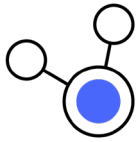




Cognite Sustainability Report 2021



Key Performance Summary 2021



Greenhouse gas emissions:

174 metric tons CO₂e
(air travel)
1.6 metric tons CO₂e
(office)



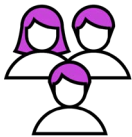
Energy use:

750 GJ



Data privacy:

0 reported incidents



Diversity:

27% women in total
35% in executive management
67 nationalities



Retention:

6% turnover



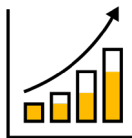
Number of staff:

598



Number of locations/
offices:

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



Number of clients:

90



Annual revenue:

NOK 503,783,000
(2020)

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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 Standard in Software & IT Services.

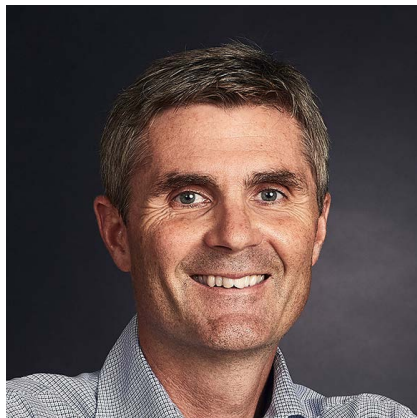
The report describes what Cognite does to identify, manage, and address climate and environmental issues, hu-

man rights, labor rights, social issues, and anticorruption measures, including integrating them into its corporate purpose, its business strategy, and relationships with asset-heavy customers and stakeholders.

The report presents information on Cognite's environmental, social, and governance

(ESG) performance, policies, principles, procedures, and standards. The report covers the annual period to December 31, 2021. 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 and Co-Founder of Cognite

It's high time that Cognite, in business for five years now, puts on paper how we approach, measure, and drive sustainability. Sustainability is integral to our own business and operations, and also to our customers, many of them global energy, manufacturing, and utilities leaders with carbon-intensive operations.

We believe there's an enormous impact to make and great value to capture in using technology to help asset-heavy industries become more sustainable. With that, welcome to our inaugural sustainability report.

To us, sustainability is more than an internal reporting exercise. We integrate it into everything we do and deliver as a company; we empower our customers to reach climate targets through technology, and we help them innovate in cleantech and renewables.

At Cognite we walk the walk. We have committed to achieving carbon neutrality (net zero) by 2025 as a business, which includes carbon emissions from our physical offices and work-related travel. In addition, we pledge to become carbon-negative by 2030. Our current carbon footprint is 176

metric tons of carbon dioxide equivalent (tCO₂e) greenhouse gas (GHG) emissions. These emissions are mainly generated by our air travel and office energy consumption.

Through our customers' operations, we have numerous successful sustainability solutions at work. These solutions span the areas of greenhouse gas emission reductions, fuel and chemicals consumption and waste mitigation, and monitoring and protecting biodiversity.

When we ask industry players about their most pressing sustainability challenges, they almost always mention data. Building their data foundations and ensuring the quality, integrity, and applicability of their data is a critical first step to making companies more sustainable and giving them a more granular understanding of where their emissions come from.

We envision an industrial world where real-time data and modeling will enable a proactive approach to sustainability, transforming how companies predict, monitor, and curtail activities that have a high environmental impact or are carbon-intensive. This is where we're

headed. Scaling our sustainability solutions is the next great leap we and our customers and partners will take.

This is Cognite's first Sustainability Report. It covers our own operations and our direct and indirect sustainability impact. We will use this first report as a benchmark going forward.

My sincere thanks goes out to our customers, partners, and employees for making this valuable work possible. Together as an industrial community, we will have a massive impact on the world's progress toward net zero and industrial sustainability, and I have no doubt that we are all up to the task. I hope that you will get in touch with any questions or comments you may have related to this reporting, and I look forward to continuing our shared journey in sustainable industrial transformation together.

Dr. John Markus Lervik
Cognite co-founder and CEO

A handwritten signature in dark ink, reading "John Markus Lervik". The signature is fluid and cursive, with the first name "John" being the most prominent.

Why this Report

This report is intended to provide a record of Cognite's sustainability mission, its sustainability achievements (through its digitalization work with customers in asset-heavy industries), and its vision for future industrial sustainability powered by technology and software solutions.

The pressure on operators to meet sustainability and emissions benchmarks will only increase. It's time for industry to be proactive. Sustainability is no longer optional. It's integral to the survival and success of all industrial companies.

At the time of reporting, asset-heavy industries are grappling with regulatory and financial pressure to meet increasingly stringent ESG standards and climate goals. Industrial data is at the heart of tackling these transformational challenges, and analyses¹ already show that data is a significant driver of sustainability reporting, environmental impact mitigation, and cost savings in industry.

