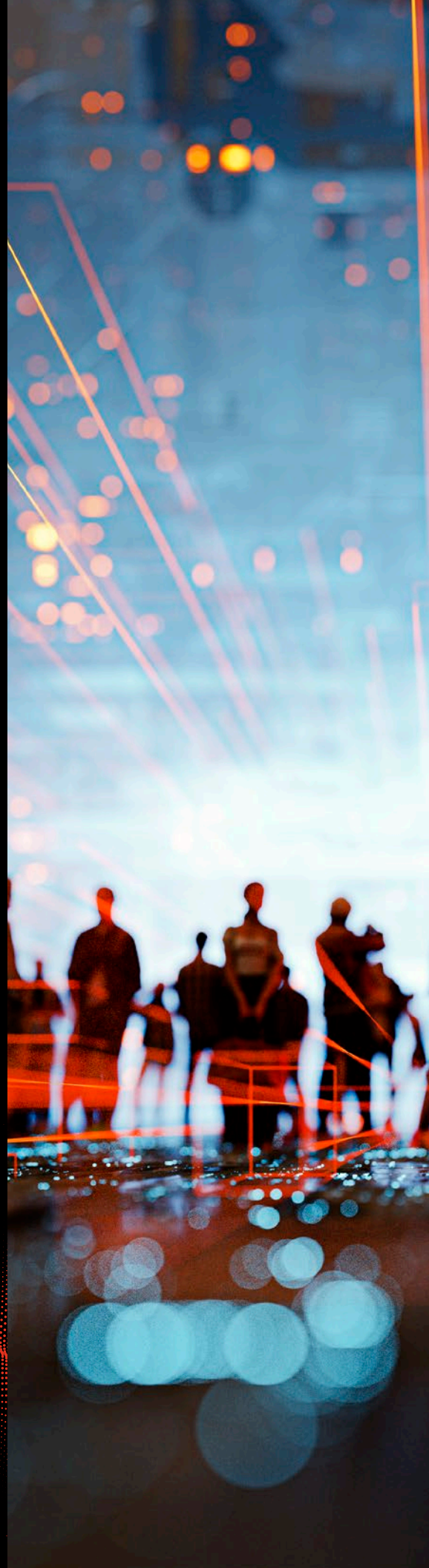




PLANVIEW INTERNATIONAL AB SUSTAINABILITY REPORT 2022



INTRODUCTION

Planview is the global provider of a market-leading platform for connected work, from portfolio planning to delivery. We are a trusted and proven partner for more than 4,500 customers and 2.6 million users, including 59 of the Fortune 100.

The comprehensive Planview platform and enterprise success model enable our customers to transform at the speed of opportunity and deliver competitive products, services, and customer experiences, thereby streamlining the utilization of resources. We develop, sell, and support software our customers use to connect their business from ideas to impact. And we take pride in being a recognized innovator and industry leader.

Our platform comprises six primary solutions: Value Stream Management, Product Portfolio Management, Professional Services Automation, Strategic Portfolio Management, Project Portfolio Management, and Enterprise Agile Planning.

Building the future of connected work

At Planview, we understand the strength of an enterprise depends on the connections between its component parts, between:

- Teams and Plans
- Ideas and Impact
- Opportunities and Value

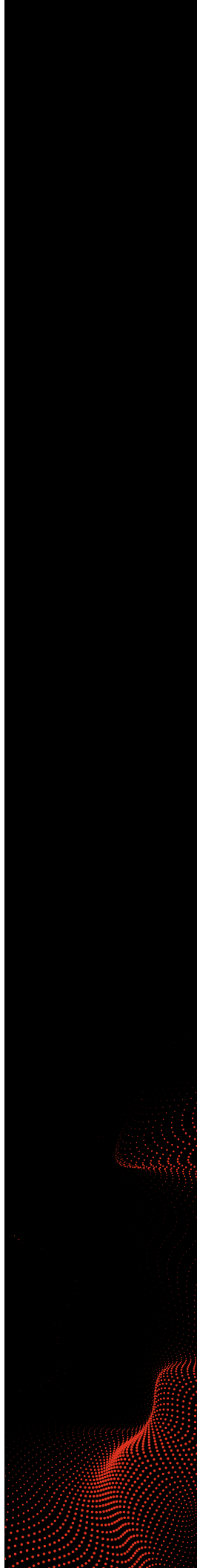
This truth drives our unflinching focus on a single mission: To build the future of connected work.

