

Qlik®



## 2024 Global Impact Report



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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 AI and machine learning — help surface actionable insights from the complex world of data. These insights help our partners and customers create real and sustainable change as they tackle 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. © 2025 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.



# Letter from Qlik CEO Mike Capone

As Qlik enters our fourth decade, our commitment to innovation continues to be guided by a clear purpose: turning complex data into positive outcomes — not just for businesses, but for communities and the world at large.

We live in times of extraordinary complexity and rapid change. Organizations everywhere face urgent challenges — from climate pressures and resource constraints to persistent inequalities and the rising need for trust in technology. Navigating these issues requires more than just good intentions; it demands practical solutions and dependable technology that people can actually use to make real decisions.

That's where Qlik's strengths in data, analytics, and AI prove their value. Our technology isn't built just to move and store data, but to make it understandable, useful, and actionable for the real world. Ultimately, our success is measured by how well we help customers and communities tackle tough problems and seize opportunities.

In 2024, we leaned into this mission with discipline and focus. Building on our momentum from 2023, we accelerated our pace of innovation to help customers meet both the promise and the challenge of AI. Our efforts centered on enabling customers to move beyond experimentation and instead deliver results — staying ahead in a volatile and rapidly evolving environment.

This focus on AI led to major milestones. In June, we launched Qlik Talend Cloud®, a unified platform designed to give customers a trusted foundation for better AI-powered decision-making. Qlik Talend Cloud brings together powerful data integration and quality capabilities, allowing customers to deploy pipelines that deliver reliable, business-ready data — no matter how complex the environment. The same month, we introduced Qlik Answers™, a self-service AI solution that can operate independently from other Qlik products. Qlik Answers enables organizations to deploy models that deliver real, explainable answers from a wide range of unstructured data sources, giving business users access to insights previously buried or out of reach.

We also extended our strategic partnerships with leading technology providers. In 2024, Qlik signed a Strategic Collaboration Agreement with Amazon Web Services (AWS) to make it easier for enterprises to adopt cloud-based data integration, analytics, and AI solutions. At the same time, we deepened our integrations with industry platforms like Accenture, Snowflake, and Databricks — empowering customers to keep pace with the expanding capabilities of AI and deliver results faster.





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As we continue to embrace our opportunity to positively influence how organizations use AI, we remain clear-eyed about the responsibility this brings. In 2024, we established our AI Council — composed of respected leaders in the field — to help guide the responsible development and deployment of our technology. This group’s insight helped shape the Responsible AI Principles we published last year, setting clear guardrails for how Qlik and our customers use AI thoughtfully, ethically, and transparently.

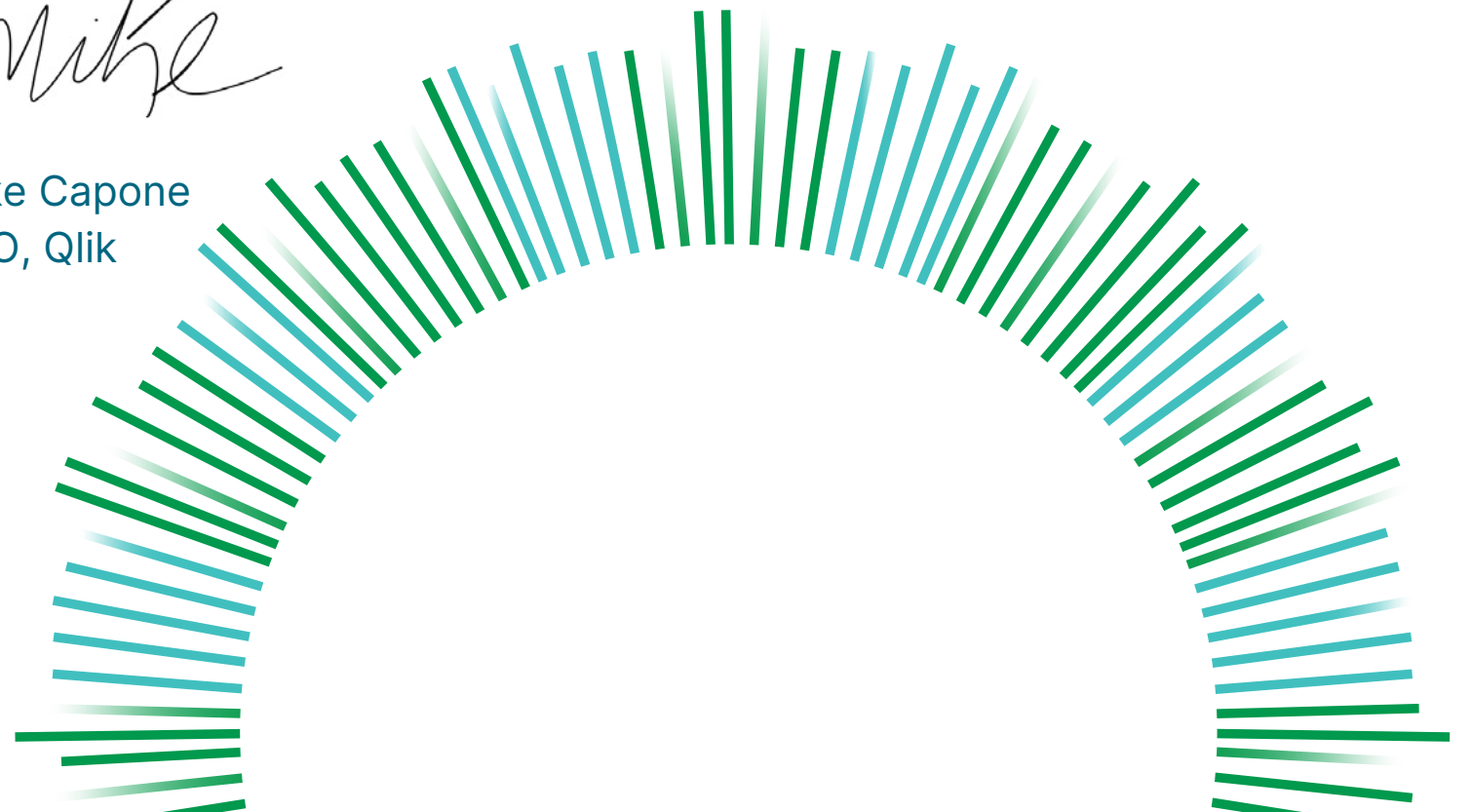
Of course, technology is only part of the story. None of this would be possible without our people — the foundation of everything we’ve built at Qlik and the key to our future. In 2024, as our workforce grew to over 3,150 people worldwide, we doubled down on our commitment to learning, mentoring, and building a diverse, healthy workplace where everyone can thrive. Our core value — “We Succeed Together” — continues to drive our investments in culture, professional development, and well-being.

We also maintained our long-standing commitment to supporting nonprofit organizations, education, and global humanitarian projects. Through Qlik’s Technology Grant Program, we helped hundreds of nonprofits worldwide gain access to leading-edge data tools, bridging the data divide and amplifying social impact. We continued strong collaborations with the United Nations, Direct Relief, and C40 Cities, while our Qlik Academic Program invested in the next generation — equipping students with the data literacy and skills to navigate an AI-driven world.

Even as we look ahead to a fast-changing future, Qlik remains anchored in our core values and mission. By enabling our customers, partners, and grantees to realize the opportunities — and address the challenges — of AI, we can make a real difference. We believe that data and AI are key not just to solving business problems, but to tackling some of the world’s most urgent social and environmental challenges.

As we close the chapter on 2024, our promise is clear: **Qlik will continue to innovate and operate with discipline and responsibility, bringing meaningful progress to the businesses and communities we serve.**

Mike Capone  
CEO, Qlik





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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 artificial intelligence and machine learning (AI/ML), data integration, and analytics. Our AI/ML tools, both practical and scalable, lead to better decisions, faster. 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. As strategic partners, our platform-agnostic technology and expertise make our customers more competitive.



## QLIK AT A GLANCE

3,150+  
Global Employees

40,000+  
Customers Worldwide

1,850  
Partners Worldwide



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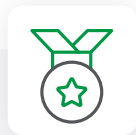
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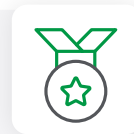
# Industry Recognition

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



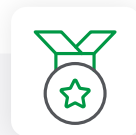
## 2024 Gartner® Magic Quadrant™ Awards

- **Qlik was named a Leader in the 2024 Gartner Magic Quadrant for Analytics and Business Intelligence Platforms.** 2024 marked the fourteenth consecutive year Qlik has been positioned as a Leader, based on our completeness of vision and ability to execute.
- **Qlik was also recognized as a Leader in the 2024 Gartner Magic Quadrant for Data Integration Tools for the ninth consecutive year.** The award highlights our dedication to empowering organizations with trusted, scalable solutions that harness the full potential of their data.



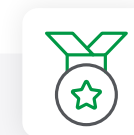
## 2024 Philadelphia Alliance for Capital and Technologies (PACT) Enterprise Awards

**Qlik won PACT's Technology Investment Deal of the Year for our 2023 acquisition of Talend.** The Enterprise Awards rank as the most prestigious business honors for technology and life sciences companies, leaders, and entrepreneurs in the Philadelphia region.



## CRN® AI 100

**Qlik was recognized in CRN's inaugural AI 100 list in the "AI for Data and Analytics" category,** recognizing the strength of our AI portfolios, commitment to innovation, and ability to support IT channel partners as they bring AI solutions to life. Qlik was also recognized in CRN's Big Data 100 list for 2024.



## CRN® Cloud 100 for 2024

**CRN named Qlik to its annual Cloud 100 list,** which honors the 100 leading cloud companies for 2024 across five key categories: infrastructure, monitoring and management, storage, software, and security. The 100 list spotlights technology suppliers for their commitment to channel partners and their demonstrated innovation in cloud-based technology development.



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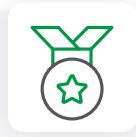
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## CUSTOMER AND WORKPLACE RECOGNITION



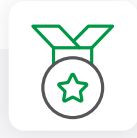
### 2024 Gartner Customers' Choice Awards

**Qlik has earned the Gartner Customers' Choice for Analytics and BI**, thanks to the trust and insights of our customers. This recognition highlights the strong relationships we've built and our commitment to continuous innovation.



### Newsweek's America's Greatest Workplaces for Parents and Families 2024

**Newsweek recognized our support of employees and their families**, including flexible working arrangements, opportunities to learn and grow professionally, and providing benefits to support medical needs, caregiving for children and elders, and healthier lifestyles.



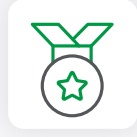
### 2024 International Customer Experience Awards

**Qlik's Customer Experience and Insights team was honored with a Customer Experience Silver Award**, reflecting their focus on listening to customers, working cross-functionally, and optimizing the Qlik user experience.



### 2024 Khoros Awards

**The Qlik Community received the "Best-in-Class Community Award" at the 2024 Khoros Kudos Awards**, recognizing it as the most innovative and impactful online community.



### Newsweek's America's Greatest Workplaces for Women 2024

**Newsweek recognized Qlik as a leading company for women.** We take pride in creating an inclusive environment to support, inspire, and celebrate our women every day.





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## QLIK'S COMMITMENT TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS:

# Advancing Sustainability Through Data

Qlik actively supports the United Nations (UN) and its Sustainable Development Goals (SDGs). In 2024, we were proud to announce our participation in the UN Global Compact, marking a new chapter in our partnership with the UN to further global sustainability initiatives. This commitment deepens Qlik's role in leveraging data and AI to advance the SDGs. More broadly, it underscores Qlik's broader strategy of equipping nonprofit organizations like the UN with the tools needed to navigate complex global challenges from climate action to human rights.

The UN Global Compact is the world's largest corporate sustainability initiative, with participants representing 167 countries. Through this framework, Qlik will expand our work with the UN to empower its agencies and stakeholders to use data and AI to power more transparent and effective decision-making.





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## ADVANCING SUSTAINABILITY THROUGH DATA

Qlik has partnered with the UN for more than a decade, working closely with its Office for Information and Communications Technology to solve challenges related to siloed data and inconsistent governance. The Qlik platform is a critical enabler to drive progress, efficiency, and impact for the 17 SDGs. The UN uses more than 100 Qlik applications to make informed decisions across a range of initiatives from budget tracking, procurement, and gender equality to peacekeeping troop deployments, capacity development projects, and global crime statistics. 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.

**“ Expanding access to advanced data, analytics, and AI technologies is crucial for accelerating global development and tackling the world’s most pressing challenges. By equipping organizations, including the UN, with these tools, we can foster sustainability and equity and drive meaningful change on a global scale.”**

**Dr. Rumman Chowdhury**

Founding member, Qlik AI Council; co-founder, Humane Intelligence

Qlik’s decision to join the UN Global Compact reinforces our role as a leader in helping organizations align with ESG objectives through advanced data integration and AI. By providing access to our technology, we continue to empower stakeholders across the global sector to drive sustainable and equitable progress.

**“ Our collaboration with Qlik has been instrumental in strengthening the United Nations’ ability to analyze and act on critical data. This partnership has allowed us to enhance efficiency, transparency, and decision-making across a wide range of global initiatives, from climate action to human rights. Data is at the heart of progress, and Qlik’s solutions have enabled us to navigate complex global challenges with greater confidence and agility.”**

**Lambert Hogenhout**

Chief Data and Analytics Officer,  
UN Office for Information and  
Communications Technology (OICT)



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# Reporting Scope and Methodology

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

**The 2024 Global Impact Report showcases how we support customers and partners in driving positive change. The key areas we explore include:**

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People**

**Protecting Our  
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**Supporting Our  
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In all these areas, we underscore our dedication to offering a solid data foundation and valuable insights to help organizations navigate their journeys, especially as the AI landscape continues to evolve.

The 2024 Global Impact 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 as well as our commitment to the Science Based Targets initiative.



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# Empowering Our People

Our people are the foundation for everything we have built at Qlik, and they are our key to success in the future.

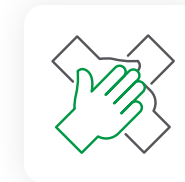
In 2024, Qlik’s workforce grew to more than 3,150 employees. Throughout the year, our team cultivated collaboration, engaged in continuous learning, and exchanged insights, all while consistently personifying our core values in daily practice. Qlik’s initiatives to support our global workforce drive our business growth and progress. We remain committed to those initiatives, and we continue to prioritize those actions and goals moving forward.

Our **core values** guide how we solve our clients’ challenges and how we approach the world



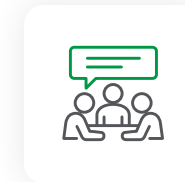
## We make an impact

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



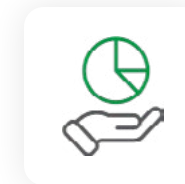
## We are genuine

Creating trusted relationships through authenticity, integrity, and respect.



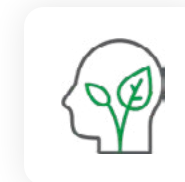
## We succeed together

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



## We take ownership

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



## We lead with innovation

Embracing a growth mindset that captures our vision.



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## CORE VALUE AWARDS 2024 WINNERS

Each quarter, we honor outstanding colleagues who exemplify our core values through the Qlik Value Awards at the corporate level. By spotlighting their contributions, we bring our principles to life and inspire employees through peer role models. Additionally, each department honors their Core Value Award winners quarterly, and our Inspire recognition platform enables all employees to express in-the-moment recognition for colleagues who demonstrate exemplary behavior.



### We succeed together

#### Hélène Kerper, Senior Director, Corporate Strategy, AMER

Hélène consistently goes above and beyond to make a positive impact across Qlik, playing a crucial role in revamping our marketing content and enhancing our messaging.

**Qlik's Web Team** was honored for delivering a brand-new, optimized website that provides users with a best-in-class experience. Working together with many cross-functional teams, they delivered the project in less than seven months. Special recognition was given to the team leaders below.