Data transparency enables action and accountability. Cognite sees itself as best positioned to contextualize and make operational and sustainability data transparent and actionable, helping customers—many

of whom are global industrial organizations—understand the true environmental impact of their operations. With that knowledge, our customers are able to take data-driven actions that are compliant and transformative.

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. See the appendix for more detail on the materiality process.

About Cognite

Founded in 2016-2017, Cognite is an industrial software company headquartered in Oslo, Norway, with offices in Stavanger, Norway; Tokyo, Japan; Austin and Houston, Texas, and smaller presences elsewhere in the world. Cognite builds software for oil and gas, power and utilities, renewable energy, manufacturing, and other asset-heavy industries.

Cognite's core technology, Cognite Data Fusion™, turns industrial data into customer value by liberating, contextualizing, and making data insightful and actionable for users, aligning with the company's vision to use data

and technology to “shape an efficient, safer, and more sustainable industrial future.”

Cognite has a significant opportunity to make a positive contribution toward solving today's global challenges, including climate action, decarbonization, the energy transition, scaling the renewable energy sector, and green recovery.

Cognite's 598 employees are a mix of experts from across the worlds of technology and industry. Coming from more than 60 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

As the industrial software marketplace undergoes swift transformation, asset-heavy industrial companies that hope to compete in the industrial future can no longer remain on older or legacy technology platforms. The past two years have accelerated the trend. Cloud-based application development has disrupted sector after sector of

1. The Oil and Gas Industry in Transition, 2020, IEA; <https://www.verdict.co.uk/ai-could-make-oil-greener/>

the global economy, and the disruptive events of the COVID-19 pandemic have only sped up this process. Modern digital platforms will be more crucial than ever in a post-COVID-19 world, in which the gap between digital innovators and laggards is likely to widen.

Cognite Data Fusion™

Cognite's flagship product is the Industrial DataOps platform Cognite Data Fusion™. It "enables heavy asset customers to operationalize and scale their digital programs to unlock ROI at scale" (Gartner Cool Vendors in Manufacturing 2020).

Cognite Data Fusion™ is recognized for its open architecture, specialization in data contextualization of IT and OT data, unstructured data handling, and industrial equipment and process data templization capabilities, providing data fabric services across master data stores.

Cognite Data Fusion™ offers a modular services portfolio and pricing model, enabling clients to enhance functionality and scale the solution step by step, addressing each client's specific needs and digital maturity level.

Cognite Data Fusion™ is built to fulfill the requirements of critical industrial operations, providing transparency and governance across data lineage, data quality

monitoring, alerting, data management, and access. It enables operationalization of data-driven solutions by analysts, engineers, and professional data scientists with open SDKs, APIs, and connectors for standard tools and frameworks such as Python, Power BI, and OutSystems. It also gives full transparency and management of both the data and contextualization pipelines for true enterprise-grade data governance.

Cognite business milestones in 2021

February 2021

[Cognite awarded contracts](#) with Statnett, Norwegian state-owned grid operator, to deliver data contextualization platform and digital solutions.

May 2021

[Cognite secures \\$150 million](#) from leading global growth equity firm TCV to accelerate digitalization of global industries. Cognite becomes unicorn as funding round raises Cognite's valuation to \$1.6 billion. Backing is one of the largest private investment rounds for a SaaS company in Europe.

July 2021

[Pinnacle and Cognite form strategic partnership](#) to drive data-driven reliability for industrial facilities. Collaboration builds on the strengths of both companies to deliver data-driven solutions at scale, combining Cognite Data Fusion™ with Pinnacle's reliability engineering expertise and Quantitative Reliability Optimization.

August 2021

Cognite Data Fusion™ chosen to power data infrastructure of NTT Comware's Smart Data Fusion; capabilities of Cognite Data Fusion to be leveraged for data integration, scalability, and to support use cases.

September 2021

Ignite Talks, Cognite's global industrial technology and digitalization conference, kicks off in Oslo and globally via virtual streaming. Forum brings global industrial leaders together to discuss net zero, digitalization, and sustainability challenges.

October 2021

- Cognite signs agreement with bp to provide single consolidated data layer for bp's well operations. Two-year agreement builds on initial strategic partnership using Cognite Data Fusion™ to optimize well design and workflows.
- Cognite releases first-of-its-kind Industrial DataOps book. 'The Definitive Guide to Industrial DataOps' provides a manual for organizations to succeed in the fast-changing landscape of industrial digitalization.
- HUVIR and Cognite form strategic partnership to maximize asset ROI through comprehensive digital maintenance and inspection flows.

