



Öruggur staður til að vera á

Brimborg ehf.
Sustainability Statement

2023

Brimborg ehf.
Reg. 7012770239

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Assessment Statement by Klappir Green Solutions hf.

Klappir Green Solutions hf. (Klappir) has assisted Brimborg ehf. (Brimborg), with its sustainability statement. The sustainability statement contains information on environment, social and governance matters at Brimborg.

Responsibility of the board of directors and CEO for the sustainability statement

The board of directors and CEO are responsible for reporting non-financial information, including information on environmental, social and governance matters, in accordance with Article 66 d of Act no. 3/2006 (Icelandic companies).

Confirmation by Klappir

We have planned and conducted our work in accordance with the principles of the Greenhouse Gas Protocol standards: Relevance, Accuracy, Completeness, Consistency and Transparency.

By signing below, I hereby confirm that the data provided by Brimborg and its suppliers for the company's sustainability statement has been reviewed and assessed by Klappir's sustainability specialists. Information relating to social and governance matters was not reviewed by Klappir.

Klappir is not responsible and bears no liability for any investment decisions made by any party based on the information presented in this statement.

Klappir Green Solutions hf.

Brimborg's Sustainability Statement is electronically signed by Klappir Green Solutions hf.

Statement by the board of directors and CEO

Brimborg's sustainability statement for the year 2023 reflects the ESG guidelines issued by Nasdaq Iceland and Nasdaq Nordic in 2019. These guidelines are based on recommendations made in 2015 by the United Nations, the Sustainable Stock Exchange Initiative, and the World Federation of Exchange. Reference is also made to the GRI Standard (Global Reporting Initiative, GRI100-400) and the Ten Reporting Principles of the UN Global Compact.

Brimborg uses the Klappir Sustainability Platform to ensure the traceability, transparency, and efficiency in data collection and processing and dissemination of environmental information.

The board and CEO hereby confirm the company's sustainability statement for the period from January 1, 2023, to December 31, 2023.

Board

CEO

Brimborg's Sustainability Statement is electronically signed by the board and CEO.

Statement

Operational Parameters

| Operational Parameters | Unit | 2021 | 2022 | 2023 |
|--|----------------|----------|----------|----------|
| Net revenue (from financial statement) | billion ISK | 22.91 | 29.86 | 33.16 |
| Total assets (balance sheet) | billion ISK | 14.8 | 19.5 | 21.3 |
| Number of employees (from financial statement) [1] | FTEs | 226.0 | 248.0 | 272.0 |
| Total space for own operation [2] | m ² | 20,641.4 | 21,993.4 | 21,993.4 |
| Total space for own operation | m ³ | | | |

| GhG emission intensity | Unit | 2021 | 2022 | 2023 |
|--|------------------------------------|----------|----------|----------|
| GHG emissions per megawatt-hour consumed | kgCO ₂ e/MWh | 135.5 | 148.4 | 136.6 |
| GHG emissions per full-time equivalent (FTEe) employee | kgCO ₂ e/FTEs | 6,552.1 | 6,908.6 | 5,788.6 |
| GHG emissions per assets | kgCO ₂ e/billio | 100,142 | 87,846.5 | 74,051.3 |
| GhG emissions per unit of revenue | kgCO ₂ e/billio | 64,645.2 | 57,381.7 | 47,476.8 |
| GHG emissions per unit of space (m ²) | kgCO ₂ e/m ² | 71.7 | 77.9 | 71.6 |
| GHG emissions per unit of space (m ³) | kgCO ₂ e/m ³ | | | |

Nasdaq: E2|UNGC: P7, P8|GRI: 305-4 |SDG: 13|SASB: General Issue / GHG Emissions, Energy Management

| Energy intensity | Unit | 2021 | 2022 | 2023 |
|---|--------------------|----------|----------|----------|
| Energy per full-time equivalent (FTEe) employee | kWh/FTEs | 48,364.1 | 46,567.1 | 42,381.8 |
| Energy per unit of revenue | kWh/billion | 477,175 | 386,780 | 347,606 |
| Energy per square meter | kWh/m ² | 529.5 | 525.1 | 524.2 |
| Energy per cubic meter | kWh/m ³ | | | |