**AnnaMae Wilson, Senior Director, Web Strategy, AMER**

**Omer Arman, Head of Software Engineering, Web, AMER**

**Annie Ho, Senior Manager, Web Production, AMER**

**Michael Marquis, Senior Web Designer, AMER**



### We take ownership

#### João Campos, Team Lead, Quote to Cash & Deal Desk, LATAM

João exemplifies exceptional proactivity and leadership, acting as a one-stop shop for sales support and ensuring that sales teams are empowered to succeed.



### We make an impact

#### Bastien Laugiero, Data Analytics Journey Lead, EMEA

Bastien innovates and delivers excellent results to his work for the Global Renewals team, playing a pivotal role by taking ownership, leading data modeling efforts, and solving problems creatively.



#### Soumya Kar, Customer Success Manager, APAC

Soumya excels in ensuring customer satisfaction and retention, achieving an impressive 148% renewal rate.





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## Qlik's Workforce

Qlik's team represents industry-leading talent and capabilities across data, analytics, and AI. We are an integrated global team with over 3,150 employees across 24 countries and 32 offices.

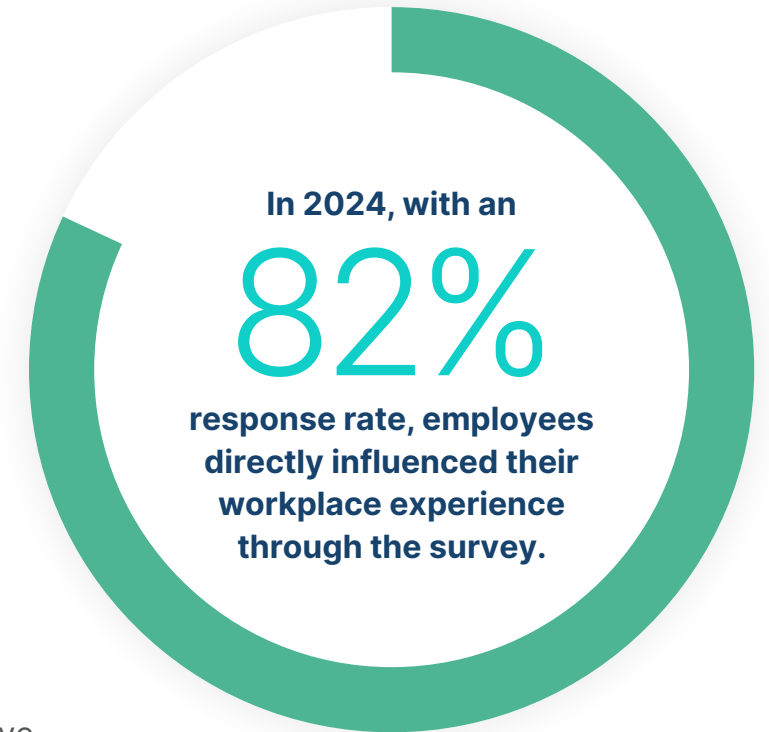
Our people are one of our key competitive advantages, and we invest in workplace development programs to retain and grow our workforce. In 2024, we grew our team to support our business units and further innovation, with a special focus on AI.

To realize our potential as a company, we are committed to inclusive workplaces. Our Culture and Talent team has an unwavering focus on cultivating and growing the entire team while embracing diverse backgrounds and skill sets. We believe that diversity creates a strong company culture, leads to better products, and is integral to our success as a business.

## WE SUCCEED TOGETHER SURVEY

Qlik seeks to build a workplace where each employee feels highly engaged and included so that they can perform at their best. Our semi-annual Succeed Together Survey is hosted on Peakon, a state-of-the-art tool that collects employees' feedback, input, and suggestions and allows managers to identify actionable insights. In 2024, with an 82% response rate, employees directly influenced their workplace experience through the survey.

Qlik leaders at every level of our organization committed to more than 700 improvement actions, and their collective effort led to a significant increase in positive employee sentiment. With the ongoing implementation of their improvement actions, Qlik is positioned to create responsive, fulfilling, and productive workplaces, where employees feel truly heard.





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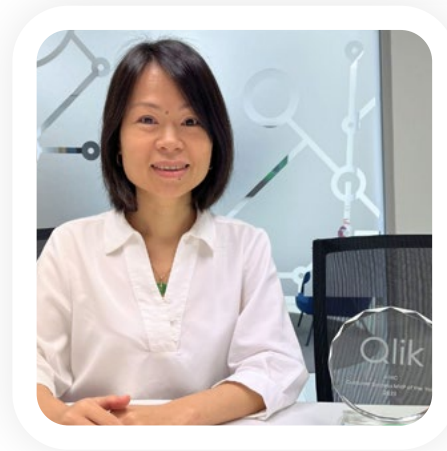
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## EMPLOYEE RECOGNITION

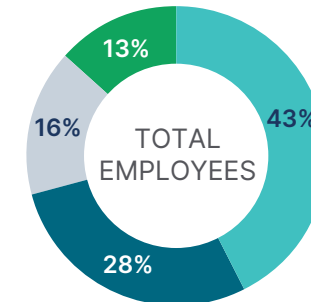
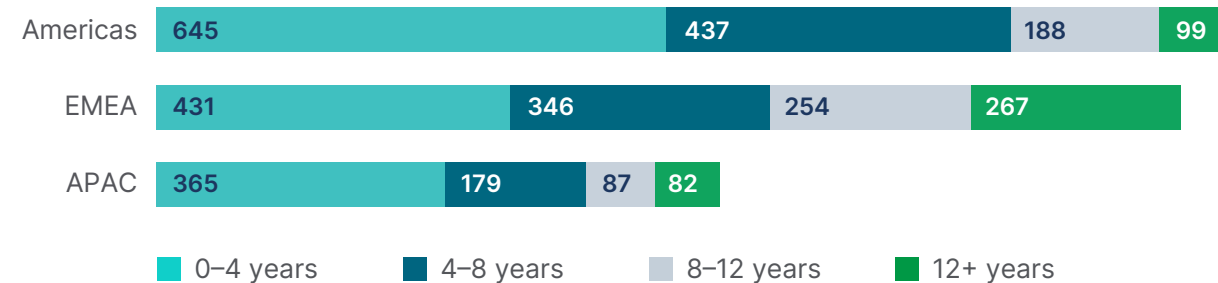
Recognition is an essential part of Qlik’s culture. Our employees are our greatest asset, and every day, they make contributions to our products, our customers, and our world. Our employee rewards and recognition program, Inspire, offers Qlikkies a way to celebrate each other through a centralized, easy-to-use online platform. Inspire is an “everyone-to-everyone” program, which means that employees can acknowledge or receive acknowledgement from any other eligible team member, irrespective of job function or location. It fosters a culture of recognition in an engaging, simple, and memorable way.



## EMPLOYEE RETENTION AND TENURE

One of the meaningful ways we measure the success of our people and culture initiatives is through our employee retention rate. We are pleased to share that in 2024, that rate was approximately 90%. We are particularly proud that many employees have been with our company for five years or more.

### Employee Tenure by Region as of 12.31.2024



“ I’ve been with Qlik for six years, joining via the Talend acquisition. Navigating a company in transformation was both challenging and exciting. Rather than try to immediately define the culture, I focused on our people — their interactions and achievements and the energy they bring. Every conversation reinforced not just the talent brand I was shaping, but also my own belief that this is a place where I truly want to be.”

**Nathan Hollis**

Global Employer Branding and Recruitment Marketing Lead



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## CELEBRATING #LIFEATQLIK

#LifeAtQlik is more than just a hashtag; it's a window into what makes Qlik unique. Through this initiative, co-led by our Talent Brand, Recruitment Marketing, and Employee Advocacy teams, we showcase the achievements, growth, and culture that define our company. From celebrating promotions and awards to highlighting team successes, charity initiatives, and company-wide milestones, #LifeAtQlik shares our vibrant workplace with the world and reinforces to employees why this is such a special place to grow their careers.



## INTERNSHIP PROGRAM

Qlik believes in helping the next generation start their careers in technology. In 2024, our summer internship and co-op programs 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, the United States, and Canada. We also continued our academic year co-op program to support our Research and Development teams, and we are excited to continue expanding co-op and internship opportunities.



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## MENTORING AND TEAM BUILDING

We know that a culture focused on growth and innovation is built from the inside out. By facilitating the cultivation of knowledge and relationships in alignment with business goals, mentorship has proven to be an invaluable way to enhance our culture.

At Qlik, mentorship focuses on personal development, the realization of untapped potential, and the cultivation of lasting relationships. We view it as a true “win-win-win” for all. Mentees expand their network and refine their business acumen, leading to greater job satisfaction and visibility. Mentors build their coaching skills, gain insight into different areas of our company, grow their own networks, and experience greater satisfaction at work. More broadly, mentorship benefits us all as we create a culture of innovation, drive employee engagement retention, increase cross-functional collaboration, foster productivity, and deepen our investment in our people.

Qlik is committed to fostering the mutual benefits of mentorship and offers mentorship opportunities to all employees. We have cultivated a growing community of mentors and mentees who actively support and learn from one another.

During 2024, approximately 10% of Qlik employees participated in active mentoring relationships, **with over 1,500 mentoring sessions taking place throughout the year.**



## COMMUNICATION AND TRANSPARENCY

Communication and transparency are priorities for us at Qlik, so we can maximize collaboration and optimize our impact. The Qlik Conversations framework is designed to create a powerful culture of coaching and development, ensuring that we succeed together. The framework features a cadence of ongoing check-ins between employees and leaders, ensuring that individual and team goals are aligned to our corporate strategy.

Our commitment to communication extends to our executive leadership. Our senior leaders hold quarterly Town Hall meetings to share strategy and performance updates, and they host biannual Leadership Forums to ensure alignment around organization goals for people managers across our company. Senior leaders also engage in listening sessions throughout the year with a broad range of team members.



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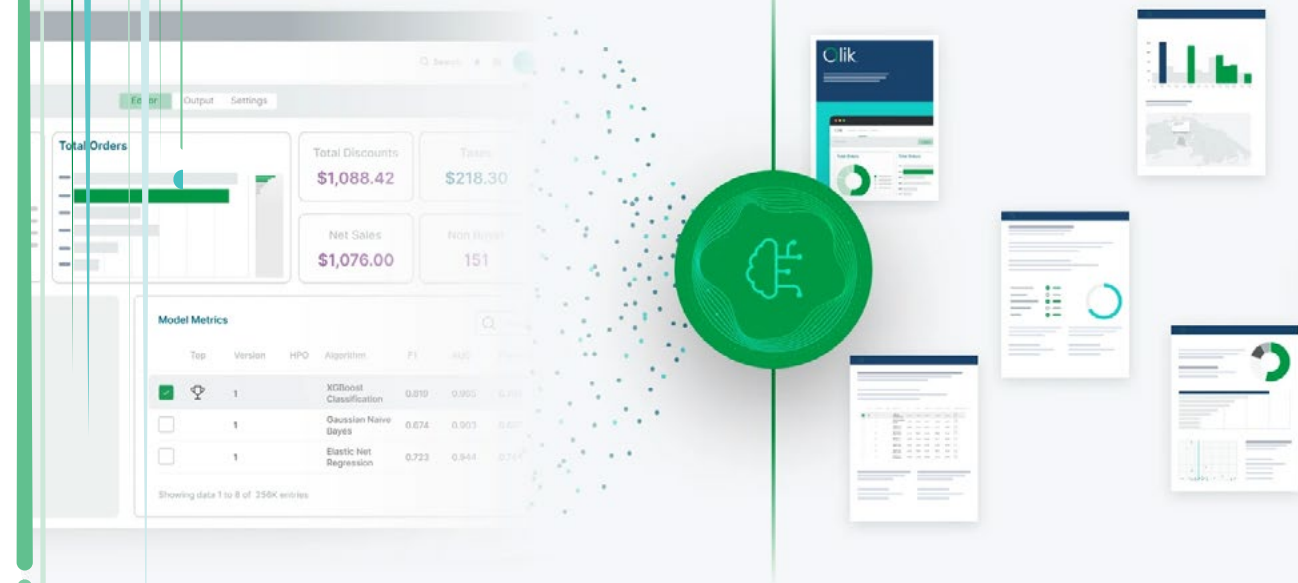
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## Learning and Development

In a year marked by rapid development in AI and shifting customer needs, investing in our workforce was more important to us than ever. Through training, mentoring, and lifelong learning, we advance continuous improvement, help employees feel supported, and create a high-performing culture that drives success.

Qlik embraces our people’s diverse learning styles, and we believe that our company benefits from a workforce that includes a blend of skills. We design our learning and development programs to meet employees where they are, with options including regularly scheduled training sessions, on-demand webinars, and self-directed learning via our learning management platform.

**The Qlik Learning platform** provides employees with training on our Qlik products and processes, as well as curated learning journeys for specific use cases.

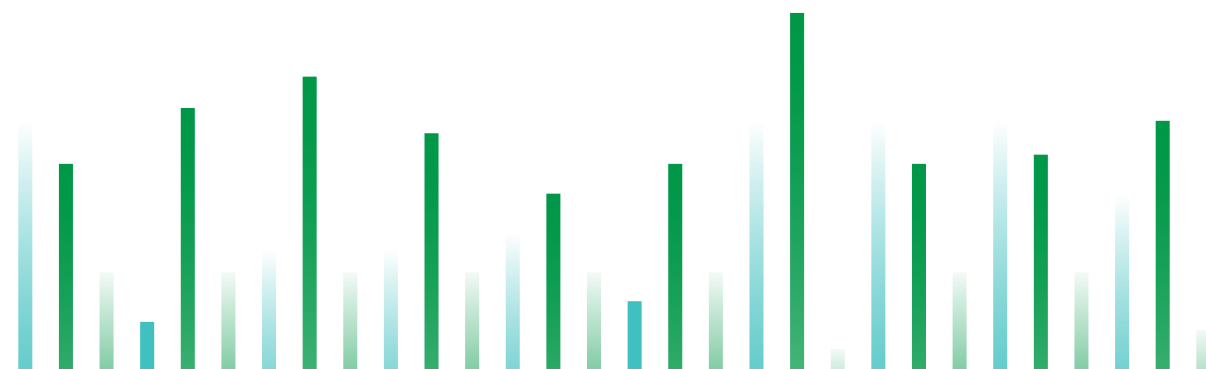


## AI LITERACY

It is crucial to have people with technology-centered skills to develop, implement, and optimize AI systems effectively and stay at the forefront of technology. However, we also need people with human-centered skills who can facilitate effective human-AI collaboration, enhance adaptability and innovation, and ensure ethical use of the technology.

With that philosophy in mind, Qlik provides a rich catalog of resources to help strengthen employees and expand their AI knowledge and skills, including:

- A SharePoint resource hub that allows all employees to easily find everything Qlik does around AI in one place — internal enablement, AI policy, product positioning and assets, thought leadership, news features, and more.
- Free external courses that are made available, from short videos to full-length, multiple-hour self-paced training.
- Internal enablement not just on our products, but also on AI in general. That includes enablement that teaches the foundations of AI and ML, as well as a new, more in-depth course on understanding generative AI.





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## QLIK BUSINESS SCHOOL



The Qlik Business School Program provides employees with curated virtual certification courses from the world’s top business schools. Participants choose from an array of career-focused topics, from operations and finance to workplace wellness and inclusion. Lectures and assignments are virtual and asynchronous with optional live events, allowing employees in all time zones to participate. Following the courses, participants can immediately apply what they have learned to solve specific challenges with measurable business impact.

## LEADERSHIP DEVELOPMENT PROGRAMS

We prioritize leadership effectiveness training because we understand that strong leadership is key to shaping a positive and impactful employee experience. Through our leadership development programs, we provide resources for employees at all stages of their leadership journey, whether they are aspiring, new, intermediate, or well-established leaders. In 2024, we enrolled 229 leaders in facilitator-led learning journeys, focusing on foundational to mid-level management skills while providing coaching and mentoring for ongoing support.

In addition to the programs mentioned elsewhere in this section, we offered global live webinars for all Qlik leaders to further inform and empower those who guide our teams. These initiatives included enablement sessions, informational webinars, and CEO-hosted Leadership Forum sessions, all aimed at strengthening leadership capabilities across the organization. These live events collectively attracted over 2,200 views.