Cognite's business supports four main industrial verticals: oil and gas, manufacturing, power and utilities, and renewables. Across verticals, Cognite's technology shows sustainability outcomes in several areas, described in the Enabling Sustainable Solutions section below. In the same section, Cognite's suite of business applications designed to run on Cognite Data Fusion™ also provide customers with additional measurable efficiencies.

Cognite's sustainability strategy

Cognite is committed to achieving carbon neutrality (net zero) by 2025 and becoming carbon-negative by 2030.

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 helping our customers unlock new, data-driven oppor-

tunities and ways of working that make their operations safer and more sustainable over the long term without sacrificing profits.

Cognite's sustainability strategy consists of three pillars:

1. The first is the direct sustainability impact that Cognite has as a corporate entity. Cognite is now tracking its own carbon footprint, scrutinizing processes in business practices and product development to ensure that sustainability metrics, direct and indirect, are included and considered every step of the way.

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

sion reduction, and ecosystem protection. This is embedded in the work Cognite's teams do every day, and the results of this approach are further explained in later sections outlining client sustainability use cases.

3. 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 toward projects that help scale the renewable energy industry, and contributing to projects in clean hydrogen and carbon capture. One example includes joint work with Aker Offshore Wind (AOW), in which Cognite has created a solution that enables AOW to determine the optimal site location for building offshore wind parks. The solution, developed in 2021, helps users identify better site locations while considering the environmental impact, costs, and production potential.

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

The Climate Challenge

To mitigate the effects of climate change and stay under the 1.5 C warming threshold set out in the Paris Agreement, the energy industry is transitioning away from oil and gas and into renewables.

The need for all asset-heavy industries to transform, address vulnerabilities, build resilience, and further digitalize is clear. Governments, investors, and society at large continue to demand accountability for environmental impact and greenhouse gas emissions.

There are many formulas out there for industries to mitigate their environmental impact and emissions. Solutions span everything from electrification to scaling renewable energy, carbon capture, and new and alternative fuel sources. The challenge is to make these solu-

tions feasible on a global scale so that their impact is amplified. It will be crucial to facilitate phasing out traditional energy sources over time so that renewable energy sources can scale up. Cognite sees technology as a primary enabler of this transition.

By and large, the scaling of data and technology 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. Taking control over industrial data will enable legacy industries to reduce their impact and emerging industries, such as renewable energy, to become more profitable.

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 15% or more.²

Cognite, together with customers and partners, finds itself 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, along with other providers of industrial technology, can scale solutions that make industrial sustainability possible, measurable, and impactful in the global effort to halt climate change.

Enabling Sustainable Solutions

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

Sustainability is a data problem. Industry players' most pressing challenge with sustainability is data locked away in multiple legacy systems. Cognite's flagship product, Cognite Data Fusion™, addresses this challenge by operationalizing data for customers. The Indus-

trial DataOps platform provides the data foundation needed to ensure data quality, integrity, and availability, enabling customers to understand data and the sustainability impact of a process or an operational decision and draw actionable insights.

Cognite Data Fusion™ powers use cases both purely focused on sustainability and ones where sustainability is a byproduct. For example, use cases in

energy efficiency, production optimization, and asset lifecycle extension—primarily aimed at operational improvements and cost savings—can also lead to a reduced **environmental footprint**. The impact from some of the solutions:

- 30-50% increased asset uptime, leading to 10-40% reduced material use and travel.
- 3-10% increased asset productivity, leading to 10-20%

2. <https://www.weforum.org/agenda/2019/01/why-digitalization-is-the-key-to-exponential-climate-action/>

reduced emissions to air, water, and land.