Nasdaq: E4|UNGC: P7, P8|GRI: 302-3|SDG: 12|SASB: General Issue / Energy Management

| Waste intensity | Unit | 2021 | 2022 | 2023 |
|--|----------------|----------|----------|----------|
| Total waste per full-time equivalent (FTEe) employee | kg/FTEs | 2,206.4 | 2,305.5 | 1,907.2 |
| Total waste per unit of revenue | kg/billion ISK | 21,769.0 | 19,148.8 | 15,642.7 |

Emissions

| Greenhouse Gas Emissions | Unit | 2021 | 2022 | 2023 |
|--|--------------------|-------------|-------------|-------------|
| Scope 1 | tCO ₂ e | 353.3 | 368.2 | 399.4 |
| Percentage of Scope 1 GHG emissions from regulated trading schemes | % | | | |
| Scope 2 (location-based) | tCO ₂ e | 86.5 | 91.3 | 90.4 |
| Scope 2 (market-based) | tCO ₂ e | | | 90.4 |
| Total Scope 1 and 2 (location based) | tCO ₂ e | 439.8 | 459.5 | 489.8 |
| Scope 3 | tCO ₂ e | 1,041.0 | 1,253.8 | 1,084.7 |
| Total Scope 1,2&3 emissions (market-based) | tCO ₂ e | | | 1,574.5 |
| Total Scope 1,2&3 emissions (location-based) | tCO ₂ e | 1,480.8 | 1,713.3 | 1,574.5 |

Nasdaq: E1|UNGC: P7|GRI: 305-1,305-2,305-3|SASB: General Issue / GHG Emissions|TCFD: Metrics & Targets

| GHG removal | Unit | 2021 | 2022 | 2023 |
|---|--------------------|-------------|-------------|-------------|
| Total GHG removals from own operations | tCO ₂ e | | | |
| Total GHG removals in the upstream and downstream value chain | tCO ₂ e | | | |
| Reversals | tCO ₂ e | | | |

| GHG mitigation | Unit | 2021 | 2022 | 2023 |
|---|--------------------|-------------|-------------|-------------|
| <i>Carbon credits cancelled in the reporting year</i> | | | | |
| Total amount of carbon credits outside value chain that are verified against recognised quality standards and cancelled | tCO ₂ e | | | |
| Share from removal projects | % | | | |
| Share from reduction projects | % | | | |
| Share from projects within the EU | % | | | |
| Share of carbon credits that qualify as corresponding adjustments | % | | | |
| <i>Carbon credits planned to be cancelled in the future</i> | | | | |
| Total amount of carbon credits outside value chain planned to be cancelled in future | tCO ₂ e | | | |

| Scope 1 - Details | Unit | 2021 | 2022 | 2023 |
|--------------------------|--------------------|-------------|-------------|-------------|
| Total Scope 1 emissions | tCO ₂ e | 353.3 | 368.2 | 399.4 |
| Fugitive emissions | tCO ₂ e | | | |
| Industrial processes | tCO ₂ e | | | |

| Scope 2 - Details | Unit | 2021 | 2022 | 2023 |
|--------------------------|--------------------|-------------|-------------|-------------|
| Total Scope 2 emissions | tCO ₂ e | 86.5 | 91.3 | 90.4 |
| Electricity | tCO ₂ e | 15.6 | 16.2 | 18.8 |
| Heating | tCO ₂ e | 70.9 | 75.1 | 71.5 |
| Cooling | tCO ₂ e | | | |
| Steam | tCO ₂ e | | | |

| Scope 3 - Upstream emissions | Unit | 2021 | 2022 | 2023 |
|---|--------------------|-------------|-------------|-------------|
| <i>Category 1: Purchased goods and services</i> | | | | |
| Total emissions | tCO ₂ e | | | |
| Production-related procurement | tCO ₂ e | | | |
| Non-production-related procurement | tCO ₂ e | | | |
| <i>Category 2: Capital goods</i> | | | | |
| Total emissions | tCO ₂ e | | | |
| Facilities emissions | tCO ₂ e | | | |
| Vehicle emissions | tCO ₂ e | | | |
| Machinery emissions | tCO ₂ e | | | |
| <i>Category 3: Fuel- and energy-related activities</i> | | | | |
| Total emissions | tCO ₂ e | 116.7 | 126.5 | 130.5 |
| Purchased fuel emission | tCO ₂ e | 89.2 | 93.7 | 100.0 |
| Purchased electricity emissions | tCO ₂ e | 0.1 | 0.1 | 0.1 |
| Transmission and distribution (T&D) losses | tCO ₂ e | 27.4 | 32.7 | 30.4 |
| Generation of purchased electricity that is sold to end users | tCO ₂ e | | | |
| <i>Category 4: Upstream transportation and distribution</i> | | | | |
| Total emissions | tCO ₂ e | 765.7 | 942.8 | 794.0 |
| Air transportation [3] | tCO ₂ e | 398.1 | 463.7 | 217.1 |
| Marine transportation [4] | tCO ₂ e | 367.6 | 479.1 | 576.9 |
| On land emissions (trucks) | tCO ₂ e | | | |
| Rail transportation | tCO ₂ e | | | |
| Storage of purchased goods | tCO ₂ e | | | |
| <i>Category 5: Waste generated in operations</i> | | | | |
| Total emissions | tCO ₂ e | 38.0 | 49.9 | 20.9 |
| Transport, disposal and treatment of waste [5] | tCO ₂ e | 38.0 | 49.9 | 20.9 |
| Wastewater treatment | tCO ₂ e | | | |
| <i>Category 6: Business travel</i> | | | | |
| Total emissions | tCO ₂ e | 5.4 | 24.2 | 32.4 |
| Air travel [6] | tCO ₂ e | 5.4 | 23.4 | 28.0 |
| Rail travel | tCO ₂ e | | | |
| Bus travel | tCO ₂ e | | | |
| Car travel | tCO ₂ e | | | |
| Marine travel | tCO ₂ e | | | |
| Hotel nights emissions [7] | tCO ₂ e | | 0.8 | 4.4 |
| <i>Category 7: Employee commute</i> | | | | |
| Total emissions [8] | tCO ₂ e | 115.2 | 107.8 | 104.4 |
| Travel by flights emissions | tCO ₂ e | | | |
| Travel by train emissions | tCO ₂ e | | | |
| Public transportation emissions [9] | tCO ₂ e | 2.0 | 1.3 | 3.8 |
| Automobile travel [10] | tCO ₂ e | 113.2 | 106.5 | 100.6 |
| Marine travel | tCO ₂ e | | | |
| Remote working | tCO ₂ e | | | |
| <i>Category 8: Upstream leased assets</i> | | | | |
| Total emissions | tCO ₂ e | | | |
| Mobile fuel combustion | tCO ₂ e | | | |
| Stationary fuel combustion | tCO ₂ e | | | |
| Electricity | tCO ₂ e | | | |
| Heating | tCO ₂ e | | | |
| Fugitive emissions | tCO ₂ e | | | |

| Scope 3 - Downstream emissions | Unit | 2021 | 2022 | 2023 |
|---|--------------------|-------------|-------------|-------------|
| <i>Category 9: Downstream transportation and distribution</i> | | | | |
| Total emissions | tCO ₂ e | | | |
| Air transportation | tCO ₂ e | | | |
| Ground transportation | tCO ₂ e | | | |
| Marine transportation | tCO ₂ e | | | |
| Storage of sold products in warehouses and distribution centers | tCO ₂ e | | | |
| Storage of sold products in retail facilities | tCO ₂ e | | | |
| <i>Category 10: Processing of sold products</i> | | | | |
| Total emissions | tCO ₂ e | | | |
| <i>Category 11: Use of sold products</i> | | | | |
| Total emissions | tCO ₂ e | | | |
| Direct use-phase emissions | tCO ₂ e | | | |
| Indirect use-phase emissions | tCO ₂ e | | | |
| <i>Category 12: End-of-life treatment of sold products</i> | | | | |
| Total emissions | tCO ₂ e | | | |
| <i>Category 13: Downstream leased assets</i> | | | | |
| Total emissions [11] | tCO ₂ e | | 2.5 | 2.6 |
| Mobile fuel combustion | tCO ₂ e | | | |
| Stationary fuel combustion | tCO ₂ e | | | |
| Electricity | tCO ₂ e | | 0.3 | 0.4 |
| Heating | tCO ₂ e | | 2.2 | 2.1 |
| Fugitive emissions | tCO ₂ e | | | |
| <i>Category 14: Franchises</i> | | | | |
| Total emission | tCO ₂ e | | | |
| <i>Category 15: Investments</i> | | | | |
| Total emissions | tCO ₂ e | | | |
| Listed equity and bonds | tCO ₂ e | | | |
| Business loans and unlisted equity | tCO ₂ e | | | |
| Project finance | tCO ₂ e | | | |
| Commercial real estate | tCO ₂ e | | | |
| Mortgages | tCO ₂ e | | | |
| Motor vehicle loans | tCO ₂ e | | | |

Emission Sources

| Energy consumption | Unit | 2021 | 2022 | 2023 |
|-----------------------------|-------------|-------------|-------------|-------------|
| Total energy consumption | kWh | 10,930,295 | 11,548,642 | 11,527,849 |
| Fossil fuels [12] | kWh | 1,434,443 | 1,488,464 | 1,618,991 |
| Bio fuels | kWh | | | |
| Electricity [13] | kWh | 1,484,538 | 1,576,047 | 1,828,949 |
| Heating [14] | kWh | 8,011,313 | 8,484,131 | 8,079,910 |
| Cooling | kWh | | | |
| Steam | kWh | | | |
| Direct energy consumption | kWh | 1,434,443 | 1,488,464 | 1,618,991 |
| Indirect energy consumption | kWh | 9,495,852 | 10,060,178 | 9,908,859 |

Nasdaq: E3|UNGC: P7, P8|GRI: 302-1, 302-2|SDG: 12|SASB: General Issue / Energy Management

| Energy mix | Unit | 2021 | 2022 | 2023 |
|--------------------------|-------------|-------------|-------------|-------------|
| Total energy consumption | kWh | 10,930,295 | 11,548,642 | 11,527,849 |
| Fossil fuel | % | 13.1% | 12.9% | 14.0% |
| Renewables | % | 86.9% | 87.1% | 86.0% |
| Nuclear | % | 0.0% | 0.0% | 0.0% |
| Unknown | % | 0.0% | 0.0% | 0.0% |

Nasdaq: E5|GRI: 302-1|SDG: 7|SASB: General Issue / Energy Management

| Fuel consumption | Unit | 2021 | 2022 | 2023 |
|-------------------------|-------------|-------------|-------------|-------------|
| Total fuel consumption | kg | 119,475 | 124,025 | 134,745 |
| Biomethane | kg | | | |
| Petrol [15] | kg | 47,137 | 47,034 | 56,923 |
| DM fuel | kg | | | |
| Natural gas | kg | | | |
| Diesel | kg | 72,337 | 76,991 | 77,822 |

| Fugitive emissions | Unit | 2021 | 2022 | 2023 |
|---|-------------|-------------|-------------|-------------|
| Total fugitive emissions | kg | | | |
| Carbon dioxide (CO ₂) | kg | | | |
| Methane (CH ₄) | kg | | | |
| Nitrous oxide (N ₂ O) | kg | | | |
| Sulfur hexafluoride (SF ₆) | kg | | | |
| Nitrogen trifluoride (NF ₃) | kg | | | |
| F-gases | kg | | | |

| Water consumption | Unit | 2021 | 2022 | 2023 |
|---------------------------------|----------------|-------------|-------------|-------------|
| Total water consumption | m ³ | 167,264 | 182,292 | 174,478 |
| Cold water [16] | m ³ | 29,138.0 | 36,013.6 | 35,169.0 |
| Hot water [17] | m ³ | 138,126 | 146,278 | 139,309 |
| Reused water (if applicable) | m ³ | | | |
| Reclaimed water (if applicable) | m ³ | | | |

Nasdaq: E6|GRI: 303-5|SDG: 6|SASB: General Issue / Water & Wastewater Management

| Electricity mix | Unit | 2021 | 2022 | 2023 |
|-------------------------------|-------------|-------------|-------------|-------------|
| Total electricity consumption | kWh | 1,484,538 | 1,576,047 | 1,828,949 |
| Fossil fuels | % | 0.0% | 0.0% | 0.0% |
| Renewables | % | 100.0% | 100.0% | 100.0% |
| Nuclear | % | 0.0% | 0.0% | 0.0% |

| Upstream transportation and distribution | Unit | 2021 | 2022 | 2023 |
|---|-------------|-------------|-------------|-------------|
| Total transportation and distribution | tonne | 6,140.0 | 8,174.0 | 8,010.0 |
| Aviation emissions [18] | tonne | 130.0 | 150.0 | 123.0 |
| Marine emissions [19] | tonne | 6,010.0 | 8,024.0 | 7,887.0 |
| Ground transportation | tonne | | | |

| Waste treatment | Unit | 2021 | 2022 | 2023 |
|-----------------------------------|-------------|-------------|-------------|-------------|
| Total waste generation [20] | kg | 498,647 | 571,753 | 518,768 |
| Sorted waste [21] | kg | 443,074 | 505,372 | 449,253 |
| Unsorted waste [22] | kg | 54,033 | 66,381 | 69,515 |
| Recycled waste [23] | kg | 431,597 | 509,159 | 490,222 |
| Disposed waste [24] | kg | 65,510 | 62,594 | 28,546 |
| Percentage of waste sorted [25] | % | 88.9% | 88.4% | 86.6% |
| Percentage of waste recycled [26] | % | 86.6% | 89.1% | 94.5% |

| Business travel | Unit | 2021 | 2022 | 2023 |
|---------------------------|-------------|-------------|-------------|-------------|
| Total distance travelled | km | 62,131.0 | 285,367 | 249,766 |
| Air travel [27] | km | 62,131.0 | 285,367 | 249,766 |
| Travel by train emissions | km | | | |
| Bus travel | km | | | |
| Car travel | km | | | |
| Marine travel | km | | | |

| Hotel nights | Unit | 2021 | 2022 | 2023 |
|----------------------------|-------------|-------------|-------------|-------------|
| Total overnight stays [28] | no. | 41 | 170 | 160 |

| Employee commuting | Unit | 2021 | 2022 | 2023 |
|-------------------------------|-------------|-------------|-------------|-------------|
| Total distance travelled [29] | km | 774,611 | 961,071 | 980,320 |
| Air transportation | km | | | |
| Rail transportation | km | | | |
| Bus transportation [30] | km | 22,176 | 13,187 | 36,732 |
| Travel by car emissions [31] | km | 716,978 | 885,444 | 880,904 |
| Marine transportation | km | | | |
| On foot / Bicycle [32] | km | 34,917 | 62,440 | 55,433 |

| Remote working | Unit | 2021 | 2022 | 2023 |
|---------------------------|-------------|-------------|-------------|-------------|
| Total remote working days | no. | | | |

| Downstream transportation and distribution | Unit | 2021 | 2022 | 2023 |
|---|-------------|-------------|-------------|-------------|
| Total transportation and distribution | tonne | | | |
| Air transportation | tonne | | | |
| Marine transportation | tonne | | | |
| Ground transportation | tonne | | | |

| Downstream storage of products | Unit | 2021 | 2022 | 2023 |
|---|-------------|-------------|-------------|-------------|
| Total stored product | tonne | | | |
| Storage of products in warehouses | tonne | | | |
| Storage of product in retail facilities | tonne | | | |

| Investment survey data quality | Unit | 2021 | 2022 | 2023 |
|---------------------------------------|----------------|-------------|-------------|-------------|
| Total portfolio | Ø data quality | | | |
| Listed equity and bonds | Ø data quality | | | |
| Business loans and unlisted equity | Ø data quality | | | |
| Project finance | Ø data quality | | | |
| Commercial real estate | Ø data quality | | | |
| Mortgages | Ø data quality | | | |
| Motor vehicle loans | Ø data quality | | | |

| Investment asset classes | Unit | 2021 | 2022 | 2023 |
|------------------------------------|-------------|-------------|-------------|-------------|
| Listed equity and bonds | % | | | |
| Business loans and unlisted equity | % | | | |
| Project finance | % | | | |
| Commercial real estate | % | | | |
| Mortgages | % | | | |
| Motor vehicle loans | % | | | |

| Paper management | Unit | 2021 | 2022 | 2023 |
|-------------------------------------|-------------|-------------|-------------|-------------|
| Total weight of printed papers [33] | kg | 2,742 | 2,457 | 2,573 |
| Total amount of printed paper | pages | 549,500 | 492,500 | 515,700 |
| of which color print | pages | 0 | 0 | 0 |
| of which black/white print | pages | 549,500 | 492,500 | 515,700 |
| Duplex | pages | 0.0 | 0.0 | 0.0 |
| Color print | % | | | |
| Black/white print | % | | | |

Environmental management

| Environmental management | Unit | 2021 | 2022 | 2023 |
|---|--------|------|------|------|
| Does your company follow a formal Climate Management Plan? [34] | yes/no | Yes | Yes | Yes |
| Does your company follow specific waste, water, energy, and/or recycling policies? [35] | yes/no | Yes | Yes | Yes |
| Does your company use a recognized energy management system? | yes/no | No | No | No |

Nasdaq: E7|GRI: 103-2|SASB: General Issue / Waste & Hazardous Materials Management

| Climate oversight | Unit | 2021 | 2022 | 2023 |
|--|--------|------|------|------|
| Does your Senior Management manage climate-related risks? | yes/no | No | Yes | Yes |
| Does your Board of Directors oversee climate-related risk? | yes/no | No | Yes | Yes |

Nasdaq: E8, E9|GRI: 102-19, 102-20, 102-29, 102-30, 102-31|SASB: General Issue / Business Model Resilience, Systematic Risk Management|TCFD: Governance (Disclosure A/B)

| Climate risk mitigation | Unit | 2021 | 2022 | 2023 |
|--|-------------|------|------|------|
| Total annual investment in climate-related infrastructure, resilience, and product development | billion ISK | 0.7 | 1.5 | 2.0 |

Nasdaq: E10|UNGC: P9|SASB: General Issue / Physical Impacts of Climate Change, Business Model Resilience|TCFD: Strategy (Disclosure A)

Social

| S1-6: Characteristics of the undertaking's employees | Unit | 2021 | 2022 | 2023 |
|---|-------------|-------------|-------------|-------------|
| <i>Total number of employees, by gender</i> | | | | |
| Male | Headcount | 218 | 240 | 261 |
| Female | Headcount | 29 | 32 | 37 |
| Other | Headcount | 0 | 0 | 0 |
| Non reported | Headcount | 0 | 0 | 0 |
| