely up to 60% of the time. We continue to fine-tune our approach to new ways of working, while keeping the emotional, mental and physical wellbeing of our employees in mind

Total Rewards Programming

We have continued our commitment to ensuring the mental wellbeing of our employees.

Qlik offers comprehensive emotional well-being resources that cover a variety of areas - from work performance to health lifestyles to personal topics like diversity and inclusion. Through Modern Health, all Qlik employees and dependents have access to care at the level they need, whether that's self-guided tools, personal coaching, counseling sessions with a clinical therapist, group Circles, or traditional Employee Assistance Program (EAP) services. In addition, all employees have access to a premium Headspace subscription which focuses on mindfulness.

Diversity, Equity & Inclusion

Our Strategy for Belonging

We believe our DE&I strategy can only be truly successful when everyone at every level operates with respect and inclusion mindset. The DE&I team led by the "Qlik for All" Task Force is responsible for driving the content creation that the entire company leverages to build successful teams.

Many across Qlik have been working hard to expand our global DE&I initiatives. Leaders and team members from every organization have come together to help advance our culture of inclusion as a fundamental business imperative, and we will continue to foster a culture that allows all to feel engaged and empowered as our authentic selves.

Throughout 2022, we worked diligently to improve our DE&I program and embed it into the global culture of Qlik.

DE&I Four Pillars

Policies and Procedures
Incorporating DE&I into our recruiting and retention practices

Education and Training
Engaging outside experts to advise on overcoming unconscious bias

Talent Management
Listening to our employees and fostering a culture of belonging

Inclusion and Awareness
Forming employee resource groups to build community and allyship

A significant aspect of our DE&I program is our Employee Resource Groups ("ERGs"), which are voluntary employee-led groups that focus on promoting inclusion and increasing representation of historically underrepresented populations.

In 2022, our ERGs sponsored events to promote awareness and education regarding social and racial justice and equity, PRIDE and women's empowerment in the workplace, and other community events. Over 25% of Qlik employees participate in our ERGs as community members and/or allies. Some of the events held included the following:

Black Alliance ERG: Black Alliance continued the momentum of past years by planning a vibrant Black History Month celebration that included a guest keynote speaker and trivia events, strengthening its partnership with Blacks in Technology, and hosting a winter coat drive in our King of Prussia Office in partnership with Neighbors Helping Neighbors on the Mainline, a Philadelphia-area nonprofit.

Qlik Women in Technology (WIT): WIT's annual commemoration of International Women's History Day and Women's History Month was highlighted with a fireside chat with Qlik's female board member and co-sponsorship (with the Qlik Black Alliance ERG) of an inspiring guest speaker, Ginny Clarke, a leading expert in leadership and belonging. Throughout the year, WIT hosted panels and discussions on timely and relevant topics affecting the women of Qlik, and expanded its mentoring program. Further, WIT continued its efforts to promote women in leadership and gender equity, and strengthened its partnerships with charitable organizations that promote similar missions.

LGBTQ+: We had over 200 team members join our sessions to celebrate Pride Month in June and supported networking events with our partner, Out in Tech. Attendees felt all sessions were excellent and empowering for members and allies.

Latinos Unidos: The goal of Latinos Unidos is to promote the heritage of Qlik Latino employees by sharing their culture through educational opportunities, networking, cultural events, volunteering activities and social gatherings. Last year, the ERG invited Qlikkies to Hispanic/ Latino heritage month activities where we learned of the many contributions Latinos have made around the world.

Qlik-Able: Launched in early 2022, Qlik-Able exists to support individuals managing disabilities, seen or unseen, and provide a safe community to share and gain insight into personal and familial situations. The ERG explores ways in which a more inclusive workplace can better serve Qlik employees who have, and/or are providing care to loved ones with, various abilities.

Qlik Vets ERG was launched in November 2022 to support our growing community of veterans, social service veterans, and their allies. Our Qlik Vets ERG plans to work closely with outside organization to provide support and Qlik training opportunities to serve the demand for these talented individuals. Qlik Vets ERG supports many charitable organizations as well including Patriot Paws providing a grant for a service dog to be trained and adopted by a wounded veteran.

"The work of the Qlik for All Ambassadors is crucial to promote awareness of DE&I initiatives amongst our team members through embedding the program at each Function level. This will ensure we incorporate the program across all of Qlik, which is an important step to position us as the best place to work in Data & Analytics."

– Mike Capone, CEO at Qlik

In 2022, we continued to focus on equity in our programming and worked with our Culture & Talent organization to develop new strategies to hire diverse talent, support employee needs and develop DE&I goals within every department of our company.

Our Qlik for All Ambassadors, selected from within each functional department at Qlik, help drive and instill Qlik for All/DE&I initiatives within each department. The ambassadors are in place to help encourage support and participation in the DE&I programming and analyze our metrics measuring success.

Celebrating International Women's Day

Held on March 8th, 2022, International Women's Day (IWD) is an annual, global celebration of the achievements of women, with a call to action to accelerate gender equality. IWD, along with Women's History Month, provides an opportunity to celebrate the achievements of women while focusing on the need to further the cause of gender equality and raise awareness against bias. The Qlik Women In Technology ERG sponsored a variety of events to highlight these goals, such as hosting guest speakers, calling out our team's accomplishments, and networking opportunities.

An Inclusive Atmosphere

One of our goals for DE&I is to ensure all our employees feel they belong at Qlik and that their perspectives are heard and respected. We track this sentiment regularly across the organization. We're in a competitive industry for talent and innovation, and diversity is crucial to our success. We believe listening is essential in building an inclusive atmosphere, and Qlik offers many programs that are geared toward giving employees a voice.

Representation Matters

Every person has the right to be seen, heard and valued. We understand that living Qlik's core values compels us to actively uncover and push back on the systems, language and generational practices that keep underrepresented and disenfranchised communities at the status quo. We will invest in programs that support the advancement of marginalized groups within Qlik and in society.

We believe allyship is key in creating a diverse and inclusive work environment, and the only way to be truly innovative is to embrace diversity in every form and nurture meaningful, measurable change.

HaQathon Brings DE&I Data to the Forefront

For the 7th year in a row the Government and Public Services Qlik Community of Practice at Deloitte, in collaboration with Qlik, hosted our annual "HaQathon." This competition among Deloitte professionals leverages a curated data model to expound upon and deliver dashboard visualizations through the Qlik SaaS offering. This year, the collaboration elected to focus on a competition surrounding Diversity, Equity and Inclusion (DE&I). The teams worked to show the potential that visualizing this information can have, both in analytically describing why DE&I is important for employee satisfaction and for company bottom lines.