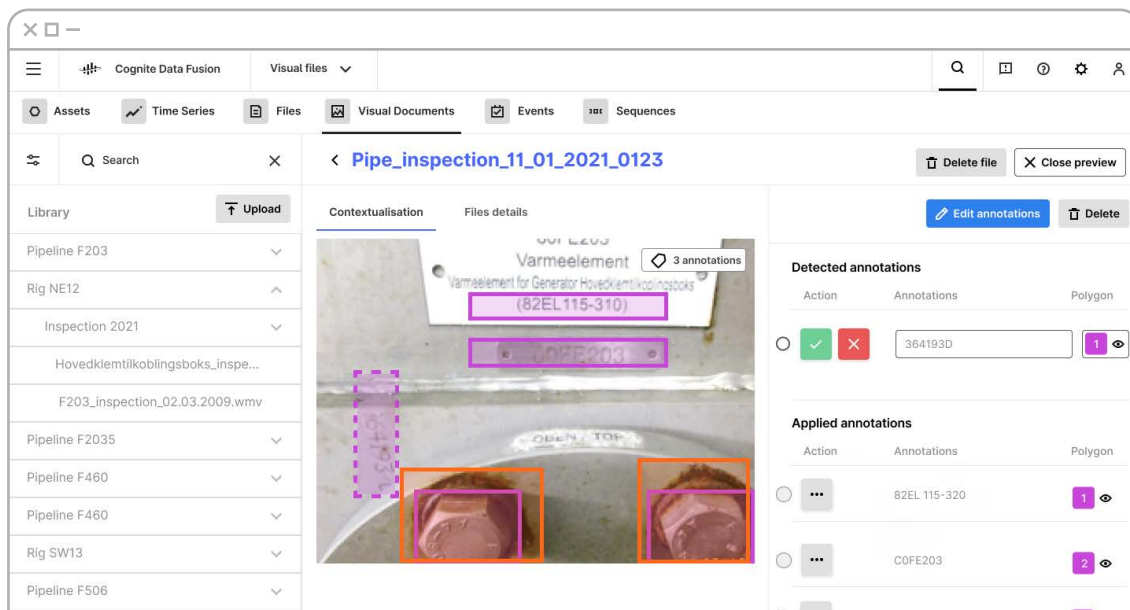
■ A customer who spent about 25% of its OPEX budget on emission taxes, expecting those to increase in the future, can now control their high emissions and expenses better via an energy management system powered by Cognite Data Fusion™.

Cognite Data Fusion™ enables waste and air emission reductions and biodiversity protection. Tracking the climate footprint of each step of the pro-

duction process provides accurate climate impact information, from individual final products to an entire installation, and simplifies tracking customers' sustainability key performance indicators (KPIs). The impact from some of these solutions is 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 and applications enablement

Cognite Data Fusion™ is an Industrial DataOps 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 industries.
- Scalability of solutions across facilities.

Sustainability benefits of Cognite's applications

Maintain

Shifting from schedule-driven to demand-driven maintenance extends the lifetime of equipment and:

- 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).

BestDay

Access to rich, high-quality performance data through a KPI dashboard enables:

- energy and operational monitoring and optimization;
- detection, tracking, reduction, and prevention of negative impact;
- enhanced reporting and environmental governance.

InField

Easy access to contextualized data and decision support in the field helps:

- reduce paper use, transport, and recycling; improve maintenance quality and reduce material use and waste;
- enhance the quality of data and simplify reporting.

Remote

Remote monitoring with robots and digital twins provides immediate access to data, leading to:

- improved operational safety by detecting anomalies and preventing incidents involving pollution, spills, leakages, explosions and fire, and chemicals;
- reduced travel, 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.

Examples of solutions enabled by Cognite Data Fusion™ are included in later sections of this report.



Reducing Greenhouse Gas Emissions

In 2021 we established a greenhouse gas (GHG) emissions baseline of 176 tonnes carbon dioxide equivalent emissions (tCO₂e) for our operations.

Cognite's own Greenhouse Gas (GHG) emissions are relatively low. There are no Scope 1 emissions because we don't

use company vehicles and our offices are not heated with fossil fuels. Our emissions originate from the energy usage in our office locations (scope 2) and of the 15 categories in Scope 3, we are reporting on one: Business travel, where we are reporting emissions from our flights. We are not currently measuring emissions related to

Purchased goods and services, but have information about our cloud storage providers' energy use on page 12.

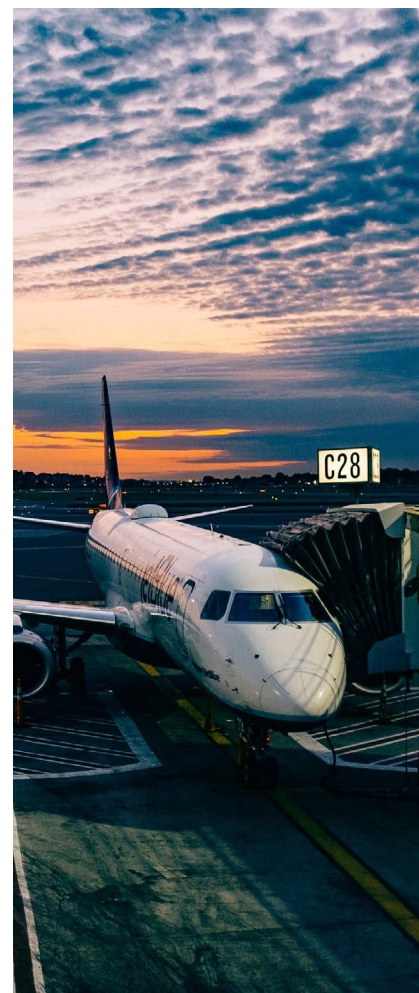
GHG emissions sources	Tonnes CO ₂ e
Scope 1	0
Scope 2 (location based)	1.6
Scope 2 (market based)	83.7
Scope 3	174
Total (locationbased)	175.6

GHG emissions related to the energy use of office buildings

Cognite has offices in Norway, USA, Japan and the UK. This report accounts for the energy usage of the Fornebuporten office near Oslo, Norway, where more than 85% of the company's employees are based. During 2021, electricity consumption for Fornebuporten amounted to 750 GJ, using the 2021 AIB (Association of Issuing Bodies) emission factors, emissions for scope 2 amounted to 1.6 tonnes CO₂e (location based).

