



2023 Global Impact Report



A sustainable future requires every business and person to take action.

This past year, the world truly came to understand the realities of a rapidly changing business and natural environment. The need to act decisively for a sustainable future has never been more important. Qlik is proud of its ongoing support of organizations on the front lines of global issues such as fighting the impacts of climate change, advancing global health security and equity, and responding to humanitarian and natural disaster relief.

Qlik continued this past year to advance our own sustainability commitments as well as supporting those undertaken by our global customers and partners. Even with many ongoing global challenges, there is real progress taking place in so many important areas by organizations committed to building a world where everyone, everywhere can thrive.



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Qlik® drives sustainability forward across the globe.

Qlik's data integration, governance, quality and analytics solutions – all leveraging advanced enterprise-grade Artificial Intelligence and Machine Learning – help create actionable insights from the complex world of data. These insights help our partners and customers create real and sustainable change when taking on the world's biggest challenges.

This document includes market and industry data and forecasts included in or based on studies, publications, surveys and other data obtained from third-party sources and Qlik's own internal estimates and research. While Qlik believes these third-party sources to be reliable as of the date of this presentation, it has not independently verified, and makes no representation as to the adequacy, fairness, accuracy or completeness of any information obtained from third-party sources. In addition, all of the market data included in this document involves a number of assumptions and limitations, and there can be no guarantee as to the accuracy or reliability of such assumptions. Finally, while we believe our own internal research is reliable, such research has not been verified by any independent source. Certain statements set forth in this report, to the extent not recitations of historical fact, constitute forward-looking statements. The words "plan," "expect," "anticipate," "believe," "may," "will," "should," "could," "would" and similar expressions are intended to identify forward-looking statements, although not all forward-looking statements contain such words. These forward-looking statements are subject to a number of risks, uncertainties and assumptions. In light of these risks, uncertainties and assumptions, the forward-looking events and circumstances discussed in this document may not occur and actual results could differ materially and adversely from those anticipated or implied in the forward-looking statements. © 2023 QlikTech International AB. All rights reserved. All company and/or product names may be trade names, trademarks and/or registered trademarks of the respective owners with which they are associated.



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About Qlik

Qlik converts complex data landscapes into actionable insights, driving strategic business outcomes.

Serving over 40,000 global customers, our portfolio provides advanced, enterprise-grade AI/ML and data management. We excel in data integration and governance, offering comprehensive solutions that work with diverse data sources. Intuitive analytics from Qlik uncover hidden patterns, empowering teams to address complex challenges and seize new opportunities. Our AI/ML tools, both practical and scalable, lead to better decisions, faster. As strategic partners, our platform-agnostic technology and expertise make our customers more competitive.



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QLIK AT A GLANCE

>3,000

Global Employees

>40,000

Customers Worldwide

>1,850

Partners Worldwide



INDUSTRY RECOGNITION

Qlik continues to be considered an innovative leader by third parties and partners, who regularly acknowledge the value of our capabilities and robust vision.



Qlik was positioned in the **Leaders Quadrant of the Gartner Magic Quadrant** for Analytics and Business Intelligence Platforms for the thirteenth consecutive year.



Qlik was named to **Constellation Research's ShortList™** for Both Artificial Intelligence and Machine Learning Best-of-Breed Platforms and Augmented BI & Analytics.



Qlik and Talend® were both named as **Leaders in the 2023 Gartner® Magic Quadrant™** for Data Integration Tools. This year's report marked the eighth consecutive year of Talend's position as a Leader, with Qlik also recognized in the Leaders' Quadrant for the first time.



Qlik was named **Databricks' Data Integration Partner of the Year** and one of the fastest-growing data and AI products of 2023 in **Databricks' "The State of Data + AI" report**.

QLIK at 30

In 2023, Qlik celebrated its **30-year anniversary** reaching an incredible milestone not achieved very often in technology. The organization recognized this achievement with a series of events across all of our key offices. The themes of resilience, innovation and trust were top of mind as Qlik continues to focus our attention into the future on delivering value to all our customers and partners.



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Letter from Qlik CEO **Mike Capone**

In this landmark year at Qlik, we celebrated three decades of innovation, strategic foresight, and unwavering commitment to transforming data into actionable insights.

Our journey, from our humble beginnings to becoming a pivotal force in the analytics and data integration domain, reflects a deep-seated dedication to empowering our customers through technology. This year, we not only commemorated our past achievements but also laid a robust foundation for a future where data, analytics, and Artificial Intelligence (AI) coalesce to redefine the landscape of business intelligence.

The acquisition of Talend, a strategic move aimed at enriching our data integration capabilities, signifies a leap towards realizing a comprehensive suite of solutions that cater to the evolving demands of an AI-driven market. This integration bolsters our portfolio with advanced data quality, governance, and management tools, essential for building the trustworthy data foundation that AI applications necessitate. It's a testament to our foresight in recognizing the indispensable role of high-quality data as the backbone of effective AI deployment.

2023 has been a watershed year for Generative AI, with its rapid ascent into the mainstream spotlight. This shift has not only captured the imagination of the tech world but also underscored the critical need for organizations to harness AI responsibly and effectively. At Qlik, our position at the nexus of data integration, analytics, and AI has never been more crucial. We have become directly relevant to the burgeoning needs of AI, particularly in ensuring the availability of clean, well-organized, and reliable data.

We are perfectly positioned to fully embrace AI, recognizing it as the definitive future of our company and the technology landscape at large.

Our unique approach, characterized by a blend of innovation and pragmatism, has enabled us to forge a path where AI's potential can be unlocked responsibly. We emphasize the ethical integration and application of AI technologies, guided by a philosophy that places equal importance on human oversight and advanced algorithms. This balanced approach ensures that our solutions are not just technologically advanced but also aligned with our core values of trust, integrity, and customer centricity.





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As we look to the future, our strategic orientation remains focused on harnessing the transformative power of AI, analytics, and data integration to empower businesses and organizations worldwide.

Moreover, our engagement with the broader societal implications of AI and data analytics underscores our commitment to corporate responsibility. Our partnerships with nonprofit organizations, aimed at leveraging data for social good, highlight our belief in the power of technology to make a positive impact on the world.



As we look to the future, our strategic orientation remains focused on harnessing the transformative power of AI, analytics, and data integration

to empower businesses and organizations worldwide. Our roadmap is clear—continue to innovate, anticipate market needs, and provide our customers with the tools and insights required to navigate the complexities of an increasingly data-driven world.

This vision is supported by our talented team, whose dedication and expertise have been the driving force behind our success.

The journey of Qlik, from its inception to its current stature, is a narrative of relentless pursuit of excellence, adaptation to change, and foresight into the technological advancements shaping our world. Our efforts to democratize data, make AI accessible, and ensure the ethical use of technology reflect our dedication to not just leading the market but also shaping the future of how businesses leverage data.

As we step into the future, we will continue to embrace a profound responsibility towards global citizenship. This past year, our commitment to utilizing data for social good has been evidenced through our support for hundreds of nonprofit organizations worldwide. We are especially proud of our collaborative efforts with the United Nations, C40 Cities Climate Leadership Group, and Direct Relief. These partnerships, aimed at tackling climate challenges and providing aid during the humanitarian crisis in Ukraine, are a testament to our belief in the power of data to enact positive change.

Qlik has broadened our technological horizons while also reinforcing our dedication to leveraging our strengths for the greater good. Looking ahead, I am optimistic about the potential of our efforts to foster a more equitable and sustainable world. Together, we stand committed to making a meaningful difference, proving that our journey is not just about achieving corporate success but about enriching lives and communities across the globe.

 – Mike



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Letter from Qlik VP Sustainability and DEIB, Qlik.org Executive Director **Julie Kae**

At Qlik, we are dedicated to operating a sustainable business while helping organizations and partners across the globe tackle their and society's biggest challenges with data.

In 2023, Qlik continued to execute across three core pillars of sustainability – enabling hundreds of nonprofit partners to use data to further their missions with our award-winning software; driving a sustainable business forward and achieving our Net Zero CO2 targets; and empowering our customers with solutions as they make progress on their own sustainability commitments.

Global Leadership

We continued to expand our relationship with partners like the United Nations in support of the 17 Sustainable Development Goals (SDGs)

that are so important to our collective future. We're incredibly proud to enable hundreds of nonprofit partners with Qlik software to design real solutions to achieve the 17 SDGs. Qlik has a strong climate focus and maintains commitments to support many organizations working in the areas of global health and equity, humanitarian aid and disaster relief.

Sustainable Business

This year we made measurable strides in our Net Zero efforts while refining our ability to operate sustainably.

In addition to our ongoing core sustainability programs, we engaged our partner and customer ecosystem to measure and reduce plastic use and carbon footprints during all of our events. It was incredibly rewarding to be recognized by Climate Vault with their Carbon Champion Strategist award for our continued progress towards meeting our Net Zero goals.





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ESG Solutions

Our diligent leadership and environmental, social and governance (ESG) reporting over the past number of years puts us in a great position to satisfy new and forthcoming regulations like the Corporate Sustainability Reporting Directive (CSRD) and the new Replace with Securities and Exchange Commission (SEC) guidelines. We're excited to support these evolving ESG standards as they continue to hold Qlik and the larger business ecosystem accountable for delivering measurable progress in multiple key areas.

Given our position in the broad data and technology landscape, we are proud to deliver ESG solutions to our customers working to achieve sustainability targets with data.

While we celebrate continued progress on our sustainability goals, our ongoing support of global partners and the increased business community efforts around key issues, there is certainly more work ahead and we are proud to be leading these efforts.

 – Julie

Qlik is fully committed to helping our customers, partners and employees in leveraging data to make a difference. We welcome the opportunity to engage and collaborate with your organization as we continue to build the world we want where everyone, everywhere can thrive.

For more information visit qlik.org.



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Reporting Scope & Methodology

Qlik believes that wherever there is data, there is opportunity. Our unique portfolio of AI-infused data and analytics solutions help customers and partners across the globe harness their data for real outcomes.

Our 2023 Global Impact Report outlines how we help customers and partners realize positive change, highlighting our goals and progress in our key focus areas: **Responsible Citizenship, Environmental Stewardship, Our People, Business Value and Business Integrity.**

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





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Qlik Supports the United Nations and the 17 Sustainable Development Goals

QLIK AND THE UNITED NATIONS (UN) – OVER A DECADE OF DRIVING SUSTAINABILITY THROUGH DATA

Qlik is proud to support the UN in its ongoing efforts to leverage data and analytics for impact. Partnering with the Office for Information and Communications Technology (OICT), Qlik has worked with the UN to develop and deploy a wide range of applications that help the organization advance missions across the globe. The UN has standardized on Qlik’s analytics platform and is leveraging the power of the cloud for greater impact.



SCALING USE OF DATA THROUGH SELF SERVICE DASHBOARDS

With the pace of change we all face, data remains essential in helping to make the right decisions at the right time. Increasing climate events make this even more urgent.

While our challenges can seem insurmountable, we know that data and analytics help organizations surface the critical insights to address needs while also enabling partnerships across the spectrum for smarter and more effective joint strategies.

Qlik is helping the UN in their leadership role by enabling the organization to more easily understand global indicators related to the 17 Sustainable Development Goals, the basis for much of the world’s efforts.

