



COGNITE



Cognite Sustainability Report

2022



Key Performance Summary 2022



Greenhouse gas

405 metric tons CO₂e
(air travel)
312 metric tons CO₂e
(office)



Energy use:

6121 GJ



Data privacy:

0 reported incidents



Diversity:

27% women in total
36.3% in executive
management
67 nationalities



Retention:

9% turnover



Hours of employee
training:

1957



Number of locations/
offices:

5
(Oslo, Stavanger, Austin,
Houston, Tokyo)



Number of clients:

121



Annual revenue:

NOK 804,006,217
(2022)

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This is Cognite's inaugural Sustainability Report, published in alignment with the GRI Standards and meeting the disclosure requirements of the SASB Software & IT Standards (2018). The report describes what Cognite does to identify, manage and address climate and environmental issues, human rights, labour rights, social issues, and anti-corruption measures; including integrating them into its corporate purpose, its business strategy, and relationships with asset-heavy customers and stakeholders. The report presents information on our environmental, social and governance (ESG) performance, policies, principles, procedures and standards. The report covers the annual period to December 31, 2022. Material or relevant ESG events occurring after this date are also included. For feedback, questions or comments on this report contact: contact@cognite.com



↳ A Message from the CEO

Increasingly, there is greater validation and traction on Cognite's vision: a safer, more efficient, and more sustainable industrial future. Also rooted in this vision is our core belief that data is the supercharger to help us realize this future.

As business leaders, we have the desire and responsibility to grow our organizations to be flexible and innovative for a future that delivers results financially and positively impacts the world around us. These goals are symbiotic. The data needed to optimize production and maintain autonomous operations is the same data that drives action on carbon emissions. Sustainability is the ultimate outcome of operational efficiencies.

Sustainability is a data opportunity. And with Cognite Data Fusion®, we have the technology and capabilities to take the lid off any industrial setup and see what's happening in real time. When we explain to our customers that we can connect sustainability data to digitalization projects already in the works, it's a major "a-ha moment" for their teams.

And while we do all this, we must also work to make our own operations more sustainable. As this report will outline, Cognite does this via environmental, employee, and community-focused initiatives. As Cognite's second Sustainability Report, this is the first time we see how our direct and indirect sustainability footprints evolve against the benchmark established in 2021. My sincere thanks go out to our customers, partners, and employees for making this valuable work possible. Together as an industrial community, we can have a massive impact on the world's progress toward net zero and industrial sustainability, and I have confidence that we are all up to the task.

We hope that you will get in touch with any questions or comments you may have related to this report, and I look forward to continuing our shared journey towards "Making an Impact."

Girish Rishi
Chief Executive Officer

About Cognite

Cognite, a global industrial SaaS company is the leader in Industrial Data Operations (DataOps), providing simple access to complex industrial data so anyone can build, deploy, and scale digital solutions that drive business value. Our SaaS product, Cognite Data Fusion®, is designed for industry. It empowers anyone to use data to solve industrial problems with speed and ease—and scale those solutions across diverse equipment, facilities, and fleets.

Cognite has a significant opportunity to positively impact global challenges today: climate action, decarbonization, the energy transition, scaling the renewable energy sector, and green recovery.

Cognite's employees are a mix of experts from across the worlds of technology and industry. Coming from more than 69 countries, Cognite's people bring a wide variety of backgrounds and professional experience from across industrial domains, including manufacturing, power and utilities, oil and gas, and renewable energy.

Business model and activities

Our customers understand the future of operations requires digitalization of daily analytics and workflows. But given the complexity of integrations with next-gen technology and sensing, it remains difficult to realize the full benefits. Cognite Data Fusion® accelerates digital maturity, enabling data teams to deliver better digital products and realize more operational value at scale. Already deployed across industry, Cognite Data Fusion® makes it simple to connect to and operate data flows, rou-

tines, autonomous decision-making, and so much more. In any deployment, our solution is where data is stored, contextualized, and ready to provide insights.

Cognite Data Fusion®

Our SaaS product, Cognite Data Fusion®, solves the industrial data problem and accelerates full-scale digital transformation that improves the dependability and sustainability of operations. This Industrial DataOps platform empowers anyone to use data to solve industrial problems with speed and ease—and scale those solutions across diverse equipment, facilities, and fleets.

Cognite Data Fusion® is an open platform that consolidates operational, engineering, and IT data from an industrial asset into a single repository. It then uses AI algorithms to automatically create contextualized data models that abstract away source system complexity, enabling subject matter experts to quickly and reliably build new analytics dashboards, production solutions, and digital twins and to scale these across other assets.

