



Qlik Global Health and Safety Policy

The Qlik Global Health and Safety Policy is an essential part of Qlik's commitment to corporate responsibility and sustainability. As a software company, Qlik does not have a physical production process and therefore does not experience traditional occupational health and safety concerns associated with companies in the manufacturing and similar industries. Nevertheless, Qlik strives to provide its employees, contractors and visitors with a safe and healthy work environment that is free from dangerous conditions and exposure to harmful substances. We achieve this through our health and safety management processes and practices including, but not limited to, our business continuity and emergency response policies, which ensure open communication, proactive identification and management of work-related hazards, and compliance with all applicable workplace safety regulations.

1. Qlik's Commitment

Qlik commits to providing the necessary resources to ensure health and safety remains a top priority:

- We implement policies to safeguard physical safety at our premises through a partnership between our Facilities, Human Resources, Security and Legal teams.
- We provide ergonomic workplace equipment at our office locations and reasonable accommodations to meet health and safety needs when requested.
- We provide mental and emotional well-being support services through providers that offer counseling on a variety of issues including, improving work and personal relationships, parenting, managing stress and burnout, responding to global crises, etc.
- We consult staff routinely on health and safety matters as they arise.

2. Responsibilities and Enablement

The Company's Chief People Officer and the Facilities leader, in consultation with the Legal team, are responsible for ensuring health and safety standards are maintained and continually improved.

Every employee is responsible for helping to maintain a safe and healthy workplace for all workers by following safety and health rules and reporting accidents, injuries, potentially contagious diseases, and unsafe equipment, practices, or conditions.

Qlik employees are trained and/or notified regarding the health, safety, and security guidelines applicable to office use. In addition, workers are notified and reminded from time to time of safety rules, practices, and the procedures to be followed in the event of an emergency, including emergencies that require building evacuation. Qlik has an Office Safety Plan that sets forth response procedures for events such as medical emergencies, fire alarms, power outages, workplace violence, severe weather, etc.

3. Policy Enforcement

Qlik will not tolerate any discrimination or retaliation against any employee who reports work-related injuries or illnesses. Any worker who violates this policy and other Company policies may be subject to disciplinary action up to and including termination of employment.

This Policy is displayed prominently on Qlik's website, www.qlik.com, as well as on Qlik's employee intranet site. Qlik is constantly reviewing and improving our policies and practices to create a safe and inclusive work environment. Compliance with this Policy will be regularly reviewed to ensure that objectives are met.



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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