



Sustainability Report ²⁰²⁴



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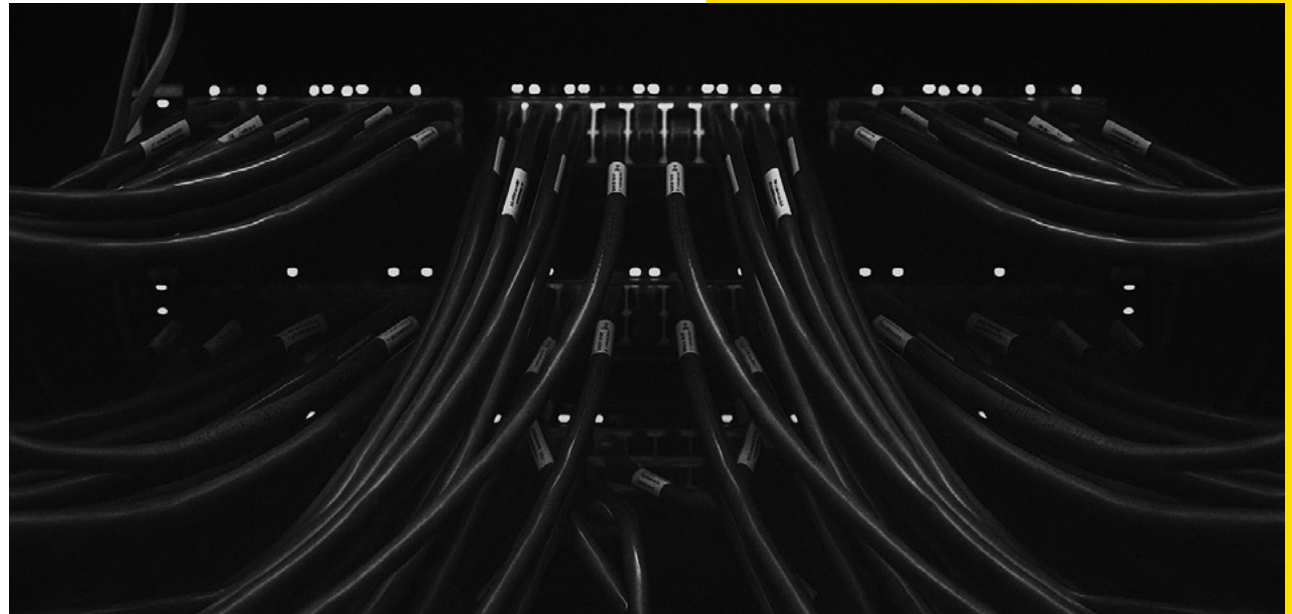
The year in brief

Sustainability is becoming an increasingly clear competitive advantage in both business relationships and procurement. It is no longer an added value - it has become an expectation. We see this in our customers' increasing demands for transparency, traceability and active responsibility throughout the value chain.

In 2024, sustainability issues have become even more prominent, not least because of the new Corporate Sustainability Reporting Directive (CSRD). The regulations have set a new standard for what is expected of companies in terms of transparency and quality of reporting.

This year's sustainability report marks the start of our adaptation to CSRD. We have conducted a double materiality analysis (DMA), a key component of CSRD, which helps us understand which sustainability issues are most relevant both to us and to our stakeholders. The result is an important tool for us to prioritise correctly and integrate sustainability more deeply into our business strategy. Read more about the analysis and its findings in the section "Stakeholder dialogue and materiality analysis for 2024" on page 25. Our sustainability framework remains robust and aligned with our business and maturity, providing us with a structured foundation to address both increasing regulatory requirements and new business opportunities.

By building on these insights, we are strengthening both our compliance and competitiveness. Focused and data-driven sustainability work enables us to act sustainably, commercially and long-term - together with our customers, suppliers and employees.



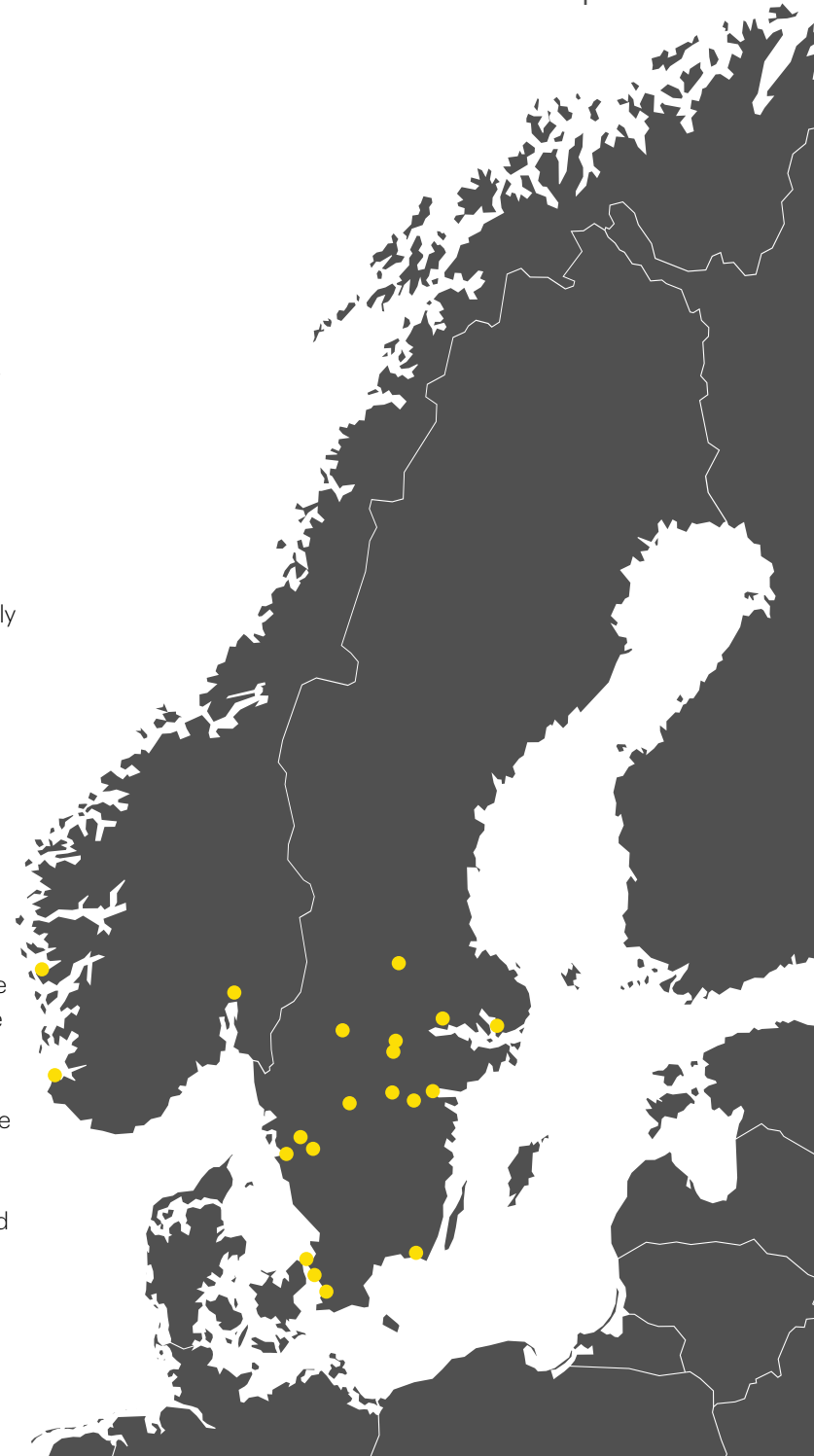
About Iver

Iver provides IT solutions to companies and organisations in both the private and public sectors. Our services include cybersecurity, cloud and infrastructure, consulting services and digital workplace solutions. This makes us a leading Nordic end-to-end provider of essential services for the digitalisation of society and reflects our commitment to sustainability. At the end of 2024, we had around 1,400 employees working in one of our approximately 25 offices in Sweden and Norway. Total revenue was SEK 2.9 billion.

Our most important business relationships are with customers and suppliers. In 2023, we introduced a new business strategy and over the past year we have focused on embedding and adapting our ways of working to better meet our customers' changing needs and expectations. Creating value together with our customers is a crucial part of our sustainability work.

