APRIL 2023

Environmental, Social & Governance Report

TABLE OF CONTENTS

About us

Cookie Information develops and sells software-based data protection solutions that enable our customers to make their websites, their apps and their internal IT-systems compliant with the EU's GDPR and other countries' personal data legislation. Cookie Information's customers are private companies and public sector organisations that want their digital services to protect the individual's digital rights as the data protection legislation outlines. These are typically organisations that, as well as ensuring their businesses are legally compliant, believe that building personal data protection into their services is good for their customers, good for their business and good for digitisation and society more generally.

Our mission at Cookie Information is to make our clients' digital services safe and compliant. We build and develop products that make compliance regulations simple and easy to follow; that honour privacy and security with respect and treat accountability with absolute transparency. Whether for a small business or government organisation, we bring the latest product technology together with honest expertise to make their digital services compliant in an admirable way.

Our vision is to be the world's leading privacy company, to build future-led products that businesses use for any compliance, privacy and accountability issues, and to be a global thought leader on the importance of creating a safe digital society for everyone. We have made significant steps towards this already in the most digital country in the world – Denmark, where more than 60% of the largest organisations use Cookie Information today.

Our Consent Management Platform is the number 1 privacy solution in Northern Europe with 55 billion calls in 2022.

3

We believe that being a responsible company goes beyond providing high-quality services and being there when our customers need us. It also means giving something back to society, treating our employees well, fighting for inclusion and diversity, and caring for our environment.

Especially given our goals, we recognise the importance of tracking, and reporting on, our impact on the world. This first ESG Report aims to set our intentions and share already, where possible, our progress in key areas. We realise that we are on a learning journey and aim to further develop our data collection and reporting processes. This will enable us to include more relevant and accurate information in future iterations of this report. We also plan to share a materiality analysis in our next report that will show our high-priority focus areas.

Alignment with the UN SDGs

We see the impact of our work as closely aligned with the following United Nations Sustainable Development Goals:

4 QUALITY EDUCATION

We speak at other organisations' events and give lectures on relevant topics. We share knowledge and allow access to our platform with anyone with an educational interest. We also employ students, interns and recent graduates across all of our teams.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We make efforts to reuse, recycle and reduce waste wherever we can. This relates both to our physical presence in the world as well as the digital resources required as part of our work.

13 CLIMATE ACTION

We care about doing business responsibly and our goal is to reduce the environmental footprint of our services and minimise our impact on the environment.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

We work to make digitalisation transparent and safe to the benefit of all. In 2022, we held 120 webinars to promote privacy with 8500 attendees and continue to roll out products that help protect individuals' digital rights.

THE GLOBAL GOALS
For Sustainable Development

5

02

Environmental

At Cookie Information, we protect the earth's resources to the best of our abilities. We recognise that delivering IT-based services to global markets requires us to use some of the planet's limited natural resources.

Our goal is to reduce the environmental footprint of our services and minimise our impact on the environment. This extends beyond our own actions to the actions of those that we work with. It is not in all areas that our suppliers or partners offer environmentally responsible alternatives. However, where we have a choice, we favour those that do.

We are in the process of collecting data related to our scope 1, 2 and 3 emissions. Currently we have information on our scope 3 emissions for our primary product- our Consent Management Platform- as reported by Microsoft Azure using their calculation methodology. This value is shown in the table to the right. In the future we will be able to report on emissions for our office, as well as for other products that began to roll out to our customers at the beginning of 2023.

Our expectation is that, by expanding our reportable dataset, we will be able to report more fully on our impact on the environment and so make plans to minimise any negative impact of our work on the planet.

