



Sustainability Report OneCo 2022



Tore Sjursen
CEO

The key to lasting change and development is to ensure that our sustainability work is integrated into our daily operations.

At OneCo, our work on sustainability has been systematic and purposeful over time, assisted by customer expectations and our employees' engagement. We believe that key to lasting change and development is to ensure that our sustainability work is integrated into our daily operations.

In this report, we wish to show where we stand, what our goals are, and which activities and standards we will include in our work. Transparency is essential for improvement.

We take our share of the responsibility for ensuring that Norway achieves its sustainable development goals

Through our deliveries, we help enable necessary changes in society. We build and upgrade critical infrastructure. Our solutions contribute to better resource utilization,

and we deliver to facilities that produce renewable energy. The future is electric and OneCo is part of it.

Phasing in electric cars and developing our employees

The major contributor to climate emissions in our own group comes from travel and transportation – specifically our service vehicles. We are already in the process of phasing in electric cars. It will take longer to achieve our goals in other areas, such as increasing the proportion of women in the group.

Part of our social responsibility is the development of tomorrow's professionals through the apprenticeship scheme. OneCo has over two hundred apprentices employed at any given time. We also develop our own employees through an

Introduction cont.

expanded development program that applies to several positions and all management levels.

OneCo as an inclusive and responsible employer

Aars AS, our main owner, provides important support in our sustainability work. They set requirements and inspire us. We have, for instance, been hugely impressed by what they have achieved through “Møller Medvind”. This is an initiative to help young people who have not previously been given a well deserved chance for permanent, full-time employment. In 2022, we established our own version of the initiative, “OneCo Medvind” (“OneCo Tailwind”).

Through this initiative, we wish to give something back to society and recruit young people based on the Møller Medvind method. As a first step, OneCo Medvind has been established in connection with OneCo Elektro, in collaboration with the Norwegian Labour and Welfare Administration (NAV) in Kristiansand.

It is essential for us to be a responsible employer. Good cooperation with both union and safety representatives is therefore a priority. We believe this is especially important in our HSE work, and in our work to ensure proper wages and working conditions throughout the industry.

Employee well-being, teamwork and trust are crucial if we are to successfully achieve our goals.

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About OneCo and our business

Our values

We have held the same values since we started in 2011: Generosity, a long-term perspective and passion.



Long-term perspective

We are committed to a long-term perspective. We believe in the value of long-term relationships with customers and suppliers. Our actions and deliveries must be dependable over time. We want to remain a preferred supplier.



Passion

At our company, we want to be passionate about our deliveries. We want to cultivate the good qualities of passion to allow for commitment, creativity, and perseverance.



Generosity

We know that people who are met with generosity become excellent collaborators and stretch themselves further than expected. This is why generosity is so important to us.

Our vision and strategy

OneCo will be a recognized player who sets the pace of the transition to achieve a sustainable society.

- A leading Norwegian industrial group with an ambition for growth outside Norway
- Differentiated through our employees and our culture
- Develops exciting opportunities across a unique portfolio of businesses



0 injuries



Climate



10 % annual profit



Preferred employer



Preferred partner

Facts



Number of employees:
2862



CO₂-emissions:
5 652 tons



Proportion of women:
9,6 %



Revenue:
4 942 MNOK



Female managers:
19 women (14 % of total
management)

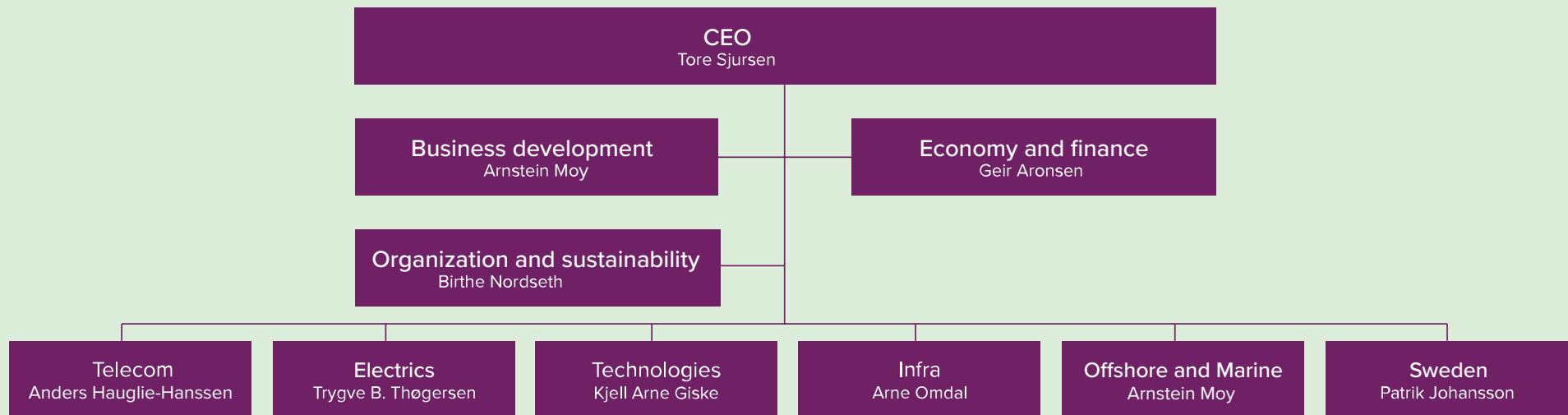


EBIT:
122 MNOK



Apprentices: 212
(constitute 7 % of all employees)