The comprehensive Planview platform enables our customers to accelerate transformation, improving time-to-value and predictability, increasing efficiency to unlock capacity, and de-risking their strategic bets. This is how we are building the future of connected work.

Being a widespread organization - with employees in 15 countries and customers across the globe - generates a need for both internal and external availability of advanced support. Our solutions apply to any business, meaning our customers are found in all industries, including private and public companies. This generates a high volume of customer support requests. In 2022, our cross-functional Capability and Innovation Center in Bangalore, India, was further developed to meet our customers' changing needs.

Sustainability at Planview

Sustainability is an integral part of the everyday business at Planview. For us, sustainability is about being a trustworthy partner and about contributing to positive impact creation around our business. The world around us is ever-changing. As companies strive to differentiate, survive, thrive, and disrupt their markets, they also drive increased demand for more sustainable solutions. We are proud to contribute to our customers' ability to adapt, be agile, and transform to the needs of a fast-changing market through our digital, sustainable solutions.



MATERIAL SUSTAINABILITY ASPECTS AND MANAGEMENT FRAMEWORK

Planview's sustainability strategy has been developed to deliver on our company values – we take our mission seriously, we build together, we do the right thing, we value our differences, and we strengthen connections – and to align with the company business strategy. In doing so, we enable sustainable value creation for our customers, suppliers, and communities.

The foundation of Planview's sustainability work is our company values:

- We Take **OUR MISSION** (But Not Ourselves) Seriously. We are passionate about building the future and helping our customers succeed. And we create the space to be yourself, every step of the way.
- We **BUILD TOGETHER**. We continuously innovate and pursue new ideas that are worthy of our teams and customers. We learn and explore together – and when things don't go as planned, we have each other's backs.
- We **DO THE RIGHT THING**. We put people first and do what we say we're going to do. Even when it isn't easy.
- We **VALUE OUR DIFFERENCES**. We champion diverse perspectives, shared belonging, and uncompromising respect for each other. We believe diversity, equity, and inclusion are foundational to our ability to thrive.
- We **STRENGTHEN CONNECTIONS**. We believe anything's possible when people work together on the things that matter most. We break down silos and collaborate fearlessly across levels, functions, and borders.

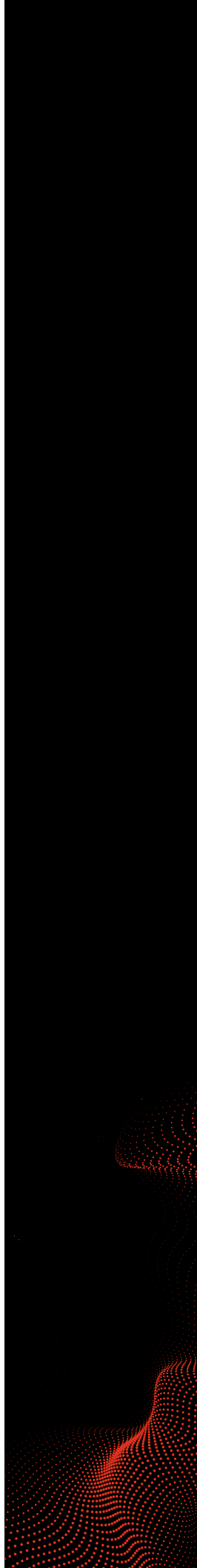
A key contributor to long-term sustainable value creation is awareness of the positive and negative impacts we cause. Through close and continuous dialogues with our stakeholders, along with an analysis of industry expectations, we have identified and kept track of the areas where we have a significant impact. Additionally, we have internal processes to monitor and follow up on our sustainability work, including our management team, when needed.

Planview's sustainability strategy focuses on the following:

**Privacy and
information security**

**Workplace
sustainability**

**Ethical business
conduct**



PRIVACY AND INFORMATION SECURITY

Privacy and information security constitute the core of Planview's business. The foundation of Planview's customer relationships is trust, and by securing a safe environment, we can build and keep trust among the users of our solutions.

Being a global enterprise software company means we are taking care of businesses' confidential data, such as information about enterprise planning and ongoing projects. Our work with information security is twofold; it must meet all legal and regulatory requirements, and it must build and maintain customer trust.

