



Timegrip ESG Report 2025

Generated by



on 2026-03-30

Company overview

Please find below an overview of Timegrip

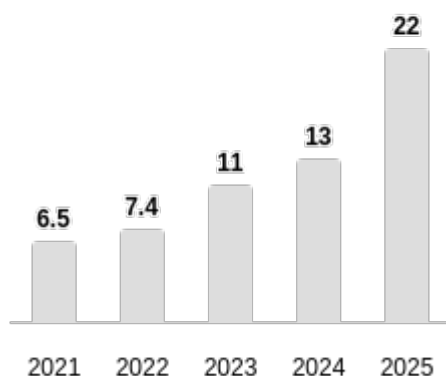
About Timegrip

Timegrip International ApS is a parent company of Timegrip A/S (DK), Timegrip AS (NO), Software4You GmbH (DE), providers of Human Capital Management SaaS solutions in Europe

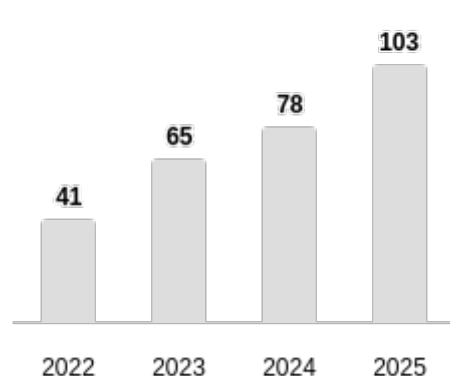
Timegrip, a leading SaaS provider, is dedicated to delivering innovative solutions while upholding the highest standards of Environmental, Social, and Governance (ESG) responsibility. Our commitment to sustainable practices and ethical business conduct is ingrained in our corporate culture.

Country of HQ	Denmark
City of HQ	Aalborg
Country of operations	Denmark
Primary industry	Application Software
Secondary industry	-
Website	https://timegrip.com

Revenue (m)



Employees (#FTE)







ESG Theme Performance

Please see below an overview of the selected material ESG themes. For each of the selected material themes, a self-assessment has been conducted on a 5-point performance scale, ranging from 'reactive' to 'future proof' performance.

For an overview of the tailored ESG performance descriptions for each selected theme, please see the Theme Performance Overview Section in the Annex. While proprietary to ESG Advantage, the performance levels are aligned with science-based and international standards wherever possible.

The ESG Performance Rating indicates how well Timegrip manages its key material ESG themes. The performance rating is calculated as the average performance rating on each of the key material ESG themes. Overall, Timegrip performs on an Committed level, indicating actions plans/strategies in place to integrate ESG, focused both on ESG risks and opportunities (including KPIs and targets).

Performance of ESG material themes

	Compliance and risk management	Theme Performance Rating	3
Rationale: We comply with the above, working towards the integrated performance level.			
	Carbon footprint management	Theme Performance Rating	1
Rationale: Our organization classifies its carbon footprint management as Reactive, reflecting a compliance-based approach. As a software company with 103 employees, our direct emissions are limited. We adhere to local energy regulations, minimize travel through digital tools, and use energy-efficient hosting providers. However, we do not monitor emissions, set targets, or track indirect sources such as commuting or business travel, and therefore remain at a Reactive level.			
	Data protection and cybersecurity	Theme Performance Rating	3
Rationale: ISEA reports done using the ISO2700x framework, almost Integrated performance level			
	Employee engagement & well-being	Theme Performance Rating	4
Rationale: We have an Employee Handbook which is updated minimum once per year. eNPS surveys twice per year. Annual satisfaction survey once per year. Annual Employee Development Dialogues once per year with bi-annual following up using the Evovia platform. Exit interviews are conducted, yes. Sickness absence rate and churn reporting to management once per month. Benefits in place across the group. Yes, churn and absenteeism rate is below industry benchmark. Yes, more			

than 70% of our employees are using L&D opportunities, we have a separate budget for this. We have a DEI policy in place.



Integration of ESG strategy

Theme Performance Rating

2

Rationale: Yes to all of the above. ESG policy is stated in our Employee Handbook. ESG report available on our company website.