Organization 2022





Safety

OneCo delivers security and access control systems to owners of socially critical infrastructure, commercial buildings, schools, public buildings, hotels, and hospitals. We design and deliver new systems, make upgrades to existing security solutions, and perform service as needed.



Telecommunications

We deliver nationwide operation, maintenance, and development services to several operators in the area of mobile telephony and broadcasting. We are a leading, independent service provider of technical services and strategic solutions in telecommunications and mobile telephony. We deliver throughout the value chain, and our services include design, planning, engineering, construction, installation, and maintenance of fixed and mobile networks for leading operators, network owners and system suppliers. We also deliver to the private market. In addition, we are a local partner for companies, municipalities, and power companies.



Electric power

We work with generator control panels for small-scale power plants, large district heating plants, incineration plants and central heating plants, and with the construction and operation of distribution and regional networks. We can also provide analyses and planning.



Electrics

OneCo delivers complete electrical solutions to the building and construction industry, including service and maintenance for both business customers and the private market.



Automation

We deliver system integration solutions and automation systems in the areas of water and sewage, industry, foodstuffs, construction, energy, transportation, and offshore operations.



Marine and offshore

OneCo is an independent total supplier of electrical and installation services for various types of ships and rigs. Our principal areas are: Electrical technology, automation and instrumentation, heat trace systems, hydraulics and mechanics, pipes and structure.



Road and rail infrastructure

OneCo supplies complete electrotechnical installations from design and engineering to installation and technical operation and maintenance for roads, railways, and tunnels.



Renewable energy

OneCo is a system-independent supplier of installations for hydropower and wind power plants. We also deliver solar power systems for homes and larger office and industrial buildings.



Electrician services

OneCo supplies electrician services for all types of assignments in the home. We assist in both planning and implementation.

Our stakeholders

When sustainability is correctly implemented, it empowers both OneCo and our stakeholders to make better, long-term decisions for reducing costs, increasing productivity, reducing environmental impacts, and supporting growth.





Value creation and the electrification of society

**OneCo services are key to the
green transition**

There is broad cross-political agreement that Norway should pursue an industrial policy that enables increased value creation through the green transition and electrification of society. This is clearly expressed in both the Solberg government's White paper no. 13 and in the Støre government's Hurdal report. Several major industrial initiatives have been mentioned, including battery factories, hydrogen production, data storage centers, and continental shelf electrification.

These are initiatives that require enormous amounts of electrical energy. The electrification of car and ferry transportation is also a clear policy that must be implemented as soon as possible.

Because of the industrial policy that has been laid down and locations that have been chosen, combined with the electrification of the continental shelf and the transportation industry, it will be necessary to invest in both new production and transmission capacity.

OneCo's role and responsibilities in the green transition

A stronger focus on sustainability and a society that has increasingly called for the transition to renewable energy sources has opened numerous business opportunities for OneCo. We must seize these opportunities and ensure that our deliveries to the market are conducted in a manner that is as climate neutral as possible. We will do this in part by setting the same standard requirements for our partners.



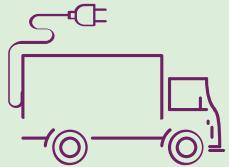
Development of 5G infrastructure

The Norwegian government has allocated NOK 560 million to be used for the development of fast broadband in rural areas in the period up to 2025, and the Norwegian Communication Authority (NKOM) has set a target of an alternative transmission network by 2030. The transmission network includes the main routes for the power system and connects producers and consumers in various parts of the country.

More than a billion NOK will be spent on developing broadband with a speed of at least 100 megabits per second to households and businesses in rural areas. This is based on various subsidies and on telecommunication operators' competition for the market. Investments in 5G development and transmission networks will enable the digitization of Norway.

OneCo's contribution to the digitization of Norway

OneCo's development of both 5G, the fixed-line network and transmission network is well underway. We are a decentralized organization and therefore well-positioned to contribute to the digitization of Norway. Currently, we are working for Telenor, Telia, Ice and Altibox, as well as smaller actors.