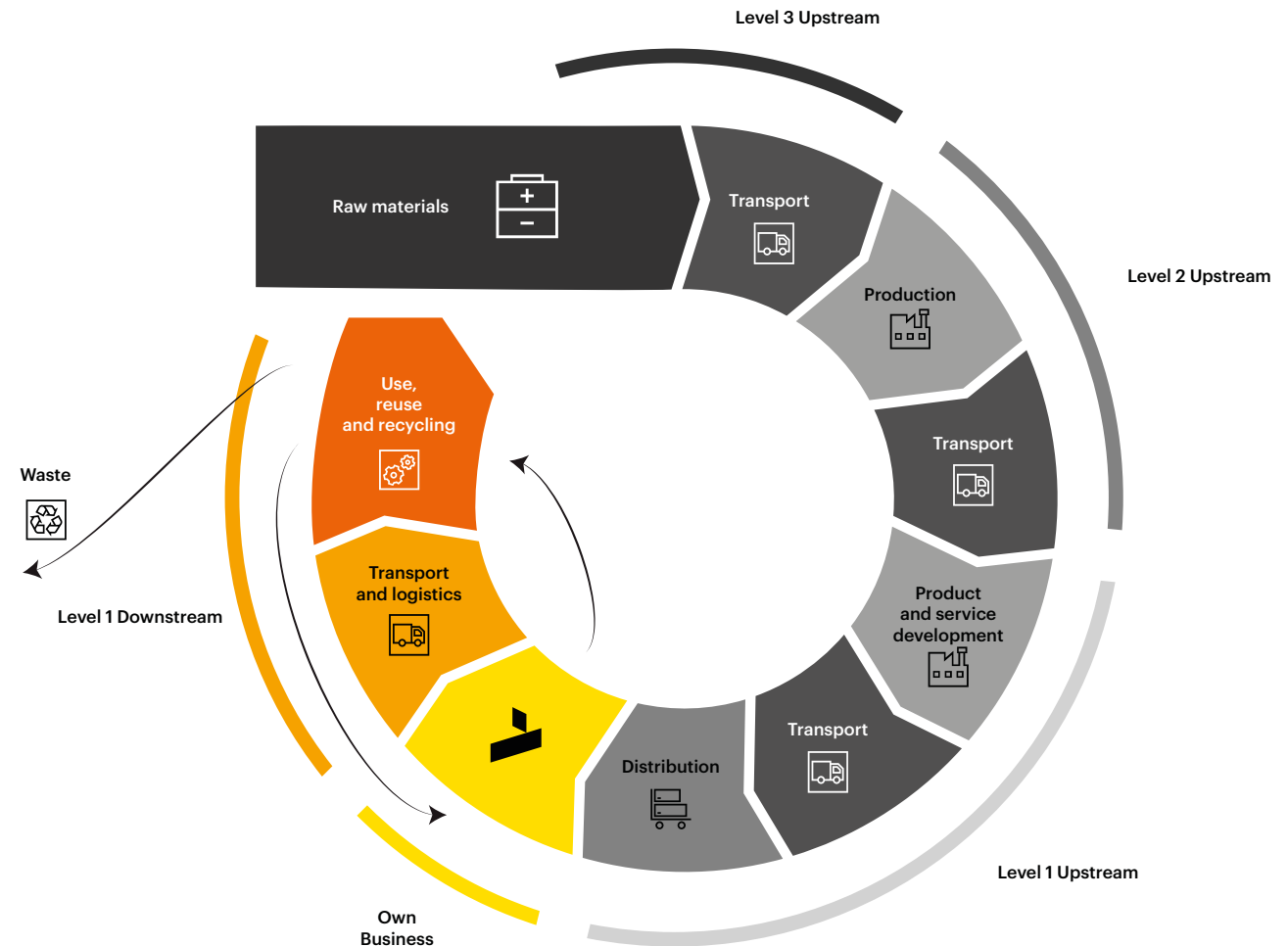
We work with a wide network of suppliers and our supply chain mainly includes the purchase of IT hardware, software, storage, transportation and other services such as office space and data centres. Our direct suppliers are mainly based in Europe, although several are part of global groups with parent companies or ownership structures linked to North America and Asia. We work closely with our suppliers to ensure that their services meet our sustainability requirements.

For more information on how we maintain ethical and sustainable business relationships, see the "Responsible sourcing" section on page 9. Although our suppliers are generally associated with low risk, there are still significant risks of human rights violations, environmental degradation and negative societal impacts in the early stages of the value chain as their subcontractors are in high-risk areas. Risks are assessed as high in the processes of extraction and processing of materials and minerals, and the production and manufacturing of products and services.



About Iver, continuation

Downstream activities in the value chain include our customers who use our IT solutions to optimise their own operations and achieve their sustainability goals. We place great emphasis on providing stable and available solutions supported by reliable network infrastructure and well-maintained IT equipment. We work with professional data centre providers who guarantee operational reliability and efficient energy use. Circular management of IT equipment is a strategically important issue. By applying circular principles to the management of electronic waste, we reduce the environmental impact of waste and contribute to a more sustainable use of resources. The fact that so much of the IT equipment within the organisation is covered by the circular process is crucial to meet business requirements, achieve our sustainability goals and at the same time maintain high information security. For more information on how we ensure sustainable IT solutions, see the “Sustainable services” section on page 7.



Membership associations

Iver is a member of TechSverige, where we participate in sustainability-related initiatives and working groups. We are also members of the Science Based Targets initiative (SBTi) and the UN Global Compact (UNGC), two global platforms that support and promote responsible business and sustainable development.

Our science-based climate targets are validated and endorsed by SBTi. These targets represent a clear commitment to reduce our greenhouse gas emissions in line with the Paris Agreement. Furthermore, our membership of the UNGC demonstrates our commitment to the Ten Principles relating to Human Rights, Labour, Environment and Anti-Corruption. Both our own practices and our Supplier Code of Conduct are based on the Ten Principles of the UN Global Compact.

WE SUPPORT



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



TechSverige

Sustainability framework and focus areas


We have developed and adapted our Group-wide sustainability framework to our business, providing a structured basis for addressing current and future requirements and opportunities.

Iver's sustainability framework covers our entire business, focussing on environmental, social and business ethics aspects. The framework has three focus areas that rest on a foundation we call "Responsibility and transparency".

- Sustainable services: For our services to provide quantifiable environmental benefits for our clients and progress them towards their sustainability goals.
- Security and privacy: To protect our clients' information at all times
- Our people: To be one of sector's best workplaces

For each area, we have integrated the relevant Sustainable Development Goals (SDGs) as part of our governance and monitoring. As a member of the UNGC, Iver supports all 17 SDGs, but in our framework, we focus on the goals where we believe we can make the biggest difference.



Sustainable services	Security and privacy	Our employees
<p>Ambition For our services to provide quantifiable environmental benefits for our clients and progress them towards their sustainability goals.</p> <p>Goal To be climate neutral throughout the value chain by 2035.</p>   	<p>Ambition To protect our clients' information at all times.</p> <p>Goal To have a security and privacy index of at least 4.0.</p> 	<p>Ambition To be one of the sector's best workplaces.</p> <p>Goal To have an engagement index of at least 80%.</p>  
Responsibility and transparency		
<p>We shall be a decent employer and choose partners who share our values. Our business ethics shall maintain a high standard and we shall take responsibility for our economic, environmental, and societal impact.</p>     		

How Iver works with the UN Global Goals



Goal 5: Gender equality

Men and women should have the same rights, obligations and opportunities. Iver operates in an industry with a clear majority of men, and we are actively working to increase the

proportion of women in the company. We train all staff in our Code of Conduct as part of ensuring that our workplace is inclusive and welcoming to all.



Goal 8: Decent work and economic growth

A safe and fair workplace with good conditions for entrepreneurship, development and innovation is the basis for a successful company. Iver strives

to be one of the best workplaces in the industry. That is why we offer our employees the right opportunities for training and development through our "My Journey" model.



Goal 16: Peace, justice and strong institutions

Iver has zero tolerance for corruption and bribery. To ensure that corruption does not occur in the organisation, internal efforts are made to train all

employees. Information security and customer privacy are fundamental to our existence. This is an ongoing process in which preventive and systematic measures are developed on the basis of the information security policy and management system. There is also a clear contingency plan in the event of incidents.



Goal 7: Affordable and clean energy Goal 13: Climate action

The transition to sustainable energy sources and energy efficiency is crucial to mitigate climate change. We want to take responsibility for our environmental impact and are therefore working to reduce greenhouse gas emissions across the Group. We continuously measure and monitor our operations' emissions while improving and refining our measurement methodology over time. We will contribute to our customers' ability to reach their climate goals through the services we offer. We also want to help all our employees to choose climate-smart ways of travelling on business and to and from work.



Goal 12: Responsible consumption and production

Iver will, as far as possible, extend the life cycle of IT hardware to contribute to more sustainable consumption and

production patterns. Iver's reuse and recycling model aims to ensure that hardware is primarily reused and secondarily recycled. We will help our employees and customers to use equipment for longer and ensure that devices that do not have the functionality to be used again are recycled in an environmentally friendly and safe way. We encourage our partners to adopt sustainable practices and integrate the climate impact of our supply chain into our sustainability reporting.

**SUSTAINABLE
DEVELOPMENT
GOALS**

Responsibility and transparency

Ambition and goal: We shall be a decent employer and choose partners who share our values. Our business ethics shall maintain a high standard and we shall take responsibility for our economic, environmental, and societal impact.



At Iver, we value an open and transparent corporate culture where leaders and employees take responsibility for our shared work environment.

Good business ethics and anti-corruption

Our zero tolerance towards unethical business practices and corruption is regulated in our internal Code of Conduct and Supplier Code of Conduct. Everyone at Iver sharing our values and following our policies is the most important corruption prevention measure. The greatest risk of unethical business practices in our business is inappropriate business relationships with suppliers and customers, for example through improper entertainment or gifts.

Communication and training on good business ethics and anti-corruption policies are ensured through annual training on our Code of Conduct and systematic evaluation of our suppliers. If anyone discovers or suspects violations of our policies, they can report this anonymously via our whistleblowing function. To ensure the privacy and trust of this function, an external provider is responsible for its operation in accordance with the General Data Protection Regulation (GDPR). In 2024, no breaches or cases of corruption have been identified. Any suspected cases and actions taken cannot be reported in detail for confidentiality reasons.

Responsible sourcing

A prerequisite for being able to deliver market-leading IT services is that our purchases are made in a responsible manner. Purchasing is governed by Iver's purchasing policy and code of conduct for suppliers. The code is communicated to all new suppliers and is a tool to ensure that their sustainability performance is in line with our requirements.

Most of our prioritised suppliers already have equivalent policies and guidelines in areas such as ethics, working conditions and environmental responsibility. For smaller suppliers, who do not have their own documented policies, our Supplier Code of Conduct can serve as a support.

To minimise the risk of unethical business practices, human rights violations or environmental damage, we audit our suppliers in a structured way at least once a year. Supplier audits are carried out through our quality management system, which we certify to ISO 9001. As part of the supplier evaluation, we send out a self-assessment survey and request applicable documentation where relevant.

In the 2024 self-assessment survey, 96 per cent of our priority suppliers accepted our Supplier Code of Conduct. The remaining 4 per cent were able to demonstrate equivalent policies and guidelines in these areas. In 2024, the survey was expanded to include more detailed questions on safety information. The survey also asks questions on corporate governance, ethical business practices, health and safety, environmental responsibility and human rights. Our hardware suppliers are asked specific questions about their environmental impact, with particular emphasis on responsible manufacturing, circular management of products, packaging and materials. It is a requirement that these suppliers are members of the Responsible Business Alliance (RBA) and the Responsible Mineral Initiative (RMI) and have Science Based Target initiative (SBTi) targets. No non-conformities have been identified that required exclusion in this year's supplier audit. Any shortcomings are addressed through dialogue and follow-up.