## QLIKKIES ON THE MOVE

As part of our commitment to learning and development, we celebrate employees who advance their careers through new roles and challenges within Qlik, including both promotions and lateral moves. Our quarterly “Qlikkies on the Move” announcements provide recognition while increasing employees’ awareness of opportunities within Qlik, career development tools and resources, and the importance of discussing career goals with their managers.





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## Fair Compensation and Treatment

At Qlik, we believe that our collective success depends on team members at all levels using their unique strengths, experiences, and ideas to foster innovation and build strong relationships, both internally and externally. Reflecting that philosophy, we believe that the rewards received by a team member should be commensurate with their level of contribution to the success of the business.

Our compensation program is designed to implement that philosophy consistently and equitably. We have adopted a company-wide job structure, referred to as the Qlik Career Framework, that can scale to changing business needs. Our salary structure is based on that job structure, and we continually review compensation against the overall technology market and the internal and external factors that can impact salary levels. The resulting compensation program supports and aligns our mission and values, business strategy, and operational and financial needs with the shared goal of growth and profitability.

## Health and Wellbeing

Qlik offers comprehensive emotional wellbeing resources that cover a variety of areas, from work performance to healthy lifestyles and topics like diversity and inclusion.

Through the Qlik VYBE award program, **Qlik employees can apply for up to \$3,000 to lead their own wellness event for their colleagues.** Besides advancing wellbeing, the VYBE events also build community, providing an opportunity for colleagues from different teams to connect and strengthen their ties. The 16 winning projects in 2024 reflected our team's commitment to mental and physical wellbeing. Highlights included:

In Singapore, EeXin Ung led a series of "Reformer Pilates" sessions to introduce fellow employees to the reformer, a machine that supports various Pilates exercises.



In Mexico, Diana Alonso led a team of employees and their families for the local Spartan Race 5K. In Diana's words, "It was an incredible experience that helped us get to know each other better."



In Brazil, employees (and their pets!) joined approximately 10,000 participants on a sunny Sunday for the 61st Race and Walk Against Breast Cancer, sponsored by IBCC Oncologia.





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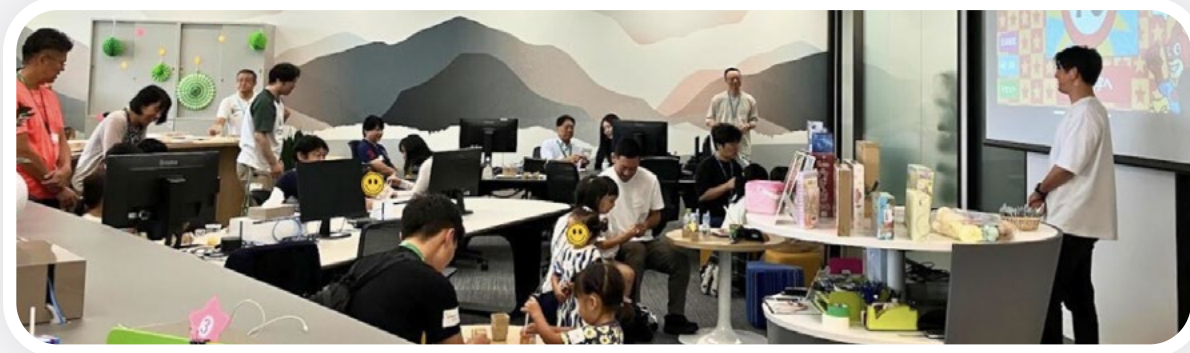
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## We also sponsor a variety of teambuilding events that advance employee engagement and reflect local customs and traditions:



Family Day in the Japan office, where employees brought their children to the office for a day of family-friendly fun, exciting games, and delicious food.



Diwali and Indian Independence Day observances that included engaging activities and festive lunches.

## TOTAL REWARDS BENEFITS

Life continuously provides challenges, some expected and some not. All Qlik employees and dependents have access to programs to support them through those demands, whether they are work-related or personal.

- Qlik's **24-for-U program** offers every employee one full day of paid learning time per year for development. In 2024, 29% of Qlik employees used their 24-For-U day, totaling close to 900 workdays.
- We offer access to **Modern Health**, a digital platform that provides comprehensive mental support services. Employees and their dependents can access one-on-one therapy sessions with licensed therapists, along with self-guided tools, personal coaching, and traditional Employee Assistance Program (EAP) services.
- Qlik has partnered with **Headspace**, a leader in digital meditation sessions and mindfulness training, to offer all Qlik team members and family members access to the Headspace app at no cost. Meditation supports overall wellness and has been shown to help people reduce perceived stress, increase focus, and improve sleep.





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## Qlik for All

At Qlik, “We Succeed Together” is a core value. 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 in reaching our shared goals.



We succeed together not only through our collaboration on projects and business initiatives, but also through our employee-led, self-organized groups that bring together

employees across our company who share passions and interests. These include our six global employee resource groups, Black Alliance, Qlik Women in Technology, LGBTQ+, Latinos Unidos, Qlik-Able, and Qlik Vets. Each is aligned with a member of Qlik’s senior leadership team, providing the groups with a strong foundation of leadership for the future.

Across Qlik, these groups organize panels, speaker-led programs, volunteer activities, and community events that are open to all our employees. In 2024, those included:

- A conversation with author, speaker and photographer Lola Akinmade Åkerström, held live at our Lund, Sweden office and broadcast Qlik-wide during **Black Heritage Month**.

- An informative session on **Neurodiversity in the Workplace**, hosted by our Qlik-Able group and facilitated by Dr. Victoria Verlezza.



- Speaker-led sessions at offices around the globe during **Women’s History Month**, when we also launched our **Women Who Qlik** campaign highlighting women in data roles.

- A Scavenger Hunt that brought together teams from 17 countries, led by the **Latinos Unidos** group during **Hispanic Heritage Month**.



**Qlik Orators**, Qlik’s first corporate Toastmasters International club, is another thriving, employee-led group. Officially chartered in

2021, it welcomes more than 40 active employee members, providing a safe, supportive, and inclusive environment for colleagues to grow their public speaking, communication, and leadership skills. Participating Qlikies are empowered to speak with confidence, lead with purpose, and uncover potential they didn’t know they had. Members are achieving personal and professional goals, helping to strengthen Qlik’s culture of growth and collaboration.

### Michael Duval

Portfolio Marketing Senior Manager  
Qlik Orators Founder





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## GLOBAL SUMMIT

At our annual Qlik for All Summit, task force members, ERG leaders, and several senior executives from around the world gathered in New York City. Working in close collaboration, they redefined the company’s Qlik for All strategy and identified concrete actions to bring that strategy to life. In doing so, the entire Qlik organization was inspired by the passion and commitment of our ERG leaders in driving inclusion and belonging programs across the organization.

## LEADERSHIP TRAINING

An inclusive culture is integral to the success of Qlik, and people leaders play a pivotal role in shaping this culture within their teams. In 2024, we introduced a new course that is customized for our people leaders. This course provides a deeper dive into our Qlik for All strategy, equipping people leaders to lead by example and make a meaningful impact on the future of our company. This course is a direct result of the action steps we identified at the 2024 Qlik for All Summit.

## SUMMER SCHOOL

Held for the third consecutive year in 2024, our Qlik for All Summer School Program offers an opportunity for all Qlikkies to learn and embrace diversity, equity, inclusion, and belonging by taking a variety of online courses. This year’s theme was “Fostering Inclusion,” with a focus on inclusive decision-making, neurodiversity, equitable teams, and much more.

During the two-month program, more than 200 global team members completed 500+ courses, equating to over 950 hours of training. As they completed courses, employees earned points through our internal recognition program, with over \$20,000 worth of recognition points awarded.

In the words of a Qlik manager, “On my team, we get very excited about Summer School. It means we get to take new courses that strengthen our sense of shared identity — while increasing our awareness and understanding of diverse cultures, backgrounds, and perspectives within our teams and throughout Qlik.”

## COMMUNITY PARTNERSHIPS

We also engage our employees through our community partnerships, which provide experiences that enrich their understanding of one another and the world. In 2024, we were honored to support:

### Children of Fallen Patriots



The military veteran community and the work of Children of Fallen Patriots helps provide college scholarships and educational counseling to military children who have lost a parent in the line of duty. As part of our commemoration of U.S. 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.

### 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.



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# Protecting Our Planet

At Qlik, we're turning sustainability into action alongside our customers and partners.

Internally, Qlik is further building out our greenhouse gas inventory, progressing toward developing our science-based targets for emissions reductions, improving recycling efforts, and aligning our reporting with globally recognized frameworks, including GRI Standards, SASB, and CDP.

Qlik's solutions are designed to be resource efficient. All solutions operate in the cloud, reducing the need for physical infrastructure and systems such as hardware and servers. This leads to a significant decrease in carbon emissions. Additionally, cloud-based providers often invest in energy-efficient technologies and infrastructure, and leverage renewable energy sources to reduce their environmental impact.

In 2024, Qlik significantly enhanced its greenhouse gas (GHG) data collection capabilities, leading to greater transparency in our reporting of Scope 1, 2, and 3 emissions. Additionally, Qlik advanced its Scope 3 methodologies, adopting more tailored approaches that better align with our specific requirements and the Greenhouse Gas Protocol.

In 2024, we are actively advancing our actions to fulfill our commitment letter submitted in 2023 to the SBTi for emissions reduction. We are conducting thorough emissions analyses for Scopes 1, 2, and 3, fully aligned with SBTi guidelines. In 2024, an updated GHG inventory was completed, which will serve as the baseline for tracking progress toward our targets.





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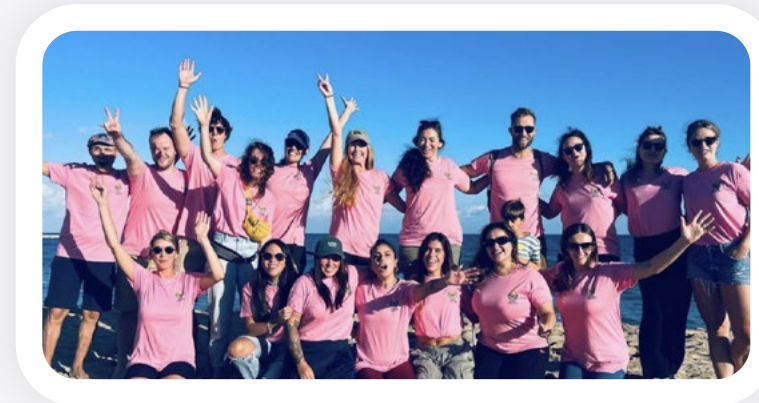
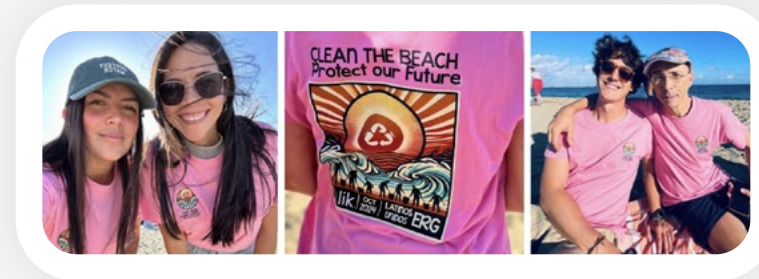
## Net Zero by 2030

Our advancements in refining GHG calculations have positioned us to confidently submit science-based targets to the SBTi. We are in the process of establishing reduction pathways using our 2024 data as a baseline and will work toward achieving our near-term and net-zero targets.

In 2024, Qlik was honored to continue our award-winning partnership with Climate Vault supporting ongoing efforts to achieve our company’s Net Zero objectives.

In 2024, we founded the **Qlik Green Team** by bringing together colleagues from several departments, each contributing their individual expertise to drive sustainability efforts. This collaborative group plays a crucial role in enhancing data transparency and collection. By working across departments, the Green Team has developed strategies for reducing our emissions, supporting a healthy planet, and setting our SBTi targets.

Across Qlik, our Green Team supports a healthy planet through numerous initiatives. The team volunteered to help preserve their community through a clean-up at Bogatell Beach in Barcelona, followed by a team picnic. “We spent the afternoon not only enjoying the sun and the beautiful coastline but also contributing to the environment,” says organizer Sandra Beracierto. “It’s inspiring to see how our community comes together to take action and make a difference.”



“ At Qlik, we keep a sharp focus on reducing our environmental footprint while supporting our clients to do the same. In 2024, we completed an updated greenhouse gas (GHG) inventory to establish our baseline for 2030 net-zero targets and enhanced our GHG data collection capabilities. We design our products to be energy efficient, and to further reduce our emissions, we partner with Amazon Web Services for cloud-based hosting.”

**Julie Kae**

VP Sustainability, Executive Director of Qlik.org



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## Energy and Emissions

Our energy consumption remains relatively low, and it is predominantly driven by electricity use across our 32 global office locations.

In 2024, we continued to assess our office space requirements with the aim of minimizing underutilized areas. Several of our sites were consolidated or relocated, leading to shifts in electricity usage across different locations. In 2024, we estimated a total consumption of 5,018.11 MWh of electricity, resulting in 1,503.55 metric tons of CO<sub>2</sub>e across our 415,699 square feet of leased office space. This reflects a slight increase in Scope 2 emissions, primarily due to methodological advancements, enhanced data transparency, and expanded data collection. We have additionally calculated a minimal Scope 1, which is comprised of available data, resulting in 87.79 metric tons of CO<sub>2</sub>e.

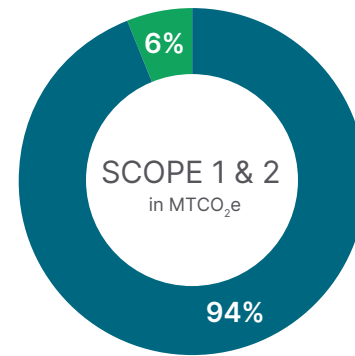
We plan to use 2024 as our baseline year for emissions reductions and to further track year-over-year progress moving forward. As calculation methodologies evolve, we may observe slight shifts in data trends over time.

## Scope 3 Inventory

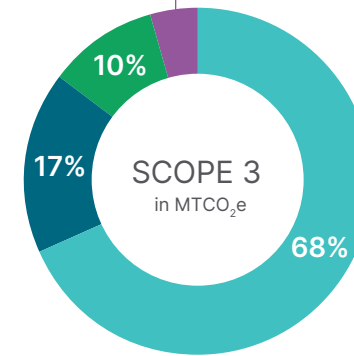
In 2024, our Scope 3 GHG emissions totaled 29,444.95 metric tons of CO<sub>2</sub>e. This is comprised of eight applicable categories as determined by our Green Team. Our largest categories are purchased goods and services, business travel, and employee commuting. We continue to utilize Amazon Web Services (AWS) to optimize and strengthen our infrastructure, which is reflected in our Category 11 calculations for 2024. Handling electronic waste is a fundamental aspect of being a tech company. We maintained our collaboration with local recycling organizations in our major locations, including King of Prussia, United States; Ottawa, Canada; and Lund, Sweden.

As part of our target-setting process, we are developing strategies to reduce our Scope 3 emissions, which will help continuously lower our carbon footprint.

## Current GHG Summary



- **Scope 1:** Direct Emissions (Fuels)
- **Scope 2:** Indirect Emissions (Purchased Electricity)



- **Category 1:** Purchased Goods and Services
- **Category 6:** Business Travel
- **Category 7:** Employee Commuting

### ■ The Remaining 4% Comprised of the Following:

- Category 2:** Capital Goods
- Category 3:** Fuel- and Energy-Related Activities not included in Scope 1 or 2
- Category 5:** Waste Generated in Operations
- Category 8:** Upstream Leased Assets
- Category 11:** Use of Sold Products



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## Qlik's Partnership with Amazon Web Services (AWS)

To support our hosting needs, we partner with AWS to enhance energy efficiency. This collaboration is key to transitioning Qlik-hosted applications to the cloud, helping reduce electricity consumption.