Enabling non-IT individuals and departments at the UN to create and deploy analytics dashboards with Qlik helps the UN Secretariat realize the benefits of increased collaboration and reporting through data.

There are more than 100 applications in use on a wide range of topics including budget tracking and procurement to gender equality, peacekeeping troop deployments, capacity development projects and global crime statistics. There are also over 20 dashboards used by senior management for daily updates and ready access to current details in areas such as budget & finance, HR, procurement, travel and real estate management.



The work between Qlik and the UN exemplifies how a strong private/public partnership can create real impact for a global community. Qlik is proud to be the analytics standard for the UN, and we’re excited about bringing new capabilities in the areas of AI, machine learning and data integration to help further progress on the 17 Sustainable Development Goals that are vitally important to global health and prosperity.



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Responsible Citizenship

In keeping with our core value of “Making an Impact,” Qlik is serious about our role in creating positive change in the world. We take great pride in how our employees, partners and customers regularly come together to improve the environment and society at large.

Qlik continued to refine our overall philanthropic efforts expanding our potential impact this year in many ways. We deepened our relationships with key partners to respond to increased humanitarian and natural disaster crises. We enabled more partners through our nonprofit software program to benefit from our most innovative technologies like AI and machine learning. In addition, we enabled all team members with new platforms so everyone can participate in our corporate giving and volunteer programs increasing the potential impact of our company.



ADDRESSING CLIMATE CHANGE

As the urgency for climate action increases, so does the importance of measurement and focus. Data and analytics, increasingly powered by AI, have an important role to play. Leveraging modern tools enables governments and organizations to better understand the issues facing the globe so together we can direct resources for maximum positive effect.

Qlik, alongside key partners, hosted multiple events during 2023 to showcase how AI and data together help organizations make meaningful progress on climate goals. During the United Nations Water Conference in March, Qlik was joined by Vector Center, a leader in decision-grade intelligence for water and climate challenges, and SWAN, the Smart Water Networks Forum, for an event titled “Can AI Define Water’s Future? Demystifying Data and Artificial Intelligence for Water.” The discussion focused on the opportunity to better predict potential water shortages and their downstream effects, optimize water treatment and desalination, and model for complex use cases such as agriculture and energy production.



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J. Carl Ganter

CEO, Vector Center

“ We are on the edge of a new future, when AI, data analysis, and predictive intelligence have become essential tools for addressing the global, regional, and local water crises that threaten economies, supply chains, political stability, human equity, and environmental sustainability. ”

In September, Qlik and our partner Climate Vault hosted global leaders during the UN General Assembly and Climate Week for “Take on the Global Energy Challenge: Leveraging AI and Data to Achieve your Climate Goals.”

Dr. Michael Greenstone, Co-founder of Climate Vault and former White House Economic Advisor for President Obama, highlighted real world examples of how organizations can make meaningful progress by measuring their own data, sharing that data with other organizations, and leveraging AI to model how their programs can evolve to achieve faster progress towards carbon reduction. We also showcased our partnership with SustainChain, who is leveraging Qlik’s AI capabilities in their Davinci Mission control platform. The platform is designed to identify missing resources, partnerships and funding in real-time that are critical to making progress on sustainability and climate change projects.



The need for high quality data and the ability to better share this data remain obstacles to water progress, ones which Qlik is dedicated to help addressing. One way is through visualizations, and the Vector Center highlighted its “Day Zero Risk Index,” built in Qlik Cloud, to show the interplay of structural and social risks in key major global cities. The Vector Center’s chief innovation officer Cody Pope noted, “Local water problems are becoming global crisis as climate pressures can spark regional and global conflict.”

A cooperative ecosystem approach is vital to addressing global climate challenges with urgency. It is inspiring to see how Qlik software capabilities are adding value to these partners in their efforts to drive collective action, and we look forward to enabling more partners with innovative data and AI capabilities in the years to come.



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ADVANCING HEALTH AND EQUITY

Data and AI help us look around corners to be better prepared for what may happen next. While society continues to manage through the disruption caused by the COVID-19 pandemic, there are many efforts underway to carry forward hard learned lessons for a likely future health crisis. One example is the Dynamic Preparedness Metric (DPM) from The World Health Organization (WHO). The DPM is a composite measure of three main dimensions: hazard, vulnerability and capacity. Through a Qlik dashboard, WHO is helping countries better understand their capacity and plan for action across a whole range of issues based on their Preparedness Capacity Gap. This measure proactively identifies system gaps and recommends actions based on priorities informed by WHO Benchmarks for International Health Regulations (IHR 2005).

COVID-19 made clear the value of real-time and relevant data across an entire spectrum of issues, from PPE inventory volumes and needs, hospital and healthcare staff availability, and vaccination status and prioritization based on risk profile. We're excited to continue our work with The World Health Organization to facilitate country access to vital data needed to prepare and protect citizens, ensuring global health security for all.



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DELIVERING HUMANITARIAN AID

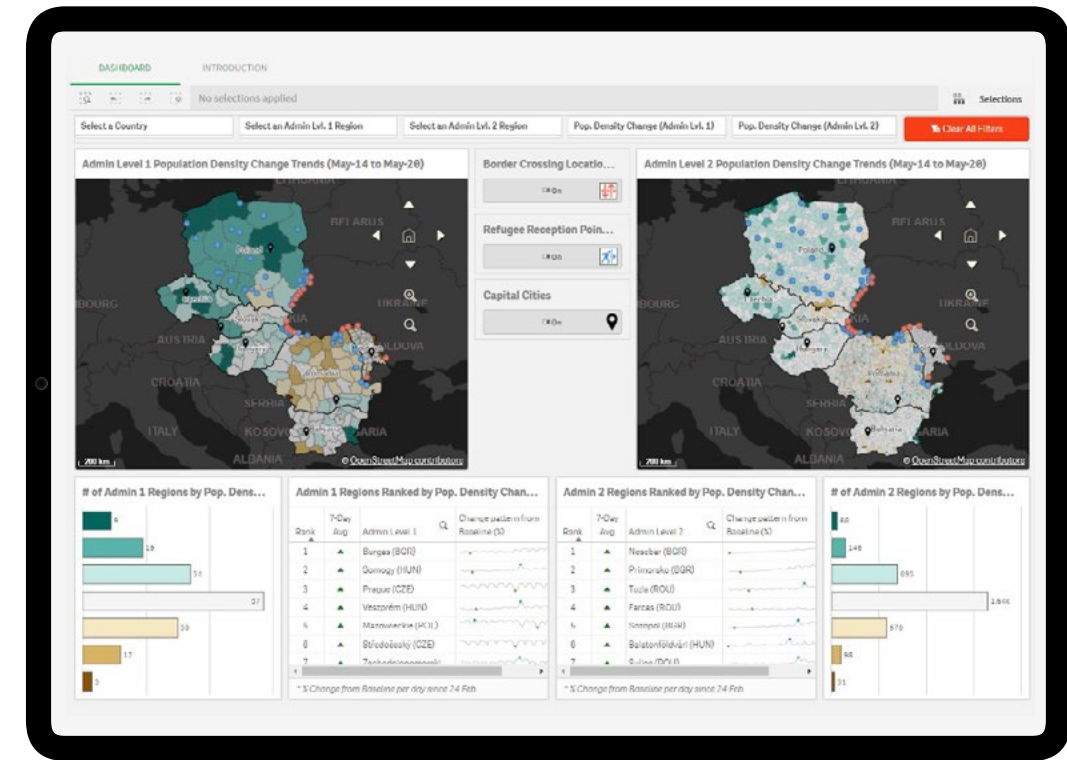
When analyzed effectively, data positively shapes strategies and empowers frontline workers with vital life-saving information. Through data we can revolutionize how society responds to our greatest challenges in real-time, making our humanitarian-focused projects just as impactful and energized as our profit-generating ones.



Direct Relief is a nonprofit humanitarian organization working in over 80 countries to improve the health and lives of people affected by poverty or emergencies. Qlik is proud of our team's efforts supporting Direct Relief's operations since 2015. With Qlik, this leading nonprofit turns information into aid by informing its teams and network on where to best allocate staff, money and resources.

Starting in 2022, Direct Relief began using Qlik to analyze and publish anonymized metadata from social media on mobile devices to direct vital support to Ukrainian refugees.

The public dashboard leverages automated information flows for real-time updates, enabling Direct Relief to share accurate information quickly with global organizations like the World Bank and UNICEF when collaborating and optimizing on where and how much support is needed at any given time. Qlik is honored to support organizations like Direct Relief in their efforts to help people around the world when they need it most.





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EMPOWERING NONPROFITS

A key focus for 2023 was enhancing and extending the impact of our nonprofit software programs while continuing our efforts to support our nonprofit partners with the benefits of Qlik Cloud.

Qlik Cloud makes it easier to scale the use and impact of data to support missions, while also enabling deeper collaboration with partners across different geographies. In a highly connected and rapidly evolving world, ready access and ability to share real-time data through the cloud enables organizations like Direct Relief, Medair, and Mercy Ships to react to changing conditions to ensure effective action.



Our online portal provides easy access to the Qlik.org program application process and includes a detailed outline for potential partners like Direct Relief on requirements such as how their planned use of Qlik aligns with the UN Sustainable Development Goals, project timelines, and how use of Qlik could impact their mission. Applicants must be a nonprofit or charity institution focused on humanitarian or disaster relief, global health nonprofits or working towards a sustainable future for our planet and vulnerable populations. Interested organizations can visit qlik.org to learn more.





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ENGAGING OUR EMPLOYEES

Qlik continued its long-standing commitment to empowering employees to make the world a better place. Throughout the year, our workforce of over **3,000 employees** continually engaged with local and global charities through our Qlik.org platform to volunteer and fundraise to make a difference.

Qlik.org 2023 Statistics

>650 local and global charities supported

>1500 employees participated in giving & volunteer programs

>\$340,000 donated to global charities

A few 2023 highlights:



Through the Qlik.org matching program, team members supported over 650 different charities in a wide variety of missions. Everything from humanitarian and disaster relief, mental health causes, environmental protection, medical research and advancement and humanitarian relief received direct support from employees with matching funds from Qlik.org.



The annual Qlik-Athalon has grown into a highly anticipated event every fall, where employees partner on teams to support healthy lifestyle activities and earn points towards a portion of Qlik.org's \$30,000 donation to their charity of choice. As a global workforce, we set record numbers of participants and engagement, with an even wider variety of charities supported.



The holiday season naturally suggests helping those less fortunate. Instead of corporate gifts, Qlik provided all employees with "donation dollars" to support local charities. This year's \$30 USD individual amount reflects our 30th year anniversary, with a total of \$100,000 USD donated to communities across the world to help those most in need.