Customer data

Protecting customer data is our utmost responsibility; delivering information security is how we create customer trust. Planview has a well-developed cybersecurity program and strategy where role-based access ensures that data is accessed only by those who need it. All customer data is classified as sensitive and encrypted to ensure safety.

The work is guided by Planview's cybersecurity mission statement – to deliver and maintain a world-class cyber security program aligned to Planview's threat landscape that best protects customer and Planview data, our systems, and our reputation. We also have a documented privacy statement that describes the various types of personal data and personal identifiable information we process and how we protect it.

Training and defense

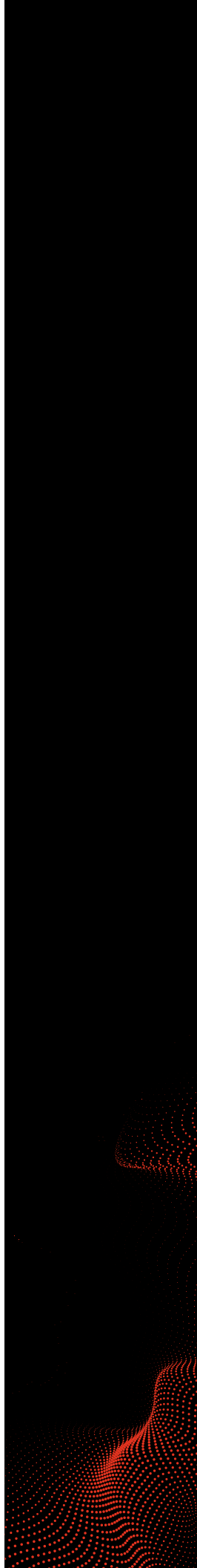
A central part of the security work at Planview is being ready to defend against threats such as cyber-attacks or viruses. Planview has a digital employee training platform that serves to educate all employees and contractors in security and privacy awareness.

Every new hire completes a security and privacy course and repeats a similar training yearly. We also arrange simulation-based trainings focusing on phishing. The overall training program at Planview consists of both "on-the-job training" and formal training. In 2022, 100% of our employees completed our security and privacy awareness training.

Mitigating disruptions and errors through consequent system, application, and service monitoring is how we work proactively with information security. If, despite our proactive efforts, the unforeseen does happen, we are prepared to respond quickly and effectively. We have partnered with market-leading solution providers to ensure backups are maintained and ready if necessary. Regular security boot camps and tabletop exercises are performed to keep the staff proficient and ready.

Legal compliance

Meeting legal requirements and keeping up with industry best practices is crucial for Planview's business. Our Data Privacy Officer (DPO) is responsible for ensuring that the business meets stakeholder requirements and that the company is privacy compliant. Several certificates strengthen our compliance. Our Information Security Management System (ISMS) is ISO/IEC 27001:2013 certified, and our Privacy Management Program is ISO/IEC 27701:2019 certified.



WORKPLACE SUSTAINABILITY

With approximately 1,300 employees around the globe, the people at Planview are our most valued asset. Our workplace sustainability commitment is about offering our employees fair work and equal treatment. We work hard to ensure that our employees feel respected and are given equal opportunities.

Workforce

At Planview, a sustainable workforce is achieved through empathy for our employees, ensuring conditions for a safe and healthy workplace, and creating a learning and inclusive environment that builds our company culture, locally and globally. Planview encourages and supports our employees in adopting a healthy lifestyle, recognizing that each employee is ultimately responsible for their health and safety.

The foundation of Planview’s sustainable workforce is our Employee Handbook. It serves as a source of reference and a means of communication, and it is a vital part of the onboarding process for all Planview employees. The Employee Handbook provides information about employment and working conditions, employee benefits, the company culture, business conduct, and relevant policies and procedures. The Employee Handbook rests on Planview’s company vision, mission, and values and represents our work at Planview. All new employees complete a review of the Handbook as part of their onboarding.

As part of our work to maintain a sustainable workforce, we have routines in place for consulting with our employees on matters affecting their health and safety. Using a performance management solution that allows for regular and close interaction between employees is how we create effective managers and engaged employees. Our company philosophy is that everybody should be encouraged to show appreciation to other employees. Our company values are incorporated into our solutions to ensure that we practice what we believe.