Responsibility and transparency, continuation

Climate disclosure according to the GHG Protocol

An overall comparison with the previous year shows that our total GHG emissions have decreased from 40 585 tonnes CO₂e in 2023 to 29 781 tonnes in 2024 according to the market-based methodology. The decrease is mainly explained by lower emissions in Scope 3.

In Scope 1, emissions have increased from 143 to 184 tonnes CO₂e, which is mainly explained by higher reported emissions from refrigerants. The calculations are based on the amount of refrigerant charged in data centres, which indicates an actual increase in use or improved reporting. Emissions from mobile combustion have also increased slightly compared to the previous year. The calculations are based on driving logs, where assumptions have been made about the fuel distribution in hybrid cars and in the absence of information on fuel type. Uncertainties in data quality may therefore have affected the results. After two years of decreasing levels, this year's development marks a break in the trend, which justifies continued monitoring and measures to reduce emissions from these sources. Improving data quality is a priority for further improvement work.

Emissions from electricity use in Scope 2 have been calculated using both the location-based method and the market-based method. For the location-based method, we have used the updated emission factor for

Swedish average electricity in 2024, which provides a more representative picture of the actual climate impact of the electricity grid in Sweden. In the report for 2023, an older emission factor of 300 g CO₂e/kWh was used, taken from a report published in 2019. The method used in the report also considered electricity imports during periods when consumption exceeded production in Sweden.

To calculate the emissions according to the market-based method, we have used our electricity contract with our chosen electricity supplier. For the facilities not covered by this contract, we have used the 2023 residual mix from AIB. In previous years, we have used emission factors from the Swedish Energy Market Inspectorate (EI). The AIB's factor is based on a different methodology than the EI applies and results in lower emission values. At the time of compiling the climate accounts, no updated figures from EI for 2024 were available. An important part of the continued work to reduce our climate impact in Scope 2 is to connect more facilities to our electricity contract and to be able to verify the origin of the electricity to a greater extent with our colocation suppliers to use more accurate emission factors.

99 per cent of our climate-related emissions are in Scope 3, where the purchase of goods and services is the largest emission item. To estimate our Scope 3 emissions, we use a methodology based on purchase volumes of products and services, with each purchase category assigned a specific emission factor. Our hardware purchases have decreased slightly compared to 2023, leading to reduced emissions from both upstream production and downstream electricity use associated with the hardware. Capital goods in Scope 3 have also decreased during the year. In the 2023 sustainability report, emissions from category 2 (Capital goods) were based on estimated values, which likely overestimated the climate impact. In this year's reporting, the calculations for this category have been based on a more qualitative data set, which increases the reliability of our climate calculations.



Responsibility and transparency, continuation

Scope 1	Includes direct greenhouse gas emissions from sources owned or controlled by Iver. Here we have included company-owned or leased vehicles as well as refrigerants and fuel consumption in our data centres.
Scope 2	Includes indirect greenhouse gas emissions from purchased energy. Here we have included consumption of purchased electricity, district heating and district cooling for our data centres and offices.
Scope 3	Includes other indirect greenhouse gas emissions, in addition to purchased energy, that occur outside Iver's operations. Here we have included emissions from the production of the goods we purchase, the electricity consumed during their lifetime and their disposal when no longer in use, business travel, employee travel to and from work, emissions from waste disposal caused by our operations, and upstream emissions from the fuels and energy we use.

Greenhouse gas emissions for 2024 (tons CO₂e)¹

		2021	2022	2023	2024 ²	Emission factor source
Scope 1	Stationary combustion	7	11	8	11	Actual amount of fuel
	Mobile combustion	284	108	129	144	Vehicle logbook from company-owned and leased vehicles
	Refrigerants	33	26	6	29	Replenished quantities in datacentres
	Scope 1	324	145	143	184	
Scope 2	Market based: Electricity	661	0	176	122	Actual consumption
	Location based: Electricity	5 266	4 794	4 113	268	Actual consumption
	Heating	112	71	39	60	Actual consumption
	Cooling	1	50	52	40	Actual consumption
	Scope 2 market based	774	121	267	222	
	Scope 2 location based	5 379	4 915	4 204	368	

Responsibility and transparency, continuation

Greenhouse gas emissions for 2024 (tons CO₂e)¹

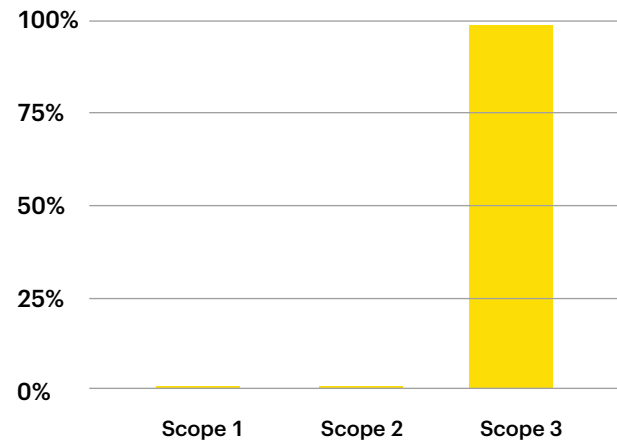
		2021	2022	2023	2024 ²	Emission factor source
Scope 3	Purchased goods and services	36 682	39 396	30 084	25 914	Spend data and CEDA 5.05 and Ecoinvent 3.3.8 2021
	Capital goods	2 920	3212	6 750	2 373	Spend data and CEDA 5.05 and Ecoinvent 3.3.8 2021
	Marked based: Fuel and energy related activities	408	25	170	173	Spend data and CEDA 5.05 and Ecoinvent 3.3.8 2021
	Location based: Fuel and energy related activities	408	382	170	173	IVL 2021 and Värmeforsk 2011
	Upstream transportation and distribution	132	140	109	67	Spend data and CEDA 5.05
	Waste generated in operations	16	18	19	16	Extrapolated quantities based on data from a number of offices in 2021 and Ecoinvent v.3.3.8 2021.
	Business travel	380	81	259	104	Data from travel agency
	Employee commuting and teleworking	617	272	57	139	Employee commuting survey
	Upstream leased assets	602	1 070	327	248	Spend data and CEDA 5.05
	Use of sold products - IT products sold/leased to clients	11 251	9 438	2 389	327	Spenddata and Ecoinvent v 3.53
	End of life treatment of sold products	43	36	11	16	Spenddata samt Ecoinvent v 3.3.5 2021
	Scope 3 market based	53 051	53 688	40 175	29 376	
	Market based TOTAL	54 149	53 954	40 585	29 781	
	Location based TOTAL	19	17	13	10	
	Total (location-based)	58 756	59 105	44 644	30 095	

1. The table presents Iver's GHG emissions broken down by scope according to the Greenhouse Gas Protocol. For the calculation of Iver's GHG emissions, conversion factors are used as far as possible that include all relevant GHGs, i.e. CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃.

2. All companies included in the Iver Group as of the beginning of 2024 are included in the 2024 GHG result.

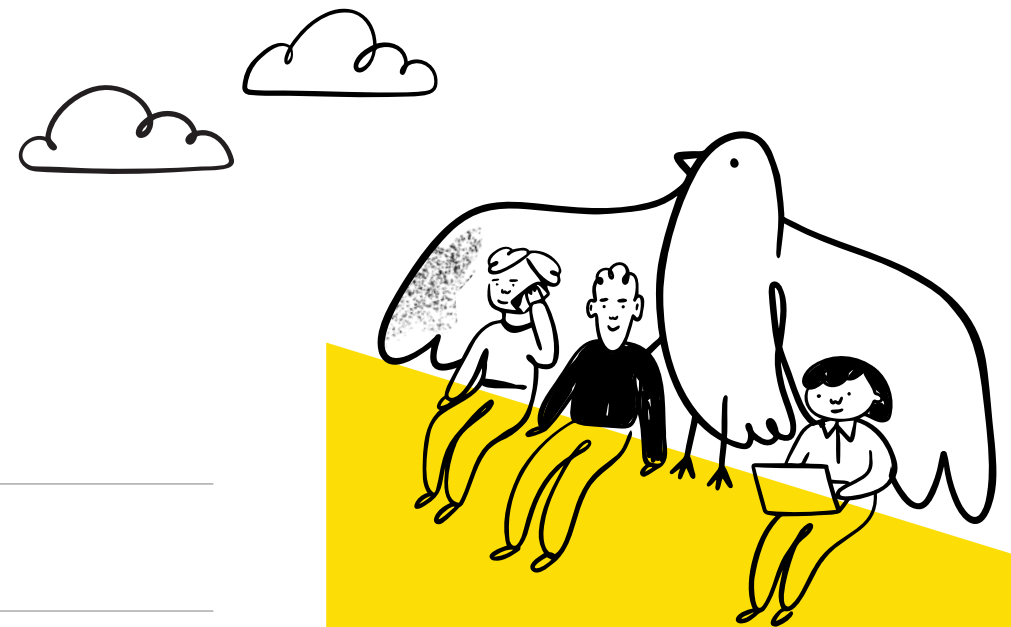
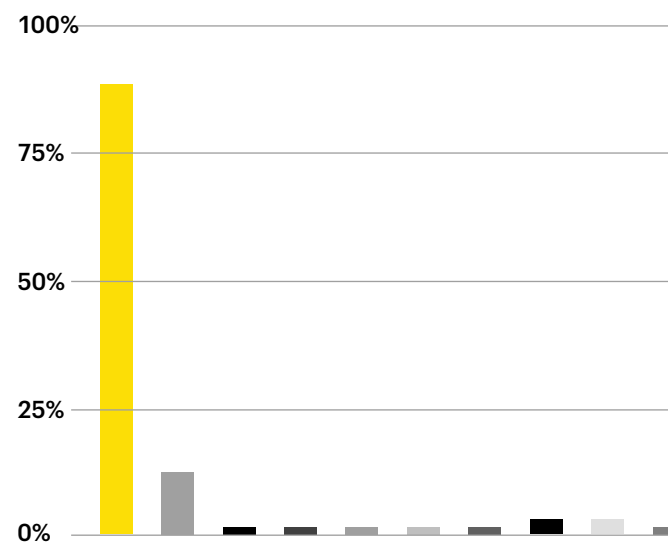
Responsibility and transparency, continuation

Share of the total (29 781 tons CO₂e):



Share of Scope 3 (%)

- Purchased goods and services
- Capital goods
- Market based: Fuel and energy related activities
- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting and teleworking
- Upstream leased assets
- Use of sold products - IT products sold leased to clients
- End of life treatment of sold products



Sustainable services

Ambition: For our services to provide quantifiable environmental benefits for our clients and progress them towards their sustainability goals. **Goal:** To be climate neutral throughout the value chain year 2030/2035.