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QLIK EVENTS

Engaging the Ecosystem: Earth Week and Qlik World

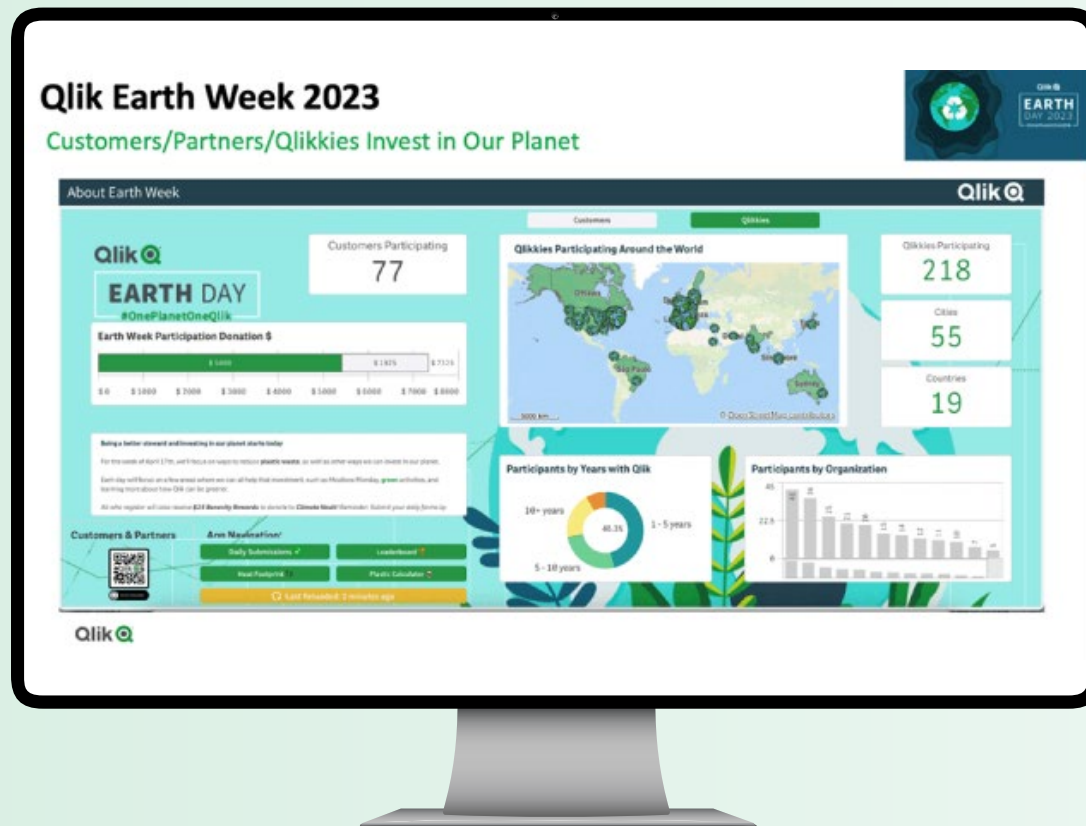
Last year our Sustainability team partnered with Qlik Marketing to create a Greener Events application. Running on Qlik Cloud, the app captures all environmental, social and governance (ESG) and carbon dioxide (CO₂) related data to help us more effectively plan and execute carbon neutral events with partners. In 2023 our global customer and partner event, Qlik World, took place in Las Vegas and coincided with Earth Week.

Working with our venue host Mandalay Bay, and with help from our partner Climate Vault, Qlik designed an experience with as low an impact as possible. The event leveraged recycled booth materials, digital maps and brochures, LED lighting, zero single use plastics and included a leftover food donation program. The timing of the event aligning with Earth Week also provided us an opportunity to engage our employees and all of our event partners, sponsors and attendees.

Over the week of April 17-22, we saw:

- **218 staff** from **55 cities** and **19 countries** working in support of a **carbon neutral event**
- **77 customers** at QlikWorld helping us **reduce waste** and supporting our **commitment to recycling**
- An event that **minimized waste** by eliminating single-use plastic bottles and reduced overall single-use plastic for a **98% plastic-free event**

We continued to leverage the [app](#) to track our sustainability efforts across all our partner-led events for the 2023 Qlik World Tour and our participation in events like AWS re:Invent. These efforts were captured and accounted for in Qlik's overall carbon reduction efforts.





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Environmental Stewardship

Qlik is fully committed to creating a sustainable future. Our commitment comes through action – both in supporting partners for social and environmental impact and using data to improve our operations and the carbon footprint of our entire ecosystem. Qlik leverages the Green House Gas (GHG) Protocol and other industry standards to account for our carbon footprint, continually working to reduce waste and holding ourselves accountable through participation in public forums such as the Race to Zero.



NET ZERO BY 2030

This year we continued our participation in the Climate Ambition Alliance’s Race to Zero Campaign. Part of the United Nations Framework Convention on Climate Change, Race to Zero is a global effort across public and private sectors to actively offset the carbon footprints of every organization and region. As part of our commitment, we apply Science Based Targets Initiative (SBTI) industry standards to measure our progress towards our pledge to be carbon neutral as an organization.

Our goal is to continue to reduce our total CO₂ emission by **50%** by 2025 and achieve a **100% reduction** including Scope 3 emissions by 2030.



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WASTE

Managing electronic waste is an inherent part of being a technology company. We continued our efforts with local organizations in our largest locations of King of Prussia, United States, Ottawa, Canada and Lund, Sweden with recycling organizations that collect equipment for disposal.

As an example, the 120 employees in our Tel Aviv office participated in a local program where the group donated **over \$1,000 USD** to charitable causes to acquire used electronics and furniture, keeping these materials from local landfills and reducing the potential carbon footprint that would come from the purchase of new materials.



ENERGY AND EMISSIONS

As a moderately sized software company, our energy consumption is limited and consists mostly of electricity usage in our 49 offices around the world. In 2023 we calculate that we used 5,711 MWh of electricity, resulting in 1,386 metric tons of CO₂e. At the end of 2022, we reported 361,772 square feet of leased office space. At the end of 2023, we had 463,186 square feet – an increase of 28% due to the Talend acquisition.

In 2024, we plan to evaluate our office space needs with the goal of reducing underutilized areas. By becoming more efficient, we aim to decrease waste and energy consumption, ultimately reducing our environmental impact.



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SCOPE 3 INVENTORY

Our Scope 3 supply chain emissions continue to be modest compared to other industries. Our largest Scope 3 categories remain use of sold product, purchased goods and services, and employee commuting. We engaged our suppliers throughout 2023 to assist them in reducing their emissions. We continue to leverage the Amazon Web Services (AWS) platform for hosting and partner with AWS to minimize the electricity demands of our software for all Qlik-hosted applications. For our employees we offer hybrid work arrangements to reduce the amount of time they spend in and traveling to the office.

In 2023, we introduced new procedures to improve the Scope 3 inventory data collection process. **Our Scope 3 total GHG emissions amounted to 48,362.36 metric tons of CO₂e.**



RECOGNITION FOR OUR NET ZERO PROGRESS

We are proud to be recognized this year by Climate Vault with their **Carbon Champion Strategist award** for our efforts in working towards achieving our net zero goals. The award annually highlights an organization that “seeks to identify and analyze key issues, then leverage data-driven insights into effective ways to address them – all in order to help organizations, communities, and individuals mitigate and adapt to the impacts of climate change.” Climate Vault cited Qlik’s significant steps towards achieving our goal of Net Zero CO₂ emissions by 2030, highlighting how our data and AI solutions help organizations better understand their own carbon impact and design effective strategies to addressing their climate goals.





QLIK CUSTOMER

Van Oord: Embracing Sustainable Goals and Educating the Supply Chain

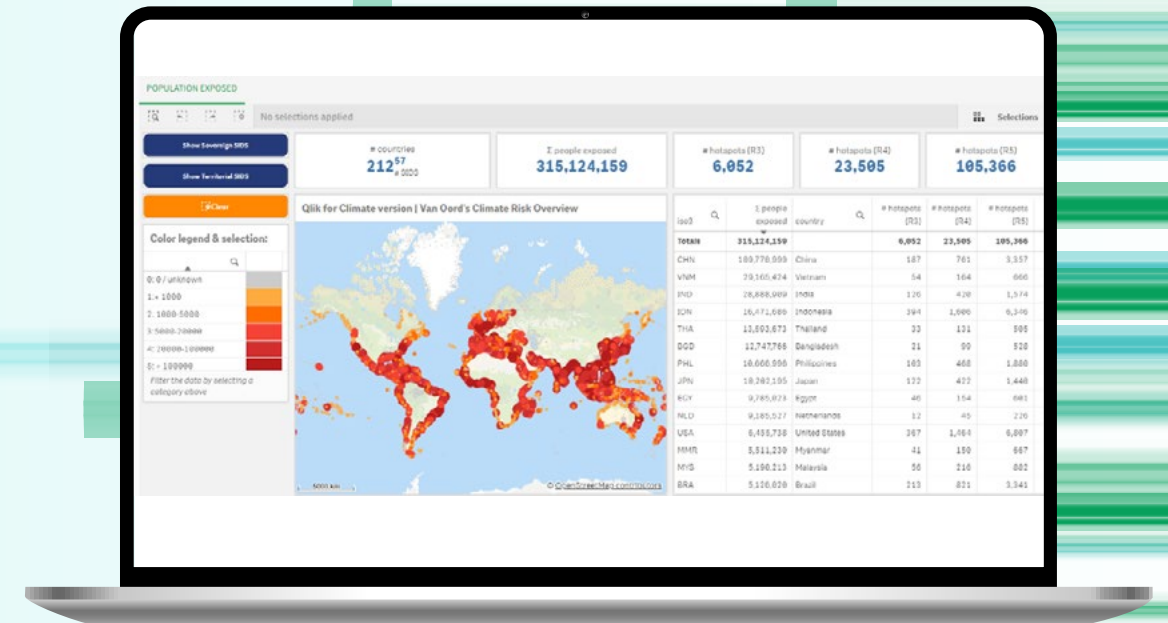
Long-time customer Van Oord deployed Qlik over seven years ago as part of their internal digital transformation, and recently has been using data through Qlik to drive its own sustainability efforts. A large area of focus for Van Oord - a Dutch family-owned company with over 150-years' experience as an international marine contractor - is to leverage data to identify and prioritize nature-based flood protection opportunities as part of its Sustainable Earth Actions program more effectively and efficiently.

Van Oord is eager to protect coastal societies and ecosystems at risk from climate change, and in 2023 launched an open [Climate Risk Overview Tool](#). Built on Qlik, the tool allows cross filtering between traditionally siloed disciplines of flood protection and nature conservation for the first time ever. The free online platform automatically collates, combines and analyzes numerous complex datasets, enabling users to visualize and anticipate flooding hazards and nature-based adaptation opportunities for all coastlines and societies around the world.

Gerben de Boer

Data Scientist,
Van Oord

“ Historically, making informed decisions about sustainable development has been challenging because of data complexity and stakeholder requirements. There are so many players involved in making these kinds of decisions, from the World Bank, local communities, nonprofits, governments and companies like us. Thanks to Qlik, our Climate Risk Overview Tool allows anyone to uncover priority hotspots according to criteria that are relevant to them. This discovery is free and takes about five minutes, instead of months and costing tens of thousands of euros to manually collate. ”



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Our People

“ Our people are our greatest asset at Qlik and we work diligently to ensure that everyone reaches their fullest potential. ”

Ruthann Wry

Chief People Officer

In 2023, Qlik’s talented and vibrant workforce grew to over 3,000 employees with the acquisition of Talend. As part of the integration process, we took the opportunity to engage the combined team to revisit and revise our core values. Qlik’s updated core values reflect our collective heritage and culture, while serving as guiding principles for the organization we are growing together today and into the future.



