Qt Group

ESG Report 2022

About the report

Qt Group is committed to Corporate Social Responsibility. The report follows Sustainability Accounting Standards Board (SASB) Software and IT Services Standard, and CO_2 emission calculations are based on the GHG Protocol.

Contents

What We Do

Qt Group is a global software company trusted by industry leaders and over 1.5 million developers worldwide to create applications and smart devices that users love. We help our customers to increase productivity through the entire product development lifecycle: from UI design and software development to quality management and deployment. Our customers are in more than 70 different industries in over 180 countries.

Our business model

EVERYTHING STARTS WITH OUR VALUES

Innovation
**Our software is the catalyst
for cutting-edge products
and solutions.**

Transparency
**We encourage open lines
of communication
among our employees.**

Collaboration
**Collaboration is
at the center
of the way we work.**

Our mission
To increase productivity in our customers' product development

↓
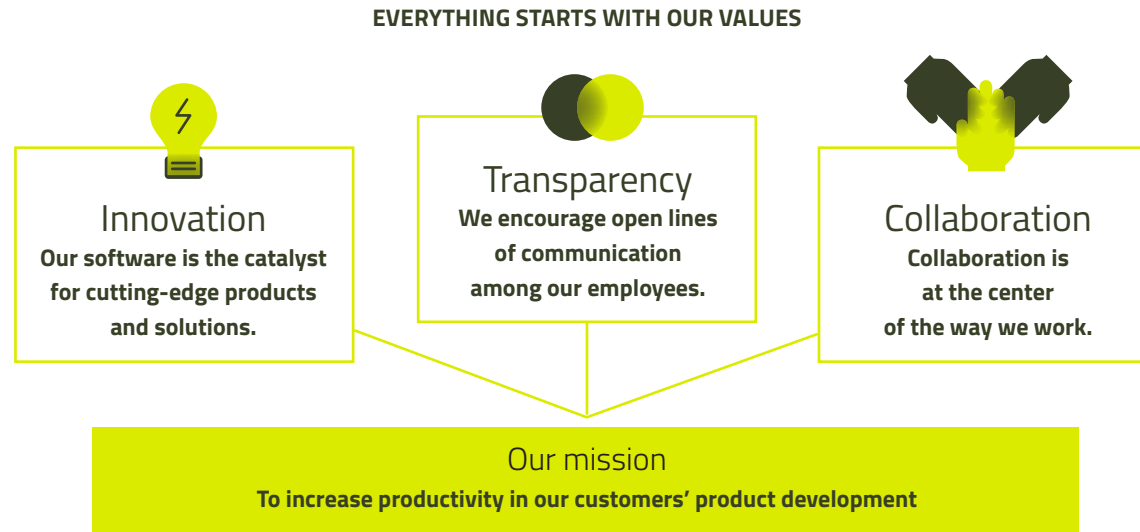
HOW WE HELP OUR CUSTOMERS TO FUTURE-PROOF THEIR PRODUCTS

Design UI →

- Faster workflow between designers and developers with better collaboration

- Go beyond traditional mock-ups to create a functional UI prototype on any platform

Develop software →

- Readymade functionalities and features for various end-product requirements

- Use the same code base in different products and platforms: from any hardware or operating system to even bare metal

Test code quality →

- Automate testing and quality assurance

- Discovering errors and bugs early brings cost-savings

Maintain & optimize

- Real customer insights from the usage of apps or devices

- Analytics help optimize the user experience and reduce unused features

Qt Group offers tools for creating software applications or embedded devices, from designing to developing and testing. With Qt, companies are able to create industry-leading products with next-generation user experience. Qt cross-platform software framework can be used to develop applications and embedded devices under both commercial and open-source licenses.

Our mission is to increase the productivity of our customers' product development. Qt solutions' streamlined workflows make the collaboration between software developers and designers faster and easier. With our tools companies can design, develop, test, and deploy software for their products. The same codebase can be used for a wide range of hardware, operating systems, or bare metal. The customer brand's look and feel can be easily duplicated in any device, from large, high-end touch screens to a more straightforward, low-end screen with physical buttons. As a result, companies are able to build products or applications with lower production costs and faster time-to-market.

Our quality assurance tools ensure the quality of all cross-platform desktop, mobile, embedded, and web applications regardless of the platform used. Our offering covers dynamic testing and static analysis tools for various purposes, from automating graphical user interface (GUI) testing to managing code coverage and verifying architecture and code style. We have recently launched new products for managing digital advertising in end products and an analytics tool for optimizing the user experience with data from customer applications or devices.

Qt Group's reported revenue comprises developer and distribution license sales, consulting, and maintenance revenue. We offer professional services to help customers benefit fully from the Qt software development platform. In addition, we have a separate Ventures business unit, which explores new business opportunities and M&A.

FINANCIAL DEVELOPMENT
In 2022, Qt Group's net sales increased by 28 percent, reaching EUR 155 million. The operating profit was EUR 37 million, and the operating profit margin was 24 percent. Qt employed 688 people at the end of the year. We have offices in Finland, Norway, Germany, France, the USA, China, Japan, South Korea, and India. Of total net sales in 2022, approximately 62% were from Europe and Asia-Pacific and 38% from North America.

Approach to tax
Qt Group complies with relevant tax laws and practices in every country and jurisdiction. We maintain policies and procedures to ensure the integrity of our tax filings and other obligations and review our tax processes regularly. Qt Group's effective tax rate was 9% in 2022 (23% in 2021). Tax rates in 2022 were lower e.g., due to the payment of share-based incentives, which is a tax-deductible expense. Qt Group expects its tax rate to be approximately 20-25% annually in normal circumstances.

Customer success stories

Visit **qt.io/why-qt** for more customer use cases.

Neocis

MEDICAL

Neocis wanted to modernize its software and UI for their dental surgery robots. Qt's cross-functional capabilities and ability to run on any platform convinced them to switch.

Read more

Liebherr

INDUSTRIAL

With Qt, Liebherr-Electronics and Drives GmbH was able to create scalable and easy-to-use UI for their digital surround view system.

Read more

Bricsys

APPLIED

Bricsys wanted a better-looking and functioning UI, so they switched to Qt. BricsCAD offers 2D and 3D CAD software for architects, engineers, and designers.

Read more

Firstbeat Sports

CONSUMER ELECTRONICS

Cross-platform development is vital for Firstbeat Sports as they develop mobile physiological analytics tools for athletes.

Read more

General Motors

AUTOMOTIVE

General Motors selected Qt for a prominent role in their software-defined vehicle development.

Read more

Qt Community

OPEN-SOURCE IS AT THE HEART OF QT

The Qt Community consists of more than 1.5 million developers around the world. Part of the success of Qt is due to its strong community, which contributes to the quality of the framework by finding and fixing bugs and adding to the Qt codebase by sharing various features of their software development projects. End of 2022, around 40 percent of Qt contributors were external developers, i.e., not employed by Qt Group.