We are measuring and monitoring progress with the following metrics (in a Qlik app of course!) with details down to the departmental level and presented to our executive leadership and entire company every quarter. Data that we are measuring and monitoring on a quarterly basis and reporting to the entire Qlik periodically includes:
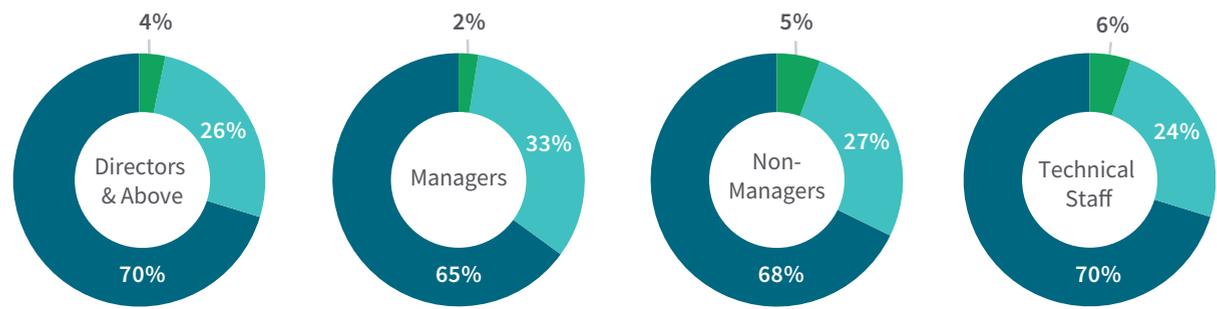
- **Industry benchmark data** on "what does good look like?"

- **ERG participation measured to increase** from prior year over 10%.

- **DE&I Scorecard data** on gender, ethnicity and age by department (where permissible).

- **Analysis on adoption of DE&I trainings**

- **Moodtracker results** for "I feel a sense of belonging at Qlik." The 2022 average score in this question was 6 percentage points higher than the average in the previous year.

- **Global and ERG anonymous survey data** to build a feedback loop so we can continuously work toward our mission with input from all employees.

We believe that DE&I concepts really come to life when we incorporate them into all our people processes. For example, 7 of our 36 Leadership Expectations fall under the Qlik for All banner and are focused on behaviors that create an inclusive work environment for all. In talent review assessments, our people leaders are evaluated on how well they exhibit these behaviors, and the DE&I conversation is now being embedded within many of our Talent Review discussion to help identify and mitigate any potential unconscious bias in judging individual performance and potential.

As part of the Vice President promotion process, we require an entire page of evidence that the nominee exhibits inclusive behaviors consistently. VP nominees are also required to complete our Unconscious Bias training modules.

2022 Qlik Diversity Scorecard

Gender

■ Female ■ Male ■ Other / Not Disclosed

Directors & Above: 4%, 26%, 70%

Managers: 2%, 33%, 65%

Non-Managers: 5%, 27%, 68%

Technical Staff: 6%, 24%, 70%

Age group

■ Up to 30 years old ■ 31–50 years old ■ Over 50 years old ■ Other / Not Disclosed

	Up to 30	31–50	Over 50	Other / Not Disclosed
Directors & Above	<1%	50%	46%	4%
Managers	5%	73%	18%	4%
Non-Managers	15%	58%	20%	7%
Technical Staff	12%	58%	22%	8%

Racial/ethnic groups*

■ Asian ■ Black ■ Latino ■ White ■ Other / Not Disclosed

Directors & Above: 1%, 11%, 1%, 8%, 79%

Managers: 2%, 8%, 6%, 7%, 77%

Non-Managers: 2%, 11%, 5%, 12%, 70%

Technical Staff: 2%, 12%, 4%, 11%, 71%

* U.S. Data Only

Business Integrity

Open and Transparent Communication

At Qlik, integrity and accountability underpin every business decision we make. Ensuring ethical business practices, systemic risk management and oversight of information technology comes from our commitment to strong governance. With these practices in place, we are more resilient to disruption and can garner the trust of our customers and stakeholders.

Keeping our lines of communication open and transparent with our employees is key to fostering an engaged workforce. We hold quarterly Town Hall meetings to share strategic planning and updates on Qlik's performance. There are additional employee listening forums with senior leadership. In 2022, we continued our Leadership Forum initiative, a biannual meeting intended for all people leaders at Qlik, focused on company priorities with an opportunity to ask questions of our senior leadership. We also conduct half-yearly Moodtracker surveys which are given to our global employee population to collect feedback on employees' well-being and concerns and to help effectuate change based on those results. We share the results of the Moodtracker surveys with employees.

The Qlik Code of Business Conduct (the "Code") is the foundation of our compliance program. In an ever-increasingly complex business environment, our Code of Business Conduct (the "Code") serves as our North Star.

We review and update the Code on an annual basis.

To ensure our Code remains a living, breathing document, we continually instill its principles within our culture by requiring our employees to certify their understanding of the Code and take related interactive, web-based training at the time of hire and annually afterwards. Every year since the inception of the training program, we have seen continued improvement in our completion rates. In 2022, 97% of our employee population completed this training, an increase of 4% over the previous year.

Through the Code and our training program, we enforce a "speak up" culture, which assures employees that they can report concerns of Code violations without fear of reprisal. One of the reporting mechanisms we make available to employees is our Whistleblower Hotline, which allows for anonymous submissions, and is monitored by members of our compliance team. Concerns are investigated in a timely manner.

We know that we cannot maintain an ethical and compliant culture without examining our external relationships with companies with which we do business. Therefore, we work to make our partners and suppliers aware of the principles of our Code and require compliance with related policies such as our Partner Code of Conduct, which is also reviewed and updated on a periodic basis.

Additionally in 2022, Qlik published a new Supplier Code of Conduct, a new Global Health and Safety policy, and implemented a new Supplier Diversity measurement program with Supplier.io. We have always required our suppliers to comply with our Code of Business Conduct; however, launching a supplier-specific code of conduct makes it clear that Qlik takes seriously its obligations to monitor compliance within our business and supply chain. Links to the Code and these new policies can be found at https://www.qlik.com/us/legal/legal-policies.

We are proud to share that Qlik did not receive any material fines or non-monetary sanctions for non-compliance with any laws or regulations in 2022. Consequently, we believe our systems and controls continue to promote a culture of ethical conduct.

Fulfillment with Our Ethics Programs

Compliance with our policies and procedures is increased when our employees receive proper training. To monitor training, we track the number and percentage of our employees who have completed their mandatory ethics training. To ensure we are not experiencing any gaps regarding our ethical commitments we monitor any litigation matters and the number of investigations coming from employee raised issues. Issues can be raised through our managers, Culture and Talent, Legal or the anonymous hotline.

Responsible IT Practices

As a technology company, IT drives our operations and offerings. How we address responsible IT practices shapes how we do business and interact with the world.

Data and Privacy

As a cloud-first organization, we are proud to offer to be data processor for our Qlik Cloud customers. Our Qlik Customer Agreement and Data Processing Addendum ensure that our customers can confidently use personal data in their Qlik Cloud tenants knowing the Data Processing Addendum provides the protections required by applicable law. US healthcare customers may also sign a Business Associate Agreement with Qlik to enable them to confidently use Qlik Cloud for their US healthcare data.