CORE VALUES



We MAKE AN IMPACT

Driving positive change for our employees, customers, partners, and society as a whole.



We TAKE OWNERSHIP

Working smart, holding each other accountable, and delivering quality outcomes.



We Are GENUINE

Creating trusted relationships through authenticity, integrity, and respect.



We LEAD WITH INNOVATION

Embracing a growth mindset that captures our vision.



We SUCCEED TOGETHER

Achieving our objectives as one collaborative, diverse, and inclusive team.



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Prior to the merger, Qlik and Talend both had a significant focus on employee engagement and open communication. How do you see this continuing moving forward with now over 3,000 employees?

What became very clear early on was a shared focus on the customer and pride in working at the company. That has only deepened as we've come together. For an M&A of this size the integration happened very quickly, which was a significant accomplishment supported in large part by our shared values and talented teams.

What are you most excited about regarding the enhanced culture at Qlik?

Qlik and Talend both truly care about its people so there was great alignment from day one. Being people-focused has enabled my team to articulate a corporate strategy and goals around people early on and has helped prioritize investments for 2024.

What drove the leadership team decision to refresh the core values?

It's such a tremendous opportunity for alignment as we brought two powerful companies together. Although many of our core values were similar, we found multiple areas for growth. We're especially excited about being even more deeply customer-focused and in our expanded efforts in DEIB.

The updated core values have been the most exciting thing we did from a people perspective as we brought the two teams together. They are now part of our Inspire employee recognition program; part of our manager engagement and reviews process; incorporated into our code of conduct; and will be an ongoing element when we recognize employees in quarterly town halls.

What core values have experienced the most growth in the past year?

The two core values where we've seen the most growth are Make an Impact and We Succeed Together.

With our renewed and expanded focus on customers, partners and employees, Make an Impact ensures we don't

lose sight of what has been a critical cornerstone of both companies – giving back and being a citizen of the world focused on positive change.

We Succeed Together is so crucial as you blend teams, update processes and engage in the organizational change that comes with a merger this size. Both teams and individuals need to feel like they have each other's back and can share in joint success.

Any evolutions or changes in the way Qlik approaches DEIB?

DEIB is such a big and important undertaking, and every year we look to make improvements to our programs and processes. It is a tremendous way to tap into all the different perspectives available throughout our teams, bringing forward that diversity of thought and capabilities that drives connection and innovation. We need to continue to go down this path and make it more of a global community. Creating that sense of belonging is hugely important – it lets people know they truly have a voice and a seat at the table.

Are there new or exciting programs you're planning for 2024?

One of our 'big bets' in 2024 is having a positive and consistent experience for employees, whether its during onboarding, providing new career growth opportunities within Qlik, or expanding and enhancing leadership capabilities for deeper engagement. We are especially focused on strengthening leadership capabilities through various training programs and forums to ensure a consistently great employee experience no matter where you sit in the organization.



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WORKFORCE DEVELOPMENT

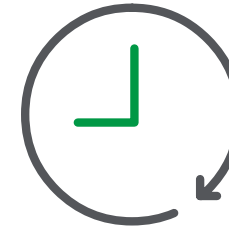
It's essential in a world of shifting customer demands and new technologies like AI that employees feel like they are prepared to deliver their best every day. Investing in a continuous improvement model through training, mentoring and lifelong learning helps employees feel supported and creates a consistent and high performing culture that drives success. In 2023, Qlik evaluated its overall approach to employee skills and support and is already making enhancements across every aspect of the employee experience.

QLIK'S WORKFORCE

The combined Qlik and Talend team represents one of the strongest collections of talent in the industry across analytics, data and AI. The integrated global team has over **3,000 employees across 30 countries and 49 offices.**

In 2023, Qlik reorganized into a dual business unit structure to focus on Analytics and Data. These newly formed teams now have dedicated resources to align product development, product management and go-to-market efforts. The new structure provides agility and dedicated focus that creates more value for our customers' unique buying centers.

A large part of realizing the potential of the combined entity and the new business unit structure means organizing and engaging a diverse set of employees across geographies and skill sets. This puts a large emphasis on workforce development to retain and grow one of Qlik's key competitive advantages, its people.



In 2023, our 3,000 employees spent more than 22 hours in training activities across various platforms.

Qlik will be growing its talent pool to support the business units and to further innovate in areas like AI, which is being integrated across the entire product set and into the company's operations as well.

Qlik's Culture and Talent team continually focuses on cultivating and growing the entire team while embracing diverse backgrounds and skill sets. As part of this effort, the team executes a recruitment plan that includes placement strategies for hiring women, minorities, veterans, and individuals with disabilities both to enhance the culture and to account for qualified candidates that are statistically underrepresented in comparison to their availability.

Qlik also believes in helping the next generation start their careers in technology, and in 2023 we continued our summer internship and co-op programs. The internship program supported departments across the company, including Finance, Marketing, Legal, Inside Sales and Professional Services, with a concerted effort to expand the program to support various functions across Europe, Asia Pacific, Asia Pacific, the United States and Canada. Our regular co-op program continued to support our Research and Development teams, and we are excited to continue to expand both co-op and internship opportunities in the future.



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LEARNING AND DEVELOPMENT

Qlik embraces the reality of a wide variety of learning styles. We design our learning and development programs to meet employees where they are, whether it's through regularly schedule training sessions, on-demand webinars or self-directed learning through our learning management system.

We also offer a variety of additional training and continuing education opportunities for every employee, including a library of more than 85 curated virtual courses from some of the top business schools. And in partnership with Skillsoft and its Percipio platform we make over **25,000 learning assets available on-demand.**

MENTORING AND TEAM BUILDING

Support and growth come in many forms. Qlik believes in the power of mentoring, including it in our core value of "We are Genuine." The workplace continues to evolve rapidly, and new skills around growing areas like data literacy and AI are becoming increasingly important. Especially as all our teams further align and integrate, mentoring will be essential to help employees come together, learn from each other, share diverse strategies and become stronger together.

Qlik offers many mentorship opportunities, both 1:1 and in group settings through our Connect and Learn sessions. These live online sessions are led by Qlik leaders, subject matter experts and select external experts.

Over 2023, over 1,139 employees attended a Connect & Learn session. In addition, currently 11% of Qlik's staff are in formal active mentoring relationships, with 1,752 mentoring sessions held throughout the year.





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FAIR COMPENSATION AND TREATMENT

We believe that compensation decisions should be based on the value of the position to the organization rather than salary history.

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

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

HEALTH AND WELLBEING

Qlik offers comprehensive emotional well-being resources that cover a variety of areas - from work performance to health lifestyles to personal topics like diversity and inclusion.

Through Modern Health, all Qlik employees and dependents have access to care at the level they need, whether that's self-guided tools, personal coaching, counseling sessions with a clinical therapist, group Circles, or traditional Employee Assistance Program (EAP) services. In addition, all employees have access to a premium Headspace subscription which focuses on mindfulness.

We also support initiatives such as **24-for-U**, which offers every employee one full day of paid learning time per year for development. In 2023, **17% of Qlik employees** used their 24-For-U day, totalling close to **533 work days.**



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DIVERSITY, EQUITY, INCLUSION AND BELONGING (DEIB)

There were many areas of growth for DEIB at Qlik in 2023, foremost being the expansion of the program’s scope and definition to include a specified focus on belonging

Belonging is the natural outcome that arises from a strong DEI foundation. Entitled “Qlik for All”, each of the program’s core pillars (Policies and Procedures, Education and Training, Talent Management, and Inclusion and Awareness) are being augmented and enhanced towards the ultimate goal of belonging.

- DEIB had a significant and positive influence on the development of Qlik’s updated core values, especially with the core value “We Succeed Together.” By recognizing and celebrating the value of different experiences and ways of thinking, we find common ground and set the stage for all team members to collaborate towards our shared goals.
- The Qlik for All Task Force ensures the success of the DEIB strategy and is supported by our Functional Ambassador program which is comprised of representatives from each department across Qlik. This cross-sectional team is designed to support our global community through detailed attention to data within every department.
- Qlik made significant investments across the year supporting DEIB programming, included ongoing events and guest speakers for every ERG. Qlik’s six global ERGs (Black Alliance, Qlik Women in Technology, LGBTQ+, Latinos Unidos, Qlik-Able, Qlik Vets) promoted awareness and education regarding topics like social and racial justice, LGBTQ+ experiences, women’s empowerment and unseen differences, and saw over 50% of Qlik employees participating as community members and/or allies.

- Each ERG has created new leadership roles to “think globally, act locally” and is aligned with a member of Qlik’s senior leadership team, providing Qlik a strong DEIB foundation for the future.
- Qlik measures the impact of all these efforts in a DEIB scorecard. The DEIB scorecard is a Qlik analytics application that measures all the various elements related to Qlik’s DEIB programs (e.g. hiring trends, ERG participation, training adoption). The app showcases areas for improvement and serves as a resource for Functional Ambassadors when working with senior executive sponsors and people leaders to ensure success for all across Qlik.





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DEIB COMMUNITY PARTNERSHIPS

Qlik ERGs partner with external organizations throughout the year to support their missions while also engaging our employees with experiences that enrich understanding of each other and the world.

In 2023 Qlik was proud to work with:

Fairways to Leadership

2023 marked our third year working with Fairways to Leadership, a vital organization that promotes diversity, equity and inclusion by breaking down access barriers to corporate leaders through golf. Qlik’s senior leadership spoke with student members about career and professional development skills, while also highlighting the positive role data literacy can play in their future careers.

Global Good Fund

Our Women in Tech ERG collaborated with this incredible organization, whose mission is to “identify high-potential leaders and organizations and provide them with the coaching, mentorship, funding and other resources needed to accelerate their social impact.” The ERG sponsored a Global Good Fund Fellow with a \$10,000 USD donation provided by Qlik.org.

Out in Tech

Our LGBTQ+ ERG continued its engagement with Out in Tech, whose goal is to help the LGBTQ+ community grow and advance their careers within the tech industry. This year the ERG worked with Out in Tech to encourage members to apply for open positions at Qlik while also donating \$10,000 USD to the organization.

Children of Fallen Patriots

In honor of Veterans Day, our Qlik Vets ERG welcomed Medal of Honor recipient Col. Jack Jacobs to a virtual session where he shared perspectives from his distinguished career. Through a holiday giving campaign Qlik donated \$10,000 USD to Children of Fallen Patriots, which helps provide college scholarships and education counseling to military children who have lost a parent in the line of duty.