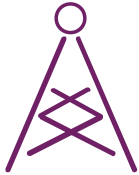


Electrification of transportation

The number of newly registered electric cars in Norway is constantly reaching new heights, and the percentage of electric cars increases for each passing year. Of all new passenger cars registered for the first time in 2022, 138,265 were electric cars, which corresponds to a proportion of 79.3 %.

Most electric vehicles have so far been private cars. Many new electric vans and utility vehicles arrived on the market in 2022, and it is expected that several new models will appear on the Norwegian market in the coming years. According to Statistics Norway, 28,309 vans were registered in Norway in 2022. Among them, 24% were electric, compared to 17% in the previous year. An increased permissible payload (compared to fossil fuel-powered vans) and longer driving ranges have made electric commercial vehicles more attractive for a growing number of people.

In addition, authorities have announced a stronger commitment to increase the electrification of transportation such as buses and ferries. In recent years, OneCo has implemented several charging facilities for “heavy charging” and has built up solid expertise in this area.



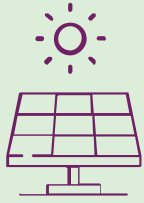
Power development

The Norwegian Water Resources and Energy Directorate (NVE), Statnett and Statkraft have all emphasized the need for renewable power production if we are to achieve our climate targets. Technological developments have meant that the lifetime cost, measured in terms of cost per unit of produced energy, has fallen drastically for renewable energy. The demand for fossil fuels will fall, while the demand for renewable energy will rise. At the same time, costs for the development of renewable energy will decrease. There will also be a substantial need to develop the infrastructure (power grid) that will distribute the electricity that is produced.

OneCo's role in power development

Energy efficiency in private homes and the distribution of energy consumption throughout the day are becoming more important factors in a modern power market in order to optimize both the energy production and transport costs. OneCo also contributes to this area, with system solutions that can optimize energy consumption for the individual consumer.

OneCo currently contributes with the construction and upgrading of power production facilities. We also offer services where we build and operate power grids. This is essential for ensuring sufficient electricity and stable availability to the end customer.



Solar Power

While earlier quite conservative in its estimates of solar energy, the International Energy Agency (IEA) now envisages that solar energy will account for 80% of the growth in energy production up to 2030, rising from an 8% market share for electricity in 2019 to 30% in 2030. The roadmap for the solar energy industry in Norway up to 2030, estimates that the annual turnover for the installation of solar cell systems in Norway, solar parks, the process industry, and floating solar power plants will reach NOK 60–118 billion by 2030. In addition, there will be a higher turnover in other parts of the industry.

OneCo's role in solar power development

By developing smart and innovative solutions, we help our customers and society to reduce their energy consumption and increase their use of renewable energy sources. For example, solutions that make buildings more energy-smart can help reduce the demand for energy, as well as CO2 emissions.

Together with our customer, Pareto Alternative Investments, OneCo has installed solar panel systems on a number of commercial buildings throughout Norway in 2022. This enables customers to ensure energy consumption for the building itself and to add more renewable energy to the power grid.

We have also seen a greater demand for system solutions with the integration of solar panels, batteries, and electric vehicle charging. OneCo has developed solid expertise in this area, and in 2022, it has delivered several exciting projects.



Our collaboration with OneCo has made it possible for us to take a big step forward in reducing energy consumption by the buildings in our portfolio. Thanks to OneCo's solutions and expertise in solar power, we have installed solar power systems with an installed power equivalent to approx. 20 megawatts of solar energy in our own buildings. This is approx. 16 GWh per year, which corresponds to the electricity consumption of approximately 1,000 households.

Jonathan Barfod

Partner & Investment Director in Pareto Alternative Investments.



Standards and guidelines

Our approach to sustainability

Our customers, employees, society and owners expect OneCo to contribute to positive and sustainable development.

As one of Norway's largest industrial groups, OneCo plays a key role in the development of a greener and more sustainable society. Through our business areas, we contribute to the electrification of society and the increased use of renewable energy.

Internally, we will work to reduce our own climate footprint by choosing the right suppliers, materials and subcontractors.

In addition, sustainability is about being a responsible employer who works to ensure important societal values such as equality, diversity, an injury-free working environment, employee well-being, and good teamwork.

Being a responsible employer means that we must always comply with applicable laws and contractual agreements both internally and with our subcontractors. Good business practices are essential to our operations, and our ethical guidelines (code of conduct) describe how these are ensured.

We must be open and transparent in our operations and provide all stakeholders with valuable information about our business.

We anchor our sustainability work in the following standards:

- The UN Global Compact, which encompasses the ten principles for a responsible business.
- The UN's Sustainable Development Goals, which comprise the world's collective plan to eradicate poverty, fight inequality and stop climate change by 2030.
- SBTi: The Science Based Target's initiative to help companies set targets to reduce emissions of greenhouse gases in accordance with the Paris Agreement, where the aim is to keep the global temperature below 1.5 degrees Celsius. The company-specific targets are reviewed by an independent research panel, which checks the targets against the Paris Agreement.
- ISO 14001, which sets out the criteria for environmental management systems.
- The Eco-Lighthouse, which is an environmental management system for businesses that wish to document their environmental efforts and improve their environmental performance in the areas of working environment, waste management, energy use, procurement, and transport.