GHG emissions related to travel

Cognite's GHG emissions from travel activity have been calculated by travel agency AMEX GBT and air travel from the Norwegian office is included. During 2021, the emissions are estimated to be 174 tonnes CO₂e.



Selecting Energy Efficient Suppliers

Cognite is critically aware of its own energy consumption, particularly by its data servers, and the resultant potential climate impacts. That's why we carefully use the most energy efficient data centers in the market.

Cognite has chosen cloud providers that have a strong focus on sustainability. Since we are purchasing these services from Microsoft and Google, the emissions related to the amount of data we use is reliant on their sustainability efforts.

Microsoft³ 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.

Google⁴ 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 are reducing their carbon footprint through efficiency improvements, generating on-site solar power and purchasing green power, aiming to operate on carbon-free energy at all data centers by 2030. To bring their remaining footprint to zero, they buy carbon offsets. 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 re-use 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.

Sustainability and Cognite Clients

The following use cases describe how Cognite, with the use of technology, has helped customers reduce their GHG emissions, drive energy efficiency, reduce waste, and protect biodiversity. Noncommercial examples of Cognite's external sustainability contributions are also included. The use cases represent a small selection of examples of the many ways

Cognite works with its global customers.

Additional use case summaries can be found at www.cognite.com.

Greenhouse gas emissions reduction

PGS: Vessel Energy Management

Together with PGS, an integrated marine geophysics company, Cognite conducted two use cases centered around vessel energy management.

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

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

Bid managers and project planners at PGS required access to data to gain better insight into vessel energy consumption and predict the amount of fuel needed for future projects. Better access to data would also help the company create data-driven cost estimates in preparing client bids.

The dashboard solution enables easy monitoring of fuel use and energy output to support and follow up operations. It includes information about all energy consumers onboard, and enables both the comparison of actual consumption with planned consumption and fuel consumption from projects or operational activities of similar scale.

The use case helped PGS determine that a reduction of 5% fuel consumption—with the potential for more—was possible, and the solution was evaluated to be scalable.

Energy efficiency

Energima: Properate, powered by 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 in different, siloed systems. To tackle this challenge, 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. This enables building owners, portfolio managers, technicians, and other users to simplify and optimize how they monitor buildings and make data-driven decisions to improve performance.

Properate reduces energy waste and streamlines maintenance work, increasing the value of commercial buildings through cost reductions and improved cash flow.

Biodiversity protection

Aker Solutions and California Energy Commission: Wind farm ecosystem impact reduction

Cognite, Aker Solutions, and the California Energy Commission are using computer vision and acoustic data to help wind farm operators reduce their impact on wildlife.

As offshore wind begins to scale in the United States and around the world, the turbines' impact on wildlife needs to be measured and addressed. The challenge is how to use data to track local wildlife and protect it from harm. The solution: Detecting birds and marine life with computer vision and acoustic data and taking mitigating actions such as slowing down turbines.

The work is still ongoing, but the expected result is that this data-driven approach to wildlife conservation will reduce the number of bird and bat deaths due to collisions with offshore facilities, improve the quality of

environmental monitoring, and reduce costs and labor expenses.

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 company's facility to track tool use and relate it to machine operation data and work order events with data on materials. The use case helped Aarbakke reduce tool assemblies by 60%.