Cognite Data Fusion® provides simple access to complex industrial data, making siloed data accessible in a business context. According to a Forrester Total Economic Impact Report, this visibility into contextualized data can yield a 400% ROI, with major revenue gains and cost savings arising from significant improvements to production workflows, optimization of equipment use, reduction in shutdown time, and improved maintenance planning.

Cognite's values

Cognite operates according to five corporate values: velocity, openness, impact, togetherness, and curiosity. Together, these values are intended to build a culture of innovation and collaboration that enables digital transformations at all levels of industry, helping it become more connected, data-driven, and sustainable.



Velocity



Openness



Impact



Togetherness



Curiosity

Cognite's sustainability strategy

The foundation for Cognite's sustainability strategy lies in Cognite's vision: to use data and technology to "shape an efficient, safer and more sustainable industrial future." Our sustainability mission is tied to adopting Sustainability by Design and by helping our customers unlock new data-driven opportunities and ways of working that make their operations safer and more sustainable over the long-term, without sacrificing profits. Cognite's sustainability strategy is broken down into three pillars.

The first is the direct sustainability impact Cognite has as a corporate entity. Cognite is now tracking its own carbon footprint, scrutinizing processes in business practic-

es and product development to ensure that sustainability metrics, direct and indirect are included and considered every step of the way. In 2022, Cognite looked at the early requirements of the EU Taxonomy and initiated an early mapping and assessment of relevant activities.

The second pillar is where the vast majority of Cognite's sustainability impact will come from: partners and customers. And in that, Cognite is adopting an approach to sustainability by design, in which customers and partners use Cognite technology that enables them to make progress toward sustainability and climate targets, whether via data transparency and tracking, or active execution on waste reduction, emissions reduction, and ecosystem protection.

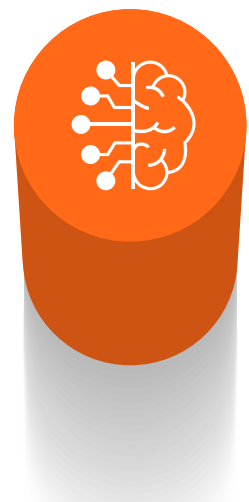
Cognite's direct impact



Partners & Customers



Future Technology



This is embedded in the work Cognite's teams do every day, and the results of this are further explained in the later sections outlining client sustainability use cases. In 2022, several customers have realized the potential of Cognite Data Fusion® in enabling sustainability targets, while Cognite has built more tools and integrated Cognite Data Fusion® to a couple of Partners applications to speed up data acquisition and deliver faster impact.

The third pillar goes beyond current digitalization initiatives and corporate metrics, and is about investing in the future to accelerate innovation in clean tech. To

Cognite, this means investing in technology specifically geared to projects that help scale the renewable energy industry, and to contribute to projects in clean hydrogen and carbon capture. A current example in 2022 includes the work Cognite is doing with the LINCCS project (linking large-scale, cost-effective, permanent offshore CO2 storage across the CSS value chain) which aims at accelerating the chain of initiatives and investments necessary for creating large-scale, sustainable CCS value chains from capture to storage, thereby reducing the total cost of transition towards a climate-neutral economy.

The Climate & Energy Transition Challenge

The need for all asset-heavy industries to transform, address vulnerabilities, build resilience, and further digitalize is clear. Public and financial pressure continue to demand accountability for environmental impacts and greenhouse gas emissions.

There are many formulas out there for industries to mitigate environmental impacts and emissions, including electrification, scaling renewable energy, carbon capture, and new or alternate fuel sources. The challenge is to make these solutions feasible on a global scale so that their impact is amplified. Crucial here is enabling traditional energy sources to be slowly phased out and renewable energy sources to scale up. Cognite sees technology as a primary enabler of this.

By and large, the scaling of digital across industrial organizations is now an accepted

necessity. Adopting industrial software, digital tools, robotics, and new agile ways of work are gaining ground, but the role that industrial technology will play in mitigating climate change is still underestimated.

Digitalization is advancing at an exponential pace and is reaping tangible results in even some of the most challenging and polluting industries. The World Economic Forum predicts that digital technology could cut global emissions by as much as 20% or more¹.

Cognite, together with our customers and partners, finds itself standing at a critical point in the energy transition and unfolding climate crisis. The customer use cases covered in this report offer helpful insights into how Cognite Data Fusion® can scale solutions that make industrial sustainability possible, measurable, and impactful in the global effort to curb climate change.