OneCos arbeid med FNs Global Compact

A sustainable working life

Our most important goal is to maintain responsible operations of OneCo. Responsible operations involve creating financial results by operating in accordance with applicable laws, regulations, and standards for Norwegian working life. We must continuously work to improve all aspects of our business. We know that a positive bottom line is essential to ensure lasting, stable employment, high-quality deliveries, satisfied customers, a good working environment, and good returns to our owners.



UNs Global Compact

OneCo is a participant in the UN Global Compact, which is a global network for companies that wish to work on social responsibility and contribute to sound and sustainable business practices. Today, the UN Global Compact is the world's largest initiative for corporate social responsibility.

OneCo recognizes and complies with the core conventions on the freedom of association and the right to collective bargaining, and the elimination of child labor, forced labor, and discrimination.

The Norwegian Transparency Act

The government is keen to promote responsible businesses, both in Norway and internationally. The OECD's guidelines for due diligence assessments are now recognized as a leading international tool to help companies assess the risk of negative effects and damage caused by their own operations, or in their supply chain and business relationships. Norway has played an active role in the preparation of the guidelines.

You can learn more about how OneCo works with due diligence assessments and measures in our report on transparency and work on basic human rights and decent working conditions on our website under "reports".





Freedom of organization and the right to collective bargaining

Freedom of organization is essential to OneCo.

All OneCo's business areas have collective agreements that regulate the working relationship of the individual and the cooperation between the parties.

As an employer, OneCo was a member of the Confederation of Norwegian Enterprises (NHO), Spekter - the Employers' Association, and Virke, the Federation of Norwegian Enterprises, by the end of 2022. Cooperation with elected representatives and the safety representative services is viewed as good and constructive, with established forums for collaboration

and dialog in all business areas. The degree of organization varies from company to company, and is an individual choice made by each individual.

In 2022, two cooperation conferences were held in the group with senior management, the main union representatives, and the main safety representatives in all business areas. The theme of the conference was strategy, cooperation, sustainability and information. In addition, the results from the group-wide employee survey were reviewed. All parties found the cooperation conference to be useful and a positive experience, and this initiative will be continued in the future.

Forced labor

OneCo conducts regular inspections of our subcontractors, where it checks to ensure that the working conditions are in accordance with general collective agreements and other conditions in the industry. In 2022, we uncovered several objectionable conditions, where we took action against our subcontractors. They have now ensured that these conditions have been corrected. Inspections of our subcontractors will also be a prioritized area in the future.



Equality and discrimination

None of our employees, or others who perform work for OneCo, should experience harassment, bullying or negative attention.

Our annual employee survey "OneCo Puls" shows that 2% of our employees have experienced bullying and/or harassment in the last three months. This is below the national average of 5%. We are making active efforts to further improve conditions through local measures in collaboration with the Working Environment Committee (AMU) and our company health services. Our notification routines are digitally available to all our employees, and a digital training program has been completed on the topic of notification.

As the proportion of women in the group is 9.6%, we consider this to be our most important challenge. That does not mean, however, that diversity, in terms of ethnicity, age, religion or disability is given less

importance. However, we believe that we as a group have come further in these areas. This particularly applies to ethnicity and religion. We have colleagues from several different nations and are proud of our community. The same applies to age. Today, we have a wide range of ages. Our youngest employee is seventeen and the oldest is 70, which is the group's internal retirement age.

A higher percentage of women will contribute positively to the working environment, to our results, and to the quality of our deliveries. A better gender balance will also help strengthen our reputation and increase our attractiveness as an employer across genders. In our experience, gender is subordinate when it comes to our projects and services. OneCo wishes to help make the industry visible, as an attractive industry for everyone.

HSE

In OneCo, short-term results should never come at the expense of safety. Either we work safely, or we do not work at all.

We have a zero vision for injuries that require sick days, and we work purposefully to achieve this goal. At the same time, a substantial proportion of our employees have physically demanding jobs in environments where injuries can easily occur. Work may be done on construction sites, out in the terrain, in unknown locations with many people, in tight quarters, or there may be jobs that involve especially demanding work.

We have not been able to reach our zero vision for injuries in 2022, and have an estimated H-value of 8.3. The largest share of injuries are related to falls on rough terrain, as well as minor cuts and crushing injuries. Very few of the injuries in 2022 resulted in more than three consecutive sick days.