Contributing to a circular economy

AION and Aker BioMarine: Circularity as a Service

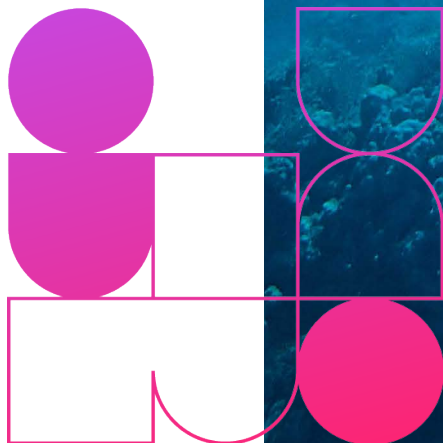
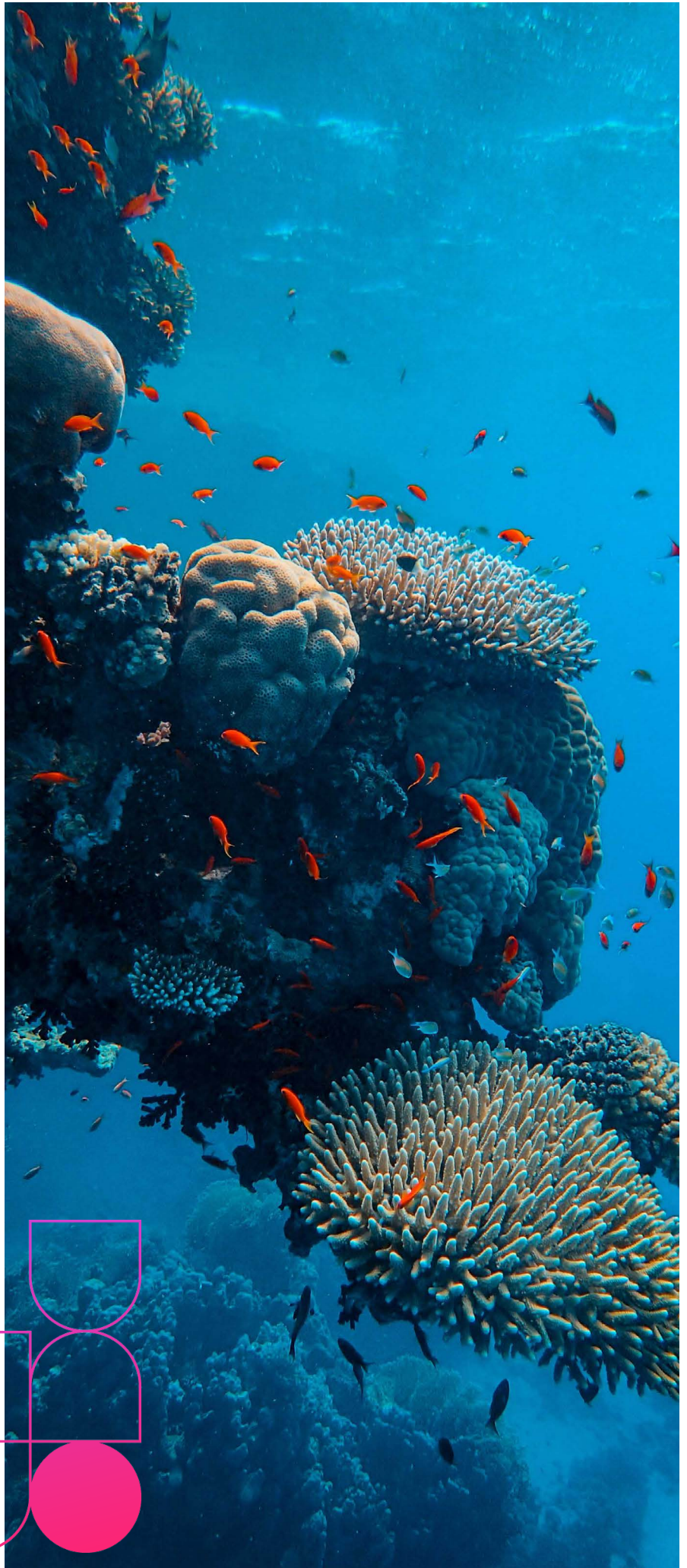
In late 2020, Aker BioMarine launched the circular company AION. AION will become the leading circularity player within robust plastic fractions with a scalable and technology-agnostic business model, Circularity as a Service, which is currently being developed in collaboration with Cognite.

AION aims to provide flexible and traceable end-to-end services in the field of circularity on plastics with a documented sustainability effect for its customers.

Noncommercial contributions – Ocean Data Platform

C4IR Ocean: Ocean Data Platform

Working with the Centre for the Fourth Industrial Revolution for the Ocean (C4IR Ocean), Cognite is supporting the development of the Ocean Data Platform, a central tool in C4IR Ocean's efforts to unlock the power of ocean data. The Ocean Data Platform is designed as a global, open-source, integrated data ecosystem to support new technologies and tools that improve ocean health and productivity. Cognite supports the effort pro bono with technology, staff time, and expertise.



Recruitment, Retention, and Employee Development

Since January 2020, the number of employees at Cognite has more than doubled. Recruitment and retention are essential factors of our success.

Since its inception in 2016, Cognite has used employee networks to grow the talent pool, supporting the strategy of attracting, identifying, and securing top talent globally. Since January 2020, Cognite has more than doubled in size, growing from 255 full-time employees in January 2020 to 598 as of November 1, 2021. In total, 98 of these new employees have relocated to Norway.