Qlik's decision to utilize AWS for its cloud platform aligns with our commitment to sustainability and significantly reduces carbon emissions. AWS's energy-efficient infrastructure is more efficient than traditional data centers and the company's pledge to use 100% renewable energy further enhances this impact.

## Data Center Consolidation

In March 2024, Qlik kicked off an ambitious initiative to consolidate multiple data centers located across our regions. This project is designed to enhance operational efficiency, streamline data management processes, reduce energy consumption, and further Qlik's commitment to environmental stewardship. We are taking a multi-staged approach, beginning in the U.S., where Qlik's data centers in California, Massachusetts, and North Carolina are consolidating into a single new data center in Virginia. In the second phase, Qlik will consolidate our EMEA data centers in France, Israel, and Sweden, drawing on insights from the first phase. Every step of the way, we are constantly engaging with our key stakeholders to align goals and expectations and ensure all parties are informed and prepared for the upcoming changes.





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## Supporting the World's Sustainability Journey

In moving towards a Net Zero future, data is critical — not only in complying with a changing regulatory landscape but also as a source of competitive advantage. Put simply, organizations cannot manage what they cannot measure, and by investing in reporting, they can drive meaningful change and make real progress.



Qlik has the unique opportunity to not only leverage technology to advance our sustainability reporting initiatives but also extend that knowledge to our customers and partners. That includes turning unstructured data into visualizations easily understood by decision-makers, which creates awareness of sustainability issues and topics requiring added attention. To help ensure that data is trusted, we build the ability to track data lineages into our solutions.

We have worked with several organizations that use Qlik solutions to support their ESG initiatives.

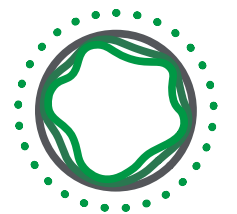
**Van Oord, a leading maritime transportation company, worked with us to consolidate data from their fleet of ships and more than 1,200 suppliers, creating dashboards that enable business leaders to identify emissions-reduction opportunities.**



Van Oord also used Qlik to build its groundbreaking Climate Risk Overview, a tool that systematically analyzes geo-data along global coastlines. The Overview consolidates factors like population, low-lying land, and projected sea-level rise to anticipate flood hazards and accelerate climate action.

Looking ahead, we see tremendous potential for AI to help advance these efforts. For example, the European Union's CSRD requirements include data tagging, which means that when organizations report their data, it is publicly available. Through our data integration and AI capabilities, our customers will be able to easily benchmark their data against peers in similar industries, geographies, and markets, allowing them to identify areas of success and opportunity. Those capabilities can also help organizations respond to the rapid increase in supplier questionnaires related to organizations' Scope 3 emissions goals — and analyze their progress toward the targets their customers are asking them to help achieve.

**AI can identify trends and patterns in data, and it can also help uncover insights within large, diverse datasets, including open-source and third-party data.** Sustainability reporting typically includes precisely these types of complex datasets, often with large amounts of unstructured data. AI also has the power to extrapolate on historical data, making it useful in auditing reported data.





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## CASE STUDY

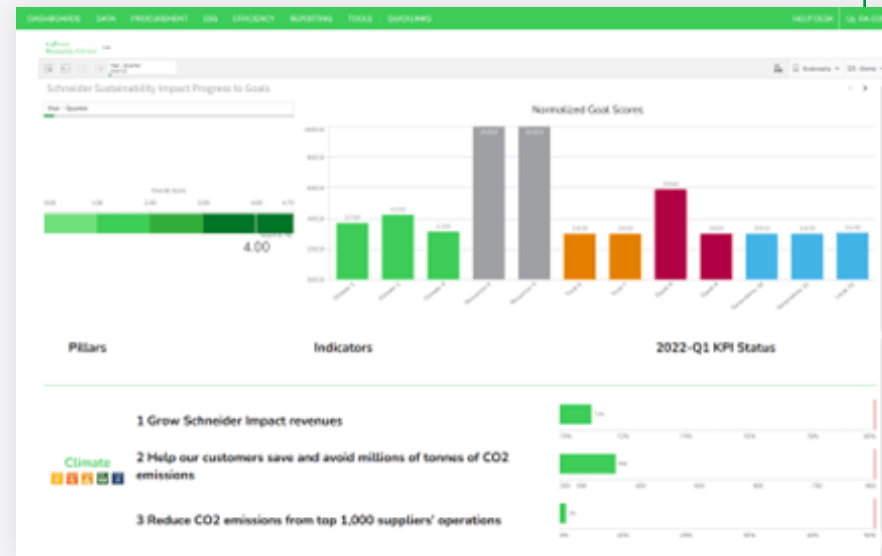
# Schneider Electric

Schneider Electric is a leader in sustainability, named by *Time Magazine* and *Statista* as the world's most sustainable company for its technological expertise and the initiatives included in the Schneider Sustainability Impact (SSI) program.

## Supporting Customers in Their Net Zero Journeys

Schneider Electric is on the path to achieving 800 million tons of CO<sub>2</sub> emissions savings for its customers and a 50% reduction of CO<sub>2</sub> from their top 1,000 suppliers' operations. Using Qlik, they built dashboards that displayed progress towards Schneider Electric's Sustainability Impact program, which included six commitments: act for a climate-positive world, be efficient with resources, live up to its principles of trust, create equal opportunities, harness the power of all generations, and empower local communities. These commitments included a series of quantitative goals measured quarterly and displayed in the app.

Schneider Electric also used Qlik to create a library of all their ESG indicators, including the ability to know who altered the data and when using the audit trail feature — serving as a single source of truth for tracking progress towards their ESG goals.



“ Climate change is the biggest existential threat to society. We must prioritize the decarbonization of our global economy, and the largest polluters must be held accountable with a magnifying lens on their impact on the environment. The transition to a decarbonized economy must also be equitable, with less developed economies having a front seat on this ride to a brighter future.”

**Keane Gleeson**

Schneider Electric



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## Climate Advocacy

In 2024, Qlik also announced an expanded partnership with the United Nations Framework Convention on Climate Change (UNFCCC), where our data and analytics solutions are helping accelerate the shift from climate mitigation to actionable, data-driven climate strategies.

Through our work together, we aim to enhance the UNFCCC's ability to accelerate climate change negotiations, leading to more data-informed action.

**Qlik's advanced data, analytics, and AI solutions are helping UNFCCC better manage its global datasets and assist countries on their path to increasing their climate ambitions.**

That includes reconciling vast amounts of data, which often vary in quality and context across borders. Qlik's integration will enhance the UNFCCC's ability to standardize those diverse data sources, facilitating more cohesive and comprehensive climate policies.

In addition to data integration, our partnership includes developing interactive climate dashboards for the public, along with training UNFCCC in data literacy and the use of Qlik tools. It also introduces cutting-edge AI tools for continuous analysis, enabling faster response times and more precise decision-making.

Looking ahead, our partnership aims to continually evolve, with future projects to explore innovative uses of unstructured data and enhance timely climate analytics. We expect our collaboration to drive significant advancements in global climate policy and action, reinforcing the importance of data-driven decision-making.





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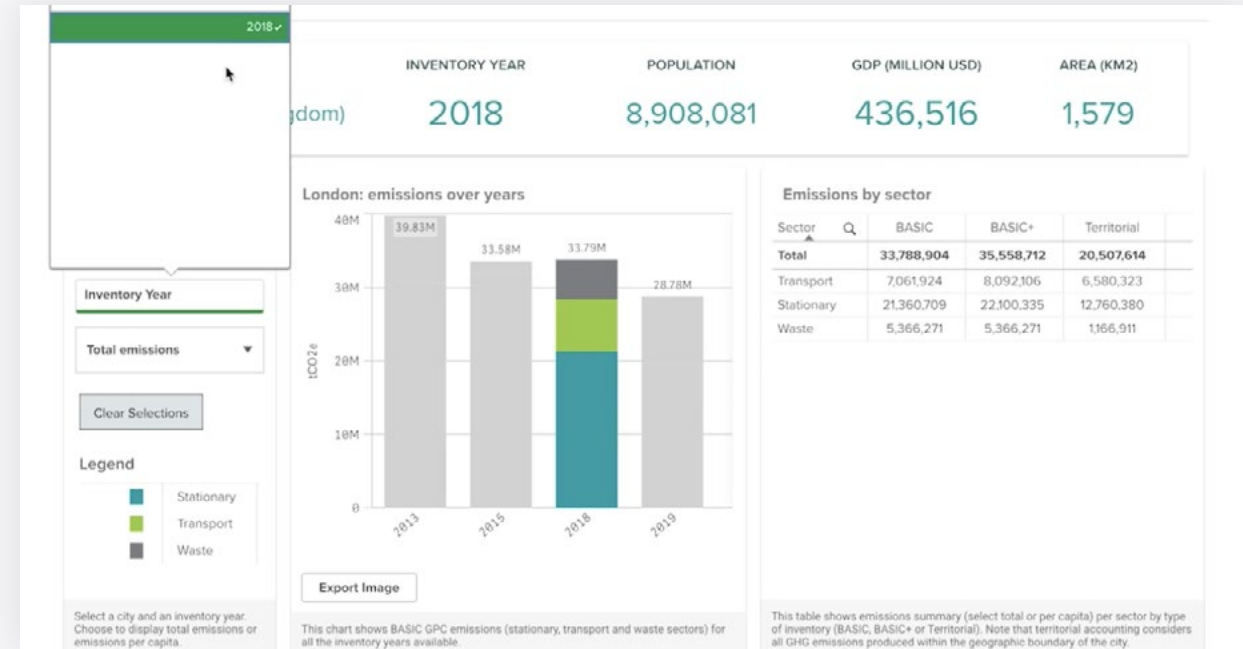
## CASE STUDY

# C40 Cities

C40 is a global network connecting the mayors of nearly 100 cities, collectively responsible for 20% of the world's GDP, and working together to take immediate action on the climate crisis. The insights provided by this organization help member cities make significant progress toward achieving their climate action objectives.

## Data Helps C40 Meet Climate Goals

The goal is to halve emissions this decade and create fairer, more equitable cities. C40 uses Qlik to track emissions progress across cities, collecting data from a multitude of sources and blending all of it to create actionable insights. The AI capabilities implemented by Qlik and utilized by C40 enable the analysis of climate trends and patterns. Insights from Qlik are accessible to the public and 840,000 users across 17,000 municipalities.



[Watch this video to learn more about C40 Cities](#)

**Case studies, such as pinpointing and closing illegal waste dumping locations, demonstrate the data use capabilities that C40 cities have implemented. These insights allow the organization and its member cities to progress significantly toward their climate action objectives.**



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# Supporting Our Communities

In keeping with our core value of “Making an Impact,” Qlik is serious about our role in creating positive change in the world and in bringing our employees, partners and customers together to improve the environment and our society.

In 2024, we celebrated a milestone: Since introducing our product donation program in 2012, we have provided \$40 million in free Qlik software and training to support nonprofit organizations through our Technology Grant Program. While we are pleased to have empowered these organizations with Qlik, we are even prouder of the impact of these donations in helping nonprofits realize their missions and expand their reach and impact. With the ever-increasing importance of AI, we expect that these software donations will be even more critical — and we look forward to continuing to enable our partners to benefit from the potential of data and AI for good. That includes using Qlik to address pressing issues, from climate change to health crises and health equity.

Our Technology Grant Program enables nonprofits to scale their use of data while enabling deeper collaboration with global partners. In a world that is rapidly evolving and highly connected, the cloud provides quick access to data and the ability to share it in real time, enabling organizations to react quickly and respond effectively.

Organizations can apply through an [online portal](#) that guides applicants through questions on how their use of Qlik software can drive their mission to advance the UN Sustainable Development Goals. The product donation program is open to nonprofits or other charitable organizations.

“ Since launching our Technology Grant Program in 2012, we have provided \$40 million in free Qlik software and training to nonprofits worldwide. While we are proud of this investment, what truly inspires us is seeing how these tools empower organizations to expand their reach and create meaningful impact.”

**Julie Kae**

VP Sustainability, Executive Director of Qlik.org

**Qlik’s Technology Grant Program has four pillars.** Each of these pillars supports our local and global communities and most vulnerable citizens.



**Addressing  
Climate  
Change**



**Delivering  
Humanitarian  
Aid**



**Improving  
Health and  
Equity**



**Advancing  
Education**

[Learn more at Qlik.org](#)



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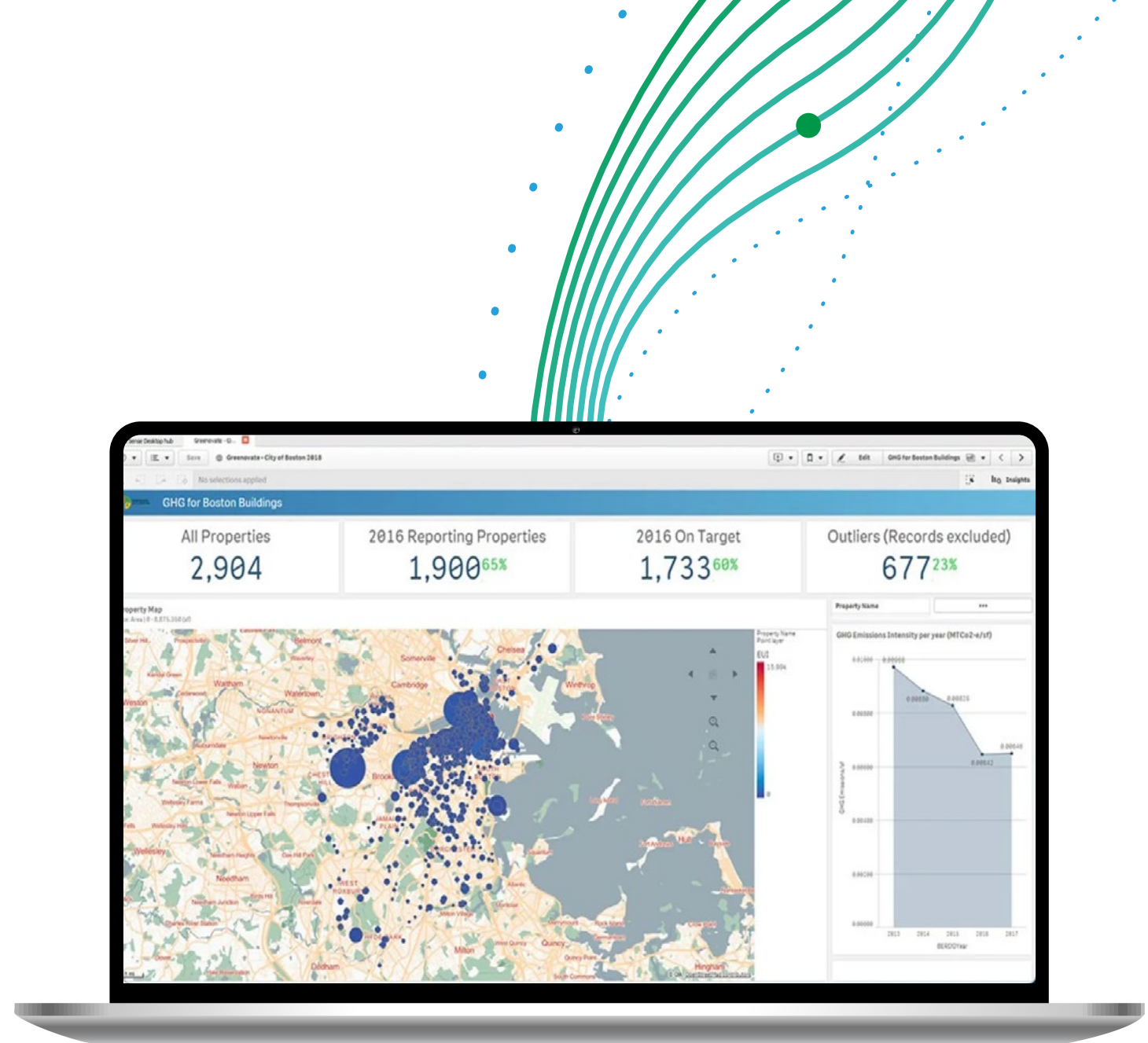
## Addressing Climate Change



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 that together, we can direct resources for maximum positive effect.