Sick day absences totaled 6.1% in 2022, of which short-



We have a zero vision for injuries with sick days, and we work purposefully to achieve this goal.

term absences accounted for 1.8%. The total absence is higher than for the rest of the industry.

Employee survey

The employee survey for 2022 was completed with a response rate of 87 %. The survey included questions about the working environment, management, development, safety and communication. The survey indicates high employee satisfaction and strong trust between employees and management. We have areas for improvement in internal communication and tools for working more efficiently.

At the start of 2022, a group-wide internal communication channel called “OneVoice” was implemented.

Group-wide HSE network

The HSE network has participants from all business areas in the group. The purpose of the network is to discuss HSE across the companies, and to find common solutions and projects where appropriate. Competence building, raising awareness, and the shared utilization of resources are

central themes, in addition to standardization and preventive measures to reduce the risk of unwanted incidents, accidents, and injuries.

HSE work is closely linked to operations, and a good HSE culture is developed along the line. This applies out in the field and in our offices. Managers must have good knowledge of the risk factors inherent in our operations, and on this basis, they must implement risk-reducing measures prior to assignments. Installers and fitters out in the field must follow up with a safe job analysis on the site and take operational responsibility for their own safety and that of others.

Both managers and employees must be aware of how to report deviations and follow these up.

In the autumn of 2022, a group wide digital HSE campaign was carried out with a focus on IT security. This campaign was part of the Norwegian National Security Month.

Privacy

Privacy is now part of our digital onboarding program for new employees. Privacy was also part of the group wide HSE campaign on IT security, which was carried out in the autumn of 2022. The subject of privacy is also mentioned in the work of a group-wide working committee that developed the group's measures against intentional, unwanted incidents, which also included how to structure security efforts at OneCo.



A dense forest of tall, thin trees, likely evergreens, with sunlight filtering through the canopy, creating a dappled light effect on the forest floor. The ground is covered in moss and small plants. The overall mood is peaceful and natural.

OneCo's work with the UN sustainable development goals

OneCo plays a key role in the development of a greener and more sustainable society. We work purposefully to realize our own ambitions and to fulfill our social responsibility.

We have prioritized measures for four of the UN sustainable development goals:



Good education

OneCo trains future professionals and has over two hundred apprentices employed at any given time (7% of the total number of employees). In 2022, we developed a group-wide management development program that will be implemented in 2023. We facilitate further education and specialization and ensure competence enhancement through participation in projects and assignments. OneCo also arranges for people who do not have a “complete CV” to be given the opportunity to work for OneCo, as well as an apprenticeship if desired.

Objectives 2020–2024

Increase the number of apprentices and arrange for them to take and pass trade exams within the standard amount of time. Employee people with incomplete CVs according to the Møller Medvind method.



Gender equality

OneCo will work actively to improve gender balance in the group.

Objectives 2020–2024

Increase the proportion of women in the group to 12%.



Decent work and economic growth

OneCo, with its 2,840 employees, is a major employer. Our values include a long-term perspective, passion, and generosity. These must be prominent in all our actions. We will always comply with applicable legislation and agreements in order to ensure good and safe working conditions.

Objectives 2020–2024

Ensure sustainable operation and management by implementing internationally recognized standards and certificates across the business areas of the group. Maintain our vision of zero injuries resulting in sick days among our own employees and others who perform work for OneCo.



Stop climate change

OneCo will reduce the climate and environmental footprint of our operations. We will reduce our own climate footprint by 50% by 2030, and in time become climate neutral. To achieve this, we must reduce the use of fossil fuels, choose environmentally friendly products, and increase our competence in sustainable project implementation.

Objectives 2020–2024

Significantly reduce our own climate emissions from our service vehicles. Increase competence in sustainable project implementation among our own employees.

Humanitarian support for Save the Children Norway's work in Ukraine

When the war broke out in Ukraine, OneCo pooled together a contribution among our employees, and the group doubled this amount. Altogether, we collected a total of NOK 1,116,725.

Save the Children Norway is present both in Ukraine and in the neighboring countries of Romania, Poland and Lithuania. It works to provide children and their families with daily necessities such as food, blankets, toiletries, toys, and medical assistance, and to support and protect children and help keep families together.

Those who have fled the country also receive assistance with accommodations, education, legal aid and information about their rights as refugees. We also work in other European countries to ensure that the refugees are received in a positive manner.

Funds from OneCo have contributed to:

- Food and healthcare for 80,000 children and their families
- Protection and psychosocial support for 120,000 children and their families
- Education, learning materials and digital education programs for 3,100 children

Our 2022 internal climate account



The baseline for our climate account

2020 comprises the baseline for our performance in greenhouse gas emissions. The exception is business travel, where the account for 2019 formed the baseline due to the Covid-19 pandemic. Through SBTi, we made a commitment to halving our own emissions by 2030.