Qlik's Privacy team, led by our global Data Protection Officer, steers and monitors the effectiveness of our privacy program. We continue to fine tune and strengthen our privacy program to ensure that our commitment to safeguard our customers' data remains strong. For example, in 2022 we introduced the customer-managed encryption key feature for Qlik Cloud and obtained HITRUST attestation for Qlik Cloud.

To ensure that our employees are upholding our values and continued commitment to data protection and privacy we encourage them to report any potential concerns without fear of retaliation. Any grievances regarding data privacy can be sent to our dedicated email address, privacy@qlik.com. All grievances which are sent in are promptly investigated and addressed.

We continue to fine tune our privacy program to ensure that our commitment to safeguard our customers' data remains strong.

Privacy Program Features:

- **Policies and controls, such as data retention and access rules**

- **Regular data privacy and security training**

- **Qlik Product Privacy Notice**

- **Qlik Privacy & Cookie Notice**

- **A Privacy Champion system to embed privacy across the organization**

- **Record of data processing activities, under Article 30 GDPR**

More information regarding our efforts to ensure privacy of personal data can be found on our Trust & Privacy page.

Qlik Cloud Government

As we continue to heavily invest in the U.S. Public and Federal Sector, we need to ensure our services are aligned with government security requirements. This year we are proud to announce that we have achieved the Federal Risk and Authorization Management Program's (FedRAMP) Authorized designation at the Moderate Impact level (IL) and the Department of Defense IL2 designation. One of the first SaaS (Software as a Service) platforms to achieve FedRAMP designation, Qlik Cloud® Government is now listed in the FedRAMP Marketplace under authorized products.

FedRAMP is a government-wide program that provides a standardized approach to security assessment, authorization, and monitoring of cloud products and services for the U.S. public sector. FedRAMP enables the federal government by creating transparent standards and processes for security authorizations that help accelerate procurement and streamline adoption of cloud-based solutions.

Qlik's sponsoring agency, the Environmental Protection Agency (EPA), has implemented Qlik Cloud Government to ignite innovation within its existing analytics program, while unlocking the value of their data by improving operational efficiencies and reducing costs across the agency.

As the only comprehensive cloud-first analytics platform to achieve this FedRAMP authorization, Qlik is now able to offer the cost, speed, and scaling benefits of cloud computing to its U.S. public sector customers, while meeting the rigorous security standards set forth by FedRAMP.

Customer STORIES

HEALTH CARE

Qlik Cloud Helps Meet HIPAA Requirements

We are proud to announce that in 2022 we enabled Qlik Cloud® with enhanced encryption to securely host personal health information (PHI) subject to U.S. HIPAA requirements via the completion of our SOC2 Type 2 + HITRUST Attestation. With the launch of Customer Managed Keys and this new attestation, healthcare organizations can now take full advantage of Qlik Cloud to enhance patient outcomes, improve service delivery, and close the gaps between data, insights and actions.

Security at Qlik

Qlik works to embed cybersecurity across all our operations and incorporate it throughout software development, SaaS operations and our internal corporate information technology security.

We utilize industry standard technology and modern open standards to instill confidence in our users that their data and analyses are secure. Our development process takes a multi-faceted approach to ensure the software we are creating and offering in the marketplace is secure and ready to face any threats it may encounter. We employ an adaptation of the Scaled Agile Framework and industry best practices to ensure quality assurance. Our software security team incorporates static code analysis, threat modeling, third-party vulnerability scanning and pen-testing to test our software for security weaknesses before public usage. This ensures we are only offering the most secure software to our customers.

Our commitment to security does not end after the development and sale of our software. We conduct consistent monitoring of our production environments to identify and resolve vulnerabilities that could affect data security. With the help of independent third parties, we assess our infrastructure, platforms and applications for any potential weaknesses.

We believe in transparency when it comes to security- related incidents, as such we follow a Responsible Disclosure approach.

Our Software Security Office will rank vulnerabilities based on their risk level and publish security bulletins to our customer and partner portals, report any vulnerability as needed and create software fixes as soon as possible and or provide mitigation until an issue can be resolved.

TISAX Certification for the European Automobile Industry

In 2022 we completed the Trusted Information Security Assessment Exchange (TISAX®) Assessment at the High (AL2) level for Information Handling and Data Protection for all Qlik's major corporate and development centers across all products and services, including Qlik Cloud®, Qlik Sense® and Qlik Data Integration. TISAX is the standard for information security in the European automobile industry.

Showcasing our commitment to security, Qlik has completed a SOC 2 Type 2 and a SOC 3 assessment which are an evaluation of the suitability of the design and operating effectiveness of Qlik's internal controls.

SOC 2 and 3 are rigorous examinations by an independent accounting firm based on AICPA Trust Services Principles and Criteria for Security, Availability, Processing Integrity, Confidentiality and Privacy.

In addition to our SOC certification, Qlik meets the standards of ISO 27001, an information management security specification for information management systems (ISMS). An ISMS is a framework of policies and procedures that includes all legal, physical and technical controls involved in an organization's information risk management processes.

Business
Value

Innovation, Thought Leadership, & Customer Value

Leading the Industry

In the digital economy, real-time agility is essential for long-term success. The faster an organization can respond to events as they evolve, the better it can compete.

To make the necessary adaptations, organizations need to be equipped with continuously up-to-date, real-time information and the ability to trigger informed actions in the moment. This is our vision for turning data into actionable insight, to be an end-to-end pipeline where information flows continuously into everyday processes; to capture real-time data and integrate analytics that allows users to take action in the moment.

To deliver our vision of turning data into actionable insight, we focus on three guiding principles:

The Cloud Principle: We will market a move to the cloud as users seek to reduce total cost of ownership and increase scale, and maximize customer value through a cloud-first approach that enables rapid innovation, adoption and advanced data strategy.

Our software solutions are used across the world optimizing operations and unlocking the power of vast data sets. Qlik serves a wide variety of industries which include healthcare, manufacturing and food services. These are just a small sample of the many industries that benefit by using the power of Qlik. Those who use our products are proud to share the success and benefits which they receive from its utilization.

The Data Principle: Organizations will have data that they either cannot or are not willing to move to Qlik's cloud, and we will support those use cases. We will also embrace a modern data-ops approach delivered as-a-service to build the analytics data pipeline.

The User Principle: We will combine the value of software and services, always on, as organizations modernize and move to the cloud.

Customer
STORIES

TECH

Fujitsu

In 2022 Fujitsu implemented Qlik to accelerate its data transformation processes and enable data-driven business operations across the entire organization. Fujitsu, one of Japan's leading technology companies, is strengthening its data management capabilities by implementing a standardized approach to the management, collection, and use of data as part of its purpose to 'make the world more sustainable by building trust in society through innovation.'

Fujitsu has deployed Qlik to 40,000 of its users, comprising approximately 33% of the company's 120,000 employees worldwide. This is enabling an environment where employees can quickly gain insight from data and foster a data-driven culture throughout the organization. Additionally, Qlik will support Fujitsu in expanding these capabilities to enable real-time data integration.