ESG Performance Rating

2.6

Action Plans

This section contains self-defined action plans and initiatives aimed at improving the ESG performance over the coming years. The action plans contain a description of the planned initiative, a progress description, to which ESG theme the initiative is linked, a target date, a responsible person, and a status. Please see below an overview of the ESG initiatives.

Environmental

Initiative: Explore the possibility to secure green electricity.

Progress description: Discussion and inquiries with current and alternative suppliers.

ESG Theme	Target date	Responsible	Status
Carbon footprint management	2026/06/30	MWE	In Progress

ESG Indicators

This section provides an overview of a number of key ESG indicators, including the Carbon Footprint. Progress on the ESG indicators is displayed over the last three years.

Carbon Indicators	Progress over time	2023	2024	2025
Scope 1 emissions (tCO2e)	No data available	-	-	-
Scope 2 emissions (tCO2e)		78	68	84
Scope 3 emissions (tCO2e)		106	127	296
Scope 1+2 emissions (tCO2e)		78	68	84
Total emissions (tCO2e)		184	195	380
Scope 1+2 revenue intensity (tCO2e/€m Rev)		7.1	5.3	3.8
Revenue intensity (tCO2e/€m Rev)		17	15	17
Employee intensity (tCO2e/FTE)		2.8	2.5	3.7










Report notes:

Environmental Indicators	Progress over time	2023	2024	2025
Renewable energy use (%)		15	16	13
Total renewable energy consumption (MWh)		43	45	46
Total energy consumption (MWh)		281	275	362
Energy Intensity (MWh/€m rev)		26	21	16
Total electricity consumption (MWh)		113	111	135
Renewable electricity use (%)		38.1	40.1	33.8





Renewable energy produced (MWh)		-	0	0
Non-renewable energy produced (MWh)		-	0	0
Total energy production (MWh)		-	0	0
Emissions to water (Tonnes)		-	0	0
Hazardous or radioactive waste (Tonnes)		-	0	0
Emissions to water value intensity (tonne/€m inv)		-	0	-
Hazardous or radioactive waste value intensity (tonne/€m inv)		-	0	-

Report notes:

Social Indicators	Progress over time	2023	2024	2025
Total number of board members (#)		3	3	3
Number of women on the board (#)		0	0	0
Gender diversity of the board (%)		0	0	0
Board members from under-represented groups (%)		0	-	-
Board members from the LGBTQI+ community (%)		0	-	-
Gender diversity at c-level (%)		20	0	0
Total number of women in the workforce (FTE)		22	26	33
Male earnings (€ per hour)		42	45	49
Female earnings (€ per hour)		33	34	35
Unadjusted gender pay gap (%)		21.1	22.9	29
Employee engagement survey response rate (%)		89	77	91

Employee turnover (%)		2	13	16
Absenteeism rate (%)		-	4	4
Number of employees trained over the reporting period (#)		-	78	103
Average training hours per FTE during the last 12 months (#)		-	16	17
Total number of training hours in past year (#)		-	1295	1751
Work-related injuries (#)		0	0	0
Days lost due to injury (#)		0	0	0
Work-related fatalities (#)		0	0	0
Accident rate (#)		0	0	0

Report notes:

General Indicators	Progress over time	2023	2024	2025
Revenue (€m)		11	13	22
Total employees (#FTE)		65	78	103
Total net new hires (#FTE)		4	9	0
Net change in FTEs due to M&A (#FTE)		20	9	32

Report notes:

Adverse impact

This section provides an overview of some of the SFDR's Principal Adverse Impact indicators.

Adverse impact	
Active in the fossil fuel sector	No
Sites or operations located in or near to biodiversity-sensitive areas	No
Lack of policies to monitor compliance with the UNGC principles or OECD guidelines or mechanisms to address violations their principles	Yes
Involved in violations of the UNGC principles or OECD guidelines	No
Involved in the manufacture or selling of controversial weapons	No

Report notes:

ESG Policies

This section highlights which ESG-related policies are in place.