We have divided our climate accounting into three parts, based on the SBTi standard for climate accounting and the GHG protocol:

Scope 1: Direct emissions from our own operations

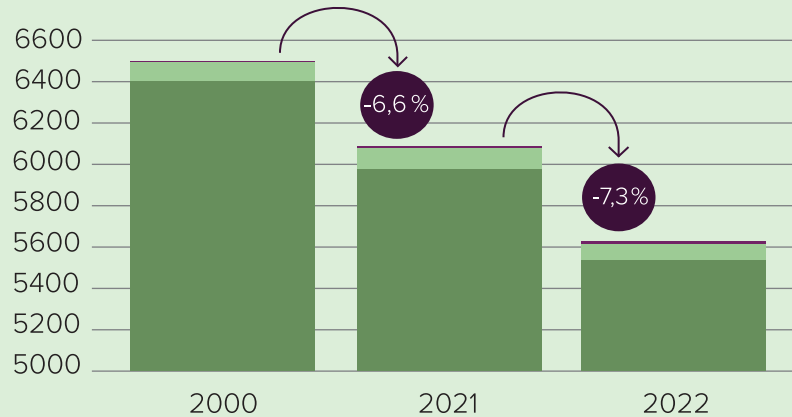
Scope 2: Indirect emissions from our own operations

Scope 3: Other indirect emissions

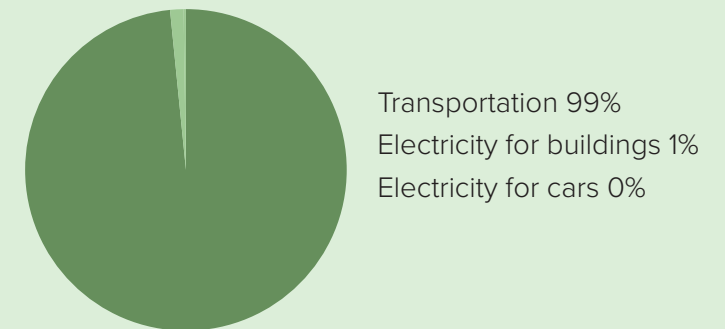
Greenhouse gas emissions

- Transportation
- Electricity for buildings
- Electricity for cars

Greenhouse gas emissions 2022



Greenhouse gas emissions 2022 (percentage)



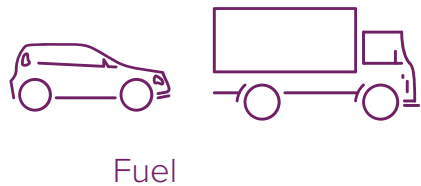
The change from 2020 (baseline) to 2021 indicates that we reduced our greenhouse gas emissions by 6.6%. This change is largely due to less driving.

The change from 2021 to 2022 indicates that we reduced our greenhouse gas emissions by another 7.3%.

The changes are largely due to less driving (fewer kilometers) in combination with several electric service vehicles and replacing older vehicles with newer vehicles with lower fuel consumption. Less driving is due to a combination of better resource management and the types of projects, as well as the locations of the projects. From 2021 to 2022, we also saw a reduction in power consumption.

*) In 2022, we improved our calculation method for greenhouse gas emission linked to our service vehicles. We also recalculated service car emissions for 2020 and 2021 using the same calculation method.

Direct emissions from our own operations (scope 1)



For OneCo, the transition from fossil fuel-powered service vehicles to electric vehicles will be our most important contribution to reducing our direct greenhouse gas emissions. OneCo had approximately 1,650 service vehicles in 2022. Of these, 76 were electric cars at the end of 2022 – an increase of 46 from 2021 (30). In addition, we had 18 hybrid cars by the end of 2022.

During 2023, we expect a significant increase to somewhere between 150 and 180 electric cars. This corresponds with approximately 11% of our total car fleet.

In 2022, we improved our calculation method for greenhouse gas emission linked to our service vehicles. We also recalculated service car emissions for 2020 and 2021 using the same calculation method.

Our goal is for a minimum of 50% of all new service vehicles to be electric vehicles. However, challenges with production and delivery times at car manufacturers were a limiting factor in 2022. The number of vehicles we can bring in also depends on whether there are models that meet our needs in terms of driving range, load capacity, four-wheel drive and charging time. This particularly applies to assignments that are conducted far from urban and suburban areas, and in areas with little or no possibility of charging.

However, we assume that technological developments for service vehicles will be rapid, and we hypothesize that a minimum of 70% of our service vehicles will be electric vehicles by 2030.

Indirect emissions from our own operations (scope 2)



Electricity-heating



District

The use of electricity in the buildings we own or rent as well as the charging of electric cars make up our Scope 2.

What we have done so far

In most of the buildings we rent, we have already implemented energy efficiency measures such as lighting control, lowering the temperature at night, and using LED lighting. We have therefore determined that there is relatively little to be gained in terms of reduced emissions linked to energy efficiency.