In 2024, we were excited to deepen our work with the United Nations Framework Convention on Climate Change (UNFCCC).

Our work together reflects Qlik's belief that 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 the UNFCCC and our other partners in their efforts as they drive and inspire collective action. We look forward to supporting more partners with our data and AI capabilities in the years to come.





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## Delivering Humanitarian Aid



In a year when the world continued to experience widespread humanitarian crises and natural disasters, we placed particular focus on delivering humanitarian aid. With nonprofits facing tremendous challenges with limited resources, the role of data is critical. When analyzed effectively, data can shape response strategies and empower frontline workers with critical, life-saving insights in real time.

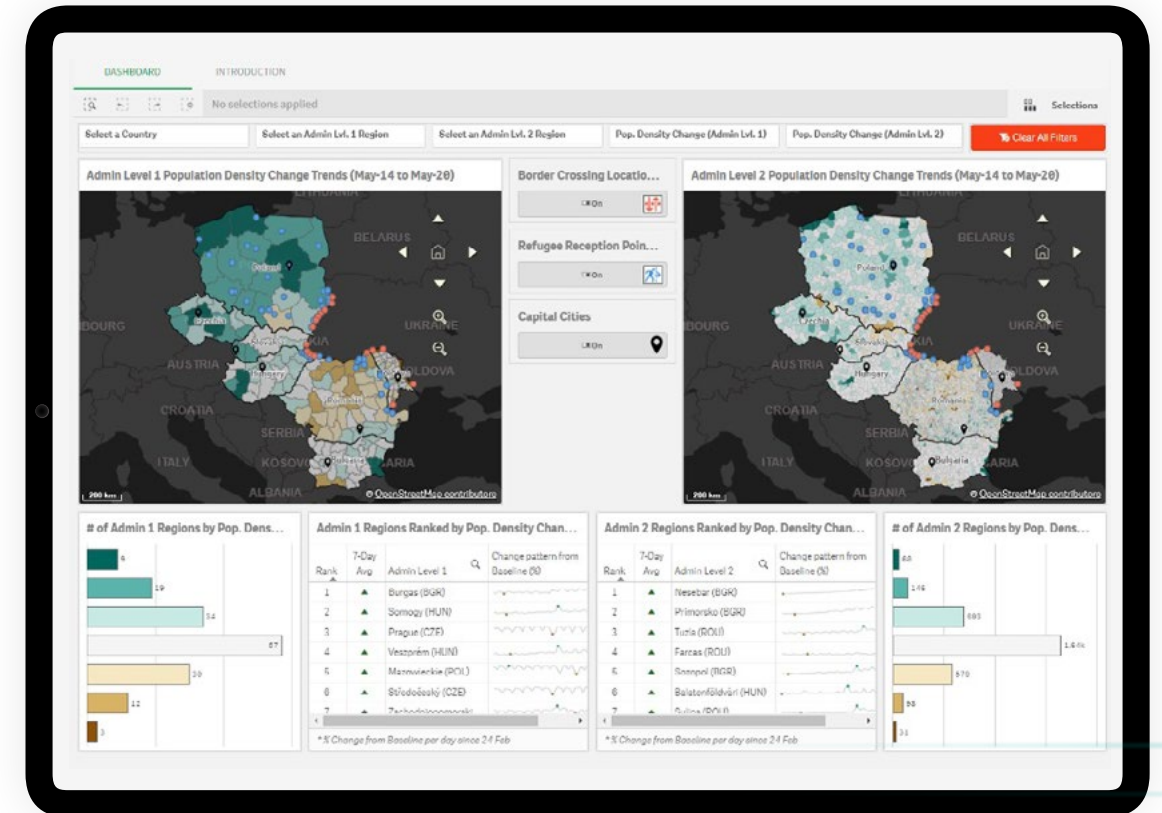


We were honored to continue our long-term partnership with Direct Relief, a leading nonprofit humanitarian organization working in over 80 countries to improve people’s health and lives. Qlik has supported Direct Relief’s operations since 2015, helping transform information into action by guiding the nonprofit’s teams and network on the best allocation of staff, money, and resources.

Qlik dashboards use automated information flows to generate real-time updates, enabling Direct Relief to share data with partners like the World Bank and UNICEF so the organizations can optimize where and how much support is needed at any given time. Direct Relief also uses Qlik to anonymize metadata from social media on mobile devices, allowing it to deliver vital support to Ukrainian refugees, a program that began in 2022. Through real-time data and actionable insights, Direct Relief’s team can make faster, smarter decisions, helping more people in urgent need.



We also continued to partner with Medair, a fellow Technology Grant Program grantee. Medair leverages the power of Qlik to effectively bring critical aid to remote and devastated regions. Using Qlik dashboards, Medair accesses real-time data and actionable insights, leading to faster, smarter decisions for people in urgent need. The results include reducing costs from \$70 to \$4 per household while also expanding the reach to more households.



**Qlik is honored to support Direct Relief, Medair, and other relief organizations in helping people around the world when they need it most.**



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## Improving Health and Equity



Data and AI help us look around corners to be better prepared for what may happen next, including potential health crises and disease outbreaks. An excellent example is the World Health Organization's (WHO) Dynamic Preparedness Metric (DPM), a composite measure of hazard, vulnerability, and capacity. Through a Qlik dashboard, WHO helps 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's Benchmarks for International Health Regulations (IHR 2005).

### TELLING THE STORY OF GENDER VIOLENCE IN BRAZIL

The Federal Senate of Brazil is the upper house of the National Congress of Brazil. Working closely with Avon Institute Brazil, data journalism organization Gênero e Número, and Qlik Partner Cluster, it developed the National Map of Gender Violence, a powerful tool that centralizes data on domestic and gender-based violence to spotlight critical issues and inspire public action.

**“ We wanted to make the data available in an easily visualized way to make the public and policymakers aware in ways that weren't previously possible.”**

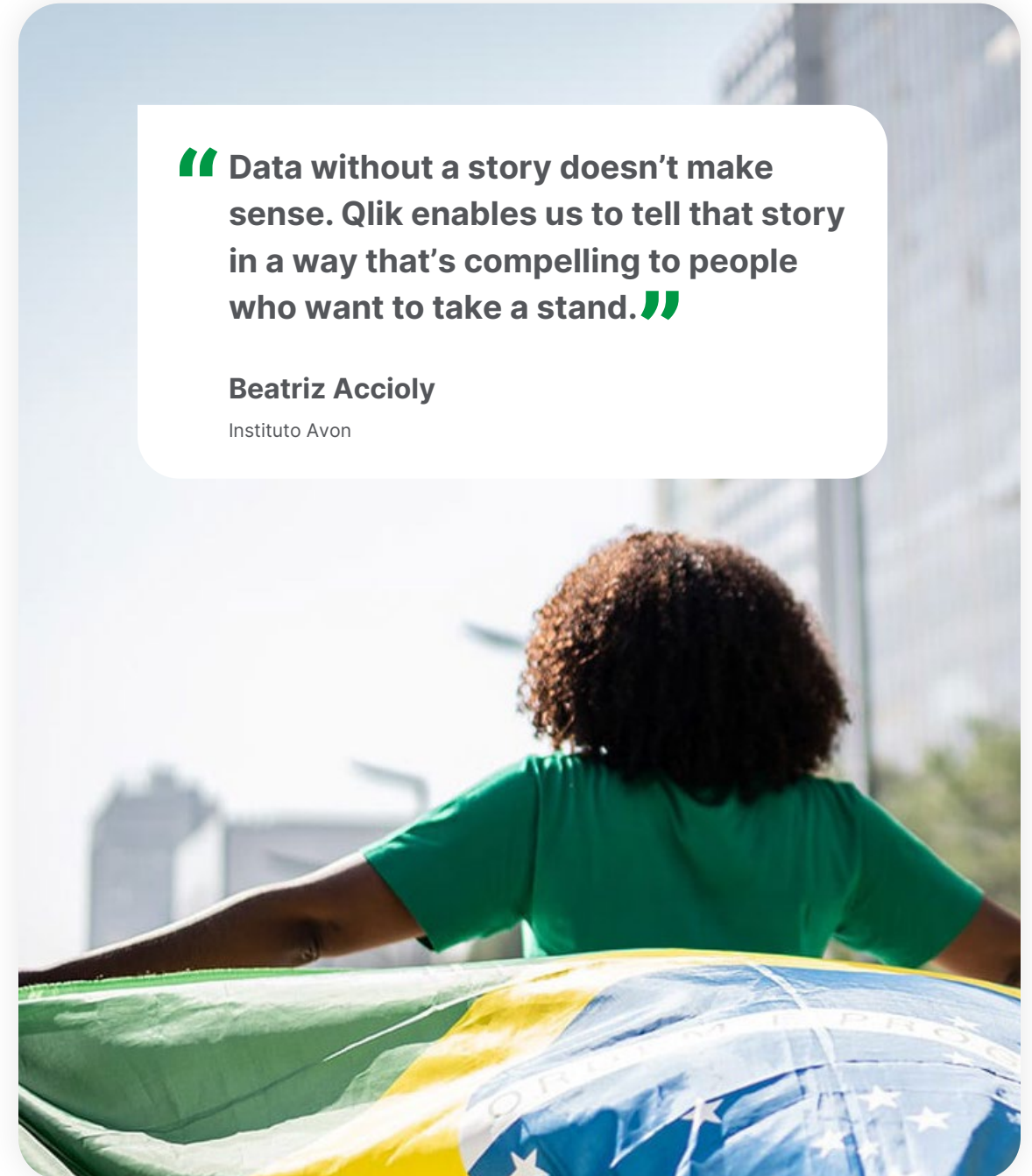
**Marcos Ruben de Oliveira**

Coordinator, Data Research Institute of the Federal Senate of Brazil

**“ Data without a story doesn't make sense. Qlik enables us to tell that story in a way that's compelling to people who want to take a stand.”**

**Beatriz Accioly**

Instituto Avon





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## Advancing Education



Qlik is playing a significant role in improving global education access, particularly in Africa, through its collaboration with Edulution.

Edulution aims to make education a fundamental right by providing access to educational resources and local job opportunities, addressing a growing learning crisis and youth employment issues in the region.

At the core of Edulution's success is its Monitoring and Evaluation system, powered by the Qlik Sense® analytics solution, which allows for real-time tracking and analysis of educational activities. This capability has led to significant improvements in learner outcomes, as evidenced by a remarkable increase in median test scores in 2023 — over 5,000 learners enhanced their math performance by more than 100%, with most achieving at least a 40% improvement.



As Edulution moves toward its Strategy Towards Sustainability in 2024, Qlik is committed to supporting its efforts through capacity building and collaboration. Initiatives like a pilot program with Penreach in South African schools further demonstrate Edulution's aim to expand its impact and improve the educational landscape across Africa.



**Over 5,000 learners enhanced their math performance by more than 100%**, with most achieving at least a 40% improvement in 2023.



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## CASE STUDY

# Foodbank Victoria

Foodbank Victoria, Australia's largest food relief organization, is committed to understanding Victorian food insecurity using a data-driven approach.

Over the past several years, Foodbank Victoria has been refining their robust, data-driven approach to measurement and evaluation. That has enabled the organization to leverage their own data collected through various channels and integrate trusted government agency datasets, gaining a comprehensive understanding of food insecurity in Victoria.

## Enhancing Food Relief Distribution for Foodbank Victoria



With limited internal resources and a complex data environment, this nonprofit required a solution that would allow them to leverage both internal and external data for real-time insights, enabling

them to maximize social return on investment (SROI) and ensure food reaches those in greatest need and does so more quickly. Qlik's interactive, customized dashboards have enabled Foodbank Victoria to maximize their social impact by ensuring that food is distributed to those in greatest need.

Foodbank Victoria has integrated several apps into their Qlik environment. The Neighbourhood Assessment app is designed to evaluate food insecurity at the local level and create action plans to optimize food relief. Launched in July 2024, Feed It Forward delivers a statewide, real-time view of food insecurity, allowing the charity to monitor and address the issue at scale. Feed It Back automates the generation of personalized reports for more than 380 charity partners, summarizing what each has sourced from Foodbank Victoria and adding insights from Feed It Forward surveys.



Together, the integration of these apps has enabled Foodbank Victoria to further improve its operational efficiency, enabling the charity to target priority areas with pinpoint accuracy, optimize resources, and drive decision-making.

**Today, Foodbank Victoria is leading the way in data-informed decision-making and setting a new benchmark for the sector. Their progressive approach and commitment to addressing food insecurity, while aligning with governmental priorities, ensures that their efforts are both impactful and accountable to the community and their stakeholders.**



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## Qlik Academic Program

The Qlik Academic Program is creating a data-literate world, one student at a time. To prepare for careers in today’s challenging, global, data-driven environment, students need exceptionally strong analytical and data literacy skills and the right tools to keep pace with rapid change and faster decision-making.

The program provides qualified university professors, students, and researchers with complimentary Qlik software and training resources so more people everywhere can become data and analytics experts.

It includes access to our state-of-the-art learning platform, along with certifications in data literacy and analytics. To support professors, we provide an Educator Toolkit with guidance on incorporating Qlik into their classrooms and curriculum.

[Learn more about the program and how to apply](#)



Analytics Software



Product Training



Data Literacy Program



## QLIK EDUCATOR AMBASSADORS



Each year, the Qlik Academic Program names our Qlik Educator Ambassadors, a group of dedicated educators who actively support the program at their universities and beyond. The ambassadors are dedicated to preparing students for a data-driven workforce and play a key

role in promoting the Qlik Academic Program’s free resources and tools.

The 2024 class of 11 ambassadors includes educators from around the world, representing institutions such as:

- **Birmingham City University** in the UK
- **Nicolaus Copernicus University** in Poland
- **Lund University** in Sweden

The ambassadors were chosen through a self-nomination process, having demonstrated their commitment and dedication to upskilling students in analytics and AI. The ambassadors receive exclusive benefits, including access to webinars, networking opportunities, and opportunities to share their insights and experiences with Qlik.



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## Employee Engagement

Qlik continued its long-standing commitment to empowering employees to make the world a better place. Throughout the year, our workforce of over 3,150 employees continually engaged with local and global charities through our Qlik.org platform to volunteer and fundraise to make a difference.



### QLIK EMPLOYEE HOLIDAY DRIVES AND DONATIONS

In 2024, Qlikkies continued their long-time tradition of supporting their communities during the holiday season as well as year-round. In the UK, employees gathered to celebrate the holidays, and while doing so, they raised over £1,400 for Sebastian's Action Trust, which provides help and respite for the families of seriously ill children. Our New England team marked its 15th year of supporting the Wonderfund Holiday Gift Drive, which seeks to ensure that every child served by the Massachusetts Department of Children and Families has a gift to open during the holiday season.



During the winter holidays, a season of giving, each of our ERGs chose to spotlight a nonprofit. Together, they raised more than \$1,300 to support causes such as the **Human Rights Campaign**, **Give Girls a Chance**, and the **Alexandra Grace Halley Foundation**.