ESG Policies	
Anti-bribery and anti-corruption policy	No
Business travel policy	Yes
Data security and privacy policy	Yes
Diversity, equity and inclusion policy	Yes
Employee Code of Conduct	Yes
Environmental policy	Yes
ESG / sustainability policy	Yes
Gifts and hospitality policy	No
Health and safety policy	Yes
Human rights policy	Yes
Purchasing policy	No
Risk management policy	Yes
Supplier Code of Conduct	No
Whistleblowing policy	Yes

Report notes:



Timegrip
ESG Report 2025

Annex

ESG Risk & Impact Assessment

ESG Advantage conducts an automated ESG risk and impact assessment, where a high-level assessment is made of exposure to ESG or sustainability risks – including climate-related risks – and potential adverse impacts (negative impacts from the business on ESG factors).

The assessment considers the company's primary GICS sub-industry classification and the country of its headquarters, using a 5-point scale where 1 indicates low risk or adverse impact and 5 indicates high risk or adverse impact. These results are indicative and do not account for how the company manages these risks and impacts.

This assessment is relevant due to increasing regulations and reporting guidelines requiring companies to be aware of these risks and impacts, serving as a starting point for further analysis.

ESG Risk		
ESG Risk Rating	Country ESG Risk Rating	Industry ESG Risk Rating
1.7	1.3	2.2
Climate Risk		
Climate Risk Rating	Physical Climate Risk Rating	Transition Climate Risk Rating
2.2	1.4	3.0
Adverse Impact		
Adverse Impact Rating	PAI – Environmental Rating	PAI – Social Rating
1.5	2.0	1.1

ESG Risk: The ESG Risk Rating averages the Country ESG Risk Rating and the Industry ESG Risk Rating, providing a comprehensive evaluation of the potential impact of ESG factors on the financial value of companies operating within specific countries and industries. This rating provides valuable insights for investors and decision-makers to make informed choices regarding sustainability and risk management.

Climate Risk: The Climate Risk Rating averages the Climate Physical Risk score and the Climate Transition Risk rating. The Climate Physical Risk score assesses the climate-driven hazards, exposure, vulnerability, and coping capacity of companies in the industry and country of operation. The Climate Transition Risk rating assesses the risks associated with the transition to a low carbon economy in the industry and country of operations.

Adverse Impact: The Adverse Impact Rating averages the PAI Environmental Rating and the PAI Social Rating. The PAI Environmental rating assesses the potential negative impacts that companies within the industry and country of operation may have on environmental factors. The PAI Social rating assesses the potential negative impacts that companies within the industry and country of operation may have on social factors.

Theme Performance Overview

Please see below an overview of the tailored ESG performance descriptions for each selected material ESG theme.

Carbon footprint management – Performance Overview

Rationale: Our organization classifies its carbon footprint management as Reactive, reflecting a compliance-based approach. As a software company with 103 employees, our direct emissions are limited. We adhere to local energy regulations, minimize travel through digital tools, and use energy-efficient hosting providers. However, we do not monitor emissions, set targets, or track indirect sources such as commuting or business travel, and therefore remain at a Reactive level.

1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future proof
Reactive ESG management driven by regulations.	Ambition to improve ESG has been formulated, baseline identified and initial progress made.	Strategy for improved ESG risk and opportunity management has led to strong performance.	Company-wide integration of ESG has brought a future-proof business within reach.	Business proposition and management is fully aligned with a future-proof society.
<ul style="list-style-type: none"> Management aims to adhere to (local) energy regulations (i.e. EED (EU), ESOS (UK), Wet Milieubeheer (NL)) No insight into employee commuting & business travel 	<ul style="list-style-type: none"> Basic monitoring of energy and carbon emissions and targets set for net-zero before 2050 (Scope 1 + 2) Ad-hoc initiatives to improve business travel sustainability >70% of the electricity is sourced from renewable sources (not necessarily local) Energy audit conducted and quick-wins addressed (e.g. procurement of green electricity) 	<ul style="list-style-type: none"> Comprehensive monitoring of Scope 1 + 2 emission sources according to recognised accounting standards (e.g. CO2 Prestatieladder, GHG Protocol) Encouraging video conferencing, including monitoring of avoided emissions due to avoided flights Monitoring emissions resulting from business travel and employee commuting Onsite renewable energy generation potential assessed (e.g. rooftop potential assessed for solar panels) >90% of electricity is derived from local renewable sources Scope 1, 2 and 3 emission target for net-zero before 2045 set and officially committed to Science-Based Target Initiative (SBTi) 	<ul style="list-style-type: none"> Science-Based Targets set in line with the 1.5°C climate scenario (X ≥ 4.2% annual linear reduction) All distances reachable within 6 hours by train are travelled by train Onsite renewable energy generation deployed, if possible (e.g. full rooftop potential realised for solar panels) Science-Based Targets set in line with well-below 2°C climate scenario (X ≥ 2.5% annual linear reduction) on business travel emissions 	<ul style="list-style-type: none"> Net-zero emissions achieved for Scope 1 and 2 Employees only commute by bike, public transport or electric vehicles Net-zero carbon footprint achieved (business travel reduced to absolute minimum) Total energy consumption reduced to absolute minimum Year-on-year progress realised on Scope 3 emissions of at least 2.5% linear annual reduction rate (in line with SBTi)