The open-source community not only improves the quality of Qt software, but also accelerates innovation and offers valuable feedback for future development. Transparency of Qt framework ensures security as anyone can examine the source code and verify that there are no hidden vulnerabilities, flaws or malicious func-tionalities. Open source has also fostered an ecosystem around Qt: there are hundreds of partners offering var-ious services, from training and consulting to implemen-tation and productization.

Volker Hilsheimer presenting as Chief Maintainer of the Qt Project at Akademy 2022 world summit organized by KDE.

Members of the Qt Community also contribute by co-organizing local events, moderating online channels, improving documentation, and supporting other community members with any Qt related questions or issues. **The Qt Project** governs the open-source development of Qt through a meritocratic governance structure led by Chief Maintainer. The open-source community has a lively online presence in various forums, mailing lists, and communication channels, in addition to various physical events organized around the World. In 2022 more than a hundred Qt contributors joined Qt Contributor Summit and local Qt World Summit meet-ups in Europe and the US.

Creating value for individuals, companies and societies
One of the key benefits of Qt's free, open-source tools and framework is its accessibility. It reduces barriers to entry and makes technology affordable for individuals and organizations that have limited resources. The ability to reuse and recycle code boosts productivity and reduces costs. Qt open-source fosters innovation and entrepreneurship by providing tools to create applications and devices for specific needs, leading to also job creation and economic development in various different fields and industries.

Open-source software projects tend to have a longer lifespan since they do not depend on the (financial) success of a single company. The collaborative nature of open-source projects often leads to a larger group of contributors, which ensures that the software continues to evolve and improve even if individual contributors move on. As a result, open-source builds communities and a sense of belonging as people get together to discuss, learn, mentor, and network.

Qt open-source projects
we are proud of

OKULAR

Okular is a free universal document viewer based on KDE and Qt libraries. Okular allows you to read PDF documents, comics, and e-books (ePub) and browse images and markdown documents on multiple platforms. The software has been granted the Blue Angel ecolabel for being resource and energy efficient.

Try Ocular

www.blauer-engel.de/uz215
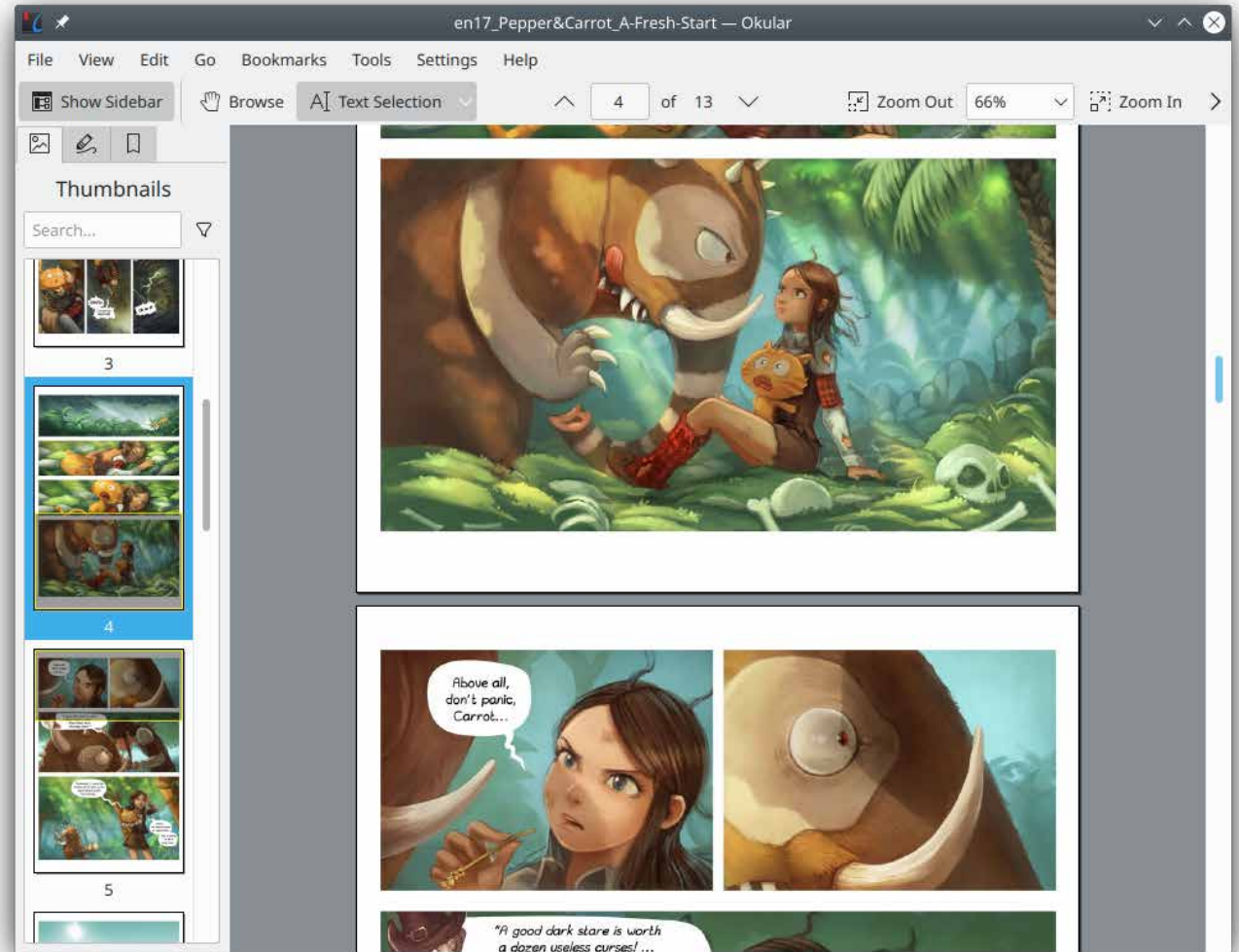- energy efficient
- save resources
- transparent interfaces

Image from Okular, illustration by David Revoy, "Pepper & Carrot".