We also recognize the importance of showing employees that their feedback matters. We use an engagement survey feature to measure employees’ commitment, motivation, sense of purpose, and passion for their work and Planview. Thoughtfully leveraging this feedback can result in higher retention rates, improved productivity, and increased morale.

The Engagement Survey is conducted annually. In 2022 the Engagement Survey score increased by 2.28 points, from 69.78 to 72.06. The employee engagement survey also highlighted a few development areas, such as continuing to strengthen employee recognition and goal support. Both areas are essential drivers of employee engagement and something we will continue to focus on during 2023.

34%

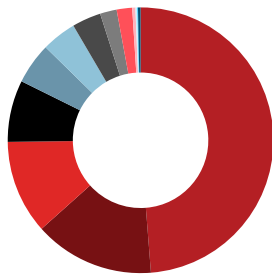
Percentage of female employees

36%

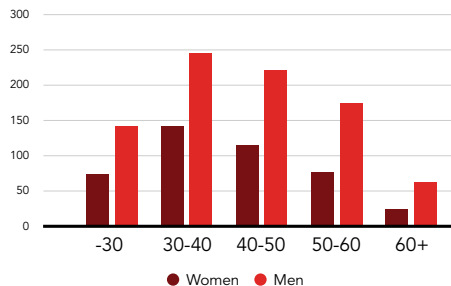
Percentage of women in management positions

Global Employee Distribution

- United States
- India
- Canada
- Sweden
- United Kingdom
- Israel
- Germany
- Australia
- France
- Singapore
- Italy
- Norway
- Netherlands



Employee Age Distribution



Working environment

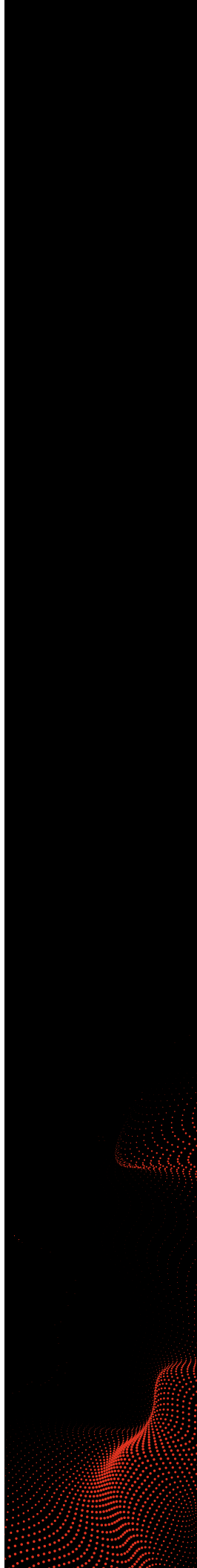
A key enabler for a healthy workforce is a well-functioning work environment. That is why we take all reasonable steps to adequately control the health and safety risks arising from our work activities, provide and maintain safe plant and equipment, ensure safe handling and use of substances, and provide information, instructions, and supervision for all employees.

Our company structure of teams collaborating and operating in different global areas is both challenging and advantageous at the same time. Planview employees are used to working across multiple geographical locations and time zones. Some even have their closest manager in another country, naturally creating a mix of remote work and office work. This way of working has been adapted and developed over many years. To ensure an excellent social culture despite a lot of remote work, we offer local events and gatherings to our people.

Governance

As a globally distributed company, we have built a matrix organization where all employees are enabled and encouraged to work across borders. In this way, we have used our sharpest competencies throughout the organization. For example, our onboarding activities are managed weekly because we share and integrate this structure between our regions.

We have three centers of excellence where we run the talent acquisition and management work for all of Planview. We have a Chief People Officer, who, together with the centers of excellence, constitutes executing bodies. There are local managers in each region who understand the local culture and laws and can ensure conscientious business practices and policies. These managers report to the executing bodies.



ETHICAL BUSINESS CONDUCT

An open and ethical business culture is essential for Planview's business, especially for building and upholding customer trust. We believe that business should be conducted honestly, fairly, and with respect for people, their dignity, and their rights. In line with these beliefs, we aim to treat people with equality, fairness, and respect, with no partiality due to favoritism or self-interest. We do not tolerate discrimination in any form.