1. <https://www.weforum.org/agenda/2022/05/how-digital-solutions-can-reduce-global-emissions/>

#IPCC, 2022: Climate Change 2022: Impacts, Adaptation and Vulnerability. Contribution of Working Group II to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change [H.-O. Pörtner, D.C. Roberts, M. Tignor, E.S. Poloczanska, K. Mintenbeck, A. Alegría, M. Craig, S. Langsdorf, S. Löschke, V. Möller, A. Okem, B. Rama (eds.)]. Cambridge University Press. Cambridge University Press, Cambridge, UK and New York, NY, USA, 3056 pp., doi:10.1017/9781009325844 https://www.ipcc.ch/report/ar6/wg2/downloads/report/IPCC_AR6_WGII_FullReport.pdf

↳ Enabling Sustainable Solutions

Cognite's vision is to help industries to become safer, and operate more profitably and ever more sustainably using new technologies.

Cognite sees sustainability as a data problem, and its core product addresses it by operationalizing data for customers. Industry players' most pressing challenge with sustainability is data locked away in multiple legacy systems. Cognite's flagship product Cognite Data Fusion® provides the data foundation to ensure data quality, integrity, and availability, enabling the customers to understand data and the sustainability impact of a process or an operational decision and draw actionable insights.

Cognite Data Fusion® powers up both purely sustainability-focused use cases and the ones where sustainability benefit is a byproduct. For example, use cases in energy efficiency, emission management, production optimization, asset lifecycle extension, primarily aimed at operational improvements and cost savings, at the same time reflect in their reduced environmental footprint. The impact from some of the solutions:

- 30-50% increased asset uptime leads to 10-40% reduced material usage and travel.
- 3-10% increased asset productivity leads to 10-20% reduced emissions to air, water, and land.

A customer who spent approx. 25% of their OPEX budget on emission taxes, expecting those to increase in the future, can now control their high emissions and expenses better via an energy management system powered by Cognite Data Fusion®.

Cognite Data Fusion® technology enables waste and air emission reductions and biodiversity protection. Tracing the climate

footprint at each step of the production process provides accurate climate impact information, from individual final products to the entire plant, and simplifies tracking customers' sustainability KPIs. The impact from some of these solutions are best described in Cognite's customers' own words:

- "Having access to all our energy data, we can now see and compare with the rest of the world. We can see that in Norway, we have a really competitive edge with a small carbon footprint we can now prove."
- "For a while, it was, 'ok, so what do we do with this data?' But then we realized we can actually see what's happening in our plant at a level of granularity that we've not been able to do before, and I can do that while sitting in a cafe in France thinking about how to solve some of our core problems."

Cognite Data Fusion®: Sustainability Solutions & Applications Enablement

Cognite Data Fusion® is the Industrial Data-Ops platform that provides:

- Exploration of industrial data required to solve sustainability use cases - data readily available for humans and machines
- Industrial data modeling and contextualization by industrial AI-powered suggestion engines and ML models
- Collection of operationalized solutions from across the industries
- Scalability of solutions across facilities

The benefits of such solutions and applications are many:

- reduces CO2 by cutting the need for production and shipping of new parts and equipment;
- reduces downtime and consequently the

- CO2e/BoE;
- improves logistics and inventory management (purchasing control and traceability).
- energy/operational monitoring and optimization;
- improved operational safety by detecting anomalies and preventing incidents, e.g., pollution, spill, leakage, explosion and fire, chemicals;
- reduced traveling, which yields lower energy consumption, lower emissions, and

- reduced travel safety risks;
- extended life span of equipment and reduced cost of repair or replacement through demand-driven maintenance;
- improved regulatory reporting compliance, including sustainability reporting.

See examples of solutions enabled by Cognito Data Fusion® in sections 7, 8, 9, and 10 of this report.



↘ Reducing Greenhouse Gas Emissions

Cognite’s own Greenhouse Gas (GHG) emissions are relatively low and primarily related to energy usage of office buildings (scope 2) and travel activities (scope 3). Nevertheless, Cognite thrives to continu-

ously minimize its impact and make it transparent to customers and partners for their own reporting. Energy usage related to cloud storage is discussed in chapter 9.

GHG emissions sources	2022 (Tonnes CO ₂ e)	2021 (Tonnes CO ₂ e)
Scope 1	0	0
Scope 2 (location based)	312	44
Scope 3	405	174 ²
Total	717	218

2. In 2021, some estimations were done since the reporting was done before all travels were known and DEFRA conversion factors were

GHG emissions related to the energy usage of office buildings

While Cognite has offices in several countries, this report only accounts for the energy usage of the Fornebuporten office near Oslo, Norway, which has most of its employees associated with it. During 2022, electricity consumption for the Fornebuporten amounted to around 6121 GJ and 312 tonnes CO₂e GHG emissions.