SHOTCUT

Shotcut is a free cross-platform video editor for Windows, Mac and Linux, with sleek and customizable UI. It supports hundreds of audio and video formats and has a wide range of tools and features for video creation. First announced in 2004 and completely rebuilt with Qt in 2011, Shotcut is now running on Qt 6.
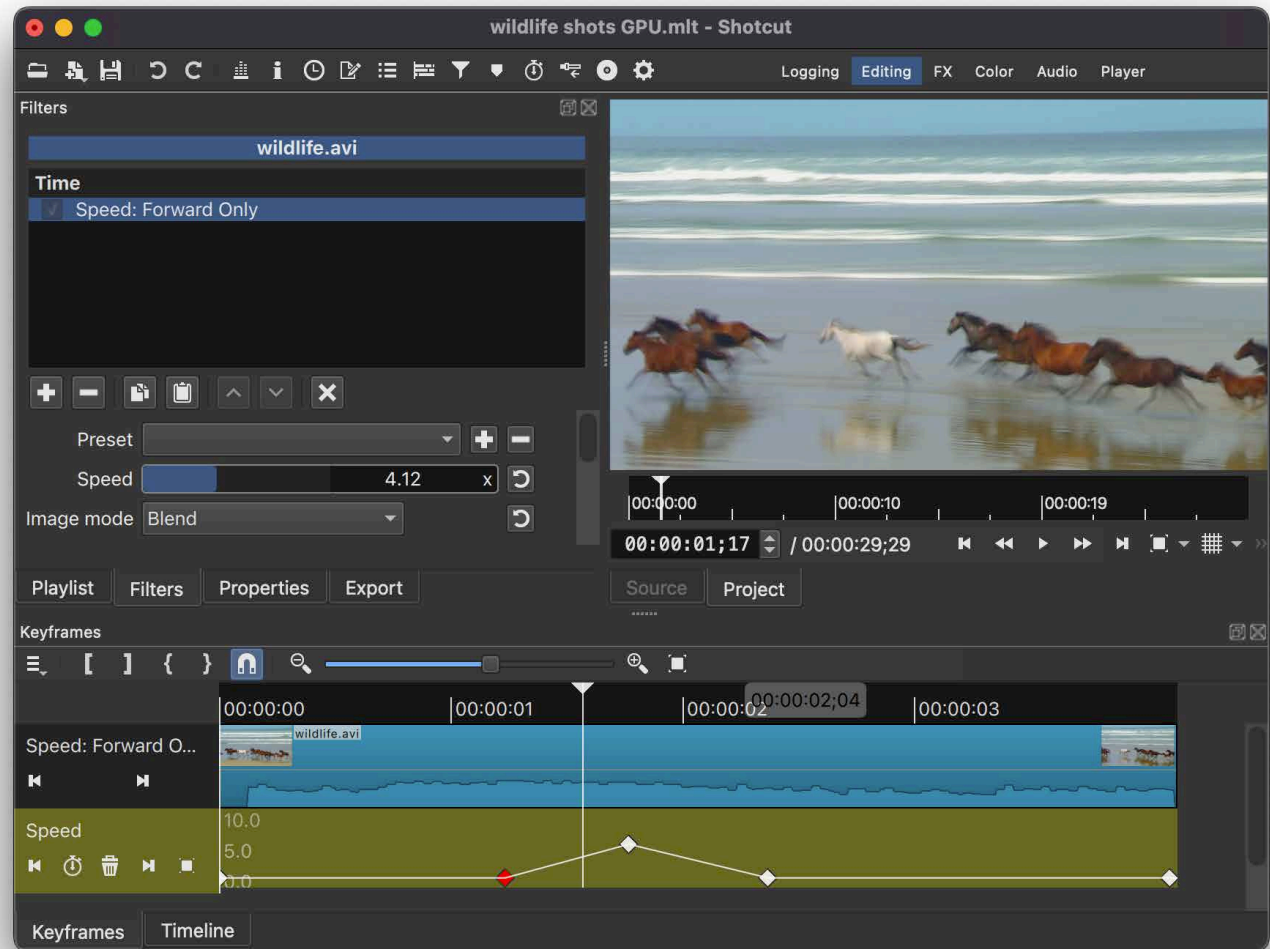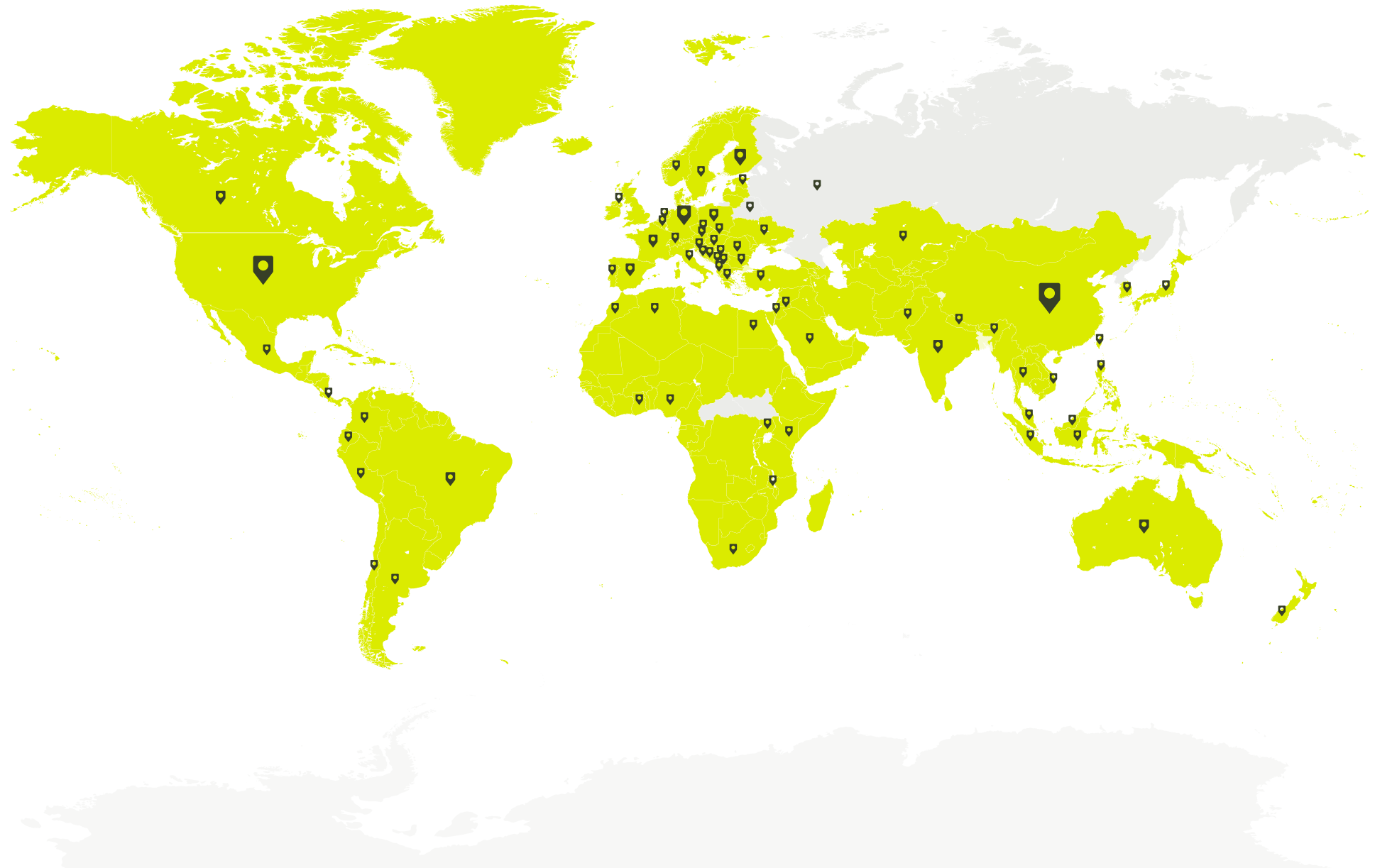
Join Shotcut

Image from Shotcut.