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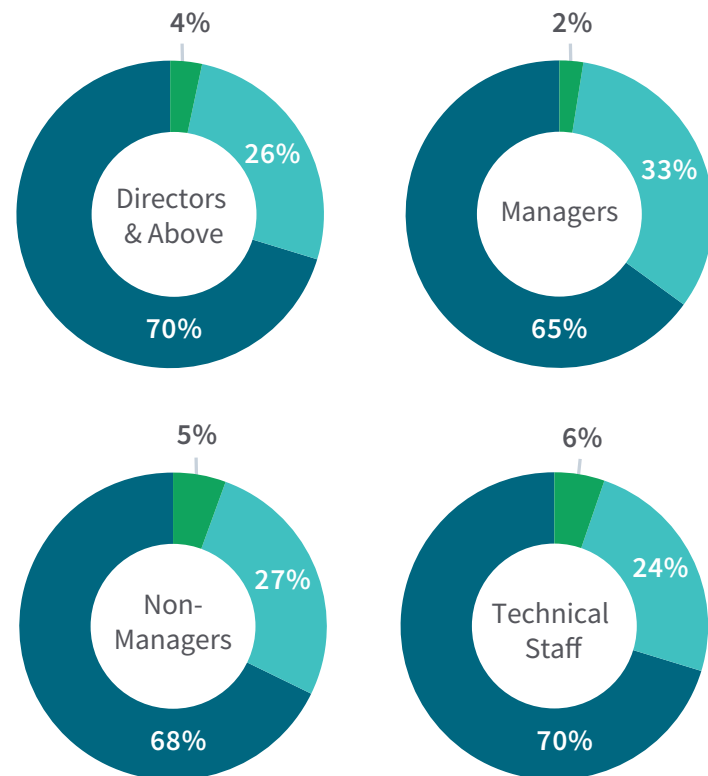
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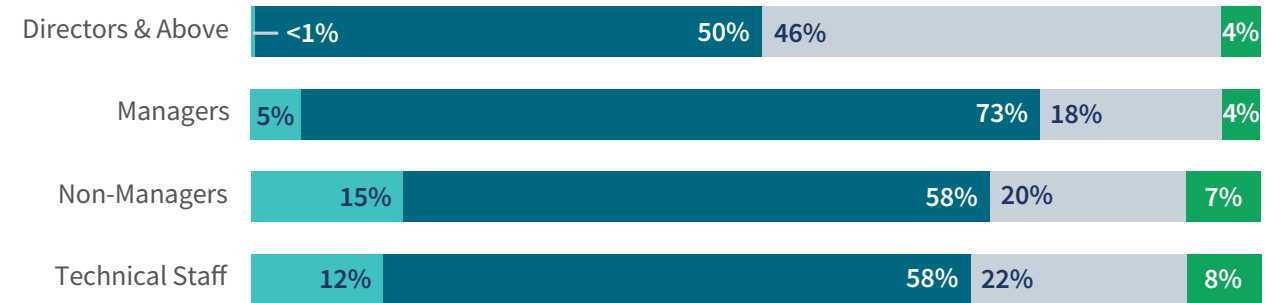
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2023 Qlik Diversity Scorecard

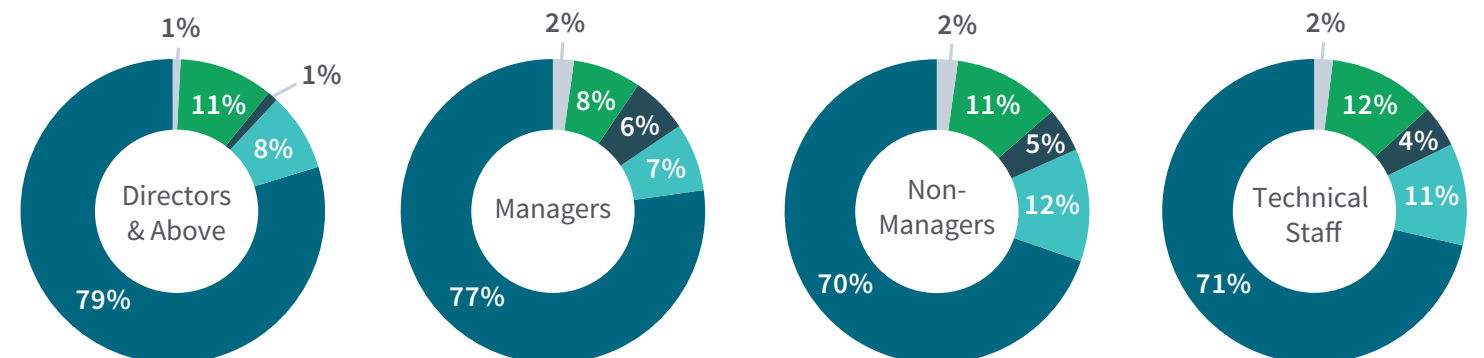
Gender ■ Female ■ Male ■ Other / Not Disclosed



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



Racial/ethnic groups* ■ Asian ■ Black ■ Latino ■ White ■ Other / Not Disclosed



*U.S. Data Only



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Qlik has a long track record of working to foster a diverse and inclusive workplace. How have you seen these efforts advance in 2023?

I've seen a shared passion and desire to engage in DEIB across the organization. I have noticed that many employees regardless of their role want to incorporate DEIB into their regular work for themselves and for their teams.

What does having a dedicated DEIB role signal to Qlik's workforce?

For me it shows Qlik is truly committed to making continued investments in DEIB. Qlik is taking a very deliberate approach to investing in DEIB because leadership knows it is what employees truly want. It's driven by employee value, and people at all levels want the company to lean into DEIB to create a global community of belonging for all colleagues.

What do you see as the biggest focus areas across the company related to DEIB?

One of the initiatives we're putting a lot of energy into is talent management to expand and sustain a diverse workforce. We want to help create more opportunities for tech-related careers in under-represented communities. Part of that

is working with not only schools in the US but expanding to more across the globe to hopefully create paths for university students into Qlik. We'll also be tapping into partnerships through our Veteran-focused ERG to expand the support we can provide to veterans in transitioning into tech-related positions.

How is DEIB tied to Qlik's business strategy?

We are fortunate to have a dedicated senior leadership team member aligned to each individual ERG. This direct relationship gives our ERG's access to someone at the highest level of the organization they can advocate to on behalf of their specific ERG. This structure ensures that the overall senior leadership team is aware of the wider DEIB priorities, enabling them to more directly integrate DEIB into the organization's strategy.



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Generative AI went mainstream in early 2023, making AI a focus of every C-Level agenda and a topic at every board meeting. As the conversation evolved, the market increasingly embraced the importance of data related to AI. For users to confidently leverage AI they must trust the results of the models, which really means they need to trust the data being fed into the models. This has rapidly increased the need for relevant, timely and high-quality data as a core requirement for AI success.



Qlik anticipated the rise of AI and the increased need for high-quality data.

Executing a multi-year strategy that blended innovation and acquisitions, we are now uniquely positioned to deliver on today's AI enterprise needs. Our holistic set of solutions across data integration, data quality and analytics — all enhanced by advanced real-time data, AI, ML and automation — have more and more organizations turning to Qlik as their trusted partner to advance their AI goals.

Over 2023 we executed multiple strategic initiatives that position Qlik for success today and moving forward.



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STRATEGIC INITIATIVE: QLIK ACQUISITIONS

In May 2023, Qlik acquired Talend combining its best-in-class data integration platform with Talend’s leading data transformation, quality and governance capabilities.

The acquisition of Talend was an important and sizable step in our overall strategy to help customers use all their data to accomplish their missions. At the heart of that is helping organizations turn more of their data into an asset that drives impact.

Talend brings Qlik multiple elements that support our vision of converting complex data into actionable insights for strategic business outcomes.

- Talend’s ability to efficiently move data from SaaS and web-based sources and traditional systems such as Oracle. When combined with Qlik Data Integration’s best in class change data capture, we can now help organizations access and move all of their key relevant data, essential for both larger enterprise strategies and AI applications.
- New data quality and trust capabilities, crucial to providing users high confidence in the data they are using for any decision, including AI-powered ones.
- 7,000 new customers, supported by new team members who’s wide range of skills and domain knowledge position Qlik favorably versus our main competitors.

Near the end of 2023, Qlik also acquired Mozaic Data Inc. (“Mozaic”), an innovative AI-driven data management technology. Mozaik will enable a transformative approach to managing data as a product, enhancing data quality and governance while making enterprise-ready data more available in the cloud for a variety of applications, including AI.

“ Organizations are increasingly seeking to create domain-centric data products that transcend data integration and quality. The focus of Qlik’s data quality and governance offerings to embody the concept of data products highlights a maturity that resonates with today’s customer needs. ”

Stewart Bond

Vice President, Data Intelligence and Integration Software at IDC



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STRATEGIC INITIATIVE: BUSINESS UNIT STRUCTURE

In 2023, **Qlik evolved its organizational structure into two business units** – Analytics, led by General Manager Brendan Grady, and Data, led by General Manager Drew Clarke.

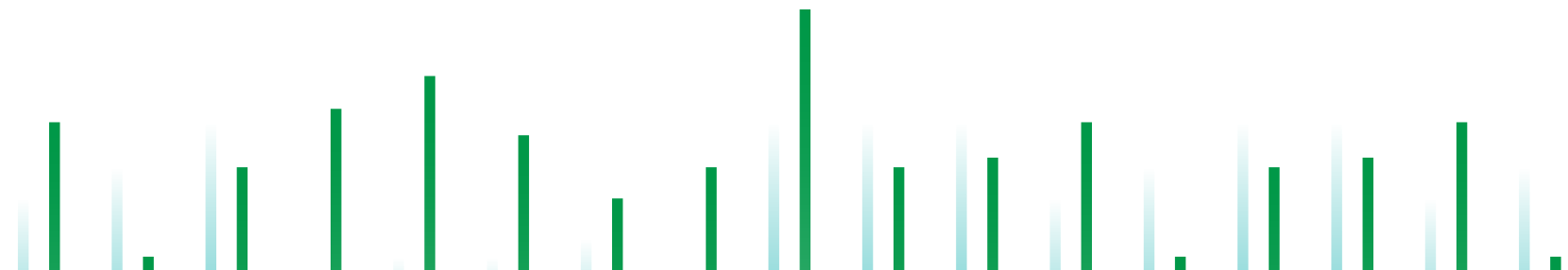
For a company of Qlik’s size, range of products and customer footprint, there is a natural point where a business unit structure enables the agility and focus for an optimal customer experience. This is especially true for Qlik, given our distinct analytics and data buying centers and stakeholders.

For the Analytics Business Unit, being separate enables the team to focus very clearly on solving customer analytics challenges. We want to be the best in the industry in helping customers uncover unknowns for better data-driven decisions. And while we will always support hybrid and on-premises infrastructure needs, the market is going to the cloud and the majority of our customers are already in or moving to the cloud.

As a dedicated organization, the Analytics Business Unit team is able to focus on customers who have already solved most of their data strategies and needs, giving them a single organization they can turn to for help when diving deeper into analytics. And from a partner perspective, a dedicated business unit structure clearly signals that although we have made significant investments and acquisitions around data, we are also investing in helping them grow their analytics business with Qlik.

Brendan Grady
General Manager,
Analytics Business Unit

“ **Crossing the threshold of becoming a \$1.3 billion company pushed us to reevaluate how we can be most successful moving forward, and that requires focus. We now have two pretty unique buying centers on each side of the business. Analytics is more centered around line of business roles and lines of business leaders. Having separate business units allows us to align resources around our well-defined core competencies.** ”





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The Data Business Unit key audiences are data engineers and data architects: the people that manage and deliver data for the business.

Qlik can be agile and deliver at velocity for this technical audience, and having a dedicated focus helps us develop and deliver solutions more quickly that are directly tailored for their ever-changing needs. Additionally, with so many new innovative technologies and capabilities now available, a dedicated Data Business Unit team enables the focus needed to execute the technical and go-to-market integration that will bring more value to customers from Qlik's larger data product portfolio.