Cognite's People & Organization team works closely with hiring managers and teams throughout the organization to support growth globally. We use modern recruiting technologies such as Lever, RefApp, and Hackerrank, and recruiting channels such as LinkedIn and Glassdoor enable data-driven scaling of hiring processes. In addition, Cognite works with external partners for specific roles and runs employer brand-

ing 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 employees. This is supported by encouraging flexibility and autonomy, and providing resources for personal and professional development and performance. During 2020 Cognite launched "CogFlex," where employees could tailor work to their own and their teams' needs, and work when—and from where—it made the most sense. Productivity increased during the time Cogniters were obligated to work from home due to the pandemic, showing that not everyone needs to be in the office at all times to work effectively.

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 materials necessary for personal and professional development.

In addition, each employee has an annual budget of NOK 10,000 available to fund their development. In 2021, this budget was used for individual courses, education, and virtual and in-person conferences, among other initiatives. Cognite's People & Organization team formalizes learning and development through employee dialogs, the employee development framework (EDF), and tailored development plans.

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

Diversity

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

employer.

Cognite currently has 67 nationalities represented at the Oslo headquarters. Cognite focuses on creating diverse teams and increasing the number of women

in tech. The gender balance of our collective employee base is 27% female and 73% male. Our Executive Management Team is 35% female and 65% male.

Women are well represented in

the leadership group, but are underrepresented in middle management and on the Board of Directors. Cognite's efforts to get more women in management positions continues through a Cognite Leadership Program, which launched in late 2021.

Diversity and inclusion are important to Cognite, and we run a variety of initiatives designed to celebrate our diverse employees, from larger, company-wide, official events to grassroots initiatives offered to those who are interested. Key initiatives are the annual cel-

ebration of Pride, Equality for Breakfast (an equality and diversity event), and regular bias training.

Health and Well-Being

All Cognite employees based in Oslo have access to an on-site health and wellness center, Moloklinikken, which offers annual health checks, vaccinations, and the ability to book appointments directly for themselves and family members. In addition, all employees have automatic access to fitness center facilities and flexible exercise policies during work-

ing 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 offers unlimited help over the phone and three free in-person sessions with a Licensed Professional

Counselor (LPC) or work-life specialist to listen, help employees define their issues, and put them in touch with expert resources in their community for additional support. Employees also have access to flexible fitness memberships.

Community Investment

Cognite is one of several companies committed to contribute NOK 10 million over a five-year period to Stiftelsen VI, a foundation working for equal opportunity to achieve and participate in society regardless of physical ability.

This year's contribution was hosting a number of open sessions at the indoor ski arena SNØ, in Lørenskog, Norway, where people with various levels of physical and mental disabilities could enjoy alpine and cross-country skiing. Giving everyone the opportunity to

be active remains the essence of the VI foundation, and it's something that's close to Cogniters' hearts.

Universities are some of Cognite's most important partners. Cognite has since 2017 had a close collaboration with the Norwegian University of Science and Technology (NTNU) in Trondheim, supporting its start-up and technology center, and being a key employer at career fairs.

Cognite's North American operations value giving back to the

community on local and national levels. Cognite North America has an ongoing charitable partnership with the Texas Alliance for Minorities in Engineering (TAME), in which Cogniters participate as mentors, serve as judges in competitions, and raise funds to encourage the participation of women and minorities in science, technology, engineering, and mathematics. There are also volunteer opportunities at non-profit organizations that individual Cogniters champion, including GirlStart, First Robotics, and Amplify Austin.

Governance of ESG at Cognite

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

Cognite's sustainability policy describes how sustainability is integrated across Cognite's operations and products, including how it's governed. The sustainability policy is supplemented by Cognite's Code of Conduct and annual corporate risk assessment. The sustainability policy is reviewed by Cognite's Audit Committee and approved by the Board of Directors.

To implement our sustainability policy, commitments, and strategy Cognite will develop 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 that the strategy can be put into practice. In the short term we will assess our processes and business practices to ensure that sustainability is embedded in the way that Cognite conducts business and in our engagement with clients and partners. Workstreams will be created to include and expand sustainability capabilities into all products and solutions to ensure that the positive impact of our technology can be created, measured and reported on in a transparent way.

ESG-related risk that Cognite generates or faces is regularly (at a minimum annually) as-

sessed, and Cognite's targets, action plans, and performance results are reviewed by our Executive Management Team and Board of Directors accordingly. Cognite will create and implement a management system to guide the team in this work, 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, revise it, and 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 Privacy

Cognite is committed to protecting 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.

Our full privacy statement is available at www.cognite.com/en/policy.

Data Security

Cognite has 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.

Regulatory Situation

For annual and 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.