**Countries with Qt open-source installations and Educational Institutions using Qt in 2022***

Open source installations   No open source installations in 2022   Educational licences

Qt for Educational institutions

Qt Group offers Qt Educational licenses with the entire commercially licensed toolkit for higher educational institutions with non-commercial development projects – free of charge. With Qt, students can learn to program cross-platform backends and frontends for any platform, from IoT-connected microcontrollers to mobile applications. The Qt Educational licenses were renewed to a subscription model in 2022, which made it significantly easier to register and get the Qt license package automatically. Since the change in the license model, we saw a vast increase in Qt Educational licenses – now used in around 800 institutions by several thousands of students, teachers, and other staff members. To further boost their learning, Qt Group has set up a team to create new, free-to-use learning materials.
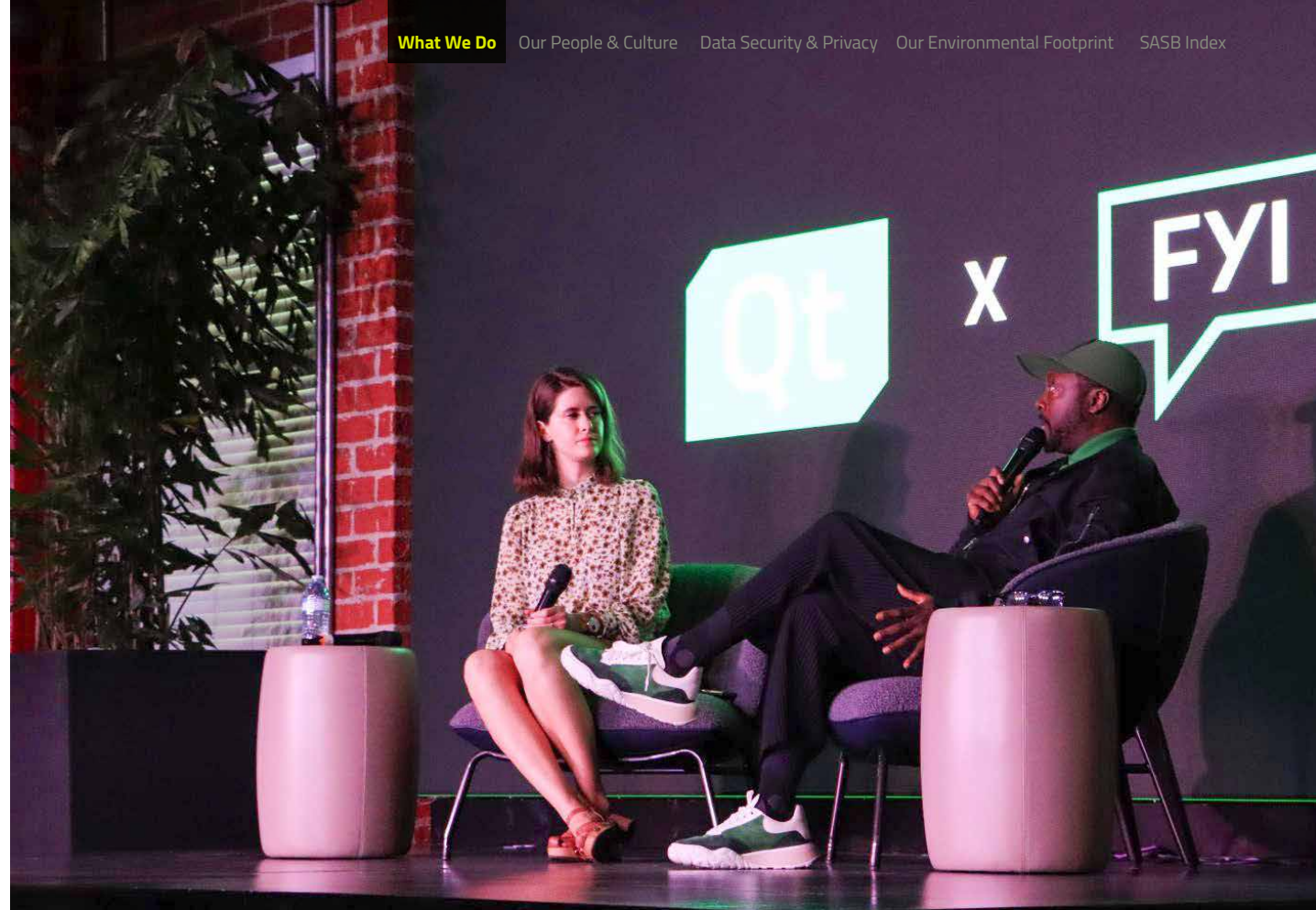
LAUNCHING QT ACADEMY TO SUPPORT THE NEXT GENERATION OF DEVELOPERS

On April 20, 2023, Qt Group launched a free eLearning and career path initiative to teach the next generation of product and software development professionals to design, develop, and test with Qt. In addition to a wealth of on-demand materials from Qt, **Qt Academy** will feature bespoke customer-sponsored tracks to give learners real-world experience of working with innovative brands. The first sponsor track is organized with **FYI**, a California-based web 3.0 AI messenger mobile tech company founded and headed by artist and tech entrepreneur will.i.am.

Read more

Corporate governance

Qt Group's corporate governance is based on the Finnish Companies Act, the Securities Market Act, general recommendations on corporate governance, the company's Articles of Association, and in-company rules and regulations on corporate governance. Qt Group adheres to the Finnish Corporate Governance Code 2020 issued by the Securities Market Association.

Qt Group has its own Code of Conduct applicable to employees, subcontractors, vendors, and partners. The **Code of Conduct** covers topics from conducting our business with the highest moral, ethical, and legal standards; contributing toward a positive working environment; avoiding conflicts of interest; committing to transparency towards all relevant stakeholders, and finally, expecting everyone to act on concern or any violations of the Code. In addition, Qt Group has a **Human Rights Policy** and **Anti-bribery and Corruption Policy**.