“ Having a separate data business unit helps us provide customers a clear line of sight into what’s happening specifically on solutions that matter most to them. Customers now have a higher level of confidence in their investment in Qlik’s data solutions knowing that we have dedicated resources and increased domain expertise that applies to their needs. ”

Drew Clarke

General Manager, Data Business Unit





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STRATEGIC INITIATIVE: QLIK'S ROBUST AI STRATEGY

Qlik has been building AI and machine learning into our solutions for years. Many customers have benefited from capabilities like natural language search and generation, AutoML™ for predictive analytics, and one of the industry's first language models through Qlik's analytics engine.



In 2023, Qlik continually delivered new AI capabilities and use cases, giving customers and partners confidence that Qlik can support their entire range of needs for successful AI strategies.

- At Qlik World in April, customer HARMAN highlighted an application of ChatGPT on top of Qlik that used natural language to drive high value insights with the Qlik analytics engine. Qlik also showcased the potential of combining Generative AI and Qlik with a demonstration that used ChatGPT to drive insights within Qlik Cloud.
- Qlik released the industry's first suite of OpenAI connectors in June to help customers seamlessly and securely bring Generative AI content into Qlik to support a wide range of cloud analytics and automation use cases.
- In September, Qlik debuted Qlik Staige®, a holistic set of solutions to help customers confidently embrace the power of Artificial Intelligence (AI) and deliver tangible value. Qlik Staige helps customers innovate and move faster by making secure and governed AI part of everything they can do with Qlik – from experimenting with and implementing generative AI models to developing AI-powered predictions.
- Alongside Qlik Staige, the company released “The Generative AI Benchmark Report.” This unique research detailed insights from 200 C-Level executives, VPs, and Directors from Global 2000 firms across multiple industries on their generative AI efforts. The report found leaders

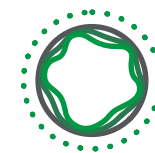
Qlik staige

helps customers innovate and move faster by making secure and governed AI part of everything they can do with Qlik – from

experimenting with and implementing generative AI models to developing AI-powered predictions.

understand they need to surround AI tools with the right data strategies and technologies to fully realize their transformative potential and are looking for guidance on where to start and how to move forward quickly while keeping an eye on risk and governance.

- Near the end of 2023, Qlik acquired Mozaic, an innovative AI-driven data management technology. Mozaic will enable a transformative approach to managing data as a product, enhancing data quality and governance while making enterprise-ready data more available in the cloud for a variety of applications, including AI.
- By late 2023, a growing number of customers like Schneider Electric, Pizza Express and Appalachian Regional Health were all deploying advanced AI capabilities from Qlik to drive improvements across operations, customer satisfaction and improved bottom lines.



One of the key strategic decisions Qlik made was to name Nick Magnuson as Head of AI. In this role Nick is focused on integrating AI into Qlik's operations and everything the company delivers for customers and partners. Similar to how the business unit structure creates the conditions for agility, flexibility and accountability, having a dedicated AI lead in Nick ensures that AI is truly a part of everything Qlik does and delivers.



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Given AI is driving every executive conversation, how is Qlik positioned to help deliver on their goals?

We are taking a few different paths with AI. Although we certainly will continue to support customer data science teams, we are also serving a very different set of personas beyond traditional data science projects. We are really focused on expanding and democratizing who can engage with AI in an ethical, responsible, safe and secure way.

The world now really understands the potential behind unstructured data thanks to ChatGPT. We're in a really unique

position to bring unstructured and structured data together, so an organization can tap into all of their data for insights and unlock use cases that haven't historically been possible. There are just a few companies globally that can do that the right way, and Qlik is one of them.

As Qlik's Head of AI, where do you think customers and partners need to focus to be successful with AI?

We see needs vary across domains and industries, and even within departments in a single organization. What we tend to see where AI is not successful is that there isn't a well-defined business objective or outcome at the very heart of the solution. It's too frequently something they want to experiment with, where it goes into a lab and doesn't result in something that solves a problem.

Organizations that are successful with AI pinpoint an area for success that aligns to core objectives. When that happens, you get many other people looking at the results and saying, "I'd love to do that in my part of the organization." This can spur significant grass roots buildup of new use cases across the company.

What I think we'll see in 2024 is a lot of projects move from proof of concept to something of real value, and the C-suite and boards are going to hold many more people in the organization accountable for results, where in the past it has maybe gone under the radar.

What does the decision to name a dedicated Head of AI mean Qlik?

The fact that Qlik put an emphasis on the role signals to our customers and partners the direction of the company, the importance of AI, and how serious we are about it. Having

such a clear focus on AI comes with things like investment and additional thought leadership. Our customers feel more comfortable with Qlik being a trusted guide in the way they approach this new technology. They can see how we've injected AI across all of our thinking, our product deliveries and really every part of our own business.

How does Qlik ensure ethical development and deployment of AI technologies?

We of course have review processes and AI policies, but it goes beyond that. It starts when we design any new system that employs AI. There is a mandatory check to make sure it conforms to our own AI design principals from the very beginning. That really comes down to building that trust with transparency and auditability. That means we're dealing with it from both inception as well as when projects are ready to go live.





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“ Qlik is in a really unique position to bring unstructured and structured data together, so an organization can tap into all of their data for insights and unlock use cases that haven’t historically been possible. There are just a few companies globally that can do that the right way, and Qlik is one of them. ”

Nick Magnuson
Head of AI

[Qlik interview with Nick Magnuson, Head of AI \(continued\)](#)

We’re monitoring to account for the shifting regulatory and legal frameworks. There are nuances depending on regions, especially with the E.U. versus the U.S. or APAC.

How do you approach sustainability in AI considering its reputation for energy and resource consumption?

Sustainability, cost effectiveness and profit are all very much aligned in the same direction. Sustainable AI is good AI, because you are doing things efficiently to get an outcome at the lowest possible cost. There are multiple examples of where we have optimized our infrastructure and the way our user experience happens within the AI products. This helps us get to that best outcome faster and more efficiently, which aligns very well to our sustainability goals.

What are Qlik’s AI plans in 2024?

There will be significant investment in existing capabilities and expanding current offerings like AutoML® in new directions. We’ll have a big focus on unstructured data, which is a large untapped market. Qlik is in a unique position to bring value to this data and blend it with structured data as the trusted provider of analytics to our current customers.



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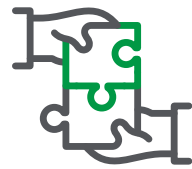
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STRATEGIC INITIATIVE: PARTNERSHIPS



Everything Qlik does is ultimately designed to drive customer and partner success. As more enterprise data and analytics efforts move to the cloud, Qlik’s strong and growing relationships with the leading cloud platform vendors continue to bring additional value to customer and partners. **In 2023 Qlik expanded many of its key partner relationships, including:**



A new integration with Amazon Bedrock helps customers easily leverage natural language to create new AI-driven insights on AWS with trusted and governed leading large language models such as AI21 Labs, Anthropic, Cohere and Meta. This new integration expands Qlik’s portfolio of native, engine-level integrations with Amazon SageMaker, Amazon SageMaker Autopilot, and Amazon Comprehend, all of which already help customers leverage AI and machine learning (ML) in prediction and model building efforts.



databricks

Qlik continued to deepen its relationship with Databricks with the introduction of its new Data Transformation Services, while also serving as a launch partner for the Databricks Lakehouse for Manufacturing solution. Based on the tremendous value customers like J.B. Hunt and Schneider Electric are seeing when combining Qlik and Databricks, Qlik was recognized as the Databricks Partner of the Year for Data Integration and as one of the fastest-growing data and AI products of 2023 in Databricks’ “The State of Data + AI” report.



Customers who leverage Snowflake are seeing tremendous additional value with Qlik Talend and Qlik Cloud’s new Data Transformation Services. With the application connection available through Qlik’s Connector Factory, Qlik provides customers like ABB, CSS and Siemens with a unique set of capabilities to drive more value from their investments in Snowflake.

More information regarding our partner network visit qlik.com/us/partners.



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QLIK CUSTOMER

Harman



HARMAN is a wholly owned subsidiary of Samsung Electronics Co., Ltd. focused on connected technologies and solutions for automotive, consumer and enterprise markets. The company is a \$10B international organization with 32K employees across multiple divisions that leverages Qlik as their analytics standard as part of their digital transformation efforts.



In 2023, HARMAN began using Qlik Data Integration to activate key enterprise data from sources like SAP to expand their ability to create data-driven decisions throughout the organization.

Based on the value being achieved with Qlik’s technologies, the organization looked to bring the same value to its end user customers, entering a partnership with Qlik to bring joint solutions to HARMAN’s Digital Transformation Solutions (DTS) customers.

“ We’ve been on a significant digital transformation journey the past few years, and effectively deployed Qlik to drive our internal data-driven decisioning. With Qlik, we have the data we need to get answers in minutes, allowing us to quickly pivot while still effectively managing different aspects of our business. We are excited to strengthen our partnership with Qlik to provide an enhanced experience backed by data and analytics to our enterprise customers, that can potentially improve their performance and drive business results. ”

Nick Parrotta

President, Digital Transformation Solutions & Chief Digital and Information Officer (CDIO), HARMAN



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QLIK CUSTOMER

Appalachian Regional Health



Appalachian Regional Health (ARH) is a not-for-profit healthcare system committed to improving the health and well-being of residents in eastern Kentucky and southern West Virginia.

Regional poverty impacts many residents, which often results in missed appointments that put patients at risk while also reducing the margins for ARH.



ARH leverages **machine learning and predictive analytics through Qlik AutoML** to determine which patients are most at-risk for missing or cancelling their appointments.

Data is used to analyze a variety of barriers such as transportation, distance or local weather. With this information, nurses or support staff can reach out to the highest-risk patients in the right ways with reminders and reassurances. This enabled ARH to reduce cancellation and no-show rates leading to millions of dollars in savings, all while improving the health of the patients under its care.

“ We realize that to make headway in serving a disparate population, we have to make the best use of data that we can. ”

Brent Styer
Chief Data Scientist, ARH

“ Qlik AutoML gets you in the game sooner and gives you the building blocks to creating something bigger, faster. ”

Brent Styer
Chief Data Scientist, ARH



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Business Integrity

Qlik operates with integrity and accountability in every decision that takes place throughout the organization. In the process of revising our core values, team members across the organization continually noted the importance of acting ethically and with accountability.

Those tenants are clearly reflected in Qlik's core values of **We Take Ownership** and **We are Genuine**. At the heart of this is a commitment to strong governance, which ensures ethical business practices, systemic risk management and oversight of information technology, making Qlik more resilient to disruption and driving trust with customers and stakeholders.

Senior leadership takes the need for transparency seriously.

Team members hold **quarterly Town Halls** where strategy and performance updates are shared, participate in multiple listening forums throughout the year for all staff, and hold **biannual Leadership Forums** to ensure alignment around organization goals for the people managers across the organization.





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

The Code is reviewed and updated on an annual basis and was refreshed in 2023 to incorporate the updated core values. We continually instill its principles by requiring employees to certify their understanding of the Code and take related interactive, web-based training at the time of hire and annually afterwards, essential to ensuring ethical behavior throughout the organization. Every year since the inception of the training program, we have seen continued improvement in our completion rates.