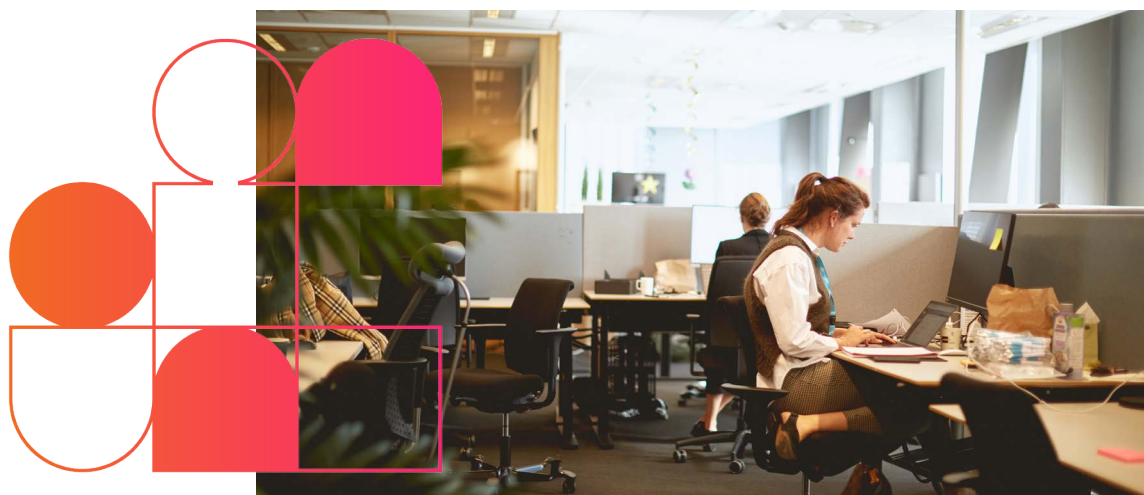
As the regulatory requirements are expected to increase go-

ing forward, it's expected that Cognite will be covered by the Transparency Act and will need to report KPIs related to the EU Taxonomy from 2022. The EU Corporate Sustainability Reporting Directive may apply from the reporting year 2023.

Compliance Training

Cognite provides relevant and up-to-date e-learning to all our employees. The training includes ethics, anti-bribery, corruption, conflict of interest, sanctions & export control, gifts & hospitality, insider trading, IPR and privacy. The training

and awareness program is refreshed and updated annually, ensuring that employees are up to date with changes and new legal requirements. Cognite achieved 100% completion for 2021 annual compliance training.



Appendices

- Stakeholder engagement and materiality description
- EU taxonomy
- SASB data disclosure with accompanying notes

Disclaimer: Figures presented in this report are preliminary. 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 & 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 the SASB disclosure table in the next section.

Cognite stakeholders were engaged in the reporting process

Cognite's stakeholders include staff, investors, customers, partners, and regulators. The company is in ongoing dialog 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 and 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

The EU Taxonomy establishes a classification system with criteria for which economic activities can be classified as environmentally sustainable. Cognite has been closely monitoring the EU's work on Sustainable Finance and the EU Taxonomy regulation coming into Norway. The key areas of focus for Cognite are the potential requirements for reporting on eligible activities, as defined by the Taxonomy.

The new Norwegian requirements will be announced on December 14, 2021 and are likely to include reporting on eligible activities as a percentage of total revenue, capex and opex. The timeframe for implementation of these requirements will be notified at the same time. Cognite is well positioned to meet these requirements.

Material topics

The following topics have been determined to be material for the 2021 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
- Regulatory situation

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) 750, (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 page 12	n/a	TC-SI-130a.3
Data privacy and freedom of expression	Description of policies and practices relating to behavioral advertising and user privacy	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) 0, (2) 0, (3) 0	Number, Percentage (%)	TC-SI-230a.1
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Page 17 & 18	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	(1) 54 (2) 0	Percentage (%)	TC-SI-330a.1
	Employee engagement as a percentage ⁵	67	Percentage (%)	TC-SI-330a.2
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees ⁶	(1) 35 women, 50 foreign (2) 14 women, 50 foreign (3) 30 women, 56 foreign	Percentage (%)	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	Not reported in 2021. To be reported in 2022	Number, Days	TC-SI-550a.1
	Description of business continuity risks related to disruptions of operations	Not reported in 2021. To be reported in 2022	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) 90 (2) 100	Number, Percentage (%)	TC-SI-000.A
(1) Data processing capacity, (2) percentage outsourced ⁹	Not reported in 2021. To be reported in 2022	See note	TC-SI-000.B
(1) Amount of data storage, (2) percentage outsourced ¹⁰	Not reported in 2021. To be reported in 2022	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



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