GHG emissions related to travel activities

Cognite's CO₂ emissions based on travel activity have been calculated by its travel agency AMEX GBT and are almost entirely based on air travel (currently only air travels for the Norwegian office(s) are reported). 2022 has seen an increase in travels in line with higher customer activities and effect from lifting up the covid restrictions, and Cognite decided to use conversion factors from EPA³.

↘ Driving Energy Efficiency

Cognite is critically aware of its own energy consumption, including by its data servers, and the resultant potential climate impacts. The cloud providers for Cognite have a strong focus on sustainability.

Microsoft⁴ Azure has committed to putting sustainable technologies at the heart of their innovation and will focus on four critical areas of environmental impact on local communities: carbon, water, waste, and ecosystems. Microsoft's goals are:

- using 100% renewable energy by 2025;
- becoming water-positive by replenishing more water than they consume by 2030;
- receiving zero-waste certification by 2030;
- achieving net-zero deforestation from new construction.

Google⁵ remains committed to sustainability and continues to lead and encourage others to join them in improving the health of the planet. Google's sustainability focus is on carbon, circular economy, and water commitments.

- **Carbon:** Google is climate neutral today but is decarbonizing its energy consumption further, aiming to operate on carbon-free energy at all of our data centers by 2030. Google also shares technology, methods, and funding to help organizations worldwide transition to more carbon-free and sustainable systems.
- **Circular economy:** Google's ambition is to maximize the reuse of finite resources across its operations, products, and supply chains and enable others to do the same.
- **Water:** Google aims to replenish 120% of the water consumed by 2030 and actively supports water security and ecosystems in its locations.

In addition to working with service providers with a strong focus on sustainability, Cognite has ongoing projects to optimize GCP and Azure cloud storage to reduce cost and energy consumption. In 2022, Cognite managed to reduce these variables while growing consumptions of its services.

3. <https://www.google.com/search?q=epa+emissions+factors&dq=EPA+emissions+factors&aq=chrome.0.0i512j0i22i30l-3j69i64l3.4680j0j9&sourceid=chrome&ie=UTF-8>

4. <https://azure.microsoft.com/en-us/global-infrastructure/sustainability/#overview>

5. <https://sustainability.google/commitments/>

Monitoring and protecting biodiversity

Through several customer engagements, Cognite contributes to the monitoring and protection of biodiversity, illustrated through the use case summary in the subsequent client case section.

Working with HUB Ocean, Cognite is supporting the development of the Ocean Data Platform, a central tool in HUB Ocean's efforts to unlock the power of ocean data. The Ocean Data Platform is an open collaborative tool that unlocks and aggregates ocean data to encourage scientific collaboration, industry transparency and regulatory power. The goal is to heal the ocean

and rewire the industry to more sustainable operations. At the core of this work, Cognite supports with technology and expertise to make it easier to share, collect, store and work with ocean data. Moving forward, the HUB Ocean and Cognite collaboration aims to focus on the forthcoming release of the Ocean Data Platform in June 2023. Additionally, the team will begin to explore a cohesive market strategy to attract more customers to the Ocean Data Platform.

Sustainability and Cognite clients

The use cases in the following sections describe how Cognite Data Fusion® has helped its customers reduce their GHG emissions, drive energy efficiency, reduce waste, and protect biodiversity. On a wider level, those use cases exemplify Cognite's contribution to the energy transition. The following use cases are just some examples of many Cognite has running with its global customers.

Additional use case summaries are found on www.cognite.com.

Greenhouse gas emissions

OBOS: Carbonator and Cognite Data Fusion®

OBOS, a Norwegian housing cooperative, is working with technology company Cognite to develop an app that measures personal carbon footprints. The app, called Carbonator, links housing, water and energy con-

sumption to CO2 emissions, with the aim of inspiring users to reduce their environmental impact. After testing with selected participants, the plan is to expand Carbonator to entire condominiums across Norway. OBOS is also seeking more partners to help expand the database and measure overall carbon footprints. Carbon emissions associated with housing account for around 20% of an individual's carbon footprint.

Ignos: Ignos Sustainability and Cognite Data Fusion®

Ignos and Cognite built Ignos Sustainability, a module of their software that on top of Cognite Data Fusion® enables the tracking of energy-sources and energy-consumption across any factory.