Our electricity consumption is linked to rental agreements, where electricity consumption is part of the agreement into which we have entered. Therefore, we are not a direct purchaser of electricity, and have little direct influence. Going forward, we will assess the

extent to which we can have a more direct impact in this area.

What we plan to do

Further reductions related to electricity will come through a reduction of space and a better utilization of the areas. In 2021, we surveyed all the premises we rent, as well as the use of home offices by our employees. These findings were further used to optimize the use of areas.

OneCo is making a large-scale investment in renewable energy and energy-saving services for the entire Norwegian market. We are also considering the extent to which we can reduce energy emissions related to our buildings through our investment in renewable energy.

Other indirect emissions (scope 3)



Air travel



Waste management



Goods and services



Employee travel to and from work



Transportation

Waste management

Our waste figures are fraught with uncertainty, but they do show a decrease of 28% from 2021 to 2022. Delivery of waste takes place directly at the construction site or through an approved renovator. In addition, we conduct assignments for our customers where we handle waste from production as part of our delivery. We ensure that the waste is properly managed.

To increase the quality of waste reporting, we have entered into an agreement with Norsk Gjenvinning for handling waste that is not delivered to the construction site.

In addition, waste management has also been reviewed in relevant forums to ensure a sufficient understanding of, and expertise in how the waste item should be used in our climate accounting.

Our objective for future work is to continue to improve the sorting rate, assist our customers in managing their waste, and to challenge our suppliers on the use of unnecessary packaging.

Business trips

Due to the Covid-19 pandemic, we have chosen to use figures from 2019 as a baseline for business trips to obtain a basis for comparison that is as realistic as possible. While many meeting activities continue to be arranged digitally, travel activities have increased from 2021 to 2022 to a more "normal" level. A combination of better data capture and the normalization of travel thus shows an increase in emissions in connection with business travel. Specific targets and guidelines for business travel have not been set for 2022 and must be followed up in 2023. The goal is for shorter



Air travel



Waste management



Goods and services



Employee travel to and from work



Transportation

meetings, with a duration of under half a day, to be held digitally if physical attendance would require the use of air travel.

Employee travel to and from work

As of 2022, we did not have a complete overview of how our own employees get to and from the workplace. A large share of our employees has company vehicles and travel directly to the work site. Emissions from this will be mentioned under "direct emissions from own operations".

For the remaining employees, an internal survey in the form of a questionnaire will be conducted in 2023 to ensure a better data base. This will form our baseline going forward.

Goods and services

In 2021, we conducted a survey of the environmental certifications of those customers who collectively make up over 80% of our purchases of goods and services. Going forward, we will clarify our requirements for our own suppliers and take action to ensure a stronger focus on sustainability throughout our value chain. In 2022, we began work on mapping the CO2 footprint of our product purchases, in addition to assessing our suppliers' climate ambitions and commitments. In the future, we want to reduce the number of suppliers and ensure that we use suppliers who take responsibility for sustainability.