Living Our Vision

We're already delivering on our vision for turning data into actionable insight through the powerful combination of our data analytics and data integration portfolio, and it continues to drive our direction for product innovation. Even recently, we released four key capabilities to empower our customers to seize more business moments and take action at the point of decision:

Qlik Cloud Data Integration
To enable a real-time enterprise data fabric with automated data movement and advanced transformations

Qlik AutoML in Qlik Cloud
For analytics users to leverage the power of AI and ML to easily generate predictive analytics

Catalog & Lineage
To build trust and drive usage of your data and analytics

Qlik Cloud Reporting
To expand your analytics reach with reporting reimagined with automated workflows

To further our goal of providing certainty through data, we launched Qlik Cloud® Data Integration, an Enterprise Integration Platform as a Service (eiPaaS) offering to fuel enterprise data strategies through a real-time data integration fabric that connects all enterprise applications and data sources to the cloud. Qlik Cloud Data Integration is a set of SaaS services designed for analytics and data engineers deploying enterprise integration and transformation initiatives. The services form a data fabric that unifies, transforms and delivers data across an organization via flexible, governed and reusable data pipelines. These pipelines are essential for modern, business critical, AI, analytics and operational projects in today's enterprise.

In addition, we expanded Google BigQuery Solutions by adding mainframe to SAP business data for modern analytics.

In April this year, we announced that Qlik had successfully achieved Google Cloud Ready – BigQuery Designation for its Qlik Sense® cloud analytics solution and Qlik Data Integration®.

We continue increasing customer confidence by combining multiple Qlik solutions alongside Google Cloud BigQuery to both help activate SAP data, and now mainframe data as well.

We were also officially included in the Microsoft Intelligent Partner Ecosystem, so that our mutual customers can benefit from seamless experience of Qlik Data Integration within the open and well governed MIDP platform. Now Microsoft customers can confidently leverage Qlik Data Integration to feed data from any source – mainframe, SAP, production systems – into the MIDP to deliver a seamless data experience for enterprise users.
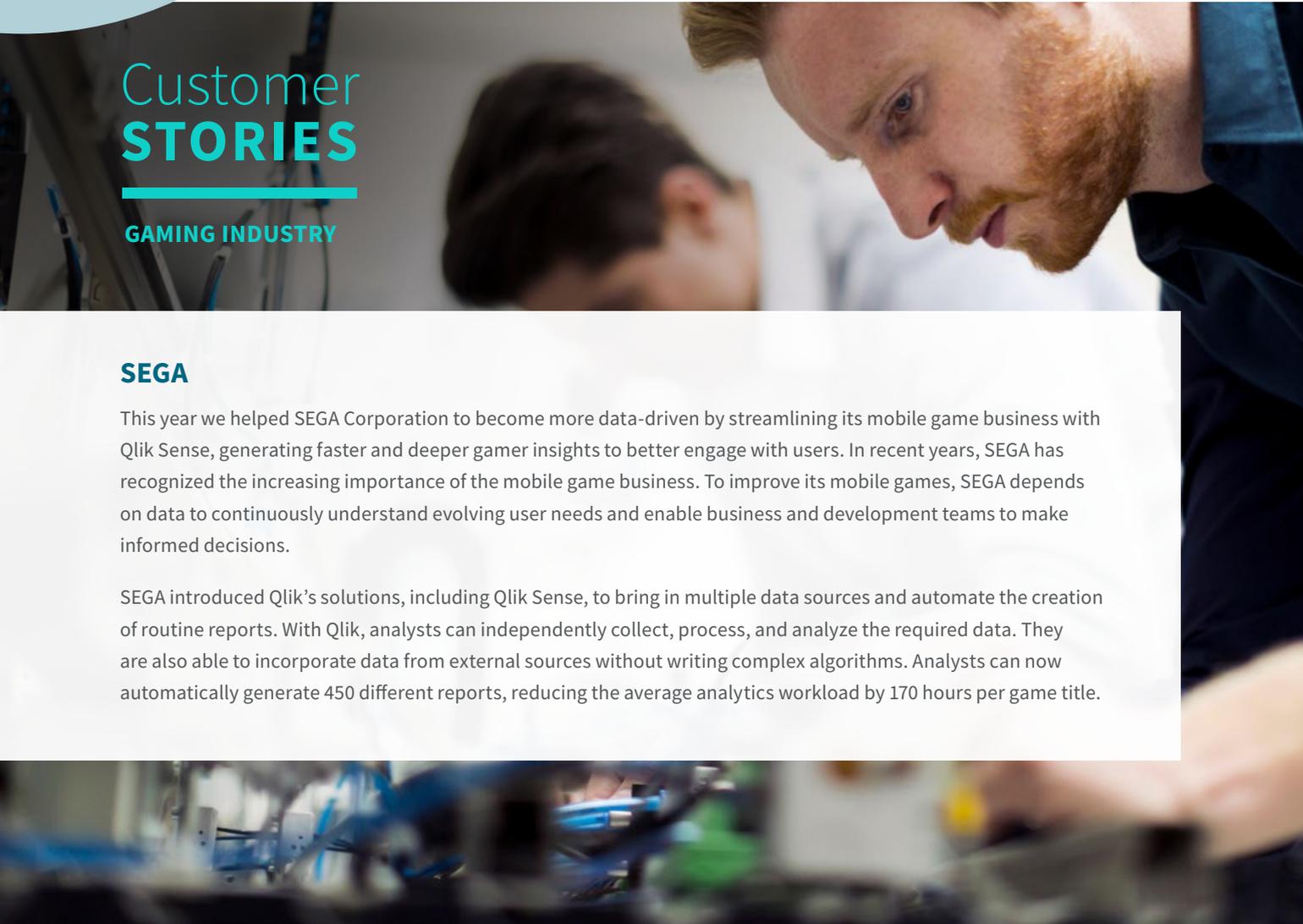
Customer STORIES

DEFENSE

US Navy

In partnership with Grey Matters Defense Solutions, this year we were awarded a contract to implement the Naval Maritime Maintenance Enterprise Solution Business Intelligence Platform (NMMES-BIP) for the Naval Sea Systems Command (NAVSEA) ship maintenance mission. Through this partnership we have begun to replace, integrate and subset legacy applications for NAVSEA while implementing commercial best practices with a modernized IT platform. Our goal is to use the contract to provide customized algorithms and artificial intelligence combined with hardened, scalable commercial technology to modernize the database and business intelligence processes for the fleet.