The software harnesses production and flow information from energy grids and self-supplies like solar power to determine a factory-specific CO2 equivalent. Subsequently, this factor is combined with

gathered equipment consumption-data to establish the carbon intensity of each part produced.

Ignos's customers are able to optimize their production based on consumption, reduce their carbon footprint and own energy production. The end customers gain the possibility to decarbonise their supply chain by choosing a supplier with a lower production carbon footprint.

Energy Efficiency

Energima: Properate and Cognite Data Fusion®

Energima built Properate, a software application for managing and optimizing the energy use of commercial buildings, on top of Cognite Data Fusion®. The commercial building sector consumes nearly 30% of the world's total energy use, and optimizing it can be challenging as many services are performed manually, and important information is stored and operated in different, siloed systems.

To solve this, Energima developed Properate, a software application that collects building data from all relevant systems, contextualizes and analyzes it, and makes it accessible and intuitive to users. In addition, Properate communicates back to building automation systems, enabling autonomous optimised operation from the cloud back to all the edge systems in the customers building portfolio. Through the Properate application, building owners, portfolio managers, technicians, and other users have one application that monitors and optimize all their buildings and displays all relevant information to make data-driven decisions to improve performance and sustainability. Properate reduces energy waste and streamlines maintenance work, reports on kpis in compliance with e.g. ESG standards, hence increasing the value of commercial buildings through cost cuts and improved cash flow.

As of now Properate has a total of 500+ buildings with combined over 1.500.000 m2 in Norway. With buildings from the cold north in Vadsø, to Lyngdal in the south, Properate delivers significant energy savings across all building categories

PGS: Vessel Energy Management Together with PGS, an integrated marine geophysics company, Cognite conducted several use cases centered around vessel energy management.

At PGS, bidding and project managers required access to data to gain better insight into vessel energy consumption and to predict the amount of fuel required for projects. Seismic surveys vary in size and with the amount of in-sea equipment towed behind the vessels. Different weather conditions and currents complicate the picture further. Through measuring key power consumption areas such as the propulsive motors and seismic equipment, PGS have the data to make better informed decisions at the tender phase of surveys.

Biodiversity Protection

Bird Detection

With automated bird detection enabled by Cognite Data Fusion®, Mainstream's experts can easily monitor bird activity at its sites, and the company's development team can use the information about bird activity patterns to optimize wind farm layouts.

Waste Reduction

Aarbakke: Waste reduction in manufacturing

Working with Norwegian manufacturer Aarbakke, Cognite developed the joint Tooling Intelligence use case, using event data from across the facilities to track tool use

and relate with machine operation data and work-order events with data on materials. The use case helped Aarbakke reduce 60% of their tooling assemblies.

Carbon Capture & Storage

LINCCS

In the LINCCS project Cognite work together with 13 partners to accelerate the carbon capture value chain, from capture to storage. Cognite Data Fusion® is used to host relevant data across the value chain to look for opportunities to reduce cost and accelerate investments necessary for creating a large-scale and sustainable CCS value chain.

Some examples:

- Cognite Data Fusion® powers a digital twin of a Gas-to-power CCS offshore plant to enable unmanned operations and reduce OPEX costs.
- Cognite Data Fusion® is used to assess/quantify onboard (shipping) CO2 capture & storage market potential, size, and location of infrastructure.
- Cognite Data Fusion® provides an easy-to-use tool that can communicate the reuse potential of offshore CO2 storage. With “reuse” we mean repurposing and reusing infrastructure and/or geological resources originally developed for petroleum activities for transport, injection, and storage of CO2.

AKER CARBON CAPTURE

Aker Carbon Capture is using Cognite Data Fusion® to build an “Expert Advice & Mitigation Service” aimed at establishing a digital system to enable operations advice and mitigation service by utilizing best practice from the Aker ecosystem to both enable data driven advice and mitigations, as well as securing remote access to minimize need for travel and local presence.

Market Structure

PowerOps

As the energy transition drives increasing amounts of renewable energy into the global energy systems, market designs play an increasingly important role in making sure renewable energy gets integrated in a cost efficient manner, utilizing scale effects and geographical distribution to manage volatility effectively.

Since storage of electricity is still relatively expensive, market mechanisms are needed to ensure continuous balance between supply and demand. Since the dynamics of supply and demand change drastically with many renewable energy sources, the market designs are changing to keep up, mainly through connecting larger geographical areas in common markets and through decreasing time horizons to enable real-time decision making for rapidly changing dynamics.