Scope	2021	2022	% diff.
1	-	-	- %
2	-	-	- %
3	4.55 mtCO2e	4.79 mtCO2e	+ 5,2%
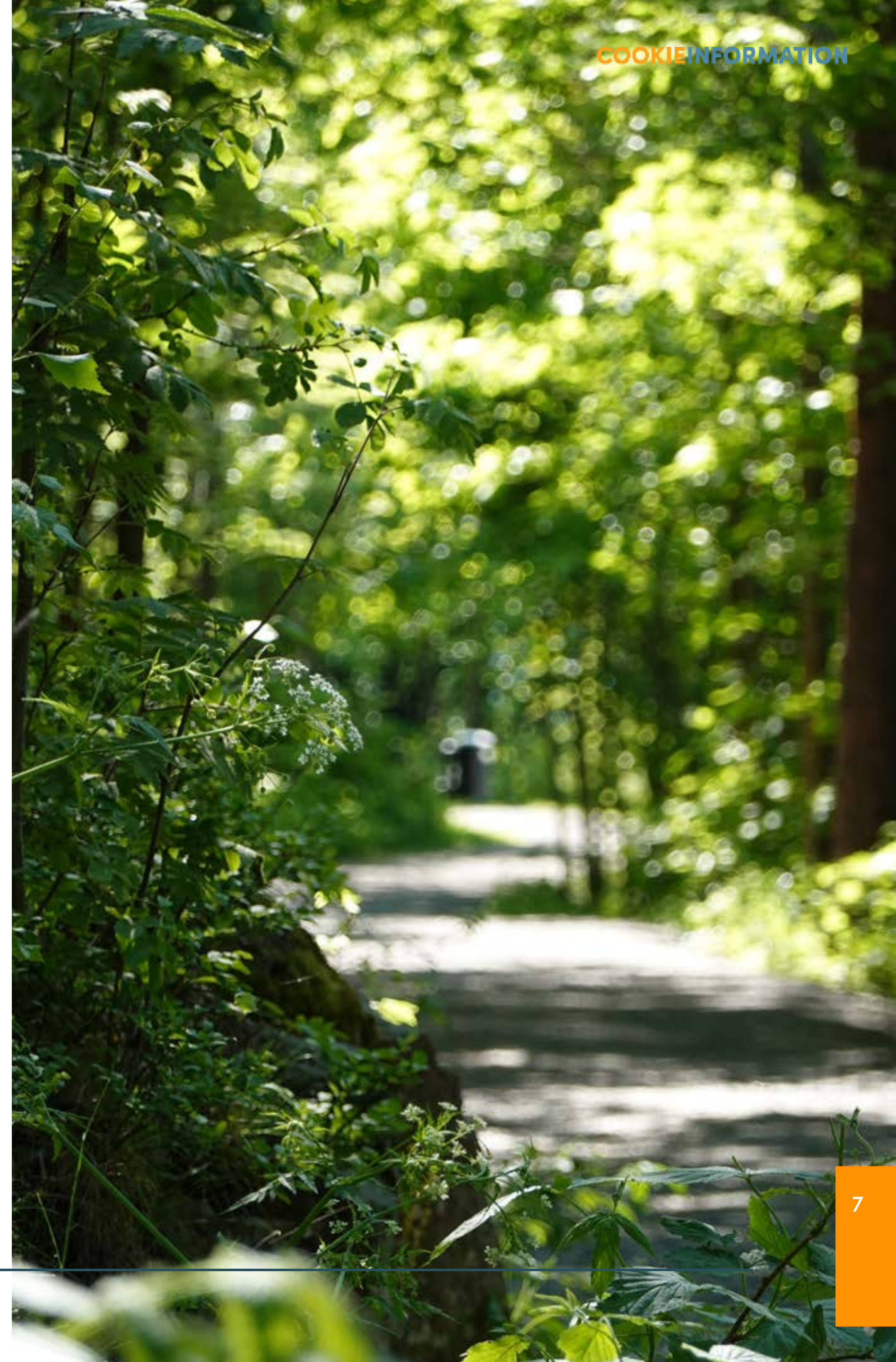
We are committed to reducing our energy consumption and emissions. We put special focus on the following areas:

Continuously optimising our cloud platform

- We have designed our services to use as little computing power as possible.