Read more in Corporate Governance Statement 2022

REPORTING CONCERNS

We encourage our employees and anyone associated with Qt Group to speak up when they have questions or concerns about practices or behavior that may not meet our ethical standards. In 2022, Qt Group introduced an anonymous whistleblowing channel maintained by a third party. The company's employees and anyone else can use the channel to anonymously report suspected misconduct, Code of Conduct violations, or criminal offenses. Whistleblowing reports are handled confidentially by the company's CFO; SVP, Human Resources; and General Counsel; they are responsible for any follow-up measures necessary to investigate the issue.

Main operational risks and mitigation

Qt Group's risk management is a continuous process in which major risks are identified and assessed, after which the company determines the responsible persons and actions based on the potential significance of the risks. Risks are also assessed as part of the company's ISO 9001-certified quality assurance system. The Audit Committee of Qt Group's Board of Directors reviews the company's risk assessment every six months. Risk management and the company's internal control are described in more detail in the Corporate Governance Statement included in the Annual Report.

Qt Group has identified various customer risks as one category of major operational risks. Examples of customer risks include changes in customers' payment behavior or solvency and the potential weakening of the company's negotiating position, especially for large customers. Qt Group manages customer risk by actively developing the customer structure and proactively preventing potential risk positions. None of Qt Group's customers account for more than 10 percent of the company's annual net sales. In addition, Qt Group monitors customer satisfaction through a quarterly customer satisfaction survey and considers customer feedback in its product development and other activities.

The execution of Qt Group's strategy requires success in recruiting experts, developing employee competence, and strengthening employee engagement. Personnel risks are managed using various employee benefits and incentive schemes, as well as a goal and development discussion process. Qt Group aims to promote the professional development of its personnel by investing in learning on the job and by maintaining descriptions of the responsibilities and requirements of different roles, which supports career planning within the company. The personnel's satisfaction and commitment to Qt Group are evaluated annually by a third-party survey that measures the most significant issues from the personnel's perspective and the company's performance in those areas. The personnel survey allows employees to give anonymous feedback to the company's management. The results are used in developing the company's operations, particularly at the team and business unit levels.

Qt Group keeps a close eye on technology trends to provide its customers with future-proof application development tools and maintain its competitive position in a rapidly changing industry. Qt technology is developed, and new features are added by both the R&D teams and the software developers in the open-source community. The active engagement of the open-source community steers development efforts and supports the quality assurance of Qt technology. Qt Group's strategy includes the possibility of acquisitions, where careful due diligence is carried out to ensure that any acquired technologies are sufficiently high quality.

Risks typical to the software business, relating to the appropriate protection of intellectual property rights and the potential violation of the rights of other IPR holders, are managed through comprehensive internal policies, terms of conditions of all agreements, and appropriate follow-up and analysis.

Data security risk is managed by continuously developing working models, security practices, and processes. The company has mandatory training for personnel on data security and data protection. Completion of the training is monitored. Qt Group conducts regular vulnerability audits of critical systems and assesses data security risks and their management every quarter.

Risks and risk management related to the company's finances and financing are described in the Corporate Governance Statement and the notes to the consolidated financial statements, both included in the Annual Report.

Our People & Culture

People are the cornerstone of Qt Group's success. Maintaining our continued growth and position as a leading provider of technological solutions requires a people strategy focused on attracting, developing, and retaining exceptional talent.

Our values guide our everyday work.
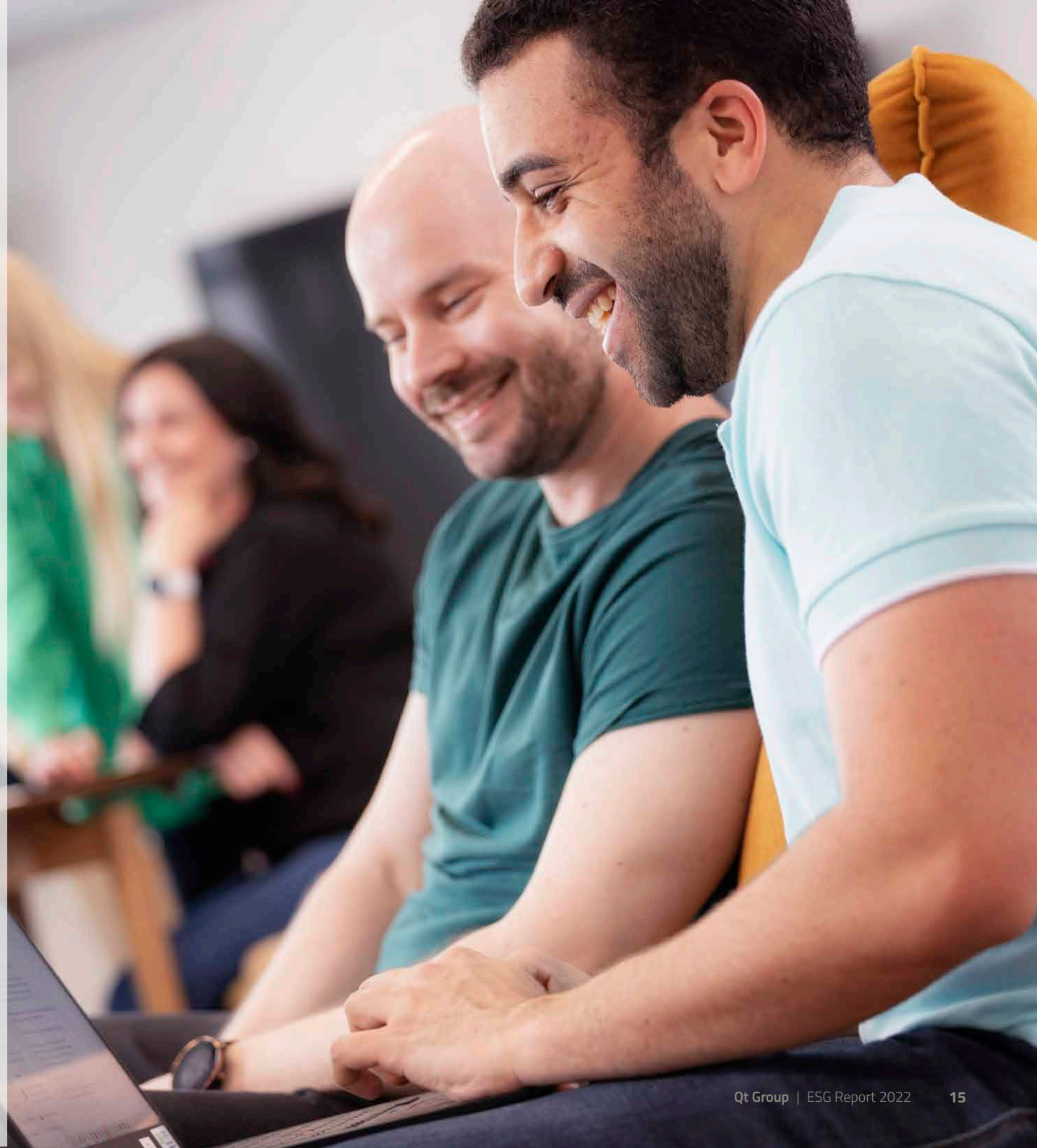
Innovation.
Our software is the catalyst for cutting-edge products and solutions.