Within our focus area "Sustainable services", we prioritise reducing our own and our customers' climate impact.

Energy consumption

Energy data is collected monthly from property owners, electricity grid companies and external data centre providers. We continue to use only renewable or fossil-free electricity in our data centre environments. We are also working to optimise server infrastructure to maximise the use of hardware and energy. This means that we work to deliver our services from a limited number of selected and optimised operating environments. By selecting more efficient components and consolidating our service platforms into fewer and more efficient devices, we reduce our energy consumption per service delivered. Our efforts to reduce the number of data centres will continue for several years, leading not only to increased energy efficiency, but also to greater coordination, security and reduced hardware use.

In 2024, energy use was like 2023, with energy use in relation to turnover (kWh/SEK) increasing from 5.5 to 5.8. This is because turnover growth has not kept pace with energy demand. Energy use in data centres used

by the subsidiary Cleura has not been included in this year's and previous years' compilation of climate impact, as data was not available. Energy use will be included in future sustainability reports.

Energy use	2024	2023
Office energy use		
Electricity	1 527	1 514
District heating	939	745
District cooling	239	365
Data centre energy use		
Electricity	13 349	13 372
District cooling	661	797
Total energy consumption (MWh)	16 715	16 793
Energy consumption per turnover (kWh/SEK)	5,8	5,5

Sustainable services, continuation

Electronic waste

We mainly generate electronic waste and smaller amounts of office waste (paper, packaging and residual waste). IT infrastructure is a prerequisite for delivering our services, but it also has a climate footprint through the use of hardware such as computers, servers and network equipment. To reduce our impact, we are working to extend the lifetime of our IT equipment. Through a circular model of reuse and recycling, we ensure that equipment is primarily refurbished, renovated and upgraded for continued use. When reuse is no longer possible, recycling takes place to minimise resource consumption and climate impact.

Electronic waste mainly arises from the scrapping of servers, computers, mobiles, network equipment and electronic waste from our office operations (batteries, cables, small electronics). All electronics are handled by external operators who ensure data decontamination, reuse and recycling in accordance with applicable legislation. Materials that cannot be reused are sent for recycling or energy recovery. Landfill is avoided as far as possible.

We currently lack complete quantitative data for all waste streams, but plan to strengthen the monitoring of quantities per waste category and treatment method in 2025.

Circular management of IT equipment - a key strategic issue

Including all IT equipment within our operations in our circular management is crucial to meeting business requirements, achieving sustainability goals and ensuring information security.

Business value

Effective life cycle management is a prerequisite for meeting customer sustainability requirements, enabling business and providing climate reporting. Reuse and recycling also create economic value.

Sustainability

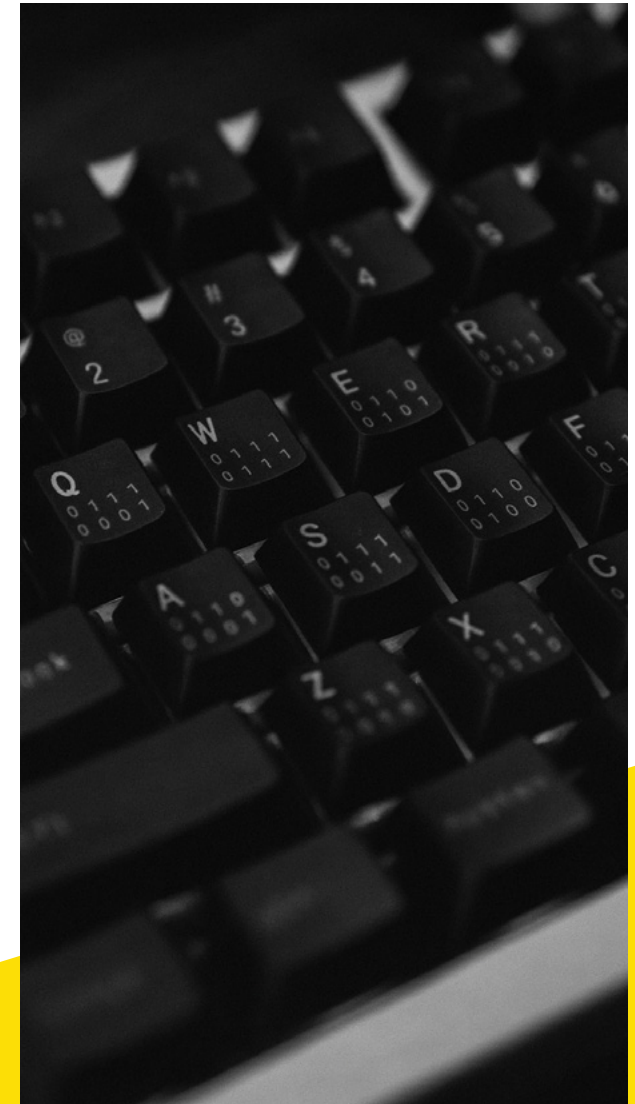
By extending the lifetime of equipment, we reduce our climate impact and ensure access to relevant data to calculate emissions. Equipment that cannot be reused is recycled in co-operation with an external party.

Safety and security

All equipment that is reused undergoes secure data erasure according to established procedures.

Follow-up

Data collection and reporting is done in co-operation with external partners, enabling continuous monitoring and transparency.



Security and privacy

Ambition: To protect our clients' information at all times. Goal: To have a security and privacy index of at least 4.0.

In "Security and privacy", we focus on addressing complex cybersecurity threats and improving our protection mechanisms. Through systematic security work, we help our customers build a resilient society. We work on protection in all environments; in our own platforms and services and by strengthening our customers' resilience.

Our work

Our customers have high expectations of us. We continuously develop our capabilities to meet these expectations and new regulations that come into force. We offer regular security and privacy training for all staff, complemented by targeted training on relevant topics. This builds the foundation for a strong security culture.

Trained staff on information security and privacy issues

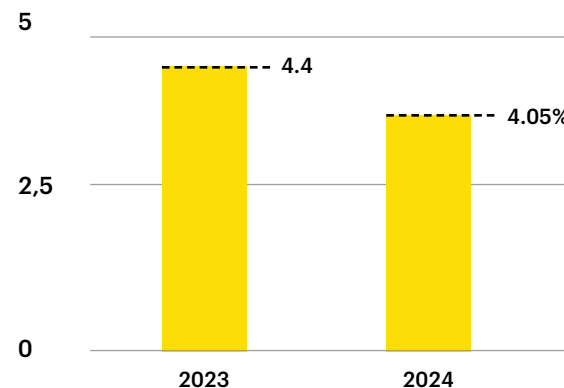
We are working to continue to certify our organisation according to ISO 27001. Internal and external audits are important to identify non-conformities and improvement measures. Through this work, we continuously raise the level of protection and build a security culture that permeates all of Iver. We also work on risk minimisation to reduce the potential consequences of incidents.

Preparations and exercises are central to our operations. We practice our ability to handle major incidents and constantly develop our Incident Response Team. Through exercises and lessons learnt from real-life events, we continuously improve our ability to manage security incidents in a systematic and structured way.

Security and privacy index

Our customer survey measures how well Iver's services meet our customers' security and privacy needs. On a scale of 1 to 5, we scored 4.05, down from 4.4 in 2023. This shows that we need to work more closely with our customers to improve protection.

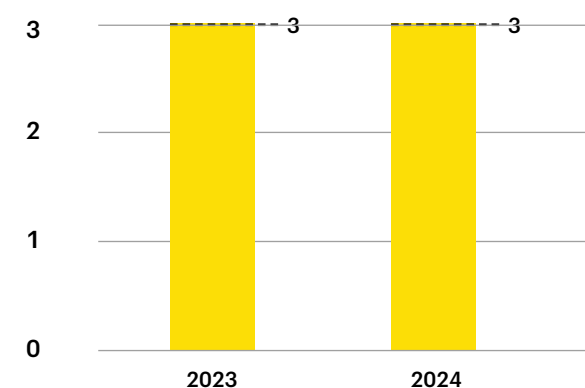
Security and Integrity Index (scale 1–5)



Incidents and disruptions

During the year, we dealt with two information security incidents with suspected antagonistic motives and an availability incident in one of our data centres. Neither of these incidents involved any confirmed violation of customers' privacy or loss of personal data. The availability incident affected operations but did not lead to any data leakage. During the year, no substantiated complaints about breaches of customer privacy were received either. Learning from these incidents is business-critical for us. We use the insights to develop processes and procedures that reduce the risk of future incidents.

Incidents linked to information security and customer integrity



Our employees

Ambition: To be one of the sector's best workplaces.

Goal: To have an engagement index of at least 80 per cent.

In the area of "Our employees", we are building a sustainable organisation and becoming a trusted IT partner. We have a responsibility to create a safe, inclusive and stimulating work environment where our employees are given the conditions to feel good and perform at their best. Through strong leadership, clear commitment and the right skills in the right place, we build a culture where employees reach their full potential. A good working environment is crucial for the health and well-being of our employees, and it strengthens our ability to deliver. When our people are happy, we become a better IT partner for our customers.