- We autoscale our infrastructure, meaning that computing power only is available when needed to perform a task; when we do not have much activity e.g. at night, the system will automatically scale down on available resources.

- We use Microsoft Azure, which has a well-defined approach to environmental responsibility. A 2018 study concluded that using Azure can be up to 93% more energy-efficient and up to 98% more CO_2 efficient than an on-premise setup.

Making intelligent transport choices (even when it costs)

- We offer access to subsidised commuter cards to employees to stimulate their use of public transportation.

- The location of our office is central to where our employees live, which is a conscious choice to reduce the need for high-emission transportation. The majority of our employees walk, cycle or take public transport to and from the office.

- We have virtually eliminated transportation to and from our customers' offices by converting all external meetings to online meetings.

Managing the environmental impact of our office

- Our office is in a modern building with efficient insulation and heating systems, and we work with paper as little as possible. We are in the process of establishing the energy rating for the building and will be able to share this information in the next report.

- We use LED lights and, from Q2 2023, we have made an agreement with our energy supplier to use exclusively green power from sun and wind sources in our offices.

- We actively combat food waste in the office by ordering only what we need according to day-to-day occupancy of our office and by allowing our employees to take any leftovers home with them.

Using energy-efficient and recycled/recyclable equipment

- We make the conscious choice to buy recycled IT equipment and furniture where possible and always favour products with high energy efficiency ratings.

03
Social

Our reach
In 2021, <u>Erhvervsstryrelsen reported</u> that Cookie Information was the second largest 3rd party on the 100 largest Danish websites, surpassed only by Google. In 2022, Cookie Information continued to increase its positive influence on data protection in society and the use of Cookie Information's consent solution grew by 57% to 55 billion calls. The number of websites that pay to use the solution increased by 64% from 27,500 to 45,000.

Cookie Information brought two new data protection solutions to the market in 2022, with more expected to launch in 2023.

Sharing knowledge
We often act as keynote speakers at other organisations' events and give lectures to students at business schools, universities etc. Our pledge is that any trade association, journalist, Ph.D., graduate student or others that work in a dedicated manner to advance knowledge or test hypotheses within our area of expertise can count on Cookie Information to share knowledge and allow access to our platform. They also have access to computing and auditing capabilities to contribute to scientific and semi-scientific work.

120
webinars held last year, with

8500
attendees

These webinars have covered topics that range from understanding country-level consent requirements, to interpreting the stipulations of the GDPR and tackling privacy concerns and issues. We host these webinars and bring in subject matter experts, legal professionals and data protection authorities to share their perspectives and expertise.

Charity
We admire the work of charity organisations and offer our services at discounted rates to all such organisations.

Cookie Information works to make digitalisation transparent and safe for the benefit of all.

Our people

Cookie Information strives to create an inclusive workplace where everyone feels valued and respected because of their differences – a place where every employee can be themselves so they can reach their potential and help us achieve our organisational goals.

Diversity, Equity and Inclusion
We aim to build and nurture an inclusive, respectful and supportive work environment that enables us to attract and retain a diverse workforce that represents our global community. We promote fair treatment, equal access to opportunity and a focus on innovation, creativity, collaboration and teamwork. We work hard to remove bias from our hiring- and internal processes in order to increase inclusivity and encourage representation of many diversity dimensions at all levels of the organisation.

As of March 31, 2023, we have 60 employees working across 3 countries- Denmark, Thailand and the UK. In the coming months, we will add at least 2 more countries to that list because we understand that we need a global mindset in order to leverage top talent.

Our current gender split is **51% female** and **49% male**. The average age of our employees is **32.7 years old**. We are particularly proud of the diversity of nationality and mother-tongue language of the people that make up our organisation.

We are working on people programs that contribute to a feeling of safety and belonging. For example, we are currently developing a staff Code of Conduct, we are launching staff benefits that focus on mindfulness and meditation and we are reviewing our parental leave policies to ensure they are generous and inclusive. In March, we launched a program that allows employees to participate in a warrant program and get a stake in the value creation of our organisation.