We strive to maintain a welcoming and inclusive work environment where honesty and clear communication are expected. Our dealings and activities will always stand up to critical scrutiny if this is how we work.

As a global vendor delivering services to 25 countries and with users of our software located around the world, knowledge of and adherence to various legal requirements and cultural stakeholder expectations is crucial for our business. In our daily work, we face requirements for compliance with international standards and industry-specific guidelines. We collaborate with local external law firms in our markets to ensure compliance.

When there is an opportunity to enter a new market, we conduct a thorough legal and ethical assessment of the market. This helps us determine how the market aligns with our business values and requirements and is foundational in our decision to enter a market.

The management team at Planview carries the ultimate responsibility for deciding on the sustainability strategy and processes, strongly supported by the sustainability team. The sustainability team at Planview reports regularly to the management team on sustainability progress and performance. Planview adheres to international standards and guidelines such as the UN Global Compact, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Companies.

Planview policy framework

Planview's responsibilities and ethical commitments are described in our framework of policies. The Planview policy framework, included in our Employee Handbook, is the foundation of how we conduct business, and acknowledgment and commitment to it are mandatory for all employees. It describes our company responsibilities and the way we conduct our daily business.

The policy framework at Planview contains regulations on anti-bribery and corruption, equal opportunities and diversity, bullying and discrimination, privacy, environment, health and safety, work environment, modern slavery, and child labor.

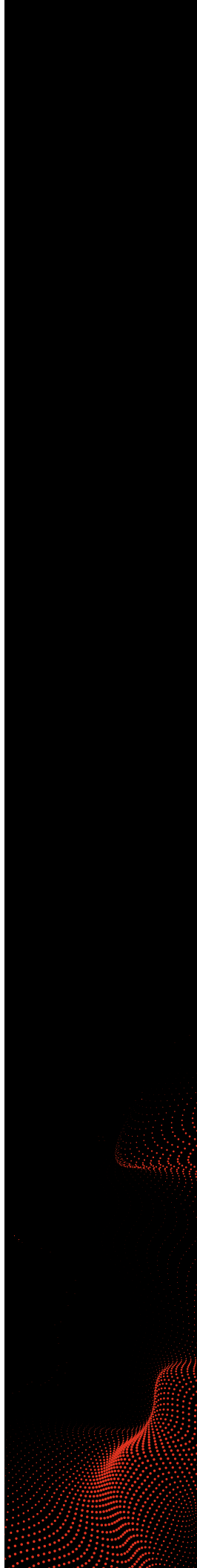
The policy framework is reviewed and reapproved annually. When the need to update arises, e.g., internal structural changes, or new outside requirements, the policies are revised and up for reapproval.

People

Inclusion and equal opportunities are characteristic of how we work with our employees. Planview is committed to maintaining a work environment free from victimization, harassment, bullying, and discrimination. No employee or prospective employee will be discriminated against based on sex, marital status, disability, age, color, religion, or race.

We work hard to provide a work environment that is physically, psychologically, and socially sound and rewarding for all employees, with safe and healthy working conditions and where the risk of work-related injuries or ill health is prevented.

Diversity is encouraged companywide, with a specific commitment to supporting several Employee Resource Groups (ERGs). ERGs are voluntary, employee-led groups that foster a diverse, inclusive workplace aligned with Planview's organizational goals.



Privacy

Protecting the personal identifiable information of our employees, as well as our customers, is critical for our business. To ensure this, we have detailed policies and instructions in place.

Environment

Our commitment to protecting the environment is regulated in our environmental policy, where we commit to minimize our impact and, where possible, improve the environment for our employees, customers, and communities. This is mainly done through minimizing one-use consumables, recycling, and having our office managers continually look at ways to reduce waste (e.g., food and paper).