Leadership

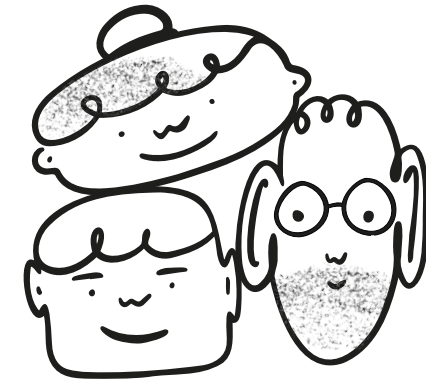
Iver's leaders have a key role in showing the way forward for all employees to reach their full potential. They are expected to motivate and engage our people on our shared journey forward. In 2024, we have developed a leadership programme to ensure that our leaders have the necessary knowledge and skills in areas such as labour law, engagement, systems management and health and safety. The programme is planned to be launched in spring 2025.

The Iver Portal, which was launched during the year, brings together relevant information on obligations, rights, procedures and policies at Iver, helping leaders to effectively support their people. It also serves as a manager's handbook with access to documents, templates, system information, key functions and roles, training, news and more.

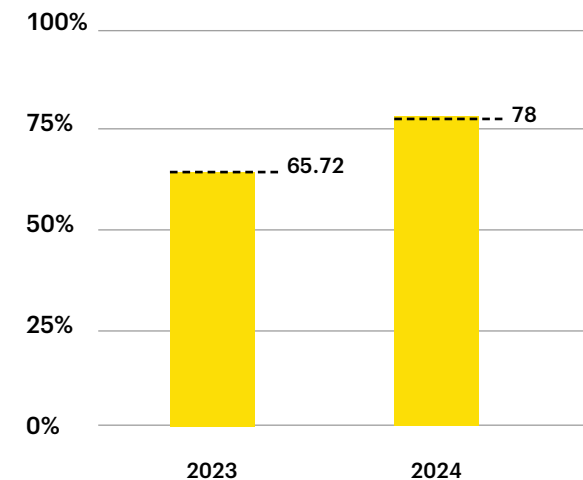
Engagement

"My Voice" is the Iver Group's employee survey conducted four times a year. The survey contains both recurring and topical questions, which facilitates continuous improvement work. The questions are adapted to our internal guidelines, culture and focus areas and result in an engagement index that shows how appreciated and involved our employees feel. At the beginning of 2024, our engagement index stood at 65 per cent and by the end of the year it had risen to 78 per cent. In the spring of 2024, a reorganisation took place, which explains the decrease from the end of 2023 to the beginning of 2024. On an annual basis, the engagement index has decreased slightly from 2023 but is still higher than in 2022. The increase in the index in 2024 shows that after the reorganisation, we have focused on the right areas and that our employees now feel more valued, engaged and happy at Iver. Our goal is to reach over 80 per cent.

To recognise great work, we present the Employee and Team of the Quarter awards. Employees nominate each other and the winners, three employees and one team, are presented at our internal roadshows to inspire and promote engagement. What matters is the teamwork and how colleagues have collaborated on a client or project, both internally and externally.



Engagement index (%)



Our employees, continuation

Employee dialogue and skills development

We run "My Journey" to strengthen and develop employee competences and potential according to the 70-20-10 model, linking business strategy to individual goals. "My Journey" is conducted and evaluated annually for all employees, with the aim of ensuring that everyone receives a clear development plan and feedback through structured appraisals. Our "My Journey" support system facilitates these conversations for leaders and in 2025 we will further strengthen the process by introducing regular check-in conversations. Through our Learning Management System (LMS), employees have access to competency-enhancing interventions when and where appropriate. Training and certification plans are coordinated internally or with our strategic partners. By 2025, the LMS will be fully implemented across the organisation.

In 2024, Iver coordinated certification-related training for 92 employees, representing approximately 2 000 training hours. Iver has active partner competences from Cisco, Citrix, Dell, Fortinet, Jamf, Lenovo, Microsoft, Pure Storage and VMware, among others.

The certifications mark us as a forward-thinking organisation that possesses the latest expertise in the technology areas and platforms on which we deliver our services. It is also clear evidence that individual employees have the right skills in their areas of work.

Employee benefits

Our aim is to provide a good basic level of security for all employees, regardless of their employment status, in accordance with national legislation and our Code of Conduct. We offer various forms of benefits such as private health insurance and group insurance for teleworking, as well as support for various wellness

activities, flexible workplaces and parental leave. These benefits are generally available to both full-time and part-time staff with permanent contracts. For fixed-term or part-time employees, the scope of some benefits may vary depending on local regulations or employment conditions.



Our employees, continuation

Work environment and well-being

A good working environment is crucial for the health and well-being of our employees and strengthens our ability to deliver, innovate and deliver quality. When our employees are happy, we become a better IT partner for our customers.

Work environment management is carried out in co-operation with our employees and their representatives. Health and safety representatives have been appointed throughout the organisation and participate in regular safety rounds and in drawing up action plans. We have a work environment handbook that forms the basis for our systematic work environment management. The purpose of the manual is to create procedures that prevent occupational injuries and work-related ill health. The manual covers all employees at Iver and contains guidelines for all physical, psychological and social conditions that are important for the work environment. All employees are encouraged to report incidents, risks and incidents to their immediate manager. All reports are followed up according to established procedures.

Work environment management is an integral part of daily work and is followed up through regular safety rounds, employee appraisals and employee surveys, as well as through follow-up of sick leave, overtime and completed risk and impact analyses. Work environment management also applies in connection with remote working and changes in operations. Our work environment management system is not certified according to ISO 45001 or equivalent.

Information about the work environment is communicated via the intranet and new employees undergo an introduction focusing on the work environment, safety and Iver's expectations of employees, as well as how our organisation looks and our systems.

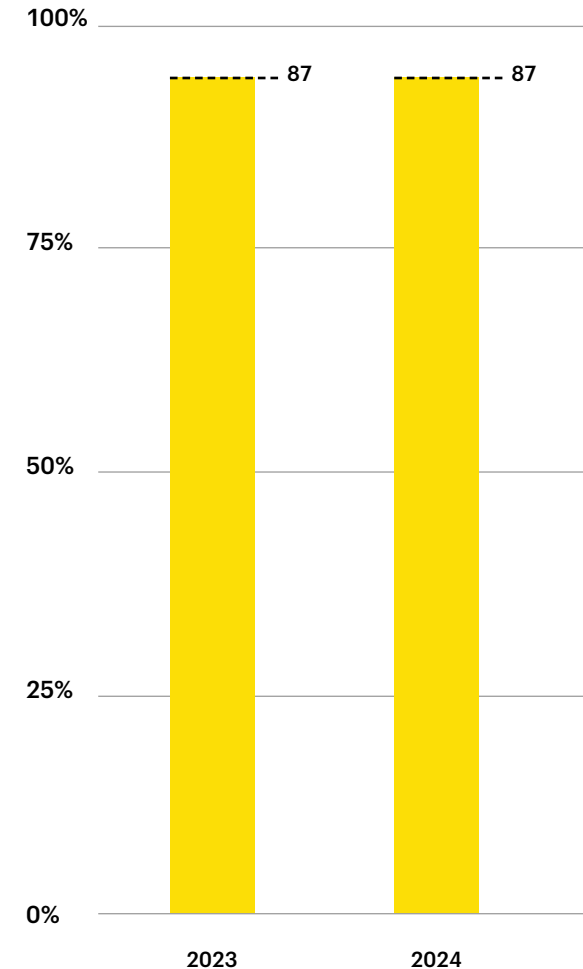
In 2024, managers at Iver received special training in systematic work environment management. For next year, a thematic week with a specific focus on health and safety is planned to draw attention to health promotion.

Diversity and inclusion

We strive to create an inclusive work culture. Our diversity and inclusion index was 87 per cent in 2024, a marginal decrease from the previous year. We continue our efforts to investigate and combat discrimination and promote equal rights and opportunities regardless of gender, transgender identity or expression, ethnicity, religion or belief, disability, sexual orientation or age. One case of discrimination was reported during the year. It was handled according to our current procedures and is now closed.

When recruiting, we work actively to increase gender balance. The proportion of women in senior management positions was 25 per cent as of 31 December 2024. We are convinced that the lack of female role models affects diversity in the company. In 2025, we will continue our efforts to establish better diversity and gender balance in the organisation.

Diversity and inclusion index (%)



Employee statistics

Composition of the enterprise	Number (pcs) 2023	Share of women (%) 2023	Number of employees in 2024	Share of women (%) 2024
Board of Directors - Under 30 years	1	100	0	0
Board of Directors - 30-50 years	3	0	3	0
Board of Directors - Over 50 years	4	50	2	0
Management - Under 30 years	0	0	0	0
Management - 30-50 years	3	33.33	3	33.33
Management - Over 50 years	3	0	5	20
Other employees - Under 30 years	316	16.14	266	15.79
Other employees - 30-50 years	983	15.97	808	15.1
Other employees - Over 50 years	294	19.39	300	19.33

Employee statistics, continuation

Employees	Number (pcs) 2023	Share of women (%) 2023	Number of employees in 2024	Share of women (%) 2024
Total number of employees - Sweden	1,340	17.61	1,171	16.65
Number of permanent employees - Sweden	1,329	17.61	1,152	16.58
- Of which full-time - Sweden	1,312	17.61	1,137	16.53
- Of which part-time - Sweden	17	17.65	15	20
Temporary employees - Sweden	5	20	11	18.18
Total number of employees - Norway	231	10.82	196	11.73
Number of permanent employees - Norway	226	10.62	195	11.28
- Of which full-time - Norway	226	10.62	194	11.34
- Of which part-time - Norway	0	0	1	0
Temporary employees - Norway	5	20	1	100
Total number of employees - Other countries	36	22.22	20	30
Number of permanent employees - Other countries	32	15.62	14	28.57
- Of which full-time - Other countries	32	15.62	14	28.57
- Of which part-time - Other countries	0	0	0	0
Temporary employees - Other countries	4	75	6	33.33

Employee statistics, continuation

Absence due to sickness

	2023	2024
Absence due to illness (%)	4.7	5.1
Short-term absences (%)	2.3	2.3
Long-term absences (%)	2.3	2.8

Employees covered by collective agreements

	2023	2024
Share of employees with collective agreements (%) - Sweden	82	82
Share of employees with collective agreements (%) - Norway	0	0
Share of employees with collective agreements (%) - Other countries	0	0

Movement of staff

Number (pcs) 2024 Share of women (%) 2024

Tot. number of new hires	115	18
Of which under 30 years	39	18
Of which 30 - 50 years	67	19
Of which over 50 years	9	11
Tot number of departures	321	19
Of which under 30 years	61	16
Of which 30 - 50 years	196	19
Of which over 50 years	64	22



Recruitment

Internal recruitment

External recruitment

2023	19%	81%
2024	28%	72%

Notes on the organisation

Organisational information

Iver Group AB presents updated sustainability information for the Group for the period 1 January 2024 - 31 Dec. 2024.