Sustainability of Cloud

Our Cloud offerings are widely flexible and can offer substantial environmental benefits. Qlik Cloud allows customers to quickly take advantage of our technology instead of having to deploy and maintain their own infrastructure environment. This solution reduces infrastructure and management overhead costs, including associated energy use and the emissions arising from its generation, while also enabling rapid response time for scalability.
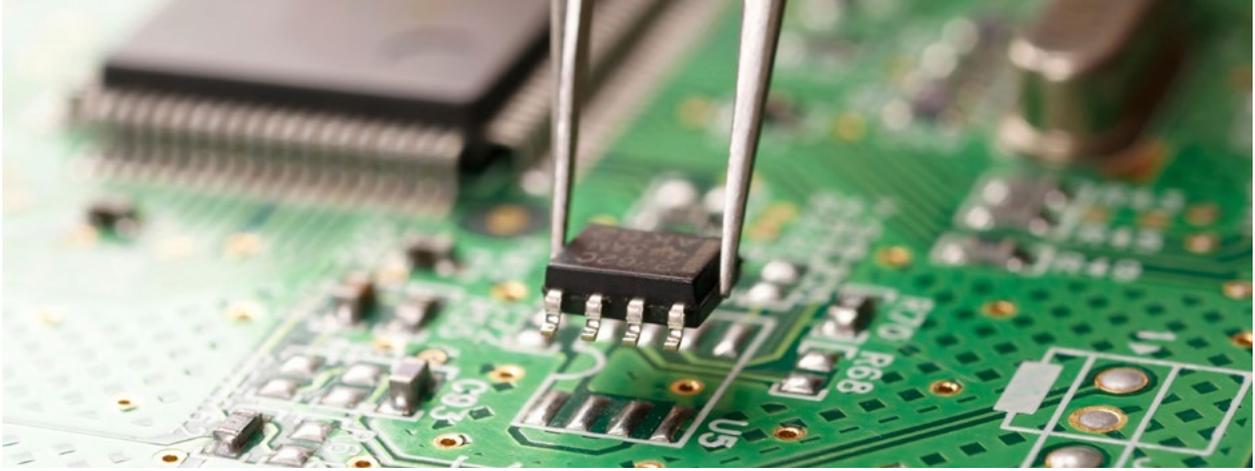
Customer
STORIES

GAMING INDUSTRY

SEGA

This year we helped SEGA Corporation to become more data-driven by streamlining its mobile game business with Qlik Sense, generating faster and deeper gamer insights to better engage with users. In recent years, SEGA has recognized the increasing importance of the mobile game business. To improve its mobile games, SEGA depends on data to continuously understand evolving user needs and enable business and development teams to make informed decisions.

SEGA introduced Qlik's solutions, including Qlik Sense, to bring in multiple data sources and automate the creation of routine reports. With Qlik, analysts can independently collect, process, and analyze the required data. They are also able to incorporate data from external sources without writing complex algorithms. Analysts can now automatically generate 450 different reports, reducing the average analytics workload by 170 hours per game title.

Partner Engagement

To expand our capabilities and customer offerings we developed new partnerships and strengthened existing ones in 2022. Not only is Qlik unlocking new benefits, but our partners are finding new business value in our services and a new customer relationship to further their own growth. We made specific partnership expansions in 2022 with Databricks and Exact.

We made two significant enhancements to our partnership with Databricks that make it easier than ever for our customers to combine Qlik's solutions and Databricks to advance their cloud analytics strategies. First is the launch of the Databricks Lakehouse (Delta) Endpoint, a new capability in Qlik Data Integration, which will simplify and improve customers' ability to ingest and deliver data to the Databricks Lakehouse. Second is the integration of Qlik Cloud with Databricks Partner Connect, enhancing the Qlik Data Analytics trial experience with Databricks. Both deepen and expand the ability of customers to combine Qlik and Databricks in their efforts to leverage the cloud for impact.

Leveraging Databricks SQL, Qlik's Databricks (Delta) Endpoint optimizes the continuous and real-time data ingestion through Qlik Data Integration into Delta Lake on Databricks. This gives organizations the ability to cost effectively drive more data from a wide range of enterprise data sources, including SAP and Mainframe, into the Databricks Lakehouse while leveraging their cloud provider of choice such as Amazon Web Services (AWS), Google Cloud Platform (GCP) or Microsoft Azure.

We have also extended our partnership with the software provider Exact to include an Original Equipment Manufacturer (OEM) partnership to continue to serve small and mid-sized enterprises (SMEs) around the world with enterprise grade analytics powered by Qlik Sense through Exact Insights. Hundreds of Exact customers including Metos Kitchen Intelligence, Eijsink Afrekensystemen, Nieman Groep, and Smartel SL use Exact Insights to drive more intelligent business decisions.

The successful partnership with Exact is a testament to the targeted value Qlik provides the SME space, particularly in the visual presentation of data and the user friendliness of the analytics solutions.

For Exact, the collaboration with Qlik delivers continued opportunity to focus on giving its customers a better understanding of their data so they can take decisive actions, uncover new business opportunities, while also being able to identify cost-cutting initiatives.

Sephora

Sephora, the world leader in prestigious beauty retailing, started using Qlik Sense to transform its Human Resources (HR) management system in 2022. The strong international growth of the brand over the last decade has made it necessary for Sephora to combine its global HR practices. In a rapidly changing consumer retail sector, Sephora has developed a global vision of its talent management, embodied by the deployment of a global employer brand strategy, which values the richness of the career paths and unique opportunities offered by the brand.

Sephora has deployed SAP's SuccessFactors as its global Human Resources Information System (HRIS) for all countries and employees. It will be enriched with solutions like Qlik to manage local employee needs, jobs, and recruitment requirements. Qlik will help Sephora's HR Management team and all other managers navigate the analytics from this data-rich system.

Educating Tomorrow's Leaders

Just as important as providing learning around data's capabilities to current workforces, the need to educate our future workforce stands out.

Qlik looks for ways to play a role in offering learnings to qualified university students, educators and researchers with the Qlik Academic Program. These learnings come in the form of free Qlik software and resources to prepare students for a data-driven workplace.

Students who participate can analyze real-world information, gain skills and increase future employability. Our software helps position students to stand out by having analytical capabilities which employers are looking for. We have designed the software to be self-paced involving an extensive library of training materials covering business analyst, data architect and data literacy learnings. Best of all once students complete these courses, they can earn certifications and qualifications in their respective area of learning.

The educator aspect of the program provides the resources needed for teachers to bring Qlik data literacy programming into a curriculum.

This program provides an educator toolkit which has material, syllabus, Qlik specific training and theoretical training to teach students about data and analytics. Similar to the individual student training, this program helps educators enable their students to gain the skills they need for future employment.

Awards & Recognition

At Qlik we capitalize on our data capabilities to bring value add to our customers. Measuring our success comes in many forms but is especially evident when customers come to us looking for next level solutions. Our customer stories provide proven success case studies and demonstrate that our customers are able to reach new levels of performance due to our solutions.