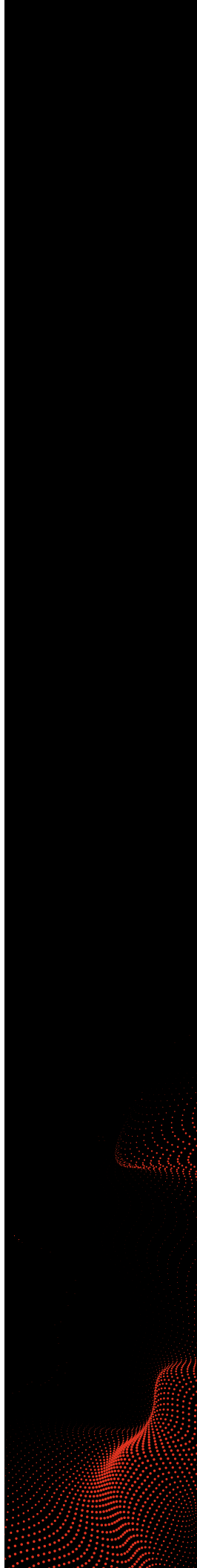
At the same time, our services and solutions also indirectly positively affect the environment. We make it possible for remote teams to be productive and deliver on strategy, reducing the need for commuting and business travel and thereby limiting the adverse environmental effects of transportation.

Community

The role Planview plays in communities worldwide – and the value created from that role – has great importance for all our relationships.

We take a clear stand against several harmful practices, such as bribery and corruption, where we have a zero-tolerance policy. Planview is committed to good corporate citizenship and ensuring no modern slavery or human trafficking in any part of our business. We prohibit child labor and forced or compulsory labor in all our units.

Our “Force for Good” initiative has been created to support initiatives and commitments for homelessness, poverty, starvation, life-limiting illnesses, learning disabilities, ocean protection, and making a better world for children. We honor and support community engagements by participating in numerous community activities and providing matching funds for deserving charities. We encourage our employees to be active in volunteering activities.



RISK MANAGEMENT

Identifying and managing risks is a fundamental part of our sustainability work. As an ISO 27001-certified organization, Planview has a strong governance, risk, and compliance focus in information security and other critical areas. Risks that affect us may also have implications for our customers and users. Inadequate handling of such risks may damage the business directly through the risk itself or indirectly through an uncertain and potentially negative company image.

To ensure a consistent approach to risk management, Planview has established a Risk Management Policy where the regulations and standards we are subject to are described in detail. Planview performs internal risk assessments annually and acknowledges the importance of risk management being an ongoing process throughout the company.

Risk management is implemented in all our business processes. All identified risks are cataloged in a risk registry, and treatment plans are developed. The company's Security Steering Committee regularly reviews the risk registry. Planview also provides support services that ensure customers can report security breaches, incidents, or other issues smoothly.

The most prominent risks for Planview are those connected to our offering. Acting in a wholly digital, cloud-based environment, there are threats of external breaches, viruses, or attacks. To prevent such risk, Planview has an extensive data security department solely committed to protecting the business from outside threats.

To prevent bribery and corruption risks, Planview provides training to all employees as part of their onboarding activities. In addition, we offer specific trainings in local operations based on local regulations, practices, and needs, such as needs related to the work environment.

Beyond risk assessment, other preventive measures should be taken to secure good business. Many strategic choices are made daily in Planview's business, and keeping updated on regulatory and other changes, such as regular meetups with local lawyers, legal update routines, and securing a constant newsfeed within the field, are ways always to be prepared.

Further, risks are minimized by centralizing within the different areas of the world, e.g., by choosing suppliers in Europe for our European customers, suppliers in America for our American customers, and so on. The risks of becoming noncompliant with rules and regulations are lessened through such work. Risks are most likely to be different between different countries or continents, even as there are also risks that have an effect worldwide, which is why Planview's risk management work is conducted locally and globally.

ABOUT THE SUSTAINABILITY REPORT

Planview International AB ("Planview" or "the Group") consists of several legal entities distributed globally in the US, EMEA, and APAC. The headquarters is located in Austin, Texas. The Group is organized horizontally in that software development, sales, professional services, and administrative work are performed from various locations. The Group's chief executives are US-based, and the second executives are based in all geographical areas. The Governance Risk Management function is centralized at the Group level.

Planview's Sustainability Report has been prepared in line with the Swedish Annual Accounts Act. However, the information in the Sustainability Report should not be seen as specific to Sweden but as representative of the whole Group. The Sustainability Report aims to manage our sustainability impacts, risks, and opportunities and describe Planview's sustainability strategy, priorities, and performance and how we work to meet the sustainability-related expectations placed upon us by our key stakeholders. For questions regarding the Sustainability Report, please get in touch with planviewlegal@planview.com.