Compliance and risk management – Performance Overview

Rationale: We comply with the above, working towards the integrated performance level.

1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future proof
<p>Reactive ESG management driven by regulations.</p>	<p>Ambition to improve ESG has been formulated, baseline identified and initial progress made.</p>	<p>Strategy for improved ESG risk and opportunity management has led to strong performance.</p>	<p>Company-wide integration of ESG has brought a future-proof business within reach.</p>	<p>Business proposition and management is fully aligned with a future-proof society.</p>
<ul style="list-style-type: none"> • Management aims to adhere to regulatory standards • Ad hoc employee compliance training in place to comply with relevant regulations • Manual (i.e. ad hoc) compliance incident recording and reporting 	<ul style="list-style-type: none"> • Risk management system in place • Formalised compliance program with risk assessments not fully integrated and formalised (e.g. across particular business units and/or not regular) • Policies in place addressing governance and compliance risks (e.g. CoC, anti-corruption & bribery, export controls, etc.) • Whistle-blowing policy in place or anonymous mechanisms to report concerns • Accountability of risks assigned to a group (no owner) 	<ul style="list-style-type: none"> • Third-party compliance risk assessment conducted in the last two years, including formal follow-up • Formal compliance policy implemented, including annual review • Governance policies circulated amongst all employees and relevant business partners • Annual monitoring and reporting of compliance control effectiveness • Annually risk assessment KPIs and/or targets • Risk management responsibilities and accountability are formally allocated to senior and middle management as risk owners • Compliance programme integrated across business units, with a plan for internal auditing as well as occasional third party review 	<ul style="list-style-type: none"> • Continuous compliance improvement cycle • The board is aware of the compliance program and actively monitors its implementation (practice what you preach) • Compliance is integrated with business and strategic objectives • Independent and/or automated control effectiveness reviews routinely monitored throughout the year • Role-specific training program in place for employees to strengthen individual risk management awareness • Continuously improved feedback loops between managers and employees • No compliance related incidents in the last 5 years • Tangible progress on risk management, only low/medium risks identified in risk assessment 	<ul style="list-style-type: none"> • Complete mitigation of anti-bribery and corruption risks across the full chain • Anti-bribery and corruption risk mitigation is fully integrated in procurement processes • Company plays leading role in anti-corruption initiatives in sector or geography • Active force for wider adoption of anti-corruption measures

Data protection and cybersecurity – Performance Overview

Rationale: ISEA reports done using the ISO2700x framework, almost Integrated performance level