In 2022 several groups recognized us with a number of rankings and awards:

- Qlik Recognized as a Customers' Choice in 2022 Gartner® Peer Insights™ 'Voice of the Customer': Analytics and Business Intelligence Platforms

- Leader in IDC MarketScape: U.S. Business Intelligence and Analytics Platforms 2022 Vendor Assessment

- Qlik Named Microsoft Analytics Partner of the Year Finalist

- Gartner positioned Qlik a Leader in the 2022 Magic Quadrant for Analytics and Business Intelligence for the 12th straight year

- Qlik Named as a Challenger in the 2022 Gartner® Magic Quadrant™ for Data Integration Tools for the seventh consecutive year

Customer STORIES

AUTO INDUSTRY

Mercedes Benz

Qlik's partnerships with leading industry solution providers like Microsoft and Databricks help our mutual manufacturing customers, such as Mercedes-Benz, take advantage of the power of manufacturing data to become more resilient, efficient, and sustainable. The Mercedes Benz MO360 strategic initiative helps determine the root cause of inefficiencies and develop strategies to improve performance. This platform allows teams to identify potential supply chain bottlenecks faster and enable a dynamic prioritization of production resources toward electric and Top-End vehicles. This unified data platform includes integrated solutions from Microsoft Azure and Qlik, providing Mercedes-Benz with flexibility and cloud computing power to run artificial intelligence (AI) and analytics at global scale while addressing cybersecurity and compliance standards across regions.

About this
Report

Sustainability is an essential part of Qlik's core values, and Qlik has had an active program since 2010.

As a first step to reporting on our Sustainability efforts, we recently performed an extensive materiality assessment to identify the key environmental, social, economic, and governance topics that concern our stakeholders, impact the world and drive sustainable, long-term value creation.

Potentially material topics were selected by referencing international frameworks such as the GRI Sustainability Reporting Standards. The degree of relevance of each potential topic was assessed along three materiality dimensions:

- Degree of Stakeholder Concern, by surveying customers, employees, and other stakeholders on the relevance of each topic to Qlik

- Impact on Long-Term Value Creation, by surveying Qlik senior management on the potential for each topic to impact Qlik's ability to create sustainable long-term value

- Impact on Sustainable Development, by researching and analyzing the potential positive and negative impacts of Qlik's business activities on each topic

- After extensive analysis of the potential topics that were ranked highly on all three dimensions, followed by detailed discussion with a representative set of Qlik senior management, we determined the following categories and topics to be material to Qlik's sustainability strategy.
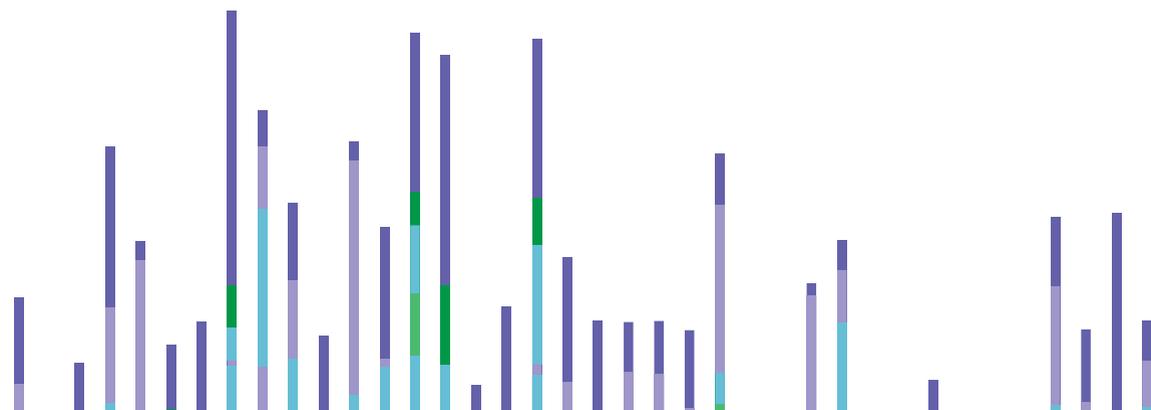
The topics we deem most material to our stakeholders, to our impacts and to our ability to create long-term value are:

MATERIAL TOPIC	SUBTOPIC
External Relations	Stakeholder engagement Community investments
Environmental Stewardship	Waste and recycling Energy efficiency and renewable energy use
Talent Management	Professional development and training Talent recruitment and retention
Diversity, Equity & Inclusion	Diversity, flexibility, equal opportunity and non-discrimination Diversity in the technology sector Gender compensation equality
Innovation & Leadership	Innovation Thought leadership
Customer Value	Customer satisfaction Customer perception of product value Digitalization
Responsible Business Practices	Compliance and business ethics Governance and transparency
Responsible IT Practices	Customer data protection and privacy IT infrastructure and resilience

Management
Approaches

Innovation & Leadership

Innovation and Thought Leadership are material to Qlik's customers, employees and community members as the management of these topics directly contributes to the development of Qlik's data-driven offerings. The Chief Technology Officer (CTO) is responsible for managing this topic and does so by an advanced "Ideation Program" that includes Qlik employees, customers and partners. The CTO evaluates this approach by monitoring the number of product ideas that are transformed into releasable products in the form of a conversion rate.

Customer Value

Customer value is material to Qlik's customers because of its contribution to the company's ability to differentiate from competitors in the dynamic and fragmented business analytics technology marketplace. The Customer Success Officer is responsible for managing customer satisfaction and digitalization as they relate to customer value. Management of this topic includes driving customer

success, education, support and consulting services, as well as developing a clear vision of how Qlik must progress in this area. Qlik evaluates its management of customer satisfaction through customer surveys and in person dialogue at the annual customer conference, QlikWorld, using the results to drive product ideation and development.

Responsible IT Practices

Responsible IT Practices are material to Qlik's customers, partners and the communities in which we operate because privacy breaches threaten Qlik's continued business operations and customer satisfaction. Qlik's internal IT and IT Security departments, as well as its Product Development department, maintain and develop Qlik products and infrastructure and are responsible for the management of this topic. Qlik manages this topic through several policies aimed at protecting intellectual property (IP), personal data and other assets, such as the Qlik Code of Business Conduct and the Qlik Privacy & Cookie Notice. Data protection management is assessed by the Qlik Legal Department in partnership with IT Security.
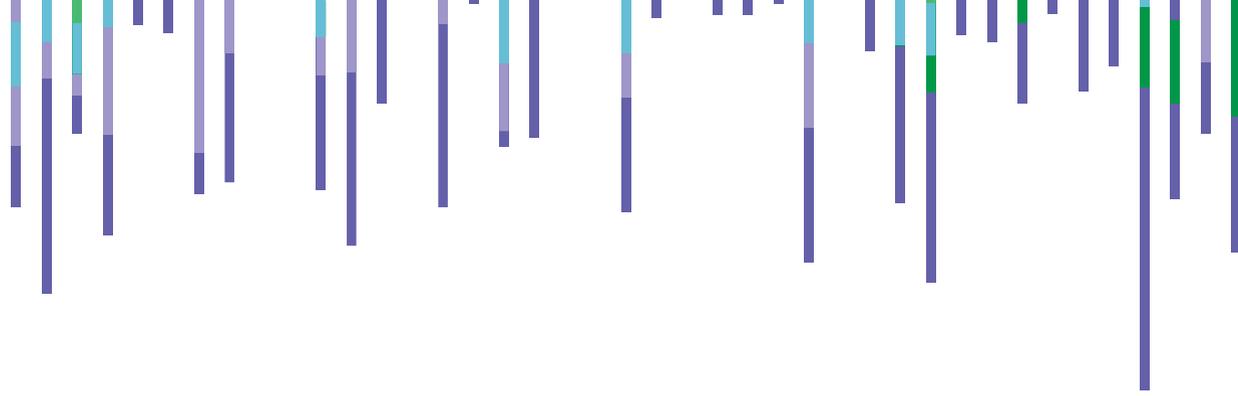
Responsible Business Practices

Responsible Business Practices are material to Qlik's employees, management and communities as this topic is foundational to Qlik's corporate culture. Qlik manages its compliance and governance through the enforcement of the Qlik Code of Business Conduct and policies such as the Anti-Corruption Policy. The Chief Legal Officer is charged with monitoring the management of this topic and assesses the management approach through the annual review of and training on the Code of Business Conduct and related policies.