Legal name: Iver Group AB

Ownership and legal form: Iver Group AB was established in June 2021 when ICG acquired the majority shares from EQT and is part of a group with a total of 13 companies. Detailed information on the group's form of ownership and legal form can be found in the annual report. See also the Directors' Report on page 7 of the Annual Report.

Head office location: Evenemangsgatan 2C,
169 79 Solna, Sweden

Countries of operation: Detailed information on countries of operation can be found in the annual report. For contextual understanding, the Group is active in Sweden and Norway.

Trade name: Iver

Annual sustainability report

Every year, Iver provides voluntary reporting to stakeholders that reflects how we develop our sustainability work and take steps forward. This year's reporting marks the start of our adaptation to the new EU regulations, CSRD. In previous years, we have reported in accordance with GRI Standards (2021), but as we have not conducted any stakeholder dialogue or materiality analysis according to GRI's methodology this year, we have chosen not to strictly follow the framework. However, the content and structure of the report is largely based on previous years' GRI-based reporting.

Entities covered by the sustainability reporting

The sustainability reporting covers the same legal entities that are included in the consolidated financial statements. Please refer to note 36 of the annual report for a complete list of the group entities.

There are no differences between the consolidated scope of the financial statements and the sustainability report.

Reporting period, frequency and contact person

The reporting period is consistent with the financial reporting. Questions can be addressed to Jakob Tapper, Communication & Sustainability, jakob.tapper@iver.se.

Changes in previously reported information

No changes or restatements have been made to previously reported information.

External assurance

The Sustainability Report is published voluntarily and is not independently verified. The Group does not need to prepare a sustainability report for 2024, as the parent company does not fulfil the specific requirements set out in section 7:31 of the Annual Accounts Act.



Notes on the organisation, continuation

Sustainability governance and responsibility

Iver's highest governing body is the Board of Directors, which is responsible for overall strategy, risk management and monitoring of sustainability work at group level. The Board consists of five members. All members identify themselves as men and there is currently no representation from underrepresented groups. Two of the members are employee representatives and two have other board assignments outside Iver. Through the employee representatives, an internal stakeholder perspective is represented in the board work.

The composition of the Board is reviewed annually by Iver's owners in connection with the Annual General Meeting. To contribute to the Group's development, it is important that Board members:

- have an in-depth knowledge of the Group, the industry and key players in the business in which the Group is engaged
- add value to the business strategy, challenge the mindset and raise the ambitions of the management team
- has persuasive and motivational skills and strong decision-making abilities
- has good coaching and mentoring skills

When electing new members, diversity in terms of expertise, gender and age is sought, as well as independence from management. If a member of the Board of Directors recognises a potential conflict of interest, this should be disclosed immediately. The member should not participate in discussions or decisions where such a risk exists. During the year, no conflicts of interest or other matters of material importance were reported.

There are no separate committees for sustainability issues; instead, the entire Board is involved in strategic decisions relating to economic, environmental and social impacts. The strategic and operational sustainability work is coordinated by a communication and sustainability team, which regularly reports on the progress of the work to a representative in the management team. Iver has established a sustainability framework that guides our sustainability work and provides a clear basis for how we communicate our work with sustainability. The framework defines material areas so that sustainability work is steered towards clear ambition levels and goals. It is used to support decision-making by integrating sustainability aspects into strategic issues. Underlying processes, procedures and instructions are established and maintained by each department head.

Communication of critical concerns

Employees can report concerns about Iver's governance structure through their line manager, People & Culture or through an external anonymous whistleblowing service. Our whistleblowing system is accessible to both

employees and external stakeholders. Critical issues are raised in the management team and reported to the Board when necessary. During the year, no critical concerns were escalated to the Board.

Policies and compliance

We have adopted policies and guidelines that support our sustainability work. These include the Code of Conduct, Supplier Code of Conduct, Discrimination Policy, Equal Opportunities Policy, Procurement Policy, Environmental Policy and Information Security Policy. The policies cover areas such as business ethics, human rights, responsible sourcing, climate impact and environmental considerations. All policies are communicated on Iver's intranet. Policy compliance is followed up in our internal controls and deviations are handled according to established procedures.

For the third year in a row, we conducted our group-wide training in our internal Code of Conduct. Of all Iver employees, around 60 per cent started the test and of these, 98 per cent completed it. Most of those who did not take part in the training were either on long-term leave, on sick leave or under redundancy. The Code of Conduct is reviewed annually by the communication and sustainability team and approved annually by the Board.

Notes on the organisation, continuation

Processes for managing negative impacts and reporting concerns

As part of our efforts to identify and manage actual and potential negative impacts on people, the environment and society, we conducted extensive interviews and surveys with 13 representatives of our key stakeholder groups during the year. These included customers, management, board members and owners. The dialogue aimed to identify and assess the areas where our business has a material sustainability impact on the world around us. The insights gained will form the basis for prioritisation in our future sustainability work. For more information on the approach and results, see the "Stakeholder engagement methodology" section on page 29.

Stakeholders have access to our whistleblowing service to anonymously report concerns. Reports are handled by an independent party and followed up according to an established process. During the year, no concerns were reported through the whistleblowing function.

Compliance with laws and regulations

We comply with applicable legislation in our countries of operation and relevant EU directives in the areas of environment, social responsibility and business ethics. We consider the protection of individuals' personal data to be part of our social responsibility. Iver complies with applicable data protection legislation, and we have implemented guidelines for handling information.

Iver has no legal violations to report for the reporting year and has not been ordered to pay damages or fines for violation of environmental or other legislation in 2024. There are also no damages or fines to report from previous reporting years.

Stakeholder dialogue and materiality analysis for 2024

Our process for identifying and prioritising our material sustainability issues reflects our interpretation of the requirements of the CSRD and ESRS. The implementation of the process served as a preparatory exercise for the upcoming implementation of the new Directive and the outcome of the analysis work broadly confirmed our previous sustainability focus.

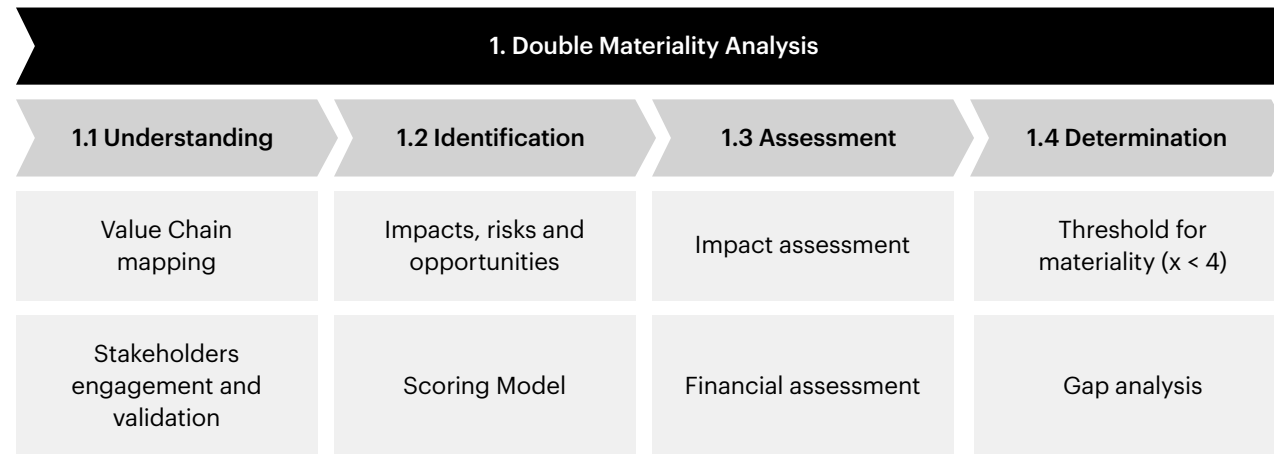
Process for determining material topics

The new CSRD sustainability reporting requirements include a Double Materiality Analysis (DMA). A DMA considers two perspectives: our impact on the environment and society (from the inside out), focusing on the most critical areas along the value chain, and how sustainability-related risks and opportunities affect our business model and future economic performance (from the outside in). The dual perspective of the analysis thus means that we consider both impact materiality and financial materiality.

Iver's process for determining materiality aimed to conduct a DMA. The methodology and process description, which we chose to call "Phase 1", was anchored internally according to our governance structure in autumn 2023. The work on "Phase 1" was completed in June 2024 and the outcome of the 2024 DMA was approved by Iver's management team and board in December. "Phase 1" was based on a four-step process that included a thorough value chain mapping to understand the business, a structured stakeholder engagement to validate the DMA and a GAP analysis to identify any regulatory gaps in existing processes.