1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future proof
<p>Reactive ESG management driven by regulations.</p>	<p>Ambition to improve ESG has been formulated, baseline identified and initial progress made.</p>	<p>Strategy for improved ESG risk and opportunity management has led to strong performance.</p>	<p>Company-wide integration of ESG has brought a future-proof business within reach.</p>	<p>Business proposition and management is fully aligned with a future-proof society.</p>
<ul style="list-style-type: none"> • Plan in place to classify managed data, map data flows, and analyse gaps in data protection (e.g. through data protection Impact Assessments) • Incident/breach management process including protocol for alerting authorities to breaches of GDPR • Privacy Officer (PO) or, if legally required, Data Protection Officer (DPO) in place • Data security & privacy training provided to key employees • Public Information security statement available • Full privacy notice publicly available 	<ul style="list-style-type: none"> • Data security management system in place, including physical controls for on-premises data • Dedicated security and privacy team (beyond DPO, maybe a third party) • Security and privacy audits performed annually • Privacy assessments performed annually • Data security and privacy policies in place • Data inventory (a.k.a. record of processing activities) for personal data activities. • Cyber liability insurance is in place 	<ul style="list-style-type: none"> • PDCA (plan, do, check, act) cycle executed to evaluate and update processes annually. Company-wide action plan, KPIs & targets for data security in place • Organisational structures designed with specific data security & privacy roles across multiple levels (e.g. top-level mgmt. DPO, security officer, project manager) • All employees receive data privacy and security training • ISO2700, SOC2, or ISO27701 certification in place • Third-party risk assessment audits conducted bi-annually • Regular penetration and vulnerability testing • Business continuity/disaster recovery process in place with recovery test performed periodically 	<ul style="list-style-type: none"> • Data security/privacy topics are included in top-level management decision making • A PDCA cycle is embedded in all levels of the organisation with external auditing, allowing for follow-up and resolution (at least bi-annually) • Continuous protocol and response testing in place • Supply-chain assessments (e.g. third-parties implementors/suppliers, APIs) in place • Cyber security conscious culture (e.g. enhanced employee awareness, cross-organisational commitment, internal company-wide initiatives etc. 	<ul style="list-style-type: none"> • Industry-leading preventive approach to continuous data security & privacy management • Best practice is supported by the absence of data privacy and security incidents in the last 3 years (cyber security breaches, GDPR incidents, data leaks) • PDCA improvement and continuity processes are embedded into company-wide operations • Provide training to industry peers and clients on data security & privacy issues • Cyber security is on the agenda for board meetings • Relevant KPIs are tracked and monitored quarterly

Employee engagement & well-being – Performance Overview

Rationale: We have an Employee Handbook which is updated minimum once per year. eNPS surveys twice per year. Annual satisfaction survey once per year. Annual Employee Development Dialogues once per year with bi-annual following up using the Evovia platform. Exit interviews are conducted, yes. Sickness absence rate and churn reporting to management once per month. Benefits in place across the group. Yes, churn and absenteeism rate is below industry benchmark. Yes, more than 70% of our employees are using L&D opportunities, we have a separate budget for this. We have a DEI policy in place, gender neutral p

1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future proof
Reactive ESG management driven by regulations.	Ambition to improve ESG has been formulated, baseline identified and initial progress made.	Strategy for improved ESG risk and opportunity management has led to strong performance.	Company-wide integration of ESG has brought a future-proof business within reach.	Business proposition and management is fully aligned with a future-proof society.
<ul style="list-style-type: none"> No policies in place, employee engagement managed on an ad hoc basis Diversity, Equity & Inclusion (DEI) not taken into account, beyond regulatory requirements Obligatory learning opportunities in place (e.g. compliance, GDPR) Informal monitoring of turnover and absenteeism. No improvement plans in place Employee well-being is not measured and there are no specific initiatives in place or benefits provided 	<ul style="list-style-type: none"> Informal HR and employee guidelines available Ad hoc initiatives in place to improve DEI (e.g. unconscious bias training) Market-conforming educational and vocational L&D in place Monitoring of new hires, turnover, and absenteeism. Targets set in line with industry benchmarks. Risks on work-related issues are mitigated (e.g. musculoskeletal disorders, stress) Employee satisfaction and well-being managed on an ad hoc basis and quick-wins are implemented by HR. Employees have annual evaluation periods with their supervisor/manager 	<ul style="list-style-type: none"> Company-wide HR policy and employee handbook in place DEI strategy in place covering all relevant dimensions (e.g. gender, social background, neurological diversity) L&D offerings in place tailored to employees' needs, and personal L&D budget available for everyone Continuous monitoring of turnover and absenteeism. Figures are below industry benchmark Employee well-being is monitored and discussed on management level annually and basic secondary benefits are in place (e.g. trust person, flexible working hours). Employee satisfaction survey conducted annually 	<ul style="list-style-type: none"> Company-wide HR policy and employee engagement strategy reviewed regularly with employees Processes in place to eliminate institutional inequalities and biases across the employee lifecycle (e.g. gender neutral parental leave, back-to-work programs, blind CV screening) Extensive L&D opportunities provided, including budget which >70% of employees use annually Turnover and absenteeism rates are below industry benchmark for >3 years Employee well-being is monitored and reported to management monthly. Programme available, including extensive set of benefits Evaluation system focused on personal development twice a 	<ul style="list-style-type: none"> Employee satisfaction results are in the highest quartiles for >5 years. Employees have evaluation discussions twice a year based on their development needs and self-assessments DEI performance is considered industry leading, with DEI integrated into every stage of the employee lifecycle and performance regularly reviewed L&D budget in place that >85% of employees use annually Turnover and absenteeism rates are below industry average for >5 years Well-being is a main agenda item in board meetings and monitored continuously. A wide range of offerings are in place (e.g. coaching, healthy food, team events etc.)