In 2023, 99% of our employee population completed this training.

To ensure a culture where everyone feels safe and supported, we have mechanisms in place for reporting Code violations without fear of reprisal, including our Whistleblower hotline for anonymous submissions that are monitored by our compliance team for timely reporting and investigation.

We extend this vigilance to our external partners and suppliers. We make every effort to make sure they are aware of our Code and require compliance with policies such as our Partner Code of Conduct.

Additionally in 2023, Qlik published a new Supplier Code of Conduct, a new Global Health and Safety policy, and implemented a new Supplier Diversity measurement program with Supplier.io. We have always required our suppliers to comply with our Code of Business Conduct; however, launching a supplier-specific code of conduct makes it clear that Qlik takes seriously its obligations to monitor compliance within our business and supply chain. Links to the Code and these new policies can be found at <https://www.qlik.com/us/legal/legal-policies>.

We are proud to share that Qlik did not receive any material fines or non-monetary sanctions for non-compliance with any laws or regulations in 2023. Consequently, we believe our systems and controls continue to promote a culture of ethical conduct.



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RESPONSIBLE IT PRACTICES

Like every organization, IT is essential to our operations. And as a technology provider, we know how responsible IT practices play a central role in our interactions with customers, partners and the larger world.

DATA AND PRIVACY

We are a cloud-first organization for our Qlik Cloud customers.

Our Qlik Customer Agreement and Data Processing Addendum ensure that our customers can confidently use personal data in their Qlik Cloud tenants knowing the Data Processing Addendum provides the protections required by applicable law. US healthcare customers may also sign a Business Associate Agreement with Qlik to enable them to confidently use Qlik Cloud for their US healthcare data.

Qlik's Privacy team manages and monitors our data protection and privacy programs. We continually refine and strengthen our programs to ensure we are safeguarding our customers' data.

We encourage employees to report any potential data privacy concerns without fear of retaliation, which can be sent to our dedicated email address, privacy@qlik.com. All grievances which are sent in are promptly investigated and addressed.



Privacy Program Features

- Policies and controls, such as data retention and access rules
- Regular data privacy and security training
- Qlik Product Privacy Notice
- Qlik Privacy & Cookie Notice
- A Privacy Champion system to embed privacy across the organization
- Record of data processing activities, under Article 30 GDPR

More information regarding our efforts to ensure privacy of personal data can be found on our [Trust & Privacy](#) pages.



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COMPLIANCE AND SECURITY FOR REGULATED INDUSTRIES

Qlik has a strong track record of serving some of the largest organizations across highly regulated industries like **financial services, state and local government and healthcare**. Our team monitors for new security and compliance requirements to ensure Qlik Cloud can be securely and confidently deployed to bring the power of our innovation to these markets.

One key market for Qlik is the U.S. Public and Federal Sector. We have continually invested in achieving certifications and designations that ensure our technology and services meet all relevant government security requirements. Over the past few years, we have achieved a wide range of designations for Qlik Cloud Government, including the Federal Risk and Authorization Management Program's (FedRAMP) Authorized designation at the Moderate Impact level (IL) and the Department of Defense IL2 designation.

This past year Qlik achieved StateRAMP Moderate Authorization for Qlik Cloud Government. StateRAMP is a critical cloud security attestation modeled after FedRAMP, designed to address the specific technology and compliance requirements of state and local governments and educational organizations. StateRAMP authorization enables all United States state and local governments and public educational institutions to confidently leverage Qlik Cloud for their modern cloud analytics needs, taking advantage of our advanced AI while meeting the rigorous security standards set forth by StateRAMP.

Qlik also holds additional certifications and attestations, including:

- U.S. HIPAA requirements via the completion of our SOC2 Type 2 + HITRUST Attestation
- Trusted Information Security Assessment Exchange (TISAX®). The Standard provides the European automotive industry a standardized approach to information security systems.

J.R. Sloan
State Chief Information Officer, Arizona Dept. of Administration

“ I appreciate Qlik’s commitment to the StateRAMP process and investing in demonstrating the security capability and compliance of Qlik Cloud Government. This commitment by Qlik to the StateRAMP program supports our efforts at the State of Arizona for an effective and streamlined security review process, and it demonstrates a deep commitment by Qlik to security and compliance for the broader Public Sector community. ”



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SECURITY IN OPERATIONS AND PRODUCT DEVELOPMENT

Qlik is diligent in **embedding cybersecurity best practices across the organization**, including our own internal operations and information security, our software development, our SaaS operations and our data and AI products.

Industry standards, including modern open standards, are consistently leveraged to provide our users confidence when leveraging our products. We leverage an adaptation of the Scaled Agile Framework and industry best practices for quality assurance when developing our software. Our software security team also incorporates a wide range of elements to ensure product security, including static code analysis, threat modeling, third-party vulnerability scanning and pen-testing.

While we **consistently monitor** production environments and product development, we also **leverage independent third parties** to assess our platforms, infrastructure, and applications for potential weakness.

These controls, processes and procedures have taken on even more importance as Qlik develops and deploys AI products and solutions. While customers and partners are eager to embrace the potential of AI, there are naturally potential concerns related to data ownership and privacy. Especially as organizations start to consider deploying external models into their organizations and leverage more unstructured data, having clear policies and controls in place regarding any AI product or solution is essential.





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Qlik has a wide range of policies and procedures in place to ensure any development around AI is done safely, securely, transparently and with the ability for full audit and compliance.

These measures include:

- Ongoing monitoring and adoption of global and regional regulation requirements
- An established companywide AI policy
- Built in lineage and governance to provide customers full transparency into what data is being used, how it was accessed and how it was processed
- Formal review process from a legal, ethical and responsibility standpoint



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

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

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



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Sustainability is an essential part of Qlik’s core values, and Qlik has had an active program to establish priorities and achieve targets since 2010. As part of the evolving process in reporting on our Sustainability efforts, we performed an extensive materiality assessment to identify the key environmental, social, economic, and governance topics that concern our stakeholders, impact the world and drive sustainable, long-term value creation.

Potentially material topics were selected by referencing international frameworks such as the GRI Sustainability Reporting Standards.

The degree of relevance of each potential topic was assessed along three materiality dimensions:

- Degree of Stakeholder Concern, by surveying customers, employees, and other stakeholders on the relevance of each topic to Qlik
- Impact on Long-Term Value Creation, by surveying Qlik senior management on the potential for each topic to impact Qlik’s ability to create sustainable long-term value
- Impact on Sustainable Development, by researching and analyzing the potential positive and negative impacts of Qlik’s business activities on each topic
- After extensive analysis of the potential topics that were ranked highly on all three dimensions, followed by detailed discussion with a representative set of Qlik senior management, we determined the following categories and topics to be material to Qlik’s sustainability strategy.

The topics we deem most material to our stakeholders, to our impacts and to our ability to create long-term value are:

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



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EXTERNAL RELATIONS

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

ENVIRONMENTAL STEWARDSHIP

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

TALENT MANAGEMENT

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

DIVERSITY, EQUITY, INCLUSION AND BELONGING

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



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INNOVATION & LEADERSHIP

Innovation and Thought Leadership are material to Qlik’s customers, employees, and community members as the management of these topics directly contributes to the development of Qlik’s data-driven offerings. Qlik’s Chief Strategy Officer, Chief Technology Officer, Chief Marketing Officer and its Business Unit General Managers partner to enable and educate the market on Qlik’s unique innovations. Qlik executes an advanced “Ideation Program” that includes Qlik employees, customers, and partners, which is monitored to assess the number of product ideas that are transformed into releasable products in the form of a conversion rate. Qlik’s senior leadership team regularly participates in external communications activities such as webinars, panels, events, blogs, social media, and print and broadcast media to inform all stakeholders of Qlik’s capabilities and offerings.

CUSTOMER VALUE

Customer value is material to Qlik’s customers because of its contribution to the company’s ability to differentiate from competitors in the dynamic and fragmented business analytics technology marketplace. The Customer Success Officer is responsible for managing customer satisfaction and digitalization as they relate to customer value. Management of this topic includes driving customer success, education, support and consulting services, as well as developing a clear vision of how Qlik must progress in this area. Qlik evaluates its management of customer satisfaction through customer surveys and in person dialogue using the results to drive product ideation and development.

RESPONSIBLE BUSINESS PRACTICES

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

RESPONSIBLE IT PRACTICES

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

We continue the utilization of our customer-managed encryption key feature for Qlik Cloud. Both our HITRUST attestation Cloud as well as continuously enhancing our privacy program ensure that we remain true to our commitment of safeguarding our customers’ data.



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TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE
Environmental footprint of hardware infrastructure	(1) Total energy consumed (2) % grid (3) % renewable	GJ/MWh	See “Environmental Stewardship” on page 19
	(1) Total water withdrawn (2) water consumed, % in water stressed areas	Thousand cubic meters, %	Qlik does not currently collect this data.
	Discussion on integrating environmental needs into strategic planning for data center needs	Discussion & analysis	See “Environmental Stewardship” on page 19
Data privacy and freedom of expression	Description of policies for behavioral advertising and user privacy	Discussion & analysis	We are not an advertising technology company, so our use of advertising is limited to standard lead generation efforts that is comparable to most enterprise software companies.
	Number of users whose information is used for secondary purposes	Number	We are not an advertising technology company, so our use of advertising is limited to standard lead generation efforts that is comparable to most enterprise software companies.
	Amount of monetary losses from legal proceedings with user privacy	Reporting currency	None.
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Number, Percentage (%)	None.
	List of countries where products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion & analysis	None.
Data security	(1) Number of data breaches, (2) percentage involving personally identifiable information(PII), (3) number of users affected	Number, Percentage (%)	Qlik takes data privacy and security very seriously and has a robust privacy and security program in place consistent with industry practice.
	Approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion & analysis	Qlik has a layered approach to security that includes, but is not limited to, the following: 24x7 security monitoring and network, application and host security controls. For more information, visit Qlik.com/trust .



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TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Percentage (%)	None in US.
	Employee engagement as a percentage	Percentage (%)	Between 70% and 75% throughout 2023
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Percentage (%)	See tables in 2023 Qlik Diversity Scorecard
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti- competitive behavior regulations	Reporting currency	None.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Number, Days	Our multi-cloud SaaS offering has resiliency architected in at each layer. The service disruptions and downtime can be found at: https://status.qlikcloud.com
	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	The biggest risk is our reliance on cloud providers like Azure and AWS. We believe these are tier 1 vendors and the risks are consistent with our service level objectives of high availability.

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



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2024

The **Global Reporting Initiative (GRI)** provides the world’s most widely used framework for sustainability reporting. The GRI Standards offer a structured

format to coherently and comprehensively share information about material issues, performance metrics and the management of sustainability-related issues within the organization. The reporting principles for defining report content and quality have been applied throughout the information collection and report development process.