These changes present both challenges and opportunities for power generation companies - they need to make continuous decisions based on an ever-expanding set of data, and move from manual, slow processes to fully automated, data-driven processes. In addition, they need the flexibility to change and adapt their process as market designs and price drivers change continuously.

This is a problem perfectly aligned with Data Operations, Cognite Data Fusion®, and Cognite’s power market extensions. Cognite has partnered with major power generation companies Hafslund Eco and Lyse Produksjon to co-create the Power Market Extensions and scale Cognite software to power generation companies globally. The power market extensions focus on rapid onboarding and modelling of data for the power markets domain, in addition to out-of-the-box decision support models and integrations to 3rd party analytics and simulator tools to support physical traders in their day-to-day work processes.

Recruitment, retention and employee development

Recruitment and retention are essential factors of our success.

Since its inception in 2016, Cognite has leveraged employee networks to grow the talent pool, supporting the strategy of attracting, identifying, and securing top talent globally. In 2022, 121 new employees were hired in, bringing the total number of employees to 584.

Cognite's teams work closely with hiring managers and teams throughout the organization to support growth globally. Modern recruiting technologies such as Lever, RefApp, and Hackerrank are used, and recruiting channels such as LinkedIn and Glassdoor to allow for the scaling of hiring processes to be data driven. In addition, Cognite works with external partners for specific roles and runs employer branding campaigns to drive Cognite's brand recognition as a top tech employer.

Investing in our employees

Cognite strives to create a safe and healthy workplace for its employees. This is supported by encouraging flexibility and autonomy, and providing resources for personal and professional development and performance.

Training and development

Cognite is driven by "learning in the flow of work", and looks at learning in three categories; experience, exposure, and education. Through internal mobility, mentorship, and learning resources in Cognite Lab, Cognite provides material necessary for personal and professional development. In addition, each employee has an annual budget of NOK 5,000,- available to fund their development. In 2022, this budget was used for individual courses, education, and virtual and in person conferences, among other things. Cognite's People & Organization team formalizes learning and development through employee dialogues, employee development framework (EDF), and tailored development plans.

In November 2021, Cognite launched its own Leadership Lab network for people managers in the organization, which aims to create a forum for information sharing and collaboration between leaders of different teams, and on different levels.

In 2022, the average hours of training per person was 1957 hours.



Diversity & Inclusion

Diversity and inclusion is core to our business model. Cognite actively recruits and empowers employees from all genders, cultures, and backgrounds, and is committed to being an equal opportunity employer.

Cognite currently has 69 nationalities represented. Cognite focuses on creating diverse teams and increasing the number of women in tech. Cognite's gender balance of its collective employee base is 26% female, 74% male. Its executive management team is 36.3% female and 63.7% male.

Women are well represented in the leadership group, but are underrepresented in middle management and the board. Cognite's efforts to get more women in management positions continues through a Cognite Leadership Programme, which launched in late 2021.

Diversity and inclusion is important to Cognite, which runs a variety of initiatives designed to celebrate its diverse employees, from larger, company-wide events to grassroots initiatives offered by individuals. Key initiatives are the annual celebration of Pride, Equality for Breakfast (a quality diversity event), and regular bias training.

Health & Wellbeing

All Cognite employees based in Oslo have access to an on-site health service center, AkerCare, which provides us with personal health services, occupational health services and health promotion. In addition, all employees have automatic access to fitness center facilities and flexible workout policies during working hours. A Cognite insurance package containing travel-, industrial injury-, group life- and permanent partial or total disability insurance, is also offered.

In Cognite's North American offices, employees have access to LifeBalance, which offer unlimited help over the phone and three, free, in-person sessions with a Licensed Professional Counselor or Work/Life Specialist to listen, help you define your issues, and put you in touch with expert resources in your community for additional support. Employees also have access to flexible fitness memberships.

Community Investment

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Governance of ESG at Cognite

Cognite's sustainability policy is developed to maximize commitment and impact.

Cognite's sustainability policy describes how the integration of sustainability across Cognite's operations and products, as well as the governance in the organization is

planned for. The sustainability policy is supplemented by Cognite's Code of Conduct and annual corporate risk assessment. It is reviewed annually by Cognite's Audit Committee and approved by the Board of Directors.

To implement our sustainability policy, commitments and strategy Cognite has developed a roadmap to enable a phased approach to maximize our impact as we grow and evolve.

