



Trinity Software Center

ESG Report

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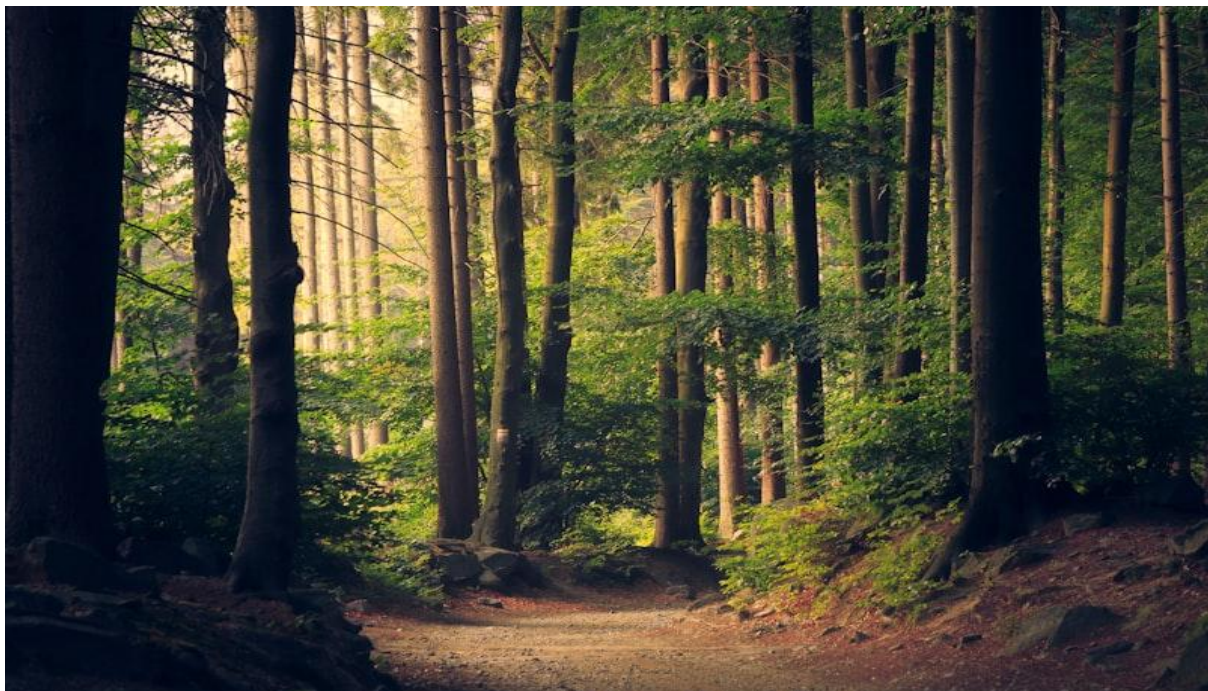


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Introduction

1. Introduction

The EU SSME framework is currently a voluntary standard and is expected to be the primary guideline for CSR reporting in the recommended years. This report was prepared using the ESG-4-MKB.eu reporting tool. VSME data points and scores have been added where we deem this relevant to our company. UN Sustainable Development Goals (SDGs) have also been added where we deem this relevant. Furthermore, the report provides a self-assessment score per topic with 1 to 4 stars. An explanation is provided for this self-assessment. We have included which topics within the themes E (environment), S (social), and G (governance) are of importance to our company and its stakeholders, and this report therefore relates to that selection.

1.1. General introduction

Subsidiaries

Skuuni, a school management software package (SaaS) for West Africa.

[SKUUNI | A simple and robust school management system for primary schools in West Africa.](#)

It is registered as a separate BV, but operates under one roof.

Legal form

Ltd in Ghana / BV in the Netherlands

NACE sector classification code(s)

62.01 Software Development

Revenue

155,000 EUR

Number of employees (persons) and FTE

25

Where are our business premises located / where do we work? Places of residence

Headquarters: Kumasi Kotei

Branch offices: Tantra Hills Accra and Veenendaal, Netherlands.

We already hold certificates from Corporate Social Responsibility (CSR) labels, namely:

No

Products and services

Web applications and apps

International virtual scrum teams

Data engineering teams

Secure hosting

Sales markets

We focus on the Ghanaian and EU markets, with marketing in the EU generating approximately 80% of our revenue.

SKUUNI.com is also active in Ghana, a SaaS solution for school management in West Africa.

Type of customers

Skuuni SAAS provides services to private primary and secondary schools in Ghana.

We supply Scrum teams to IT companies in Europe (software/data science companies).

In addition, we frequently provide our services to social enterprises and NGOs worldwide that share our values.