Diversity, Equity & Inclusion

Diversity, Equity and Inclusion are material to Qlik's employees because a safe, comfortable working environment is necessary for a productive and valued workforce. Qlik manages this topic through the efforts of the Qlik for All Taskforce, led by its VP Sustainability and DE&I, in partnership with Qlik for All Ambassadors, Employee Resource Groups, Culture & Talent and the Qlik Legal Department.

Talent Management

Talent Management is material to Qlik's customers and employees because a highly trained and motivated workforce facilitates responsible growth. Qlik's Chief People Officer manages this topic by working to provide avenues for development and advancement to all employees. The CPO evaluates the management approach by tracking employee training hours and monitoring employee turnover and other job performance metrics.

External Relations

External Relations are material to the communities in which Qlik operates, its employees, customers and partners because it is crucial to Qlik's ability to create long term value for all parties impacted by the company's business operations. The Chief Marketing Office is responsible for overseeing stakeholder engagement initiatives and partners with the VP of Sustainability and DE&I to encourage employees to engage with other Qlik stakeholders, while events like QlikWorld and online communities like "Qlik Nation" facilitate regular and effective communication with customers and partners. Qlik evaluates its management of this topic through stakeholder surveys and feedback, while tracking the number of events held annually and which stakeholders attend.

Environmental Stewardship

Environmental Stewardship is material to Qlik's role as a global corporate citizen. We value and understand the importance of minimizing our environment impact and recognize climate change as a global threat. While Qlik does not have manufacturing operations or specialized infrastructure requirements, energy efficiency remains an important pillar of responsible business for Qlik. Qlik is currently building a dashboard of social and environmental impacts and related KPIs to help parties in its ecosystem manage this topic more effectively. Qlik will also assess its Energy Efficiency management based on GHG emissions, including Scope 3 emissions from business travel. Q

SASB **Metrics**

Topic	Accounting Metric	Unit of Measure	Response
Environmental footprint of hardware infrastructure	(1) Total energy consumed (2) % grid (3) % renewable	GJ/MWh	See "Environmental Stewardship" on page 18.
	(1) Total water withdrawn (2) water consumed, % in water stressed areas	Thousand cubic meters, %	Qlik does not currently collect this data.
	Discussion on integrating environmental needs into strategic planning for data center needs	Discussion & analysis	See "Environmental Stewardship" on page 18.
Data privacy and freedom of expression	Description of policies for behavioral advertising and user privacy	Discussion & analysis	We are not an advertising technology company, so our use of advertising is limited to standard lead generation efforts that is comparable to most enterprise software companies.
	Number of users whose information is used for secondary purposes	Number	We are not an advertising technology company, so our use of advertising is limited to standard lead generation efforts that is comparable to most enterprise software companies.
	Amount of monetary losses from legal proceedings with user privacy	Reporting currency	None.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Number, Percentage (%)	None.
	List of countries where products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion & analysis	None.
Data security	(1) Number of data breaches, (2) percentage involving personally identifiable information(PII), (3) number of users affected	Number, Percentage (%)	Qlik takes data privacy and security very seriously and has a robust privacy and security program in place consistent with industry practice.
	Approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion & analysis	Qlik has a layered approach to security that includes, but is not limited to, the following: 24x7 security monitoring and network, application and host security controls. For more information, visit Qlik.com/trust.

Topic	Accounting Metric	Unit of Measure	Response
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Percentage (%)	None in US.
	Employee engagement as a percentage	Percentage (%)	Between 70% and 75% throughout 2022
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Percentage (%)	See tables in report "Diversity, Equity, and Inclusion" on page 37 or HR Questionnaire
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Reporting currency	None.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Number, Days	Our multicloud offering has resiliency architected in at each layer. The service disruptions and downtime can be found at: https://status.qlikcloud.com
	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	The biggest risk is our reliance on cloud providers like Azure and AWS. We believe these are tier 1 vendors and the risks are consistent with our service level objectives of high availability.

Activity Metric	Unit of Measure	Response
(1) Number of licenses or subscriptions, (2) percentage cloud-based	Number, Percentage (%)	We are a private company and do not disclose this information. A material portion of our business is subscription and cloud-based.
(1) Data processing capacity, (2) percentage outsourced	Number	We utilize the top 3 cloud providers for the vast majority of our data processing requirements.
(1) Amount of data storage, (2) percentage outsourced	Petabytes, Percentage (%)	We are a private company and do not disclose this information.

GRI Content Index

The **Global Reporting Initiative** (GRI) provides the world's most widely used framework for sustainability reporting. The GRI Standards offer a structured format to coherently and comprehensively share information about material issues, performance metrics and the management of sustainability-related issues within the organization. The reporting principles for defining report content and quality have been applied throughout the information collection and report development process.

All disclosures in this report are based on the 2021 Universal Standards.

Statement of use	Qlik Technologies Inc. has reported in accordance with the GRI Standards for the period of 1 January 2022 to 31 December 2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

Disclosure	Response/Location
General Disclosures	
GRI 2: General Disclosures 2021	
2-1 Organizational details	Qlik Technologies Inc. 211 South Gulph Road Suite 500 King of Prussia, PA 19406 United States Phone: +1 (888) 828-9768 Qlik has offices in 30 countries in North America, South America, Europe, Asia-Pacific and the Middle East. Qlik's partners are located in over 100 countries. Qlik is privately owned by the private equity firm Thoma Bravo.
2-2 Entities included in the organization's sustainability reporting	All data presented in the report represents all Qlik operations, unless explicitly noted otherwise.
2-3 Reporting period, frequency and contact point	Qlik's vision is a data literate world, where everyone can use data to improve decision- January 1 to December 31, 2022, and published annually. Julie Kae VP Sustainability and DE&I, Executive Director of Qlik.org Julie.Kae@qlik.com
2-4 Restatements of information	None.
2-5 External assurance	This report was not externally assured.
2-6 Activities, value chain, and other business relationships	Qlik's vision is a data literate world, where everyone can use data to improve decision-making and solve their most challenging problems. Qlik provides end-to-end, real-time data integration and analytics solutions that help organizations access and transform all their data into value. Qlik helps companies lead with data to see more deeply into customer behavior, reinvent business processes, discover new revenue streams, and balance risk and reward. Qlik does business in more than 100 countries and serves over 38,000 customers around the world. At the end of 2022 we had over 2500 employees globally, more than 38,000 customers and were active in more than 100 countries. Our suppliers deliver goods and services that are critical to our organization and are onboarded by Qlik's procurement department in partnership with the Legal department. Suppliers are obliged in our standard supplier agreement to comply with our Code of Business Conduct, and suppliers that will be given access to personal data and/or our systems are required to undergo a security risk assessment.