Notes on the organisation, continuation

Methodology and 4-step process for a Double Materiality Analysis (DMA):

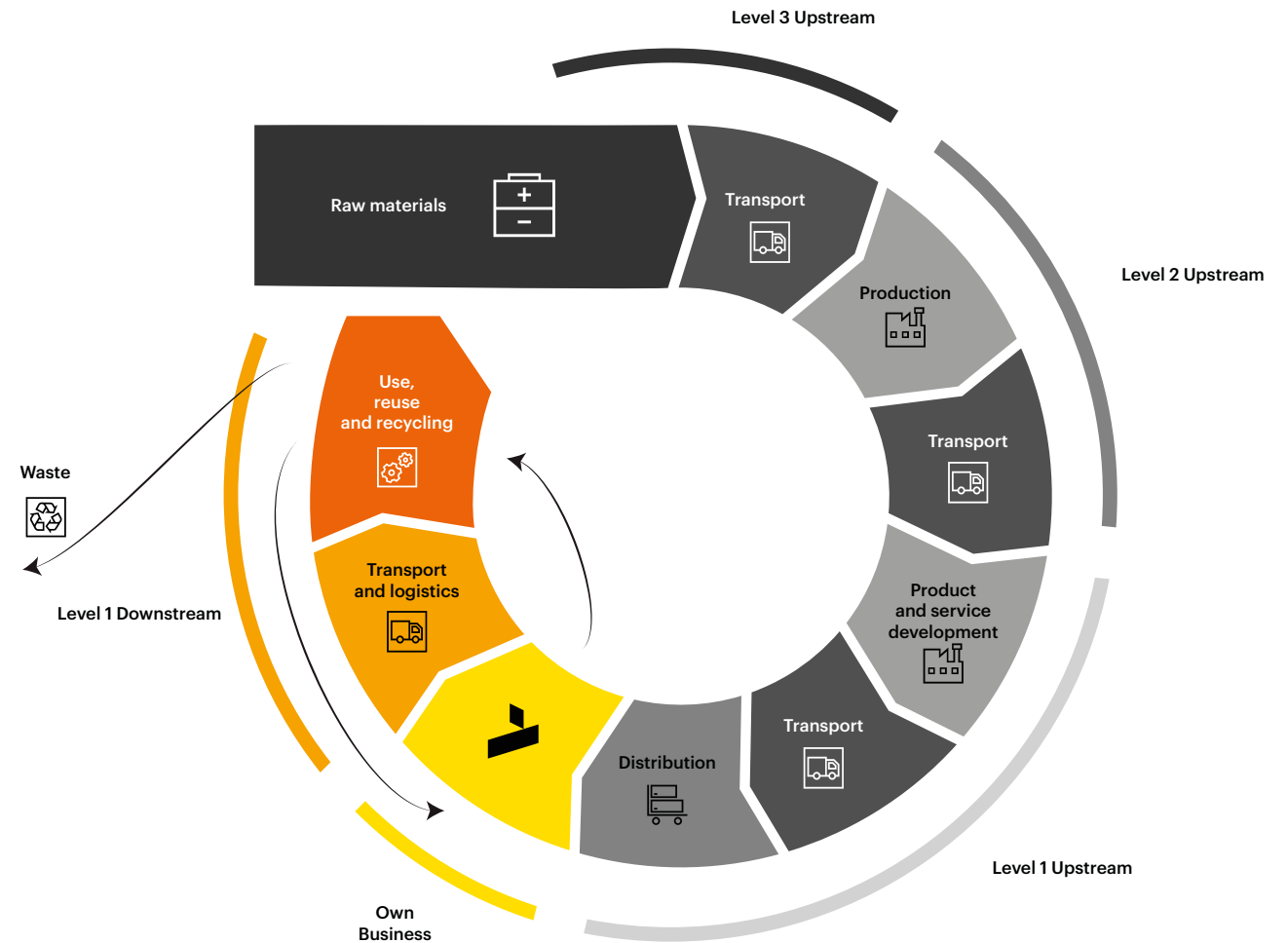


Notes on the organisation, continuation

Value chain mapping

To ensure a thorough DMA, we started with a thorough mapping of all activities within Iver's value chain, both upstream and downstream, as well as within its own operations. We assessed the relevant sustainability impacts, risks and opportunities for each step of the value chain by analysing:

- 1) the potential impact that the activity has on people and the environment, and
- 2) the potential risks and opportunities that have financial impacts on Iver.



Notes on the organisation, continuation

Results of the Double Materiality Analysis (DMA)

Environment		Social		Governance		Entity-specific (EST)	
E1	E1 Climate change E1 Climate change mitigation E1 Energy	S1	S1 Own workforce S1 Working conditions S1 Equal treatment and opportunities for all	G1	G1 Business Conduct G1 Corporate culture	EST	Cybersecurity and data privacy
E5	E5 Resource use and circular economy E5 Inflows E5 Outflows E5 Waste						

Notes on the organisation, continuation

Stakeholder engagement methodology

Structured stakeholder engagement was an important part of the work. We selected our key stakeholders based on how they affect our business and how our business affects them. The methodology included interviews and surveys with 13 stakeholders, including customers, management, board and owners. The aim has been to understand their expectations, capture key sustainability issues and ensure that our priorities are rooted in real needs. The insights we gained from the stakeholder dialogues have been central to our DMA and helped us set the direction for our future sustainability work:

- Validated the results of the DMA
- Improved Iver's general knowledge
- Confirmed external expectations for future reporting

Stakeholder group	Method of involvement	Function/role
Internal	Interview	Bid Management
Internal	Interview	Procurement & Supply Chain Management
Internal	Interview	Security & Compliance
Internal	Interview	Iver Hardware (LCM & Deploy)
Internal	Interview	Portfolio Management
Internal	Interview	Common Delivery Management
Internal	Interview	Head of People & Culture
Internal	Interview	Management Team
Board of Directors	Interview	Board member
Owner	Questionnaire	Owners' representatives
Customer	Survey	Customer
Customer	Interview	Customer (several individual interviews)

Gap analysis

The results identified regulatory gaps that may need to be addressed to meet current legal requirements. We are reviewing how these can be further addressed in the context of a possible implementation project in 2025.

Management of material sustainability topics

The table summarises the results of the DMA. Adjustments to the list of material topics compared to the previous year have been made based on our new process for assessing and managing material topics, in line with CSRD and ESRS.

Notes on the organisation, continuation

Environment

Sustainability topic (ESRS topic)	Sub-topic	Description of impacts, risks and opportunities	Management of impacts, risks and opportunities	Governance
E1 Climate change	E1 Climate change mitigation E1 Energy	<p>Negative actual impact on climate change due to Iver's greenhouse gas emissions of any magnitude arising from activities such as the extraction of raw materials for hardware production and the energy required to operate produced products and to deliver Iver's multi-cloud services.</p> <p>Negative actual impact due to high energy consumption. High energy consumption in data centres and in the use of hardware and software currently contributes to negative environmental impacts. The increased demand for energy drives up the need for energy production and thus leads to increased greenhouse gas emissions. Stakeholders express a strong awareness</p> <p>of the climate impact linked to the energy consumption of electronic devices, IT infrastructure and software.</p>	<ul style="list-style-type: none"> Adheres to science-based climate targets according to SBTi. Report climate impacts according to the GHG Protocol, Scope 1-3. Systematic supplier evaluation based on climate impact and sustainability criteria. Collects energy data monthly from relevant stakeholders. Uses only renewable or fossil-free electricity in data centre environments. Optimises infrastructure for high hardware and energy efficiency. Delivers services from a few selected and optimised environments. Prioritises energy-efficient components and consolidation of devices. Reduces the number of data centres for greater efficiency, coordination and security. 	<ul style="list-style-type: none"> Environmental policy Procurement policy Code of Conduct Supplier Code of Conduct ISO 14001 Eco-Lighthouse, Norway Sustainability framework

Notes on the organisation, continuation

Environment

Sustainability topic (ESRS topic)	Sub-topic	Description of impacts, risks and opportunities	Management of impacts, risks and opportunities	Governance
E5 Resource use and circular economy	<p>E5 Waste</p> <p>E5 Resources inflows, including resource use</p> <p>E5 Resource outflows related to products and services</p>	<p>Negative potential impact due to poor management of electronic waste. The risk is particularly linked to Iver's potential failure to maintain high standards for e-waste management and disposal.</p> <p>Potential positive impact for Iver through circular management of hardware.</p> <p>By extending the life cycle of IT equipment and applying circular principles, Iver can reduce negative environmental impacts, by limiting the use of virgin materials, which in turn is assumed to contribute to lower greenhouse gas emissions. Several stakeholders have highlighted this opportunity and referred to Iver's operations in Rotebro as an example of a circular business model in practice. The positive impact is also reflected in the "Modern Workplace" service and in active investments in circular economy solutions. These initiatives aim to extend the lifecycle of hardware, reduce waste and thus improve resource efficiency.</p> <p>Opportunity to increase the degree of circularity through improved material reuse and control of outflows.</p> <p>Iver can further strengthen its circularity efforts by increasing the reuse and recycling of materials, in particular in collaboration with business partners and through increased control of outflows. This also presents a financial opportunity to further develop the "Iver Refurbished" product and service offering, which can create new market shares and contribute to increased revenues.</p>	<ul style="list-style-type: none"> Manages mainly electronic waste and smaller quantities of office waste in accordance with the applicable regulations. All IT equipment is subject to circular processes: reuse, data recovery, upgrading and recycling. Landfill is avoided as much as possible. Electronic waste is managed by certified external operators. Data collection and reporting is carried out in collaboration with external partners for increased transparency and follow-up in 2025. 	<ul style="list-style-type: none"> Environmental policy Purchasing policy Code of Conduct Supplier Code of Conduct ISO 14001 Eco-Lighthouse, Norway Electronical waste policy Procedures for circular management of IT equipment Sustainability framework

Key performance indicators for 2024 (Group level):