Collaboration.
Collaboration is at the center of the way we work.

Transparency.
We encourage open lines of communication among our employees.

Policies and guidelines for fair employment and work environment

Qt Group is committed to respecting human rights and operating in accordance with the UN Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. Qt Group has drawn up a human rights policy, which defines operating practices related to human rights. The policy applies to the company's employees, suppliers, customers, and partners. Qt Group seeks to ensure that the company does not use or support child labor, modern slavery, or human trafficking. Qt Group has a Code of Conduct, which sets the moral and ethical standards for conducting business. Since early 2023, Qt employees have been enrolled in mandatory online training to familiarize themselves with the contents of the Code of Conduct.

We offer employees equal opportunities for professional growth and career development, regardless of gender, age, ethnicity, disabilities, nationality, sexual orientation, or position within the company. We do not tolerate sexual, physical, or psychological violence and harassment or any form of abuse, intimidation, or workplace bullying. We encourage employees to report any violation of the Code of Conduct, suspicion of crime or wrongdoing, or other misconduct via our Whistleblowing Channel.

We provide our employees with equal opportunities for career advancement and professional development regardless of gender, age, ethnicity, disability, nationality, sexual orientation, or position. Recruitment decisions are based on the applicant's skills and aptitude and not on gender, ethnicity, marital status, or any other personal characteristic of the applicant. We actively promote diversity and, where necessary, support newly recruited employees with visa and immigration processes.

We strive to ensure that the employees' salaries and remuneration are fair, equitable, and competitive. The company conducts annual salary reviews to ensure that the remuneration of its employees is based on the demands of their work, their qualifications, and contribution and that, for example, there are no unexplained differences between the genders concerning remuneration. Our employees are covered either by the global "One Qt" incentive scheme, based on the company's business performance and team-specific targets, or the sales incentive system, based on commissions. In addition, Qt Group has a global recognition program for small rewards.

We maintain a constructive employee dialogue and labor relations locally in all countries where we operate. Qt Group partners with local employee representatives to discuss and collaborate on the work environment. For example, in Finland, the company has negotiated and signed its own The Qt Company-specific collective agreement for 2022-2023, and in Germany, Qt Group has a Works Council.

PERFORMANCE APPRAISAL

Qt Group organizes performance evaluation meetings called Goal and Development Discussions, in which employees sit down with their managers to review the outcome of previous targets, agree on development topics, and confirm new targets. Goal and Development Discussions are organized when necessary, but at least twice per year. The targets and decisions of the discussions are documented in the HR system or according to local legislation. Goal and Development Discussions aim to provide positive and constructive feedback and to align the manager and employee on achievable goals for the next period.

EMPLOYEE WELLBEING

Qt Group personnel's health and well-being are ensured through comprehensive benefits programs and occupational health care covering mental health issues for all employees. As the employees are engaged in office work, the risk of work-related injuries, illnesses, or fatalities is minimal. Office spaces have electric tables and adjustable chairs to ensure better ergonomics. Work-life balance is also supported by the opportunity to take remote workdays weekly and to have flexible working hours. The company considers the employees' various life circumstances by, for example, agreeing on study leave or part-time work according to the employees' wishes.

Qt people in 2022

Our employees are spread over offices in nine countries in Europe, Asia, and North America, and we are proud of our global and diverse team. When hiring new talent, we look for candidates with diverse backgrounds and skillset. In 2022 our employees represented 42 nationalities, of which Finnish, American, German, Chinese, and Japanese were the five biggest. The share of women and gender minorities among Qt employees is 21%, and the average age is 39 years.

Qt Group has continued to increase its personnel in line with its 2025 growth strategy. The total number of employees increased by 192 in 2022. The employee contracts are 97% permanent and full-time. Qt Group may occasionally use third-party service providers, consultants, or freelancers in different R&D or professional services projects, which is not reflected in the personnel figures. The average employee tenure is 4.1 years.

Personnel highlights 2022
(2021)

Nationalities
42
(43)

Average age
39
(40)

Permanent & full-time employees
97%
(98%)

Average employee tenure, years
4.1
(4.7)

Personnel by age in 2022
years

- Under 30
- 31–40
- 41–50
- Over 50

16%
16%
37%
31%

Personnel (on average)

Year	Personnel
2016	209
2017	255
2018	295
2019	331
2020	348
2021	445
2022	603
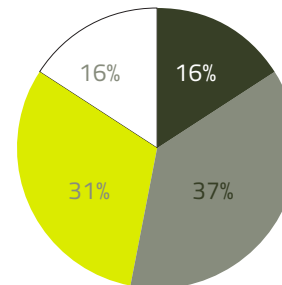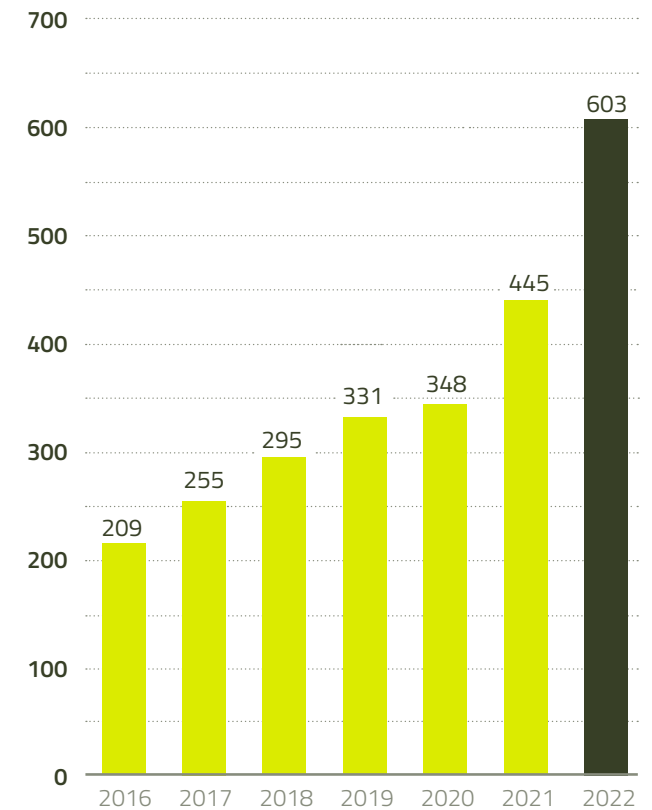
Data Security & Privacy

Qt Group recognizes various cyber and information security risks related to the software industry. We are committed to protecting our customers and our own information and assets. We constantly develop security processes and use the latest technology to mitigate all identified risks.