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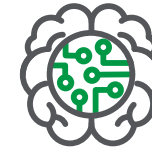
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# Evolving Our Technology

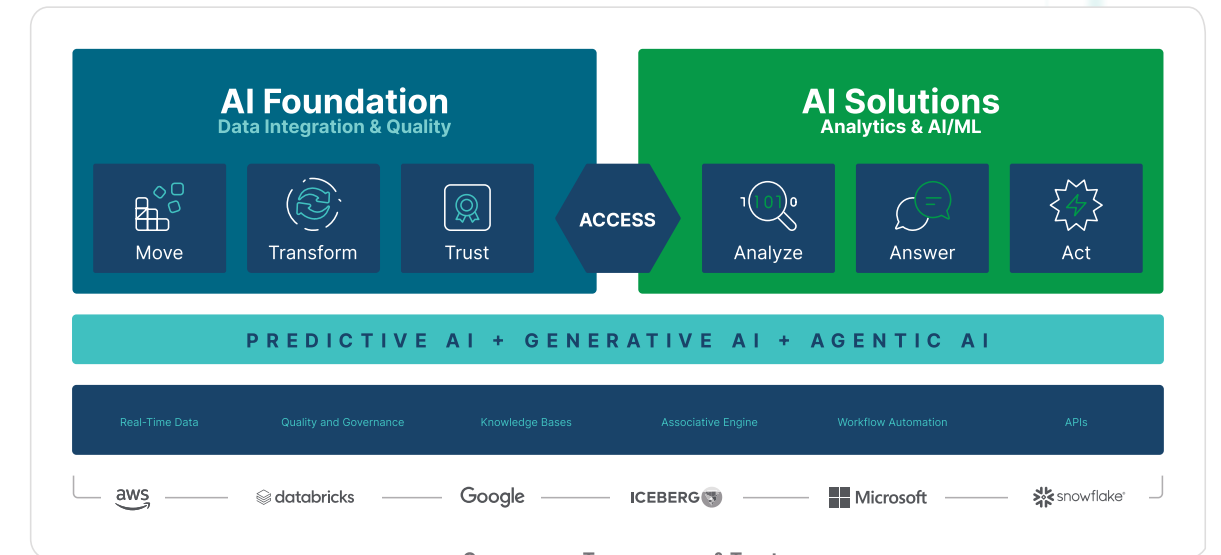
As a long-time leader and innovator in the data, analytics, and AI space, Qlik is ideally positioned to fully embrace AI — not only in our products but also in the way we conduct business — and do so responsibly.

As the rise of generative AI has accelerated the requirement for organizations to modernize their data fabric, it has created new opportunities for Qlik to innovate in support of our customers' efforts in developing and implementing their AI strategies. Over the past year, we have continued to lead through new acquisitions, product innovation, talent development, technology investments, and by establishing new systems and processes.



Qlik has a long track record of meeting that challenge and leading in AI. We first started infusing AI into our portfolio in 2013, when we updated our “Associative Engine” capability to support machine learning and neural networks. In 2019, we introduced Qlik Insight Advisor™, an intelligent AI assistant built directly into Qlik Sense®. That kicked off a journey of rapid innovation resulting in new and enhanced capabilities, along with groundbreaking AI solutions like Qlik Predict™ and Qlik Answers.

Today, Qlik delivers a complete, end-to-end platform that brings AI and automation to the entire lifecycle, from data to insight to action. Our portfolio is crafted around two pillars that align our product capabilities to core customer outcomes: AI foundation and AI solutions.





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## Data Is the Foundation of AI

We continue to see data quality and reliability as fundamental to our AI solutions. AI can only succeed with good data: It is fully dependent on an organization's ability to establish a trusted data foundation. While that was already the case with predictive AI, the rise of generative AI and agentic AI — which both rely on data to function — has accelerated the need for companies to modernize their data fabric.

In Qlik's view, there are **six principles** to follow for creating AI-ready data, and our product strategy for our data integration and quality portfolio fully aligns to them.

- 1 Data should be diverse** (coming from a wide range of resources) to remove bias in AI systems.
- 2 Data should be timely** to make accurate and informed predictions.
- 3 Data should be accurate** to ensure reliability and trustworthiness in AI.
- 4 Data should be secure** to safeguard the reputation of your AI.
- 5 Data should be discoverable** to enable use of relevant and contextual data.
- 6 Data should be consumable** for machine learning (ML) training and large language model (LLM) integration.

**Our data integration portfolio is designed to move data from any source to any target, in real time. Qlik differentiates our company from others through our ability to take best-in-class capabilities for real-time data integration and transformation at scale and make them available for generative AI use cases.**





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## AI-Ready Data and Governance: Qlik Talend Cloud®

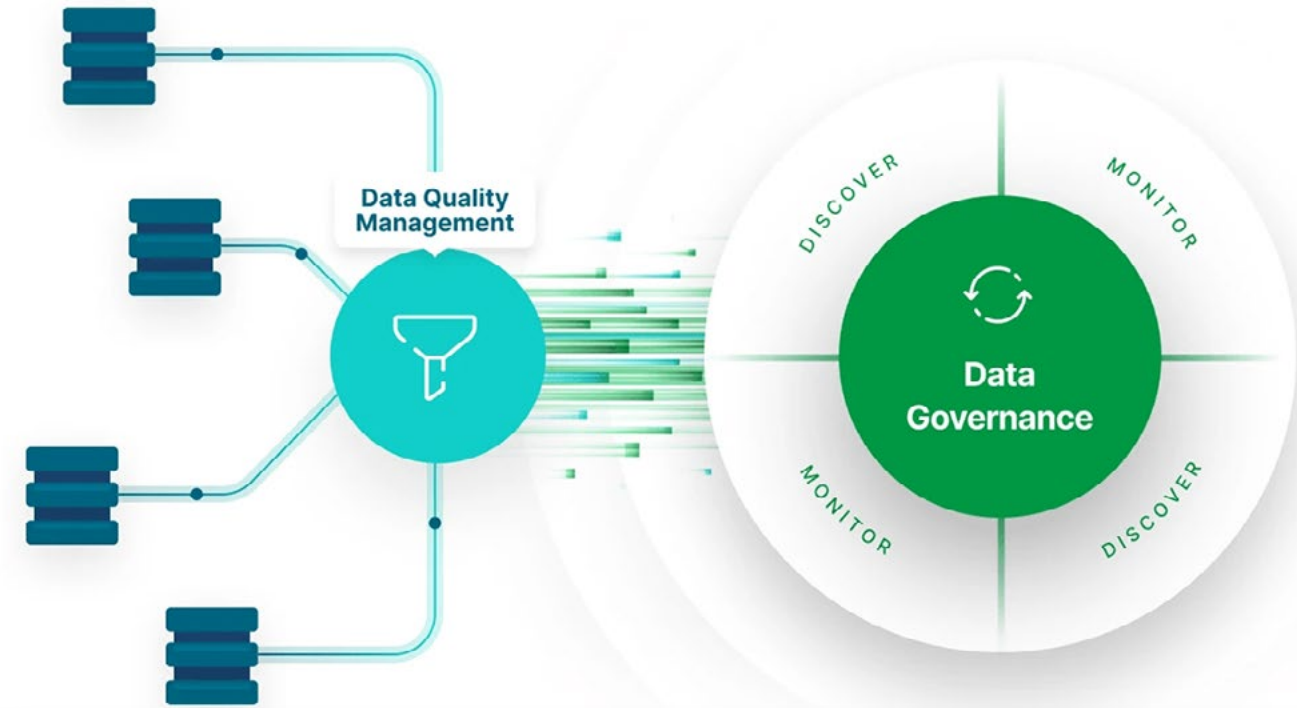
In July 2024, we launched Qlik Talend Cloud. This new offering combines the functionality of legacy products Qlik Cloud® Data Integration, Talend® Cloud, and Stitch Data and is designed to help our customers implement a trusted data foundation for AI.



Qlik Talend Cloud is built on our cloud infrastructure platform, with a focus on managing the data integrity of our customers' AI, analytics, and business operational projects.

It offers a unified package of data integration and quality capabilities that enable data engineers and scientists to deploy AI-augmented data pipelines that deliver trusted data. Those capabilities include support for Retrieval Augmented Generation (RAG) applications, along with the ability to use custom SQL to transform datasets for training machine learning (ML) models. Qlik Talend Cloud also supports data reliability through data lineage, impact analysis, and the ability to assess the trustworthiness of AI datasets.

Looking ahead to 2025, we plan to enhance this product through generative AI to further improve data engineer productivity — from auto-classifications of datasets to automated workflows and AI-assisted record deduplication. We are also introducing Qlik Open Lakehouse, a new Qlik Talend Cloud feature that delivers seamless integration, automated optimization, and scalable data governance for Iceberg lakehouses.





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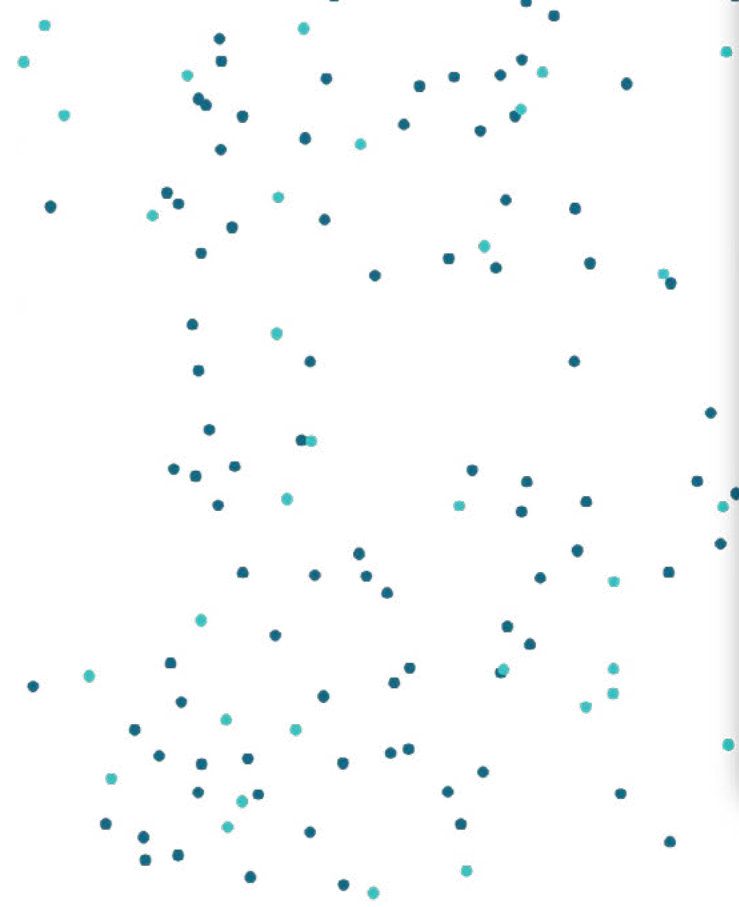
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## AI-Powered Analytics

AI has always been foundational to Qlik Cloud® Analytics, our flagship analytics offering. From analytics creation and data prep to data exploration — with natural language search, conversational analytics, and natural language generation — Qlik Cloud is designed to enhance everything users do with AI.

We offer a full range of AI-enhanced analytics capabilities on top of our analytics engine, serving all types of users and use cases. This includes generative AI-driven natural language analytics, automated insight generation, and AI-assisted authoring. Qlik also offers connectors that

enable customers to integrate third-party generative AI models in their analytics apps, load scripts, and automations. Qlik Cloud customers can also leverage our AI accelerator to integrate large language models into their applications.

In 2025, we are introducing exciting enhancements to Qlik Cloud Analytics. These include a new agentic user experience as well as AI-driven proactive monitoring and anomaly detection.



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## Generative AI

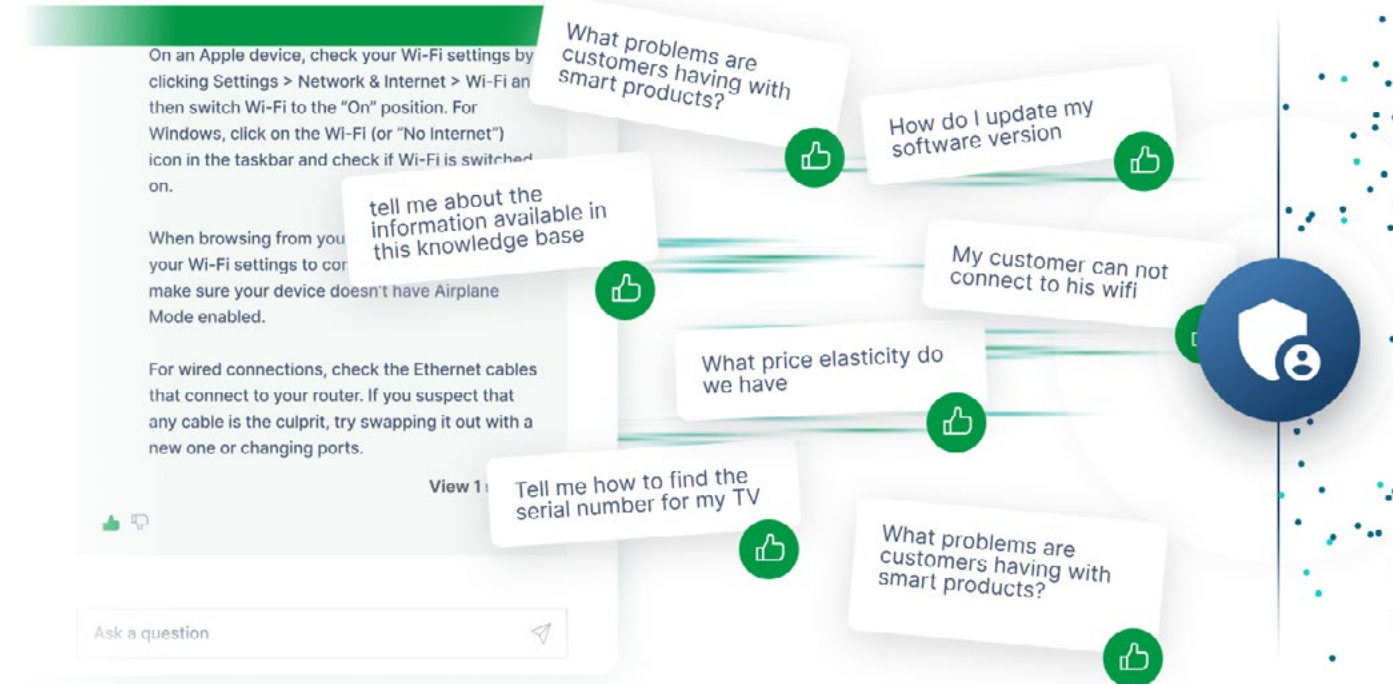


In July 2024, we launched Qlik Answers, a plug-and-play, generative AI-powered knowledge assistant. This solution allows organizations to deliver answers from a variety of unstructured data sources.

The ability to analyze unstructured data enables Qlik to deliver unique value to our customers, as it's commonly believed that the majority of the world's data is unstructured. A study that the firm ETR conducted on our behalf in April 2024 found that while companies understood the value potential of being able to deliver insights from unstructured data, less than one third felt their organization was well equipped to do so.

Qlik Answers bridges that gap. It offers organizations an out-of-the-box, self-service solution that allows users to get personalized, relevant answers to their questions in real time with full visibility into source materials. As with all Qlik products, our customers can also be assured that their data stays private. Moreover, with Qlik Answers, users will only have access to data that is curated for a specific use case, from trusted internal sources. With multiple, domain-specific knowledge bases being accessible to assistants, organizations stay in control of what content users can access.

**During 2025, we are implementing enhancements to Qlik Answers that combine structured data analytics, unstructured content, and actions and automations.**



## Predictive AI

Since 2021, Qlik has been offering an AI solution for predictive analytics, Qlik Predict. Qlik Predict provides a guided, no-code machine learning experience that empowers analytics teams to perform predictive analytics without the support of data science teams. It enables users to generate ML models and predictions with full explainability and freely explore predictive data and test scenarios using the Qlik engine. In 2025, we will provide expanded use cases for machine learning and assisted, automated dataset preparation.



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## Our Partner Ecosystem

**Qlik Partner** | Program Qlik's Partner Program extends from solution providers, OEMs and ISVs (original equipment manufacturers and independent software vendors) to complementary technology vendors. It is designed to help partners build collaborative engagement with Qlik that delivers consistent value to all parties, including our mutual customers. We offer resources such as the Partner Hub, where contracted Qlik partners can conduct business, get product news and information, and access valuable marketing and sales enablement content. Partners are also part of the vibrant Qlik Community.