Cognite has rolled-out a series of initiatives and is building a team to ensure the strategy can be put into practice. In the short term initiatives will be undertaken to assess Cognite's processes and business practices to ensure sustainability is embedded in the way Cognite conducts business and in the engagement with clients and partners. Workstreams have been created to include and expand sustainability capabilities into all products and solutions to ensure that positive impact of our technology can be created, measured and reported on in a transparent way.

ESG-related risk, that Cognite is generating or facing, is regularly, and at a minimum annually, assessed, and Cognite's targets, action plans and performance results are reviewed by our executive management team and by the Board of Directors accordingly. Cognite will create and implement a management system to guide the team in this work and to document the work and performance and transparently report on progress to stakeholders on an annual basis.

It is the responsibility of the executive management team to execute on this policy, to revise it and to make it known among all employees.

↳ Ethics and Integrity

The Code of Conduct is Cognite's key governing document. It outlines clear principles and rules for how to conduct business and how employees are expected to behave. The Code of Conduct applies to all employees and everyone acting on behalf of Cognite. Cognite expects its vendors, contractors, and other partners to commit to the same high ethical standards that it follows itself. Cognite also has other, more detailed policies for expected business conduct.

↳ Data Security

Cognite established a Security Risk Assessment and Risk Treatment Methodology to support a consistent approach to assess and treat security risks. This methodology is currently being aligned with the Enterprise Risk Policy.

↳ Data Privacy

Cognite is committed to protect your personal data while performing our business and delivering our services. We only collect, process, and store personal data for legitimate purposes and process personal data in line with applicable data protection laws and regulations.

You can find our customer & partner privacy notice here: <https://www.cognite.com/en/policy?hsLang=en>

↳ Regulatory Situation

For annual and/or sustainability reporting, Cognite is currently covered by the reporting requirements in the Diversity and Transparency Act as well as the Health and Safety in the Accounting Act §3.3a.

As the regulatory requirements are expected to increase going forward, it is expected that Cognite will perform a EU Taxonomy assessment exercise for 2022. The EU Corporate Sustainability Reporting Directive may apply from the reporting year 2023.

Appendices

- Stakeholder engagement and materiality description
- SASB data disclosure with accompanying notes
- Any other specific and detailed data disclosure which is relevant, but not fit for the main body of the report.

Disclaimer: Figures presented in this report are preliminary and we are not accountable for any changes to the figures that will be provided in Cognite's Annual Report.

Stakeholder engagement and materiality process

The Global Report Initiative (GRI) Standards were used to identify material topics

In 2021 Cognite identified the sustainability topics that are material to its business. Material topics for reporting were identified in alignment with GRI's materiality principle. Topics which have a significant environmental, social or economic impact are considered material.

Sustainability Accounting Standards Board (SASB) disclosure requirements have been met

Cognite considers SASB's Software and IT Services Standard and the disclosures contained within it to represent financially material ESG topics for the company. All disclosures from the Standard have been included in this report – see SASB disclosure table in the appendix on page x.

Cognite stakeholders were engaged in the reporting process

Cognite's stakeholders include staff, investors, customers, partners and regulators. The company has ongoing and continuous dialogue with its stakeholders, both formally and informally.

Cognite sought an independent view of its material ESG topics

In 2021, Cognite engaged an independent ESG consultant to carry out a select number of specific stakeholder interviews, a staff survey and an assessment of material ESG topics. Responses from the interviews, survey and an analysis of the topics raised were presented to management with recommendations of which material topics to report. The Executive Management Team, led by the CEO, made the final decision on the topics for inclusion in this report.

EU Taxonomy

Cognite is closely monitoring the EU's work on Sustainable Finance and the EU Taxonomy regulation. The new legislative and non-legislative actions introduced in the European Green Deal and the EU Sustainable Finance Action Plan will require financial market participants and companies to consider and disclose how they are working with sustainability in a new and standardized manner. Given the interconnectedness of financial markets, the influence of the Taxonomy on ESG investing and investment decision-making in general, is likely to extend well beyond Europe.

The EU Taxonomy establishes a classification system with criteria for which economic activities can be considered environmentally sustainable. Publicly listed companies like Pexip will be required to disclose to what extent their turnover, investments and operational costs align with the EU Taxonomy criteria. In 2021 the company plans to further investigate and analyze how its operations might align with the final EU Taxonomy criteria. Cognite will also assess how the taxonomy framework may be used for internal risk management, financial planning and strategy processes.