2-7 Employees	See "Our People" on page 24.
2-8 Workers who are not employees	See "Our People" on page 24.
2-9 Governance structure and composition	www.qlik.com/us/company/leadership
2-10 Nomination and selection of the highest governance body	Qlik does not presently disclose this information.
2-11 Chair of the highest governance body	Qlik does not presently disclose this information.
2-12 Role of the highest governance body in overseeing the management of impacts	Qlik does not presently disclose this information.
2-13 Delegation of responsibility for managing impacts	Qlik does not presently disclose this information.
2-14 Role of the highest governance body in sustainability reporting	Qlik does not presently disclose this information.
2-15 Conflicts of interest	Qlik does not presently disclose this information.
2-16 Communication of critical concerns	Qlik does not presently disclose this information.
2-17 Collective knowledge of the highest governance body	Qlik does not presently disclose this information.
2-18 Evaluation of the performance of the highest governance body	Qlik does not presently disclose this information.
2-19 Remuneration policies	Qlik does not presently disclose this information.
2-20 Process to determine remuneration	Qlik does not presently disclose this information.
2-21 Annual total compensation ratio	Qlik does not presently disclose this information.
2-22 Statement on sustainable development strategy	See "Letter from Qlik CEO Mike Capone" on page 6.
2-23 Policy commitments	Qlik considers a range of economic, social and governance related factors in its decision making but does not explicitly use the precautionary principal. See "Business Integrity" on page 38.
2-24 Embedding policy commitments	Qlik does not presently disclose this information.
2-25 Processes to remediate negative impacts	Qlik does not presently disclose this information.
2-26 Mechanisms for seeking advice and raising concerns	Qlik does not presently disclose this information.
2-27 Compliance with laws and regulations	Qlik does not presently disclose this information.
2-28 Membership associations	Private Sector Roundtable on Global Health Security Boston College Center for Corporate Citizenship NetHope (Nonprofit IT organization) Healthcare Information and Management Systems Society
2-29 Approach to stakeholder engagement	Ownership group, joint venture partners, employees, tenants, regulators, and the local communities. We identify stakeholders as part of our materiality process and through formal and informal discussions with senior management and other interested parties. Stakeholders are selected by assessing the degree of interest they have in Qlik's operations, and the degree to which they influence our decision making. We engage our stakeholders through a variety of mechanisms, including regular business-related meetings, discussions of joint ventures and partnership agreements, employee engagement surveys and roundtables, and strategic planning with senior management and the ownership team.
2-30 Collective bargaining agreements	No collective bargaining agreements applicable to Qlik's employees are currently in place.

Material Topics

GRI 3: Material Topics 2021	
3-1 Process to determine material topics	The data presented here represents Qlik in its entirety at the end of 2022. The content of the report is based upon material topics (which includes consideration of Stakeholder Inclusiveness, Sustainability Context, Materiality, and Completeness) and boundaries are limited to the Qlik organization. See "About this Report" on page 52.
3-2 List of material topics	See "Material Topics" on page 53.

INNOVATION & LEADERSHIP

GRI 3: Material Topics 2021	
3-3 Management of material topics	See "Our People" on page 24.
Company-Specific (Non-GRI) Disclosures	
Innovation and Thought Leadership	We are actively developing ways to quantitatively measure our progress. These innovation measures will complement our existing KPIs around quality, turn, productivity, and velocity. See page 44 for more information.

CUSTOMER VALUE

GRI 3: Material Topics 2021	
3-3 Management of material topics	See "Management Approaches" on page 54.
Company-Specific (Non-GRI) Disclosures	
Customer Perception of Product Value	See "Business Value" on page 44.
Digitalization	See "Business Value" on page 44.

RESPONSIBLE IT PRACTICES

This topic corresponds to the GRI topic "418 Customer Privacy."

GRI 3: Material Topics 2021	
3-3 Management of material topics	See "Management Approaches" on page 54.
GRI 418: Customer Privacy (2016)	
418-1 Complaints concerning privacy and losses of customer data	See "Responsible IT Practices" on page 41.
Company-Specific (Non-GRI) Disclosures	
IT Infrastructure and Resilience	See "Responsible IT Practices" on page 41.

DIVERSITY, EQUITY & INCLUSION

This topic corresponds to the GRI topics "405 Diversity and Equal Opportunity," and "406 Non-discrimination."

GRI 3: Material Topics 2021	
3-3 Management of material topics	See "Management Approaches" on page 54.
GRI 405: Diversity and Equal Opportunity (2016)	
405-1 Diversity of governance bodies and employees	See "Diversity, Equity & Inclusion" on page 33.
405-2 Ratio of basic salary and remuneration of women to men	Our remuneration practices include periodic benchmarking exercises where we analyze our compensation policies and data, look at potential gender or other demographic imbalances, and make adjustments where needed. Our compensation policy is intended to be merit based, focused solely on roles, responsibilities, experience and performance with no consideration given to gender, age, ethnicity or any other impermissible factor. We believe there is no systemic difference in our pay scales due to gender or other demographic metric.
GRI 406: Non-Discrimination (2016)	
406-1 Incidents of discrimination	Qlik treats this data as confidential company information.

TALENT MANAGEMENT

This topic corresponds to the GRI topics "404 Training and Education."

GRI 3: Material Topics 2021	
3-3 Management of material topics	See ""Management Approaches" on page 54.
GRI 404: Training and Education (2016)	
404-1 Extent of training and education	See "Workforce Development" on page 26.
404-2 Programs for skills management and lifelong learning	See "Workforce Development" on page 26.
404-3 Performance reviews and career planning	See ""Workforce Development" on page 26.

EXTERNAL RELATIONS

This topic corresponds to the GRI topics "203 Indirect Economic Impacts" and "413 Local Communities."

GRI 3: Material Topics 2021	
3-3 Management of material topics	See "Management Approaches" on page 54.
GRI 413: Local Communities (2016)	
413-1 Local community engagement, impact assessments, and development programs	See "Responsible Citizenship" on page 14.
GRI 203: Indirect Economic Impacts (2016)	
203-1 Infrastructure investments and services supported	See "Responsible Citizenship" on page 14.

ENVIRONMENTAL STEWARDSHIP

This topic corresponds to the GRI topics "302 Energy" and "305 Emissions."

GRI 3: Material Topics 2021	
3-3 Management of material topics	See "Management Approaches" on page 54.
GRI 302: Energy (2016)	
302-1 Energy Consumption	See "Environmental Stewardship" on page 18.
GRI 305: Emissions (2016)	
305-2 Indirect (Scope 2) emissions	See "Environmental Stewardship" on page 18.