1.2. Business strategy

Describe the key elements of your business strategy

We are a social enterprise and we actively recruit young software developers and data engineers who have recently graduated from university and who generally come from humble African families. With our highly motivated and well-qualified staff, we are consolidating our position in the Ghanaian and Dutch markets with the following key elements:

- Strict quality processes and compliance with Ghanaian and EU laws and regulations (legal control)
- Training a number of certified software testers for our scrum teams
- Launch of the AI center of excellence, where we are developing best practices for the use of AI in our business processes with a team of experienced developers.
- Anchoring our ESG profiling.
- Growth of the company in revenue and personnel.

1.3. Sustainability strategy

Which topics have a major impact on your company?

While preparing our first ESG report for 2024, we noticed that we are already doing well in many areas. In particular, the "S" for Social and the "G" for Governance are well organized, as these topics are very important to us as a fair trade software company. In 2025, we took the next step to document our good practices in policy documents that we can share with our employees, customers, and other stakeholders.

For example, the CBI (the Dutch government's Centre for Import Promotion), which invited us to participate in their program supporting IT companies from Ghana accessing the EU market, has encouraged us to be more explicit about our CSR practices and to share them on our website.

Describe the key topics of your Corporate Social Responsibility policy.

In terms of the "E" of ESG, we see little impact for our company and do not have a major impact on the environment. However, we do plan to take more action to reduce energy consumption and waste production, for example by recycling hardware.

The sustainability of data centers where our customers want to host their software is a complex issue. We want to investigate how we can more proactively recommend green data centers with a low carbon footprint. The active use of AI in our work is essential in this regard.

Social: We are a social enterprise, a fair trade software company. It is very important to us that our personnel policy reflects our mission: providing high-quality jobs to young IT professionals from average or underprivileged families. We strive for excellent employment conditions and offer a range of extras in addition to the guidelines for SMEs.

Governance: we are also convinced that there are many risks in the IT sector and that having solid management and governance frameworks is an absolute prerequisite for us.

For which topics does your company have a major impact on its environment?

We want to help our customers achieve their ESG objectives by partnering with a fair trade software company from Ghana.

We partner with the Maxim Nyansa Foundation, a charity that trains young people in West Africa in IT. Our employees regularly volunteer as trainers during Maxim Nyansa bootcamps. We typically offer them the opportunity to do this as part of their work for Trinity. This partnership also provides us with the opportunity to recruit new developers.

How is the implementation of the Corporate Social Responsibility policy organized?

We actively share our CSR policy document with our employees, the CBI program, and our customers. We publish the policy document and this ESG report on our website.

Our social DNA is also an active and integrated part of our marketing strategy.

Has a Corporate Social Responsibility policy been published?

We plan to publish our 2025 CSR policy and this ESG report on our new website in the course of 2026.

2. E- Environment

2.1. Climate

We had the following goals this year:

Switch to energy-efficient appliances.
Encourage environmentally friendly hosting in green data centers.
Limit the number of flights between the Netherlands and Ghana

Our story:

We are a fair trade software company, and although our production facility is based in Ghana, most of our customers are located in the Netherlands, including our sales director. This means that we have to travel regularly to meet. With a distance of 7,000 km, long-haul flights are necessary.

As an IT company, we use computers and host data, which all consumes energy, but not much. Nevertheless, we want to investigate how we can reduce that energy consumption.

This is what we planned to do this year

Calculate our carbon footprint

Our objective:

Reduce our CO2 emissions by 25% by taking the necessary measures.

We expect our company to grow and our board members to travel to the Netherlands more frequently, causing our CO2 emissions per flight to increase.

The same applies to our AI activities. Both the use of AI agents and the provision of AI services will lead to increased energy emissions.

Action points:

- Plan our flights carefully
- Check which appliances are more energy-efficient.

We have not yet been able to make a CO2 calculation, but have limited the number of flights to

- 4 flights from developers to clients in the Netherlands
- 1 flight from CTO to the Netherlands
- 1 flight from sales director to Ghana.

Add a commentary based on the above scores.

Climate change is now part of our CSR policy document.

Data points

No KPI established yet		
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2.2 . Pollution

We had the following goals this year:

To investigate where we reduce pollution and to identify action points for the first time.

Our story:

We have an office, and our employees also work partly from home. We use all our resources frugally. However, until now, we had not really thought about pollution, so we decided to investigate how we contribute to pollution and what we can do to improve this. That is why we have included this topic in our 2025-2026 CSR policy document.

This is what we planned:

Reduce our daily plastic waste and investigate where we can reduce our electronic waste production.

Our objective:

Reduce plastic waste.

Action points:

- Replace water sachets with dispensers for the sprayer. This has not yet happened in 2025.

Data points

No KPI yet		
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2.3. Water

Why is this topic not important to our company?

We have no business activities that harm nature. We rent an office with a garden in a residential area.

2.4. Circular economy

We had the following goals this year:

As a company that makes extensive use of electronics, we want to explore whether we can make use of second-hand (refurbished) laptops.