Material topics

The following topics have been determined to be material for the 2022 sustainability report:

- REDUCING GHG EMISSIONS
- ENABLING POSITIVE SUSTAINABILITY OUTCOMES WITH CLIENTS
- RECRUITMENT AND RETENTION
- DIVERSITY
- TRAINING AND DEVELOPMENT
- HEALTH AND WELLBEING
- COMMUNITY INVESTMENT
- GOVERNANCE OF ESG AT COGNITE
- ETHICS AND INTEGRITY
- DATA PRIVACY
- DATA SECURITY

SASB data disclosure with accompanying notes

Sasb software & it services standard (2018) Sustainability disclosure topics & accounting metrics

Table 1. Sustainability disclosure Topics and accounting metrics

Topic	Accounting metric	Category	Unit of measure	Code
Environmental footprint of hardware infrastructure	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	1) 6121, (2) 100%, (3) 98%	Gigajoules (GJ), Percentage (%)	TC-SI-130a.1
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	0	Thousand cubic meters (m3), Percentage (%)	TC-SI-130a.2
	Discussion of the integration of environmental considerations into strategic planning for data center needs	See section 'Environment' - Driving energy efficiency	n/a	TC-SI-130a.3
Data privacy and freedom of expression	Description of policies and practices relating to behavioral advertising and user privacy	https://docs.cognite.com/cdf/trust/security/	n/a	TC-SI-220a.1
	Number of users whose information is used for secondary purposes	0	Number	TC-SI-220a.2
	Total amount of monetary losses as a result of legal proceedings associated with user privacy ¹	0	Reporting currency	TC-SI-220a.3
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	(1) 0, (2) 0, (3) 0	Number, Percentage (%)	TC-SI-220a.4
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring ²	Saudi Arabia	n/a	TC-SI-220a.5
Data security	1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected ³	1) 1, (2) 0%	Number, Percentage (%)	TC-SI-230a.1
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	n/a	TC-SI-230a.2
Recruiting and managing a global, diverse, and skilled workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore ⁴	Quantitative	Percentage (%) 1. 56% 2. N/A	TC-SI-330a.1
	Employee engagement as a percentage ⁵	Quantitative	Percentage (%) 49%	TC-SI-330a.2
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees ⁵	Quantitative	Percentage (%) Gender 1): 36% Gender 2) 19% Gender 3) 27% (We are not reporting on racial/ethnic group reps)	TC-SI-330a.3
Intellectual property protection and competitive behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations ⁷	0	Reporting currency	TC-SI-520a.1
Managing systemic risks from technology disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime ⁸	Quantitative	Number, Days	TC-SI-550a.1
	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	n/a	TC-SI-550a.2

Table 2. Activity Metrics

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE
(1) Number of licenses or subscriptions, (2) percentage cloud-based	(1) 121 (2) 100%	Number, Percentage (%)	TC-SI-000.A
(1) Data processing capacity, (2) percentage outsourced ⁹	(1) Variable (2) 100%	See note	TC-SI-000.B
(1) Amount of data storage, (2) percentage outsourced ¹⁰	(1) Variable (2) 100%	Petabytes, Percentage (%)	TC-SI-000.C

1.Note to TC-SI-220a.3 – The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.

2.Note to TC-SI-220a.5 – Disclosure shall include a description of the extent of the impact in each case and, where relevant, a discussion of the entity's policies and practices related to freedom of expression.

3.Note to TC-SI-230a.1 – Disclosure shall include a description of corrective actions implemented in response to data breaches.

4.Note to TC-SI-330a.1 – Disclosure shall include a description of potential risks of recruiting foreign nationals and/or offshore employees, and management approach to addressing these risks.

5.Note to TC-SI-330a.2 – Disclosure shall include a description of methodology employed.

6.Note to TC-SI-330a.3 – The entity shall describe its policies and programs for fostering equitable employee representation across its global operations.

7.Note to TC-SI-520a.1 – The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.

8.Note to TC-SI-550a.1 – Disclosure shall include a description of each significant performance issue or service disruption and any corrective actions taken to prevent future disruptions.

9.Note to TC-SI-000.B – Data processing capacity shall be reported in units of measure typically tracked by the entity or used as the basis for contracting software and IT services, such as Million Service Units (MSUs), Million Instructions per Second (MIPS), Mega Floating-Point Operations per Second (MFLOPS), compute cycles, or other. Alternatively, the entity may disclose owned and outsourced data processing needs in other units of measure, such as rack space or data center square footage. The percentage outsourced shall include On-Premise cloud services, those that are hosted on Public Cloud, and those that are residing in Colocation Data Centers.

10.Note to TC-SI-000.C – The percentage outsourced shall include On-Premise cloud services, those that are hosted on Public Cloud, and those that are residing in Colocation Data Centers