Ensuring data security and service availability

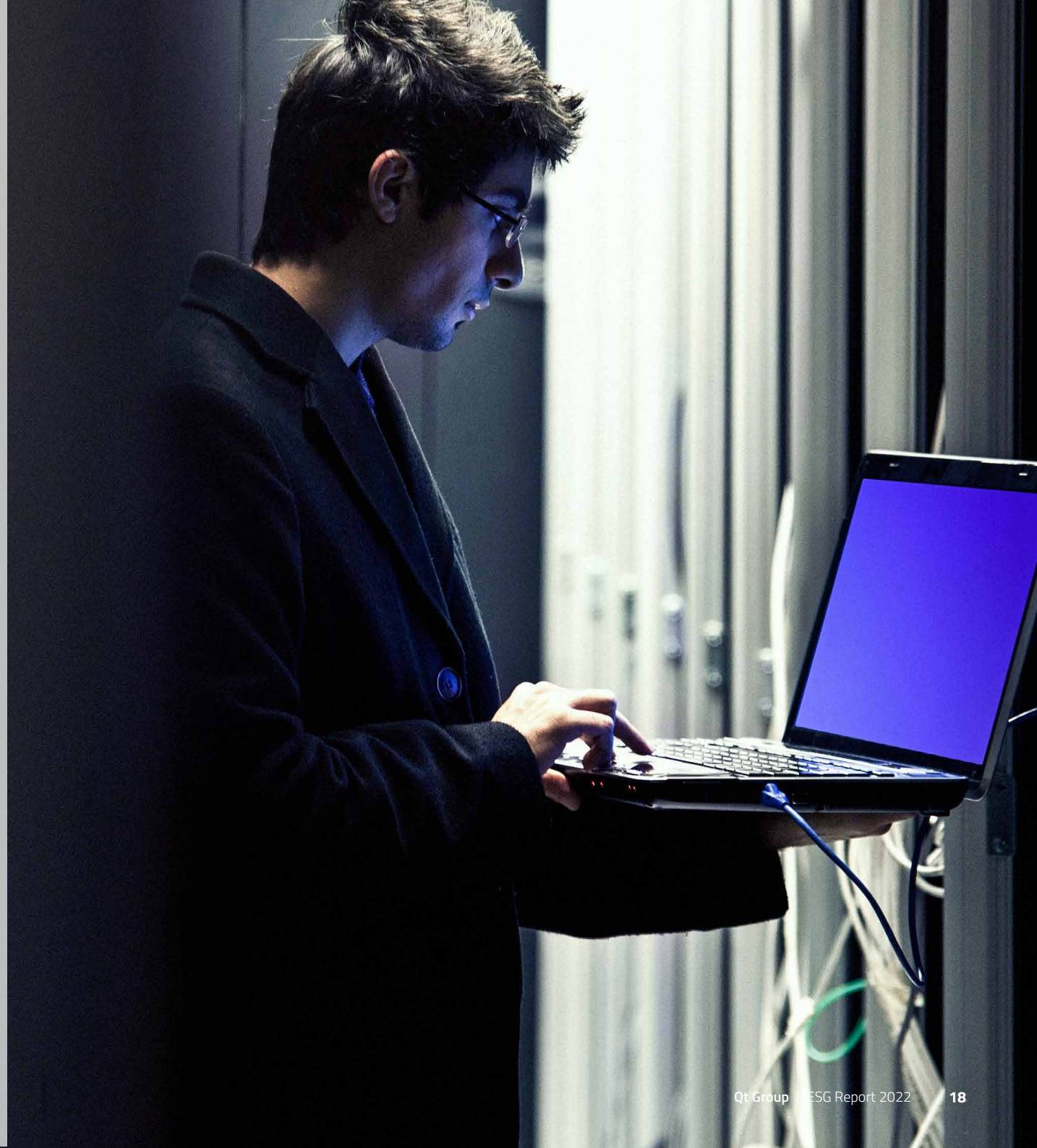With Qt, companies can design, build and test software-based products for any platform or device with fewer production costs and faster time-to-market. Most of our products are subscription licenses, which are hosted on-premises by the customers. In late 2022 we launched a new analytics tool, which is hosted in a data center. As majority of our business is still hosted on-premises by the customers, we have a limited need for data centers and hosting services.

We follow the industry's best practices regarding data security. Qt Group has established an Incident Management process to respond to security incidents and personal data breaches for compliance with applicable laws and regulations. In 2022 we completed a gap analysis prepared by a third-party provider, and as a result, we are aligning our security policies and procedures in accordance with ISO 27001:2022 standard.

Qt Group has identified service availability issues in third-party software, infrastructure, and platform products as its primary business continuity risks. In addition, disruptions in third-party public cloud or co-location data center can cause customer service downtime. Cyber-attacks, information phishing, or other service threats will likely increase along with business growth.

We strive to ensure that our suppliers follow best practice standards to minimize supply chain attack risks and safeguard information and systems' confidentiality, integrity, and availability. We perform thorough cybersecurity and privacy assessments on potential suppliers, assessing their security measures and regulatory compliance. Qt Group has identified certain software, infrastructure, and platform suppliers as critical for its business continuity and service availability. We complete third-party security data assessments at customer request.

Qt Group's information and data security operations are led by the Chief Information Officer, who reports to the Chief Financial Officer and member of the Management Team. The company has established internal processes to react and deal with any risks, vulnerabilities, or issues in its product environment.

Governing data security

To manage data security risks, Qt Group has implemented the following practices:

TRAINING
We organize mandatory GDPR, information security, and data protection training for all new employees globally. The online training aims to improve personnel security awareness and increase knowledge of data protection and privacy laws. Qt Group reviews the training completion rate regularly.

SECURITY MECHANISMS
We have implemented security-by-default mechanisms in our system architecture. All connections between systems, data controllers, and processors are encrypted to protect data in transit.

REGULAR MONITORING AND REVIEWS
We organize regular reviews and monitor scans to identify possible risks. Qt Group maintains a risk management list and business continuity plan to mitigate operational disruptions. The Board of Directors reviews the risk management list when necessary but at least annually. Qt Group conducts regular vulnerability scanning for relevant services and has implemented a quarterly security review.

Data privacy

We take appropriate technical and organizational measures to ensure that our customers' data is protected, secured, and handled with care. Any personal information of the users of Qt Group products, services, or website is processed only in accordance with the applicable data protection legislation, including lawful purposes relating to recruitment, marketing, and license management. Customer data is stored for the duration of the use of the services provided by the company and as long as their account is valid. Qt Group does not sell personal information to third parties. Read more in Qt Group's general, Telemetry and Marketplace privacy policies at **qt.io**

GOVERNING DATA AND INFORMATION PRIVACY

General Counsel and Chief Information Officer are responsible for developing, implementing, and managing procedures for tracking and complying with privacy requirements and policies, and work with key stakeholders to implement the requirements. Qt Group complies with all relevant local and international legislation on privacy, including GDPR (EU General Data Protection Regulation).