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

Statement of use	Qlik Technologies Inc. has reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

DISCLOSURE	RESPONSE/LOCATION
General Disclosures	
GRI 2: General Disclosures 2021	
2-1 Organizational details	Qlik Technologies Inc. 211 South Gulph Road Suite 500 King of Prussia, PA 19406 United States Phone: +1 (888) 828-9768 Qlik has offices in 30 countries in North America, South America, Europe, Asia-Pacific and the Middle East. Qlik’s partners are located in over 100 countries. Qlik is privately owned by the private equity firm Thoma Bravo.
2-2 Entities included in the organization’s sustainability reporting	All data presented in the report represents all Qlik operations, unless explicitly noted otherwise.
2-3 Reporting period, frequency and contact point	January 1 to December 31, 2023, and published annually. Julie Kae VP Sustainability and DEIB, Executive Director of Qlik.org Julie.Kae@qlik.com
2-4 Restatements of information	None.



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2-5 External assurance	This report was not externally assured.
2-6 Activities, value chain, and other business relationships	<p>Qlik’s vision is a data literate world, where everyone can use data to improve decision-making and solve their most challenging problems. Qlik provides end-to-end, real-time data integration and analytics solutions that help organizations access and transform all their data into value. Qlik helps companies lead with data to see more deeply into customer behavior, reinvent business processes, discover new revenue streams, and balance risk and reward.</p> <p>Qlik does business in more than 100 countries and serves over 40,000 customers around the world.</p> <p>At the end of 2023 we had over 3000 employees globally, more than 40,000 customers and were active in more than 100 countries. Our suppliers deliver goods and services that are critical to our organization and are onboarded by Qlik’s procurement department in partnership with the Legal department.</p> <p>Suppliers are obliged in our standard supplier agreement to comply with our Code of Business Conduct, and suppliers that will be given access to personal data and/or our systems are required to undergo a security risk assessment.</p> <p>See “CEO Letter” on page 6.</p> <p>See “Our People” on page 23.</p>
2-7 Employees	See “Our People” on page 23 .
2-8 Workers who are not employees	See “Our People” on page 23 .
2-9 Governance structure and composition	www.qlik.com/us/company/leadership
2-10 Nomination and selection of the highest governance body	As a privately-owned company, our highest governance body is the leadership team of our parent company. This team is deeply experienced in the software and technology industry and is selected based on their business acumen, the diversity of viewpoints and backgrounds that they bring and their experience in the sectors of interest to our parent company. They are focused on all aspects of our business including our business performance, the responsible and ethical conduct of our company, and are aware of and seek to mitigate negative impacts and amplify our positive impacts on the world.
2-11 Chair of the highest governance body	As a privately-owned company, our highest governance body is the leadership team of our parent company who operates in close collaboration with the executive team of Qlik. There is not a “chair” in the traditional sense of the word. We are not aware of any relevant conflicts of interest in this arrangement.
2-12 Role of the highest governance body in overseeing the management of impacts	The leadership team of our parent company and the executive team at Qlik are focused on all aspects of our business including our business performance, the responsible and ethical conduct of our company, and are aware of and seek to mitigate negative impacts and amplify our positive impacts on the world. With the guidance of the parent company, our executive team is responsible for developing, approving, and updating the organization’s purpose, value or mission statements, strategies, policies, and goals related to our sustainability performance and impacts. They also review performance regularly both internally and with the parent company and course correct where needed. They do this in consultation with a variety of our stakeholders, including our customers, employees, and ownership group.
2-13 Delegation of responsibility for managing impacts	The executive team at Qlik delegates operational responsibility for managing our impacts to individuals within the company.
2-14 Role of the highest governance body in sustainability reporting	The Qlik leadership team, and that of our parent company together define material issues, review our disclosures, and how and when to communicate relevant information about these issues internally and externally.



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2-15 Conflicts of interest	Our parent company has processes in place to understand whether and to what extent conflicts of interest exist, including regular review of their portfolio of companies. If any issues are discovered these are communicated to impacted stakeholders where necessary.
2-16 Communication of critical concerns	Critical concerns raised by customers or employees are communicated to Qlik’s leadership team, and escalated to our parent firm’s leadership team as necessary. No issues related to our impacts on the world were communicated to us in the reporting year.
2-17 Collective knowledge of the highest governance body	The leadership team of our parent company is deeply experienced in the software and technology industry and is selected based on their business acumen, the diversity of viewpoints and backgrounds that they bring and their experience in the sectors of interest to our parent company. This experience includes expertise in climate change, business ethics and other ESG-relevant topics.
2-18 Evaluation of the performance of the highest governance body	The performance of the leadership team of our parent company is regularly and at least annually evaluated against a variety of criteria, including financial performance, reputational factors, and whether portfolio companies are operating in a manner consistent with their ESG-related priorities. Underperformances identified are addressed through corrective action plans and/or changes to strategies or operational approaches.
2-19 Remuneration policies	As a privately held company we do not disclose our remuneration policies, data or other information as to do so risks our competitive positioning in our sector and may impact our ability to attract and retain top talent.
2-20 Process to determine remuneration	As a privately held company we do not disclose our remuneration policies, data or other information as to do so risks our competitive positioning in our sector and may impact our ability to attract and retain top talent.
2-21 Annual total compensation ratio	As a privately held company we do not disclose our remuneration policies, data or other information as to do so risks our competitive positioning in our sector and may impact our ability to attract and retain top talent.
2-22 Statement on sustainable development strategy	See “CEO Letter” on page 6 .
2-23 Policy commitments	Qlik considers a range of economic, social and governance related factors in its decision making but does not explicitly use the precautionary principal. See “Business Integrity” on page 42 .
2-24 Embedding policy commitments	The Qlik Sustainability Committee oversees Qlik’s approach to sustainability and corporate social responsibility. Various cross-functional teams integrate specific ESG policy commitments into Qlik’s strategies and operational procedures.
2-25 Processes to remediate negative impacts	With the guidance of the parent company, our executive team is responsible for developing, approving, and updating the organization’s purpose, value or mission statements, strategies, policies, and goals related to our sustainability performance and impacts. They also review performance regularly both internally and with the parent company and course correct where needed. Qlik is committed to remediate negative impacts where identified, thoughtfully engage in dialogue with stakeholders with grievances, and involve them where appropriate in the development of remediation plans. There were no such grievances or negative impacts brought to our attention in the reporting year.



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2-26 Mechanisms for seeking advice and raising concerns	Critical concerns raised by customers, employees or other stake can be communicated directly via various modes of communication to Qlik’s leadership team, and escalated to our parent firm’s leadership team as necessary.
2-27 Compliance with laws and regulations	There were no material violations of relevant laws or regulations resulting in financial or non-financial sanctions in the reporting period.
2-28 Membership associations	Private Sector Roundtable on Global Health Security NetHope (Nonprofit IT organization) Healthcare Information and Management Systems Society
2-29 Approach to stakeholder engagement	Ownership group, joint venture partners, employees, tenants, regulators, and the local communities. We identify stakeholders as part of our materiality process and through formal and informal discussions with senior management and other interested parties. Stakeholders are selected by assessing the degree of interest they have in Qlik’s operations, and the degree to which they influence our decision making. We engage our stakeholders through a variety of mechanisms, including regular business-related meetings, discussions of joint ventures and partnership agreements, employee engagement surveys and roundtables, and strategic planning with senior management and the ownership team.
2-30 Collective bargaining agreements	Qlik is not party to any collective bargaining agreements impacting its employees.

Material Topics	
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	The data presented here represents Qlik in its entirety at the end of 2023. The content of the report is based upon material topics (which includes consideration of Stakeholder Inclusiveness, Sustainability Context, Materiality, and Completeness) and boundaries are limited to the Qlik organization. See “About this Report” on page 48 .
3-2 List of material topics	See “About this Report” on page 48 .



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INNOVATION & LEADERSHIP

GRI 3: Material Topics 2021	
3-3 Management of material topics	See “Management Approaches” on page 49 .
Company-Specific (Non-GRI) Disclosures	
Leadership	We are actively developing ways to quantitatively measure our progress. These innovation measures will complement our existing KPIs around quality, turn, productivity, and velocity. See page 26 for more information.

CUSTOMER VALUE

GRI 3: Material Topics 2021	
3-3 Management of material topics	See “Management Approaches” on page 49 .
Company-Specific (Non-GRI) Disclosures	
Customer Perception of Product Value	See “Qlik Customer” on pages 40 – 41 .
Digitalization	See “Qlik Customer” on pages 40 – 41 .

RESPONSIBLE IT PRACTICES This topic corresponds to the GRI topic “418 Customer Privacy.”

GRI 3: Material Topics 2021	
3-3 Management of material topics	See “Management Approaches” on page 49 .
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	See “Data and Privacy” on page 44 .
Company-Specific (Non-GRI) Disclosures	
IT Infrastructure and Resilience	See “Responsible IT Practices” on page 44 .



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RESPONSIBLE BUSINESS PRACTICES

This topic corresponds to the GRI topic “419 Socioeconomic Compliance.”

GRI 3: Material Topics 2021	
3-3 Management of material topics	See “Management Approaches” on page 49 .
Former GRI 419: Socioeconomic Compliance 2016	
419-1 Sanctions Concerning Non-Compliance	In 2023 there were no sanctions levied against Qlik for non-compliance with any laws.

DIVERSITY, EQUITY & INCLUSION

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

GRI 3: Material Topics 2021	
3-3 Management of material topics	See “Management Approaches” on page 49 .
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	See “Diversity, Equity, Inclusion and Belonging (DEIB)” on page 28 .
405-2 Ratio of basic salary and remuneration of women to men	Our remuneration practices include periodic benchmarking exercises where we analyze our compensation policies and data, look at potential gender or other demographic imbalances, and make adjustments where needed. Our compensation policy is intended to be merit based, focused solely on roles, responsibilities, experience and performance with no consideration given to gender, age, ethnicity or any other impermissible factor. We believe there is no systemic difference in our pay scales due to gender or other demographic metric.
GRI 406: Non-Discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	In 2023, there were no incidents of discrimination and corrective actions reported.

TALENT MANAGEMENT

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

GRI 3: Material Topics 2021	
3-3 Management of material topics	See “Management Approaches” on page 49 .
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	See “Learning and Development” on page 26 . See “Workforce Development” on page 25 .
404-2 Programs for upgrading employee skills and transition assistance programs	See “Workforce Development” on page 25 .
404-3 Percentage of employees receiving regular performance and career development reviews	See “Learning and Development” on page 26 .



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EXTERNAL RELATIONS

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

GRI 3: Material Topics 2021	
3-3 Management of material topics	See “Management Approaches” on page 49 .
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	See “Responsible Citizenship” on page 12 .
GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported	See “Responsible Citizenship” on page 12 .

ENVIRONMENTAL STEWARDSHIP

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

GRI 3: Material Topics 2021	
3-3 Management of material topics	See “Management Approaches” on page 49 .
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	See “Environmental Stewardship” on page 19 .
GRI 305: Emissions 2016	
305-2 Energy indirect (Scope 2) GHG emissions	See “Environmental Stewardship” on page 19 .



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Qlik transforms complex data landscapes into actionable insights, driving strategic business outcomes. Serving over 40,000 global customers, our portfolio leverages advanced, enterprise-grade AI/ML and pervasive data quality. We excel in data integration and governance, offering comprehensive solutions that work with diverse data sources. Intuitive and real-time analytics from Qlik uncover hidden patterns, empowering teams to address complex challenges and seize new opportunities. Our AI/ML tools, both practical and scalable, lead to better decisions, faster. As strategic partners, our platform-agnostic technology and expertise make our customers more competitive.

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