



**COGNITE**



# Human Rights Report

**2023**



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## Who are we

Cognite is a global industrial SaaS company, positioned to accelerate the full-scale digital transformation of asset-heavy industries by delivering accessible, trustworthy, and contextualized data. Cognite's core product, Cognite Data Fusion®, provides simple access to complex industrial data by consolidating operational, engineering, and IT data and enabling subject matter experts to quickly and reliably turn industrial data into business value. Cognite Data Fusion® is designed for industry, empowering anyone to use data to solve industrial problems with speed and ease, and delivering on Cognite's vision to use data and algorithms to "shape an efficient, safer, and more sustainable industrial future."

Founded in Oslo, Norway, in 2017, Cognite now has a global presence, with offices in the United States of America ("US"), the United Kingdom ("UK"), and Japan, as well as employees operating from smaller hubs around the world. In this report, Cognite AS is referred to as "Cognite" or "the Company," and Cognite AS and its subsidiaries are collectively referred to as "Cognite Group" or "the Group", unless otherwise specified. Cognite's largest shareholders include parent company Aker Holdings, the venture capital firms Accel (~13%) and TCV (~10%), and Saudi Aramco (7.4%).

Cognite has experienced continued growth, ending the year with 574 global, full-time employees, of which 476 are employed by Cognite AS, representing a mix of experts from across the world of technology and industry. Coming from more than 60 countries, Cognite's people bring a wide variety of backgrounds and professional experience from many industrial domains, including oil and gas, manufacturing, and power and renewables.

## Human Rights Commitment

Cognite's vision is an industrial world powered by data and algorithms, freeing human creativity to shape a safer, more efficient, and more sustainable industrial future. Our flagship product, the Industrial DataOps platform Cognite Data Fusion®, enables industrial data and domain users to collaborate quickly and

safely to develop, operationalize, and scale industrial AI solutions and applications to deliver a safer and more sustainable industrial environment.

Our human rights program is in line with the principles set out in:

- the OECD Guidelines for Multinational Enterprises;
- the UN Guiding Principles on Business and Human Rights; and
- the Norwegian Transparency Act.

Our respect for human rights is grounded on careful and ongoing efforts to identify and address human rights risks across our operations and supply chain with transparency and accountability. We aim to create and improve mechanisms to identify, prevent, mitigate, and remedy our most relevant human rights impacts. We also engage with our stakeholders and partners to promote human rights awareness and best practices in our industry.

## Human Rights Governance

Cognite's respect for human rights, equality, inclusion, and privacy has been embedded across our organization.

- Cognite personnel, vendors, and commercial partners are all subject to our Code of Conduct, which sets out our corporate ethics and compliance commitment, including human rights.
- Cognite has a Human Rights Policy which gives an overview of our human rights pledge and due diligence. Our Human Rights Policy also allows the general public to seek more information about our human rights program as well as the ability to report misconduct anonymously through our Whistleblower Channel.
- Cognite's Supplier Declaration requires that all our vendors and commercial partners commit to respecting human rights.
- Cognite also has an ongoing privacy program and several privacy policies to ensure that privacy is respected whenever personal data is being processed.

## Human Rights Oversight

As an integral element of their oversight of Cognite's overall Human Rights strategy and risk management, the Board of Directors and its committees provide governance oversight with respect to the Company's environmental, social, and governance (ESG) strategies and initiatives, including human rights. The Audit Committee has been given a review role related to ESG compliance, including risk of adverse impacts on human rights, and it assists the Board in carrying out oversight over the management of the company. This role ensures a thorough treatment of the area and the reporting, in accordance with the requirements set forth in the Transparency Act. Risks connected to real or possible negative impact on human rights and decent working conditions are reviewed by the Board and Audit Committee as part of the annual risk review. The roles and the implementation procedure for the new Transparency Act were established with and authorized by the Board of Directors, and updates are reported to the Audit Committee to enable tracking of progress.

## Human Rights Due Diligence

Cognite has a practical approach to proactively identify and mitigate any potential human right risk in our operational supply chain and from our commercial partners.

To better understand our human rights risks, Cognite screens all vendors and commercial partners, with particular focus given to high risk countries and industries. For the most part, our vendors are

technology companies based in countries with good human rights track records. As a global technology company, we have commercial partners and vendors across numerous jurisdictions including in the middle-east and Sri Lanka where human rights abuses are routinely reported by international human rights organizations. We acknowledge the inherent risk of operating in such an environment and we strive to uphold our values and commitments to respect human rights.

Our human rights screening does not only look for actual human rights violations but also potential human rights breaches. A potential human right risk could be a vendor or commercial partner in a very high risk jurisdiction or with adverse media. Vendors and commercial partners with such indicators will be selected for further screening. During 2022, Cognite conducted human rights risk assessment across its supplier chain and has not identified any adverse impact on human rights.

## Cognite's human rights standard

We are devoted to addressing any potential future violations of human rights. In order to address and resolve any identified human rights risk in good faith, we believe in engaging stakeholders and using our position to bring about constructive change. We will not participate in a contract or sign a sales agreement if the commercial relationship conflicts with our values or if we determine that the risks exceed the potential benefits.

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CEO and Chairman

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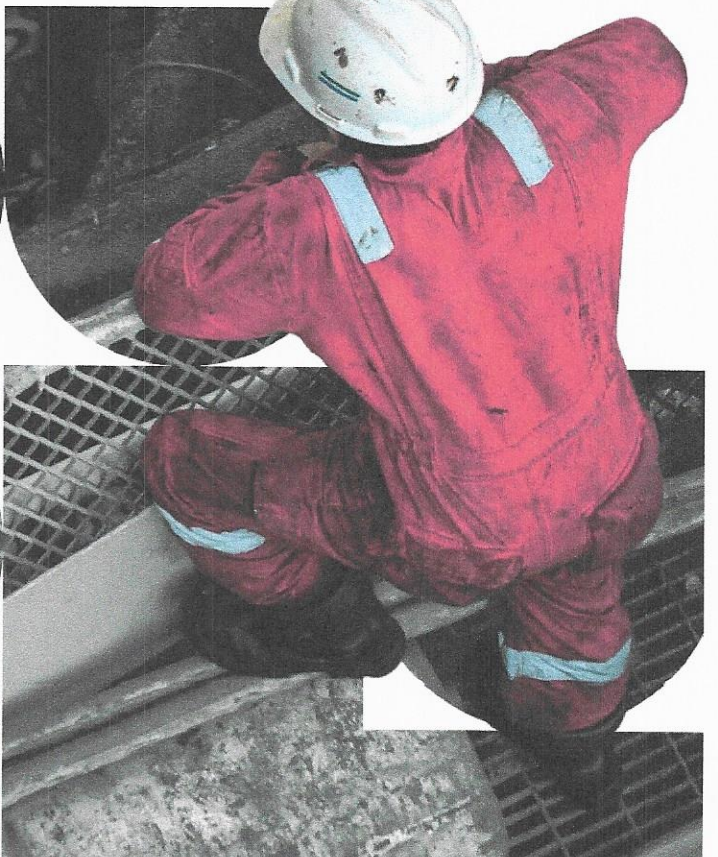
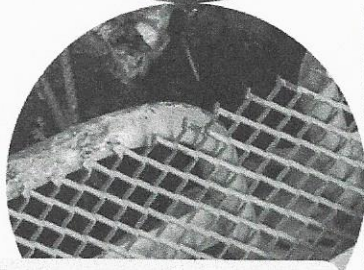
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Board Employee Representative

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