**In 2024, we continued to deepen our integration with industry-leading platforms, enabling customers to streamline their workflows and leverage the ever-expanding capabilities of AI.**

### Accenture

Qlik was selected by Accenture to provide data integration technology for GenWizard, Accenture's enterprise generative AI platform. Qlik Talend Cloud underpins GenWizard's "event fabric," enabling seamless data movement across systems. GenWizard helps to scale AI across application management, infrastructure optimization, and software development, improving productivity and decision-making. Qlik technology supports GenWizard through real-time data integration, scalable architecture, and robust data integrity measures.



### Snowflake

Qlik announced expanded capabilities with Snowflake Data Cloud through the integration of Snowflake Cortex AI, which allows Qlik customers to leverage Cortex AI functions for advanced analytics. Our partnership optimizes SAP data management with Snowflake, enhancing data processes and allowing modified data to be written back into SAP. That means that customers can create curated data products from Snowflake datasets using AI for faster curation.



### Databricks

As organizations continue to deeply integrate AI into their operations, the demand for robust, seamless data management has never been greater. In late 2024, Qlik announced AI-ready data integration capabilities with new enhancements for SAP, Databricks, and Snowflake. These improvements help customers speed up AI deployment and gain faster insights based on quality, real-time data running on AWS.



**Everything Qlik does is ultimately designed to drive customer and partner success, and we look forward to continuing to expand and deepen our partner relationships in 2025 and beyond.**



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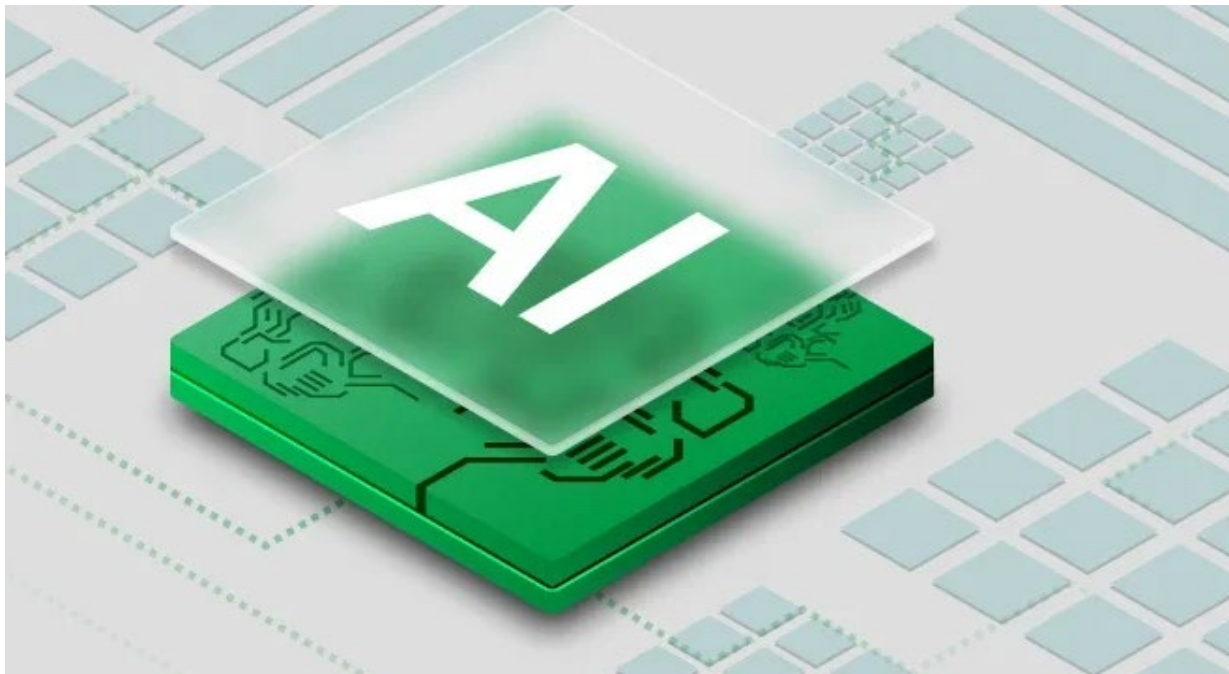
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## Strategic Collaboration Agreement With Amazon Web Services

Complementing our in-house product development and enhancement efforts, Qlik works in partnership with other organizations to make the most of AI and best serve our customers.



In June 2024, Qlik announced a Strategic Collaboration Agreement (SCA) with AWS. The SCA includes targeted investments to simplify the path towards reliable and trusted enterprise AI by combining Qlik's solutions with AWS cloud and generative AI technologies.



**Qlik and AWS are collaborating on a series of strategic initiatives, each designed to provide specific benefits across four key areas:**

- **Drive AI app development:** The SCA accelerates collaborative innovation that enables customers to derive value from generative AI applications. This includes seamless integrations with AWS generative AI services like Amazon Bedrock, a fully managed service that offers a choice of high-performing foundation models (FMs) from leading AI companies via a single API.
- **Enhance SAP data utilization:** The collaboration allows customers to gain greater value from their SAP data by migrating their data environments, enabling solutions that leverage Qlik's broad data integration capabilities for both SAP and non-SAP data sources.
- **Streamline data compliance:** The collaboration further enables compliance, privacy, and sovereignty requirements across additional AWS Regions, supporting customer migration and innovation while enabling adherence to critical regulatory standards.
- **Accelerate AI technology adoption:** Qlik and AWS will intensify co-marketing and co-selling efforts with investments designed to accelerate customer success with trusted enterprise AI.

Through the SCA, we aim to simplify the business adoption of cloud-based data integration, analytics, and AI solutions — and how global enterprises leverage the combined capabilities of our two companies.



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## The Qlik Executive Advisory Board

The Qlik Executive Advisory Board is a select forum that connects senior executives from Qlik’s most strategic customers. Led by CEO Mike Capone, this program unites visionary executives who are driving digital transformation and critical business initiatives within their organizations. Through curated discussions and collaborative sessions, members participate in peer-to-peer conversations, explore emerging trends, and share best practices all focused on data and analytics. The program fosters strong executive relationships, provides direct input into Qlik’s strategic direction and product roadmap, and helps uncover innovative ways to unlock business value through data.

## Qlik Community

The **Qlik Community** is a thriving online platform where Qlik users connect, share knowledge, ask questions, find answers, access resources, and discuss topics related to Qlik software. It provides a network for users at all levels to make the most of the Qlik platform.



In 2024, we were honored to receive the **“Best-in-Class Community Award”** at the Khoros Kudos Awards, recognizing Qlik Community for its innovation and impact.

The award reflects the passion, expertise, and community spirit of Qlik users who make the Qlik Community an invaluable resource for learning, connecting, and growing together.

## Qlik Luminaries and Partner Ambassadors

The Qlik Luminary and Partner Ambassador programs recognize and celebrate our top customer advocates and partners — Qlik users who are driving measurable impacts from data and broadly sharing those outcomes with others. Drawing on their passion, vision, and expertise, these honorees champion new and innovative ways to use Qlik for the greater good. Luminaries and Partner Ambassadors enjoy benefits such as a private forum on Qlik Community, free access to Qlik training and product licenses, exclusive briefings with Qlik executives and product leaders, networking opportunities, and other year-round engagement opportunities.





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## Advancing With Integrity

In every decision we make throughout our company, Qlik operates with integrity and accountability. These tenets are key to our culture and clearly reflected in our core values of **We Take Ownership** and **We Are Genuine**.

Our commitment to strong governance, which includes ethical business practices, systemic risk management, and oversight of information technology, was more important than ever in a year when our world addressed the challenge of using AI responsibly. Qlik has a unique opportunity to help shape and lead those discussions, including through the AI Council, which we describe later in this section. Through strong, thoughtful governance, we increase our resilience to disruption while deepening the trust of our customers and other stakeholders.

## The Qlik Code of Business Conduct (the “Code”)

is the foundation of our compliance program and serves as our North Star in navigating an increasingly complex business climate.





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## Qlik Code of Business Conduct

The Qlik Code of Business Conduct (the “Code”) is the foundation of our compliance program and serves as our North Star in navigating an increasingly complex business climate. We review and update it annually, and we underscore its importance by requiring employees to certify their understanding of, and compliance with, the Code. At hire and annually afterward, employees complete training on the Code, which we view as essential to ensuring ethical behavior throughout our company. In 2024, over 99% of our employees 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. Those include our whistleblower hotline for anonymous submissions, which is monitored by our compliance team for timely reporting and investigation. We extend this vigilance to our external partners; we make every effort to ensure they are aware of our Code, and require them to comply with policies such as our Partner Code of Conduct.

**Introduced in 2023, our Supplier Code of Conduct reflects our obligations to monitor compliance with our business and supply chain. We require suppliers to comply with the Supplier Code.**

[Learn more](#)



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 2024. We see this as confirmation that our systems and controls continue to effectively promote a culture of ethical conduct. Those same systems and controls continue to evolve and expand as we develop innovative data and AI products and capabilities. We are deeply committed to the responsible development and deployment of our technology in ways that earn and maintain people’s trust.



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## Responsible IT Practices

Information technology (IT) is essential to Qlik’s operations. As a technology provider, we recognize that responsible IT practices are critical to our interactions with customers, partners, and the larger world, as well as to the trust our stakeholders place in us.

### DATA AND PRIVACY



We are a cloud-first organization. Our Qlik Customer Agreement and Data Processing Addendum ensure that our customers can confidently use personal data in their Qlik Cloud tenants, knowing that the Data Processing

Addendum provides the protections required by applicable law. U.S. healthcare customers may also sign a Business Associate Agreement with Qlik to enable them to confidently use Qlik Cloud for their U.S. 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 effectively safeguarding our customers’ data. We encourage employees to report any potential data privacy concerns without fear of retaliation via our dedicated email address, [privacy@qlik.com](mailto:privacy@qlik.com), and we promptly investigate and address all concerns raised.

**To learn more about our efforts to ensure the privacy of personal data, visit [Trust and Privacy on the Qlik website](#).**



### Privacy Program Features

- Policies and controls, such as data retention and access rules
- Regular data privacy and security training
- Qlik Product Privacy Note
- Qlik Privacy and Cookie Notice
- Privacy Champion program to embed privacy across our organization
- Record of data processing articles, following guidance in Article 30 of the GDPR



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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, including financial services, state and local government, and healthcare. Our team continually monitors new security and compliance requirements to ensure Qlik Cloud can be securely and confidently deployed to bring the power of innovation to those industries.

The U.S. public and federal sector represents a key market for Qlik. We continue to invest in achieving certifications and designations to ensure our technology and services meet all relevant government security requirements.

Over the past several years, we have earned a wide range of designations for Qlik Cloud Government, including the Federal Risk and Authorization Management Program’s (FedRAMP) Authority to Operate at the Moderate Impact level (IL) and the Department of Defense IL2 designation.



Qlik has also achieved StateRAMP Moderate Authorization for Qlik Cloud Government. StateRAMP is a critical cloud security attestation modeled after FedRAMP. It is designed to address the technology and compliance requirements of state and local governments and educational organizations. StateRAMP authorization enables all U.S. state and local governments and public educational institutions to confidently use Qlik Cloud for their cloud analytics needs, allowing them to leverage our advanced AI capability while meeting the rigorous security standards set forth by StateRAMP.

### We hold additional certifications and attestations, including:

- **Satisfying U.S. HIPAA requirements** via completing our SOC2 Type 2 + HITRUST Attestation
- **Achieving the Trusted Information Security Assessment Exchange (TISAX®) Standard**, which provides the European automotive industry with a standardized approach to IT systems.





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## SECURITY IN OPERATIONS AND PRODUCT DEVELOPMENT

Qlik is diligent in embedding cybersecurity best practices across the organization, including our internal operations, information security, software development, SaaS operations, and data and AI products. We consistently follow industry standards, including modern open standards, to ensure our users can confidently use our products. When developing our products, we leverage an adaptation of the Scaled Agile Framework as well as industry best practices for quality assurance.

**Our software security team 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 conduct consistent internal monitoring of production environments and product development, we also engage with independent third parties to assess Qlik’s platforms, infrastructure, and applications for potential weaknesses.

Qlik has completed a SOC 2 Type 2 and a SOC 3 assessment, which evaluate the suitability of our product design and the 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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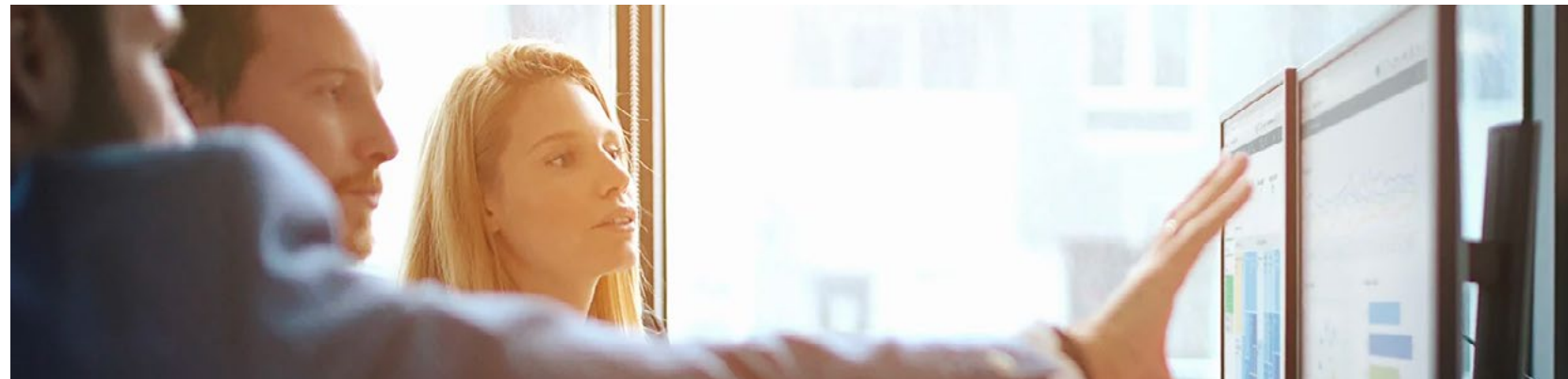
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## DEPLOYING AI PRODUCTS AND SOLUTIONS

These controls, processes, and procedures have gained even greater importance as Qlik continues to deploy AI products and solutions. While customers and partners are eager to embrace the potential of AI, they also contend with concerns related to data ownership and privacy.

Especially as organizations consider deploying external models in their organizations and using more unstructured data, clear policies and controls for AI products and solutions are essential. Qlik has a wide range of policies and procedures in place to ensure development around AI is done safely, securely, transparently, in compliance with applicable laws and regulations, and with the ability to be fully audited.

In 2024, Qlik further deepened our policies and controls around AI, recognizing our opportunities to lead the development of responsible AI practices, including investing in research and forming our AI Council.



### AI policies and controls include:

- **Ongoing monitoring** of global and regional regulations and requirements
- **Built-in lineage and governance** to provide customers full transparency in what data is used, how it was accessed, and how it was processed
- **An established, companywide AI policy**
- **Formal review process** from legal, ethical, and data responsibility standpoints
- **Transparency features** in our offerings to make it clear to users when they are interacting with AI
- **Companywide AI literacy and governance training**





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## AI Governance and Ethics



In 2024, Qlik sponsored a study by TechTarget’s Enterprise Strategy Group to shine a light on the state of responsible AI practices across industries. This research delved into the pressing need for robust ethical frameworks, transparent AI operations, and cross-industry collaboration to navigate the complexities of AI integration into business processes. The findings underscored the urgency for organizations to prioritize responsible AI to not adhere to emerging regulations but also to foster trust and inclusivity in AI-driven innovations.

**In light of the findings, Qlik recognized the imperative of aligning AI technologies with responsible AI principles. Qlik's initiatives are grounded in providing robust data management and analytics capabilities, which are essential for any organization aiming to navigate the complexities of AI responsibly. Qlik underscores the importance of a solid data foundation, which is critical for ensuring transparency, accountability, and fairness in AI applications.**

## TECHTARGET STUDY FINDINGS

97%

of surveyed organizations were actively engaged in AI

99%

faced hurdles in staying compliant with AI regulations and standards

74%

lacked a comprehensive, organization-wide approach to responsible AI

86%

faced challenges with ensuring transparency and explainability in AI systems

74%

rated responsible AI as a top priority

The research also emphasized the broad stakeholder landscape for responsible AI, with IT departments playing a proactive role. That points to the necessity for inclusive and collaborative approaches in ethical AI deployment and governance.