Qt Group organizes mandatory information security and data protection training, which focuses on each employee's understanding of their role in exercising best practices regarding privacy and cybersecurity. In addition, employees must familiarize themselves with GDPR and the related principles, roles, responsibilities, and processes that ensure Qt Group's compliance with the regulation.

During 2022, Qt Group was not involved in any data breaches as defined in GDPR article 33.

Our Environmental Footprint

As Qt Group operates in the software industry, our primary material environmental impacts relate to energy and water consumption at office locations, business travel, and data centers. We are committed to improving our transparency regarding the environmental footprint of our business operations.

Notes on environmental reporting
Emissions are reported according to GHG protocol. Based on the GHG protocol guidelines, Qt has not identified any Scope 1 emissions, and most of the emissions related to business activities are in Scope 2. Scope 3 activities include activities such as business travel and employee commuting.

Qt Offices

In 2022, due to a business acquisition, Qt Group had 18 offices across nine different countries. Our emissions reporting covers 12 offices, representing approximately 78 percent of total personnel at year-end, or 83 percent of personnel based in Qt offices (excluding fully remote employees). Qt Group had a total of 695 employees at year-end.

Espoo, Oslo and Oulu offices' electricity is produced with 100% renewable energy

Office	Electricity and heating Energy consumption, MWh	Emissions, tCO$_2$e	Water [1] m³	Personnel, end of year
Oulu	451	25	375	116
Berlin	36	4	903	97
Espoo	45	5	53	79
Oslo	228	3	377	62
Boston	158	37	1,293	56
Shanghai	20 [2]	16	221	38
Tokyo	7 [2]	3	–	38
Seoul	6 [2]	4	–	27
Detroit	17	10	1	12
Stuttgart	16	12	78	12
Beijing	4 [2]	3	152	4
Shenzen	0.1	0.1	47	4
Total	**988**	**122**	**2,208**	**545**

1) Water consumption is an estimate based on Qt Group's share of the total building consumption as direct consumption data is not available. Water consumption is higher in buildings with restaurants.

2) Heating consumption is not available in certain leased offices.

Business travel

Qt Group encourages its employees to organize virtual meetings when possible and to travel only when necessary. Air travel emissions have increased from 2021 due to a general increase in business travel after the Covid-19 pandemic restrictions ended.

	2021	2022
Air travel emissions, tCO$_2$e*	17	290

* According to Qt Group's travel system, which is used in Finland, Norway, Germany, France, the US, China, Japan, and South Korea.

Data centers

We only use data center providers with ambitious sustainability goals. Our data center is co-located in Equinix premises, which have a thorough sustainability program and report transparently on their energy consumption and GHG emissions. In addition, we are using a low-carbon cloud provider Amazon Web Services (AWS). AWS is committed to running its business environmentally friendly and is on a path to powering its operations with 100% renewable energy by 2025.

SASB Index

Environmental Footprint of Hardware Infrastructure

Code	Accounting metric	Category	Unit of measurement	Response
TC-SI-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	N/A	Qt Group operates in a license model, in which customer downloads the software and hosts it on their hardware. As a result, Qt Group uses only limited environmental footprint from the public cloud and co-location data center. Environmental footprint from office locations is on p. 22 and further details about data centers are on p. 23.
TC-SI-130a.2	(1) Total water withdrawn (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	N/A	See the above response for TC-SI-130a.1.
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and analysis	N/A	See the above response for TC-SI-130a.1

Data Privacy & Freedom of Expression

Code	Accounting metric	Category	Unit of measurement	Response
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and analysis	N/A	**See privacy policy.**
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative	Number	0
TC-SI-220a.3	The total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Reporting currency	0
TC-SI-220a.4	(1) Number of law enforcement requests for user information (2) number of users whose information was requested (3) percentage resulting in disclosure	Quantitative	Number, percentage (%)	1) 0 2) 0 3) 0
TC-SI-220a.5	List of countries where core products or services are subject to government- required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	N/A	0

Data Security

Code	Accounting metric	Category	Unit of measurement	Response
TC-SI-230a.1	(1) Number of data breaches (2) percentage involving personally identifiable information (PII) (3) number of users affected	Quantitative	Number, percentage (%)	1) 0 2) 0 3) 0
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and analysis	N/A	See: Ensuring Data Security and Service Continuity, and Governing Data security p. 19

Recruiting & Managing a Global, Diverse & Skilled Workforce

Code	Accounting metric	Category	Unit of measurement	Response
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	Percentage (%)	1) 24% of employees globally 2) Qt Group's personnel is located on average 28% in its domicile Finland, 56% in rest of Europe and APAC and 16% in North America.
TC-SI-330a.2	Employee engagement as a percentage	Quantitative	Percentage (%)	81%. Qt Group measures employee engagement annually through a third-party survey. Engagement is measured with a question "On a scale of 1-100, rate how satisfied you currently are with your workplace?" In 2022, responses were 81% positive and average response to the question on scale 1-100 was 78.
TC-SI-330a.3	Percentage of gender and racial/ ethnic group representation for (1) management (2) technical staff, and (3) all other employees	Quantitative	Percentage (%)	(1) US management: 50% female. 100% White or Caucasian; (2) US technical staff: 10% female. 9% Asian, 9% two or more races, 78% Caucasian; 4% Hispanic or latino (3) US other employees: 26% female. 3% Asian, 5% Hispanic/Latino, 1% American Indian or Alaska native, 5% two or more races, 3% Black or African American, 84% White or Caucasian. See p. 17 for further disclosure regarding total personnel.

Intellectual Property Protection & Competitive Behavior

Code	Accounting metric	Category	Unit of measurement	Response
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Reporting currency	0

Managing Systemic Risks from Technology Disruptions

Code	Accounting metric	Category	Unit of measurement	Response
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative	Number, days	1) 0 2) 0 3) 0
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and analysis	N/A	See: Ensuring Data Security and Service Continuity, and Governing Data security p. 19

Activity Metrics

Code	Activity metric	Category	Unit of measurement	Response
TC-SI-000.A	(1) Number of licenses or subscriptions (2) percentage cloud based	Quantitative	Number, percentage (%)	1) Not disclosed 2) 0
TC-SI-000.B	(1) Data processing capacity (2) percentage outsourced	Quantitative	Racks, percentage (%)	1) 5 racks at co-location data center in addition to capacity from Public Cloud 2) Not disclosed
TC-SI-000.C	(1) Amount of data storage (2) percentage outsourced	Quantitative	Petabytes, percentage (%)	1) 0.25 P 2) Approximately 50%