We strive to create a stress-free work environment where nobody regularly works more than 37.5 hours per week and we are constantly developing our benefits programs to ensure our people feel supported in living a healthy and happy life. We are committed to listening to our employees and taking swift action in response to feedback and suggestions for improvement. In our most recent engagement survey, we received **94% participation** and an **overall positive engagement score of 85%.**

We will continue to drive impact of strong privacy practices going forward in terms of the number of companies that use our products, the number of products they use and the geographical area in which we make them available.

Going forward we aim to track data that allows us to report on:

- the prevalence of our products and the associated positive impact.
- staff diversity & inclusion metrics.
- our global presence and operations.
- the state and health of our organisational culture.

We will use this reporting to keep ourselves accountable for our efforts to:

- continue making a positive impact in the world and being a force for good.
- nurture an organisation of diverse and talented individuals that come together to have outsized impact.
- act as role models in the area of innovative and transformative culture and business practices.

04
Governance

Ownership
There are three shareholders in Cookie Information: the original Founder Karsten Rendemann, co-founder Jonas Andersen and Kirk Kapital. To preserve the focus on doing good, Cookie Information continues to be bootstrapped.

Our Board
The Board is made up of a Board Chair, 3 Board Members (each representing one of the three shareholders; two of them also being C-level), a Board Secretary and a Board Observer. The Board acts as a strategic decision-making committee and has high-level oversight of the organisation's activities and performance. As of April 2023, an additional Board Member will be added to the group in the form of an external expert.

C-level
In 2022, the C-level management layer consisted of the two Founders, both of which sit on the Board. At the end of 2022, a Chief Product Officer role was added and further additions are planned for 2023.

Compensation
We have benchmarked with the portfolio companies of Kirk Kapital to ensure that we pay appropriately at C-level and Board-level. Members of the Board that are shareholders of, or employed by, an investor in Cookie Information do not receive compensation for being on the Board. We are currently benchmarking all other employee salaries. We are aware of our position within the highly-competitive technology space and aim to recognise this in our talent attraction and compensation strategies.

Risk Management
Cookie Information faces risk through its operations. The company's management continuously monitors and evaluates relevant risks. The risk management approach is inspired by the International Organization for Standardisation (ISO) 31000 (Risk Management Framework) and covers financial, operational, industrial, cyber and information security risks. Appropriate mitigation is done and internal controls and procedures are continuously reviewed and improved.

Data Privacy & Security
We know that it makes sense to protect individuals' digital rights. It's good for people, good for business, and good for our collective digital future.

Data protection and compliance regulations are about more than simply avoiding penalty charges. As an organisation that focuses on the importance of data privacy, we include the requirement for 'privacy by design as default' in our products as well as our business processes.

We work on the basis that to succeed in a privacy-first world, we need to strike a balance between doing the right things and doing things right. This is expressed in a variety of ways throughout the organisation, from the optimistic approach we bring to our thought leadership marketing strategy to our discerning choices in how and who we hire.

In future reports, we will detail any developments in our business practices and structure, as well as changes in the macro-environment that impact the way we do business.

14

Recognition
Cookie Information received a number of honours in 2022: we became a Gazelle company for the second year in a row, were mentioned with a full page in Deloitte's annual report, were invited to 'EY Entrepreneur Of The Year' and named 'The Most Loved Startup in Denmark' by TheHub.io.

In 2023, we have been nominated Top 5 for E-handelsprisen in the category of 'best e-commerce tool' and Top 5 for KPMG IMPACT Tech Award as a company that makes a real difference and show the way forward in the ESG area to the benefit of businesses and Danish society in general.

We will continue being agile and unafraid to change in line with the constantly shifting landscapes of technology and privacy; seeking recognition or accreditation for our efforts along the way.

15

COOKIEINFORMATION

For questions or feedback on the report, please contact people@cookieinformation.com

Cookie Information A/S
Købmagergade 19 4., 1150 Copenhagen K, Denmark
VAT: DK38758292
Phone: +45 89874754