with scores above industry average and formal follow-up. Formal evaluation system including 360 feedback in place

year, 360 feedback including transparency on promotion and growth potential. Exit interviews are conducted

Integration of ESG strategy – Performance Overview

Rationale: Yes to all of the above. ESG policy is stated in our Employee Handbook. ESG report available on our company website.

1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future proof
Reactive ESG management driven by regulations.	Ambition to improve ESG has been formulated, baseline identified and initial progress made.	Strategy for improved ESG risk and opportunity management has led to strong performance.	Company-wide integration of ESG has brought a future-proof business within reach.	Business proposition and management is fully aligned with a future-proof society.
<ul style="list-style-type: none"> No ESG statement on the website and no other (external) visibility with regards to ESG No (internal or publicly disclosed) ESG policy or strategy (including materiality assessment, KPIs and targets) in place ESG is discussed on an ad hoc basis on the board agenda (mostly from a risk or cost efficiency perspective) ESG criteria are not included in the remuneration policy and/or incentives are not linked to sustainability performance 	<ul style="list-style-type: none"> Limited ESG statement on the company website Limited (internal or publicly disclosed) ESG policy, and/or ESG strategy (including materiality assessment, KPIs and targets) in place Limited ESG-related memberships, industry standards and/or certifications in place Limited C level ESG accountability and responsibilities are in place Limited ESG incentive schemes in place (<5% of management bonus) 	<ul style="list-style-type: none"> ESG (internal or publicly disclosed) policy in place ESG (internal or publicly disclosed) strategy in place (including materiality assessment, KPIs, and targets, such as ensuring minimalised product disposal effects or mitigated ESG risks) ESG-related memberships, industry standards and/or certifications are in place ESG is formally discussed at the board level on a regular basis, also including more strategic value creation topics (instead of solely ESG risk mitigation) Incentives for ESG performance are in place (between 5% and 15% of management bonus) 	<ul style="list-style-type: none"> ESG policy and strategy (including materiality assessment, KPIs, and targets) are updated annually and communicated to stakeholders (e.g. through public disclosure) YoY progress on ESG strategy integration is demonstrated On track to reach ESG (KPI) targets ESG is formally discussed at the board level on a regular basis, also including more strategic value creation topics (instead of solely ESG risk mitigation) and tangible ESG board oversight progress is demonstrated (YoY) Incentives for ESG performance are pioneering the sector (>15% of management bonus) Dedicated manager in place that oversees the ESG integration performance of the company 	<ul style="list-style-type: none"> The company's ESG measures and strategy (including materiality assessment, KPIs, and targets) are amongst the top of the industry and peers, as well as demonstrating (best-practice) results Initiator/frontrunner of ESG strategy initiatives and pushing ESG standards in the industry ESG board oversight acts as a role model for the sector and/or other organisations (e.g. board is strongly involved in the company's ESG processes) Incentives for sustainability performance are pioneering the sector (>15% of management bonus) Dedicated business unit in place that oversees and executes the ESG integration plan of the company