Our commitment to responsible AI extends to our approach to innovation, where ethical considerations are integrated into the development and deployment of its solutions. By focusing on creating intuitive tools that enhance data literacy and governance, Qlik aims to address key challenges identified in the report, such as ensuring AI explainability and managing regulatory compliance effectively.

“ TechTarget’s research echoes our stance that the essence of AI adoption lies beyond technology — it’s about ensuring a solid data foundation for decision-making and innovation. At Qlik, we empower businesses not just to deploy AI but to integrate it meaningfully, aligning with their strategic objectives. This study underscores the importance of responsible AI integration as a catalyst for sustainable and impactful organizational growth.”

**Brendan Grady**

General Manager,  
Analytics Business Unit





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## Qlik's AI Council

Qlik believes that to realize their potential, AI investments must be deployed with the right data strategies. If the data building blocks of AI are not governed properly as it is democratized across the entire workforce, AI could present a serious threat to the efficiency and integrity of business operations.

Qlik embraces our opportunity to positively influence the way leaders and organizations around the world use AI. We seek to help them do so ethically, ensuring they build AI on a foundation of clean, trusted, and governed data that will prevent biased applications. To help us achieve this goal, we established a dedicated AI Council, further embedding leading-edge, ethical AI development at the core of our mission and industry proposition.

Our AI Council is made up of some of the most renowned AI experts from around the world. By convening this distinguished set of advisors, we can also accelerate the responsible development of our AI-driven product portfolio, benefitting from the expertise of some of the world's most prominent AI experts, to help our customers use their data to achieve more significant business outcomes.

### The founding members of the AI Council include:

#### Dr. Rumman Chowdhury

A pioneer in the field of applied algorithmic ethics, and CEO and founder of Humane Intelligence, a tech nonprofit



#### Kelly Forbes

Co-founder and Executive Director of the AI Asia Pacific Institute and an expert in AI governance, public-private dialogue, and government policy



#### Nina Schick

A leading world authority on generative AI, who has advised global leaders including President Biden



#### Michael Bronstein

DeepMind Professor of Artificial Intelligence at the University of Oxford and a serial technology entrepreneur





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## Our Responsible AI Principles

In 2024, Qlik published a set of principles guiding the responsible development and deployment of our technology, available publicly at [qlik.com/us/trust](https://qlik.com/us/trust). This work was led by our AI Committee, an established, cross-functional team that ensures our AI strategy is effective and remains so in this fast-changing landscape, in consultation with the previously described AI Council.

We believe AI can have a positive impact on organizations, industries, and the world. Our strategy is to develop innovative AI products and capabilities with ethical integrity and to enable our customers to embrace the complexity and harness the potential of AI in their organizations. We believe these goals are symbiotic, as AI can only be effectively developed and used with confidence within its ethical foundations.

Our Responsible AI Principles will guide us as we navigate the transformative potential of autonomous agents for workflows and operations. That includes building interconnected, interoperable data ecosystems that enable businesses to uncover new opportunities for growth and innovation. When developed and adopted responsibly, we believe AI can amplify human potential and benefit us all.

### The five principles are:

- 1 Reliability:** We design our products for high performance and availability so customers can safely and securely integrate and analyze data and use it to make informed decisions.
- 2 Observability:** We design our products so customers can understand the lineage, access, and governance of data, analytics, and AI models used to inform answers and automate tasks.
- 3 Customer control:** We believe customers should always remain in control of their data and how their data is used, so we design our products with fine-grain security controls, including down to the row (data) and object level.
- 4 Inclusivity:** We believe diversity, equity, inclusion, and belonging drive innovation and will continue to foster these beliefs through our product design and development.
- 5 Transparency and explainability:** We design our products to make it clear when customers engage with AI. We strive to make clear the data, analysis, limitations, and/or model used to generate AI-driven answers so our customers can make informed decisions on how they use our technology.



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Sustainability is an essential part of Qlik’s core values, and Qlik has had an active program to establish sustainability priorities and achieve targets since 2010.

As part of our sustainability reporting process, we completed an extensive materiality assessment to identify the key environmental, social, economic, and governance topics that concern our stakeholders, impact our world, and drive sustainable, long-term value creation.

We selected potentially material topics by referencing international frameworks such as the GRI Sustainability Reporting Standards. We assessed the degree of relevance of each potential topic 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

We conducted an extensive analysis of the potential topics ranked highly on all three dimensions, followed by detailed discussions with a representative set of Qlik senior management. Based on those efforts, we determined the following categories and topics to be material to Qlik’s sustainability strategy.

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, and Inclusion	Diversity, flexibility, equal opportunity, and non-discrimination Diversity in the technology sector Gender compensation equality
Innovation and 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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# Management Approaches

## EXTERNAL RELATIONS

External relations are crucial to the communities where Qlik operates, as well as to its employees, customers, and partners. Maintaining consistent and transparent communication is key to helping Qlik create long-term value for all stakeholders impacted by the company's activities. The Chief Marketing Officer is responsible for overseeing stakeholder engagement initiatives and partners with the VP of Sustainability 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 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 of Sustainability, in partnership with Qlik for All Ambassadors, Employee Resource Groups (ERGs), Culture & Talent, and the Qlik Legal Department.



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## INNOVATION AND THOUGHT 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 Chief Operating 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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# SASB Metrics

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE
Environmental footprint of hardware infrastructure	(1) Total energy consumed (2) % grid (3) % renewable	GJ/MWh	See “Protecting Our Planet, Energy and Emissions” on <a href="#">page 25</a> .
	(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 and analysis	See “Protecting Our Planet, Data Center Consolidation” on <a href="#">page 26</a> .
Data privacy and freedom of expression	Description of policies for behavioral advertising and user privacy	Discussion and analysis	We are not an advertising technology company; therefore, our use of advertising is primarily limited to standard lead generation activities, which are consistent with the practices of most enterprise software companies.
	Number of users whose information is used for secondary purposes	Number	We are not an advertising technology company; therefore, our use of advertising is primarily limited to standard lead generation activities, which are consistent with the practices of 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 and 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 and 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 <a href="https://qlik.com/us/trust">qlik.com/us/trust</a> .



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TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE																															
Recruiting and Managing a Global, Diverse and 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 80% and 82% throughout 2024.																															
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Percentage (%)	<p><b>Gender</b></p> <p><b>Directors and Above</b></p> <table border="1"> <tr> <td>Female: 25%</td> <td>Male: 75%</td> <td>Not Disclosed: Less than 1%</td> </tr> </table> <p><b>Managers</b></p> <table border="1"> <tr> <td>Female: 30%</td> <td>Male: 70%</td> <td>Not Disclosed: Less than 1%</td> </tr> </table> <p><b>Non-Managers</b></p> <table border="1"> <tr> <td>Female: 29%</td> <td>Male: 69%</td> <td>Not Disclosed: 2%</td> </tr> </table> <p><b>Technical Staff</b></p> <table border="1"> <tr> <td>Female: 24%</td> <td>Male: 74%</td> <td>Not Disclosed: 2%</td> </tr> </table> <p><b>Racial / Ethnic Group Representation</b></p> <p><b>Directors and Above</b></p> <table border="1"> <tr> <td>Asian: 13%</td> <td>Black: 1%</td> <td>Hispanic/Latino: 1%</td> <td>White: 77%</td> <td>Other/Not Disclosed: 8%</td> </tr> </table> <p><b>Managers</b></p> <table border="1"> <tr> <td>Asian: 10%</td> <td>Black: 3%</td> <td>Hispanic/Latino: 3%</td> <td>White: 68%</td> <td>Other/Not Disclosed: 16%</td> </tr> </table> <p><b>Non-Managers</b></p> <table border="1"> <tr> <td>Asian: 16%</td> <td>Black: 4%</td> <td>Hispanic/Latino: 4%</td> <td>White: 60%</td> <td>Other/Not Disclosed: 16%</td> </tr> </table> <p><b>Technical Staff</b></p> <table border="1"> <tr> <td>Asian: 23%</td> <td>Black: 6%</td> <td>Hispanic/Latino: 3%</td> <td>White: 52%</td> <td>Other/Not Disclosed: 16%</td> </tr> </table>	Female: 25%	Male: 75%	Not Disclosed: Less than 1%	Female: 30%	Male: 70%	Not Disclosed: Less than 1%	Female: 29%	Male: 69%	Not Disclosed: 2%	Female: 24%	Male: 74%	Not Disclosed: 2%	Asian: 13%	Black: 1%	Hispanic/Latino: 1%	White: 77%	Other/Not Disclosed: 8%	Asian: 10%	Black: 3%	Hispanic/Latino: 3%	White: 68%	Other/Not Disclosed: 16%	Asian: 16%	Black: 4%	Hispanic/Latino: 4%	White: 60%	Other/Not Disclosed: 16%	Asian: 23%	Black: 6%	Hispanic/Latino: 3%	White: 52%
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TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE
Intellectual Property Protection and 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 each layer. The service disruptions and downtime can be found at: <a href="https://status.qlikcloud.com">https://status.qlikcloud.com</a> .
	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 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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# GRI Content Index



2025

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 2024 to 31 December 2024.
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
<b>General Disclosures</b>	
<b>GRI 2: General Disclosures 2021</b>	
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 24 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, 2024, and published annually.  Julie Kae VP Sustainability and DEIB, Executive Director of Qlik.org <a href="mailto:Julie.Kae@qlik.com">Julie.Kae@qlik.com</a>



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2-4 Restatements of information	None.
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>At the end of 2024 we had over 3,150 employees globally, more than 40,000 customers, and were active in more than 100 countries.</p> <p>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. 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 “About Qlik” on <a href="#">page 5</a>.</p> <p>See “Advancing With Integrity” on <a href="#">page 48</a>.</p>
2-7 Employees	See “Empowering Our People” on <a href="#">page 11</a> .
2-8 Workers who are not employees	See “Qlik’s Workforce” on <a href="#">page 13</a> .
2-9 Governance structure and composition	<a href="http://www.qlik.com/us/company/leadership">www.qlik.com/us/company/leadership</a>
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, which 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 determine 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 “Protecting Our Planet” on <a href="#">page 23</a> .
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 principle.  See “Advancing With Integrity” on <a href="#">page 48</a> . See “Deploying AI Products and Solutions” on <a href="#">page 53</a> .
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 remediating negative impacts where identified, thoughtfully engaging in dialogue with stakeholders with grievances, and involving 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.
2-26 Mechanisms for seeking advice and raising concerns	Critical concerns raised by customers, employees, or other stakeholders 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.



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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 Boston College Center for Corporate Citizenship 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.

<b>Material Topics</b>	
<b>GRI 3: Material Topics 2021</b>	
3-1 Process to determine material topics	The data presented here represents Qlik in its entirety at the end of 2024. 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 57. See "Management Approaches" on <a href="#">pages 58 – 59</a> .
3-2 List of material topics	See "About This Report" on page 57.



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## INNOVATION AND THOUGHT LEADERSHIP

<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	See “Management Approaches” on <a href="#">pages 58 – 59</a> .
<b>Company-Specific (Non-GRI) Disclosures</b>	
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 <a href="#">page 6</a> for more information.

## CUSTOMER VALUE

<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	See “Management Approaches” on <a href="#">pages 58 – 59</a> .
<b>Company-Specific (Non-GRI) Disclosures</b>	
Customer Perception of Product Value	See “Supporting Customers in Their Net Zero Journeys” on <a href="#">page 28</a> . See “Evolving Our Technology” on <a href="#">page 40</a> .
Digitalization	See “Our Partner Ecosystem” on <a href="#">page 45</a> .

## RESPONSIBLE IT PRACTICES

<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	See “Management Approaches” on <a href="#">pages 58 – 59</a> .
<b>GRI 418: Customer Privacy 2016</b>	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	See “Responsible IT Practices” on <a href="#">page 50</a> .
<b>Company-Specific (Non-GRI) Disclosures</b>	
IT Infrastructure and Resilience	See “Responsible IT Practices” on <a href="#">page 50</a> .

## RESPONSIBLE BUSINESS PRACTICES

<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	See “Management Approaches” on <a href="#">pages 58 – 59</a> .
<b>Former GRI 419: Socioeconomic Compliance 2016</b>	
419-1 Sanctions Concerning Non-Compliance	In 2024, there were no sanctions levied against Qlik for non-compliance with any laws.



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## DIVERSITY, EQUITY, AND INCLUSION

<b>GRI 3: Material Topics 2021</b>						
3-3 Management of material topics		See “Management Approaches” on <a href="#">pages 58 – 59</a> .				
<b>GRI 405: Diversity and Equal Opportunity 2016</b>						
405-1 Diversity of governance bodies and employees		<b>Gender</b>				
		<b>Directors and Above</b>				
		Female: 25%	Male: 75%	Not Disclosed: Less than 1%		
		<b>Managers</b>				
		Female: 30%	Male: 70%	Not Disclosed: Less than 1%		
		<b>Non-Managers</b>				
		Female: 29%	Male: 69%	Not Disclosed: 2%		
		<b>Technical Staff</b>				
		Female: 24%	Male: 74%	Not Disclosed: 2%		
		<b>Racial / Ethnic Group Representation</b>				
		<b>Directors and Above</b>				
		Asian: 13%	Black: 1%	Hispanic/Latino: 1%	White: 77%	Other/Not Disclosed: 8%
		<b>Managers</b>				
		Asian: 10%	Black: 3%	Hispanic/Latino: 3%	White: 68%	Other/Not Disclosed: 16%
		<b>Non-Managers</b>				
		Asian: 16%	Black: 4%	Hispanic/Latino: 4%	White: 60%	Other/Not Disclosed: 16%
		<b>Technical Staff</b>				
		Asian: 23%	Black: 6%	Hispanic/Latino: 3%	White: 52%	Other/Not Disclosed: 16%
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.				
<b>GRI 406: Non-Discrimination 2016</b>						
406-1 Incidents of discrimination and corrective actions taken		Qlik, a privately held entity, treats this data as confidential company information.				



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## TALENT MANAGEMENT

<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	See “Management Approaches” on <a href="#">pages 58 – 59</a> .
<b>GRI 404: Training and Education 2016</b>	
404-1 Average hours of training per year per employee	See “The Qlik Code of Business Conduct” on <a href="#">page 48</a> . See “Qlik’s Workforce” on <a href="#">page 13</a> .
404-2 Programs for upgrading employee skills and transition assistance programs	See “Learning and Development” on <a href="#">page 17</a> .
404-3 Percentage of employees receiving regular performance and career development reviews	See “Learning and Development” on <a href="#">page 17</a> .

## EXTERNAL RELATIONS

<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	See “Management Approaches” on <a href="#">pages 58 – 59</a> .
<b>GRI 413: Local Communities 2016</b>	
413-1 Operations with local community engagement, impact assessments, and development programs	See “Supporting Our Communities” on <a href="#">pages 31 – 39</a> .
<b>GRI 203: Indirect Economic Impacts 2016</b>	
203-1 Infrastructure investments and services supported	See “Supporting Our Communities” on <a href="#">pages 31 – 39</a> .

## ENVIRONMENTAL STEWARDSHIP

<b>GRI 3: Material Topics 2021</b>	
3-3 Management of material topics	See “Management Approaches” on <a href="#">pages 58 – 59</a> .
<b>GRI 302: Energy 2016</b>	
302-1 Energy consumption within the organization	See “Energy and Emissions” on <a href="#">page 25</a> .
<b>GRI 305: Emissions 2016</b>	
305-2 Energy indirect (Scope 2) GHG emissions	See “Energy and Emissions” on <a href="#">page 25</a> .



## About Qlik

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.

[qlik.com](https://qlik.com)