- Total energy use (MWh)
- Energy consumption per turnover (kWh/SEK)
- Greenhouse gas emissions for the whole group, tonnes CO₂e, Scope 1-3
- Total greenhouse gas emissions, tonnes CO₂e
- Total greenhouse gas emissions per turnover, tonnes/MSEK

Notes on the organisation, continuation

Social

Sustainability issue (ESRS topic)	Sub-topic	Description of impacts, risks and opportunities	Management of impacts, risks and opportunities	Governance
S1 Own workforce	<p>S1 Working conditions</p> <p>S1 Equal treatment and opportunities for all</p>	<p>Risk linked to labour conditions and competitiveness as an employer.</p> <p>There is a risk that Iver is not perceived as sufficiently progressive or competitive in terms of working conditions - for example, working hours, pay conditions and work-life balance. This could lead to a weakening of the employer brand and thus a reduced ability to attract and retain highly qualified staff. The financial impact of this could be a loss of strategic position, increased staff turnover and reduced productivity. This risk is particularly relevant in the IT sector, where demand for skilled staff is very high while supply is limited. Potential talent thus has great bargaining power and can choose between several employers. This creates high expectations that employers in the sector will offer attractive and competitive employment conditions.</p> <p>Risk linked to insufficient focus on diversity and inclusion</p> <p>There is a risk that Iver fails to differentiate itself in diversity and inclusion, which may affect its ability to offer customers a diverse and competent team and to fulfil customer requirements. Failure in this area can also weaken employer branding and thus affect the ability to create new or retain existing revenue streams. This in turn can lead to negative financial consequences.</p>	<ul style="list-style-type: none"> Annual performance reviews and individual targets linked to the business strategy Opportunities such as teleworking, private health insurance, wellness support and parental pay Access to continuous learning via LMS Certification programmes in collaboration with leading technology partners Systematic work environment management Engagement index followed up quarterly Diversity and inclusion index followed up annually Active work against discrimination and in favour of equal opportunities Focus on gender balance in recruitment Internal communication and training 	<ul style="list-style-type: none"> Code of Conduct Staff handbook Work environment handbook Discrimination policy Equal opportunities policy Sustainability framework

Key performance indicators for 2024 (group level):

- Engagement index (per cent)
- Diversity and Inclusion Index (per cent)
- Composition of the company
- Number of employees
- Share of women (per cent)
- Sickness absence rate (per cent)
- Employees covered by collective agreements (per cent)
- Employee turnover (per cent)
- Recruitment (per cent)

Notes on the organisation, continuation

Governance

Sustainability issue (ESRS topic)	Sub-topic	Description of impacts, risks and opportunities	Management of impacts, risks and opportunities	Governance
G1 Corporate Responsibility	G1 Corporate culture	Potential negative impact on due to poor corporate culture and ethics which can be the root cause of irregularities and poor governance and management systems within a company. It creates an environment that lacks transparency, integrity and ethical behaviour, leading to a drop in employee morale and productivity. A weak ethical culture undermines governance structures and data integrity and governance, hindering informed decision-making and exposing the company to legal risks. Fostering a culture that values transparency and ethical behaviour is crucial to addressing these issues and creating a positive working environment.	<ul style="list-style-type: none"> • Annual Code of Conduct training • External whistleblowing function allowing for anonymous reporting of suspected violations, with high integrity and in compliance with the GDPR. • Systematic supplier evaluation • Information on ethics, safety and expectations included in new employee induction. 	<ul style="list-style-type: none"> • Code of conduct • Supplier Code of Conduct • ISO 9001 • Sustainability framework

Key performance indicators for 2024 (group level):

- Percentage of employees signing the Code of Conduct (per cent)
- Number of reports through whistleblowing service

Notes on the organisation, continuation

Company specific topic (Cybersecurity and data privacy)

Sustainability issue (ESRS topic)	Sub-topic	Description of impacts, risks and opportunities	Management of impacts, risks and opportunities	Governance
(EST) Cybersecurity and data privacy	(EST) Cybersecurity and data privacy	<p>Risk linked to technological developments and cybersecurity.</p> <p>There is a risk that Iver does not meet stakeholder and customer expectations in terms of technological developments and cybersecurity standards. A serious cybersecurity breach could have far-reaching consequences and affect multiple stakeholder groups, including customers, consumers and employees. Such an event could result in significant customer losses, brand damage and extensive reputational damage. Maintaining a high level of cybersecurity is a fundamental prerequisite for Iver to conduct its business and maintain trust in the market.</p>	<ul style="list-style-type: none"> • Security and privacy index followed up annually • Regular security and privacy training for all staff, complemented by targeted training on relevant topics. • Regular incident drills • Lessons learnt from real events • Proactive preparedness 	<ul style="list-style-type: none"> • Code of Conduct • Information security policy • ISO 27001 • Sustainability framework

Key performance indicators for 2024 (group level):

- Security and privacy index (scale 1-5)
- Number of privacy-related incidents
- Number of information security incidents with antagonistic motives
- Percentage of employees having completed information security and privacy training (per cent)

GRI index

Iver has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024, with reference to GRI 1: Foundation 2021.

The table below shows where each piece of information can be found in the sustainability report.

GRI Standard and number	Disclosure	Location in the report
GRI 2: General Disclosures 2021		
GRI 2-1	Organisational details	Organisational information, p. 23
GRI 2-2	Entities included in the organization's sustainability reporting	Entities covered by the sustainability report, p. 23
GRI 2-3	Reporting period, frequency and contact point	Reporting period, frequency and contact person, p. 23
GRI 2-4	Restatements of information	Changes in previously reported information, p. 23
GRI 2-5	External assurance	External assurance, p. 23
GRI 2-6	Activities, value chain and other business relationships	About Iver, p. 4
GRI 2-7	Employees	Employee statistics, p. 20
GRI 2-8	Workers who are not employees	Employee statistics, p. 20
GRI 2-9	Governance structure and composition	Sustainability governance and accountability, p. 24
GRI 2-10	Nomination and selection of the highest governance body	Sustainability governance and accountability, p. 24
GRI 2-11	Chair of the highest governance body	Sustainability governance and accountability, p. 24
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability governance and accountability, p. 24
GRI 2-13	Delegation of responsibility for managing impacts	Sustainability governance and accountability, p. 24

GRI index, continuation

GRI Standard and number	Disclosure	Location in the report
GRI 2: General Disclosures 2021		
GRI 2-14	Role of the highest governance body in sustainability reporting	Sustainability governance and accountability, p. 24
GRI 2-15	Conflicts of interest	Sustainability governance and accountability, p. 24
GRI 2-16	Communication of critical concerns	Kommunikasjon av kritiske spørsmål, sid. 24
GRI 2-23	Policy commitments	Policies and compliance, p. 24
GRI 2-24	Embedding policy commitments	Policies and compliance, p. 24
GRI 2-25	Processes to remediate negative impacts	Processes for addressing negative impacts and reporting concerns, p. 24
GRI 2-26	Mechanisms for seeking advice and raising concerns	Processes for addressing negative impacts and reporting concerns, p. 24
GRI 2-27	Compliance with laws and regulations	Compliance with laws and regulations, p. 25
GRI 2-28	Membership associations	Membership associations, p. 6
GRI 2-29	Approach to stakeholder engagement	Stakeholder engagement methodology, p. 29
GRI 2-30	Collective bargaining agreements	Employee statistics, p. 20

GRI index, continuation

GRI Standard and number	Disclosure	Location in the report
GRI 3: Material topics 2021		
GRI 3-1	Process for determining material topics	Process for determining material topics, p. 25
GRI 3-2	List of material topics	Management of material sustainability topics, p. 29
GRI 3-3	Management of material topics	Management of material sustainability topics, p. 29
GRI 205: Anti-corruption 2016		
GRI 205-1	Operations assessed for risks related to corruption	Good business ethics and anti-corruption, p.9
GRI 205-2	Communication and training about anti-corruption policies and procedures	Good business ethics and anti-corruption, p.9
GRI 302: Energy 2016		
GRI 302-1	Energy use within the organisation	Energy consumption, p. 14
GRI 302-3	Energy intensity	Energy consumption, p. 14
GRI 305: Emissions 2016		
GRI 305-1	Direct (Scope 1) GHG emissions	Climate disclosure according to the GHG Protocol, p. 10
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Climate disclosure according to the GHG Protocol, p. 10
GRI 305-3	Other indirect (Scope 3) GHG emissions	Climate disclosure according to the GHG Protocol, p. 10
GRI 305-4	GHG emissions intensity	Climate disclosure according to the GHG Protocol, p. 10

GRI index, continuation

GRI Standard and number	Disclosure	Location in the report
GRI 306: Waste 2020		
GRI 306-2	Management of significant waste-related impacts	Electronic waste, p. 15
GRI 401: Employment 2016		
GRI 401-1	New employee hires and employee turnover	Employee statistics, p. 20
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee benefits, p. 18
GRI 403: Occupational Health and Safety 2018		
GRI 403-1	Occupational health and safety management system	Work environment and well-being, p. 19
GRI 403-2	Hazard identification, risk assessment and incident investigation	Work environment and well-being, p. 19
GRI 403-3	Occupational health services	Work environment and well-being, p. 19
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Work environment and well-being, p. 19
GRI 403-5	Worker training on occupational health and safety	Work environment and well-being, p. 19
GRI 403-6	Promotion of worker health	Work environment and well-being, p. 19
GRI 403-8	Workers covered by an occupational health and safety management system	Work environment and well-being, p. 19

GRI index, continuation

GRI Standard and number	Disclosure	Location in the report
GRI 404: Training and education 2016		
GRI 404-1	Average hours of training per year per employee	Employee dialogue and skills development, p. 18
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Employee dialogue and skills development, p. 18
GRI 405: Diversity and equal opportunity 2016		
GRI 405-1	Diversity of governance bodies and employees	Diversity and inclusion, p. 19
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Diversity and inclusion, p. 19
GRI 418: Customer privacy 2016		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Incidents and disruptions, p. 16