Our story:

We regularly buy high-quality laptops and monitors

This is what we were planning:

Research into the purchase and sale of used electronics.

Our objective:

Ensure a more circular approach for our electronics.

Action points:

- Exploring the procurement and recycling of hardware with Maxim Nyansa. This has not yet happened in 2025.

Data points:

No KPI yet

3. S - social

3.1. Own staff

We had the following goals this year:

To hire more women within the company.

We do a lot for our employees, both in terms of training and resolving family problems, etc. We have now decided to incorporate these working methods into policy documents.

- career development and training
- MT roles
- Salary scales
- Complaints

Our story:

We are a social enterprise and provide work for approximately 25 young engineers who, in principle, come from simple or poor families. We give them opportunities that are normally only available to people from wealthy or middle-class families in an African country. We want to take good care of them. After all, we ourselves come from very modest families in small villages and know how difficult that is.

This is what we planned last year:

- Hire more women
- Ensure that our policy documents are ready regarding our HR policy

Our goals:

- Set our diversity policy in motion.
- Complete our HR policy
- Have access to an up-to-date learning environment

Action points:

- Recruit more women as engineers in particular
- Run our AI learning program
- Check our HR policy regularly.

All these points were successful.

Rate your own company on a scale of 1 to 4.

4

Add a commentary based on the above scores.

For Trinity Software Center, corporate social responsibility is the most important DNA of our company, following our mission to develop high-quality software with an excellent customer experience. We consider it very important to help young people find a good job. Additionally, we strive to ensure that our employees are motivated and stay with us for a long time. For an IT company, good engineers are the most important asset and the key to success and satisfied customers.

For us as management, this has our continuous attention.

3.2. Employees in the value chain

Why is this topic not important to our company?

We don't think we have much influence on this.

3.3. Affected communities

We had the following goals this year:

We help our employees from poor families with problems in their families.

Our story:

As a fair trade software company, we want to support our employees, who are often the only ones in their families with a steady job and a stable income. We want to help them when their family or community needs their assistance. This may mean paying school fees, hospital bills, or rent. In those cases, Trinity Software Center offers a microcredit facility linked to the developer's salary.

In addition, we collaborate with the Maxim Nyansa Foundation in Accra, where we train young people from underprivileged families in their IT bootcamps.

We also have various software solutions on the market, or collaborate with companies that offer them, to help disadvantaged groups or address societal problems.

This is what we planned last year:

Document our existing social policy.

Our objective:

We want to indicate more clearly what we are already doing in this area.

Action points:

- Register our microcredits
- Restructure the Maxim Nyansa e-library with free learning resources for young Africans.

We have completed these actions.

Rate your own company on a scale of 1 to 4.

4.

Add a commentary based on the above scores.

For us as a social enterprise, founded by three engineers from humble African villages, this forms the core of our identity. We are immensely grateful that we have been able to build and grow this company.

3.4. Consumers and end users

We had the following goals this year:

No explicit goals.

Our story:

We highly value collaborating with clients who want to contribute to a better world with their products and services. We enjoy working with

PHITO and Agrovida [Innovation in agriculture for everyone | Phito](#)

Odwadini [Odwadini mobile app – Manage your money](#)

Fillfellow [Employee](#)

This is what we planned last year:

We are continuing our marketing activities as a fairtrade software brand.

Action points:

No specific action points.

Rate your own company on a scale of 1 to 4.

4

Data points

Data points

Key Performance Indicator	Value	Benchmark
Number of employees with a temporary contract	10	persons , FTE
Number of employees with a permanent contract	15	persons , FTE
Number of female employees	5	persons, FTE
Number of employees	20	Persons FTE
Wages equal to or higher than the combined minimum	1	YES
Number of training hours for female employees Average	100	
Number of training hours for male employees Average	100	
Percentage (%) of women in management	25	25
Employees from poor families	23	80 %

4 G - Good Governance

We had the following goals this year:

We have no specific goals for the coming years.

Our strategic agenda includes the following:

- Professionalization of our marketing in the EU
- Further development of our Center of AI Excellence in Kumasi.

Our story:

Our company is owned by three software engineers from Ghana. Because of their social... the company is owned by three software engineers who themselves also come from a simple village in Ghana and are strongly involved in our social cause through their personal lives.

[Our Story - Trinity Software Center Limited](#)

This is what we planned last year.

We want to involve our stakeholders more actively in our mission and business activities.

Action points:

Semi-annual staff dialogue sessions on CSR themes

Annual CSR survey with a sample of 20 stakeholders

Formalizing our collaboration with the Maxim Nyansa Foundation.

Strive for strategic cooperation with KNUST and two other universities.

These actions have been realized.

Data points

No KPI for this topic yet

5 Conclusion

We have a strong social profile and have made further progress on that theme this year. In the area of Environment, we have been able to limit the number of long-haul flights between Africa and the Netherlands.