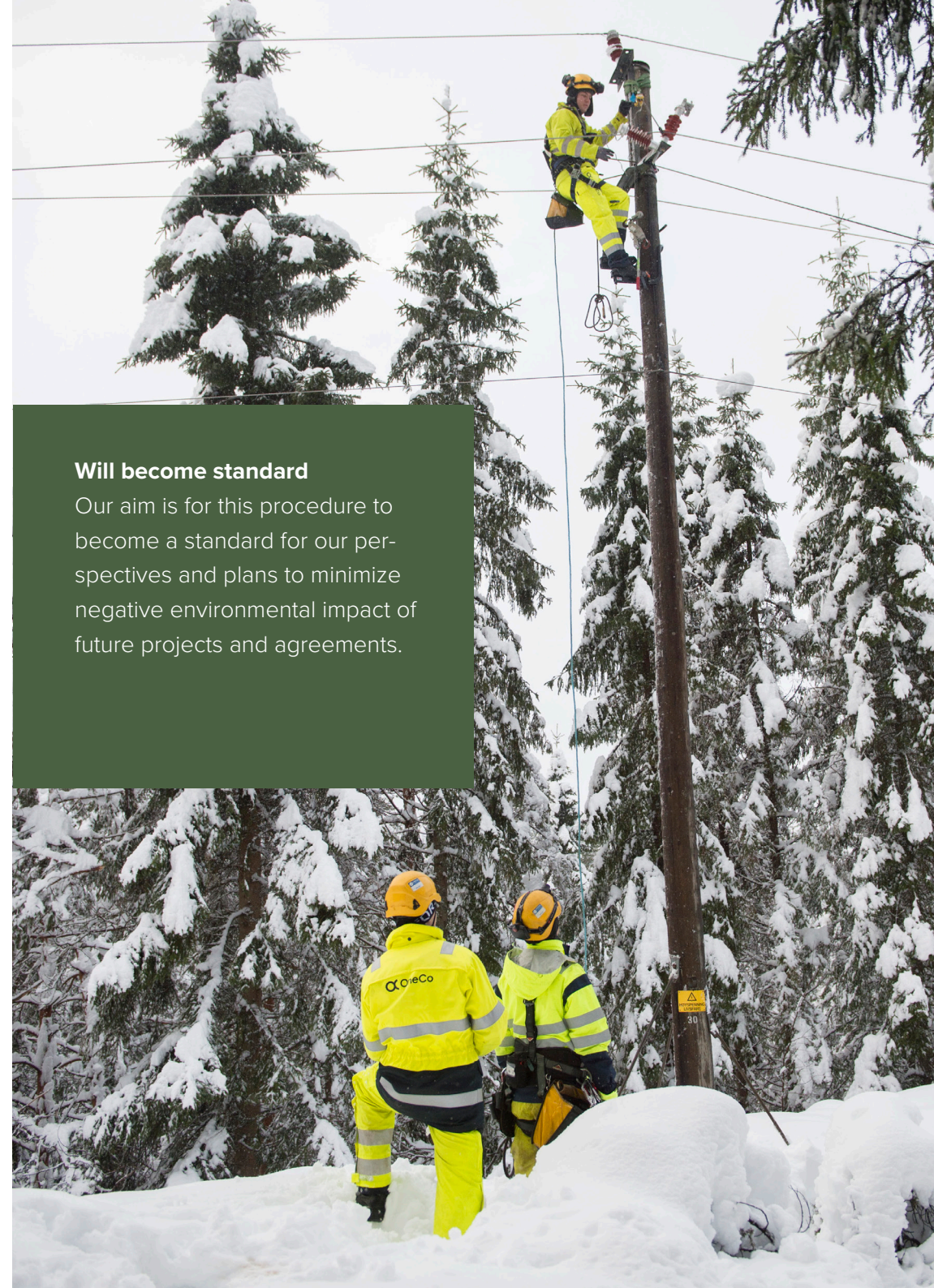
Sustainability is also good business

In addition to providing good measures to reduce climate impact, sustainability is also good business. Not only does it reduce our direct costs for fuel, but our customers have also become more focused on environmental impacts in their selection processes.

For Å Energi (formerly Agder Energi), we have specifically drawn up an overview of fourteen measures that will minimize negative environmental impacts in connection with the framework contract for "SmartNett". This list comprises both large and small measures that we believe will reduce the project's negative environmental impact.

Ranking of effective measures:

1. Transition to electric service vehicles
2. Smarter driving, carpooling and better planning of driving
3. Transport reduction by direct delivery of materials
4. Waste sorting to increase the recycling rate and reuse
5. Reduction of diesel generator use through alternatives such as hybrid solutions that combine hydrogen, batteries and solar cells.



Will become standard

Our aim is for this procedure to become a standard for our perspectives and plans to minimize negative environmental impact of future projects and agreements.



Sandra Magalhães

Environmental engineer at
OneCo Infra.

We are increasing our own expertise in sustainability and the external environment

We constantly want to improve our follow-up of sustainability and the external environment. That is why we have recently employed Sandra Magalhães as an environmental engineer in OneCo Infra. Given her solid experience from infrastructure projects, Sandra's expertise will ensure that we gain a better overview and control over our own environmental impact.

- What does an environmental engineer do?

- In short, I work to follow up our ISO certifications and our projects according to requirements and standards. I also work systematically to find sustainable solutions at all levels in projects. We must have a minimal impact on the external environment in our projects, and I make sure that this is observed.

- How do you do this in practice?

- It's basically about gaining better control and an overview of everything from purchasing to requirements for our subcontractors. For example, I give advice on comprehensive solutions that meet requirements for energy use, function, economy and the environment.

- My job otherwise involves things such as assessing and devising environmental plans, control plans, risk assessments, monitoring plans, emission applications, taking samples of land and water, and reporting. I also believe I have an important role in challenging ourselves and our routines.

- What does this involve?

- We need to increase our own awareness of the importance of sustainability and how we can constantly make improvements. Among other things, I work specifically on bringing the external environment into the safety rounds.

- OneCo Infra has a target of 85% waste sorting, can you tell us a bit about how you work with this?

- Good planning of waste solutions and the circular economy from the start of a project is always a plus. In addition, there are good reporting systems that help us follow developments and define necessary measures in time.

- What is the best part of your job?

- The best thing is the variety in my workdays. I have always had an interest in the environment, and I have always liked the construction industry. I like that there are always new projects and new challenges in each project. I also enjoy the working environment and colleagues, and that my professional expertise is valued.



I am often involved already during the tender process, and I continue to work systematically with HSE and environmental aspects until the project is finished.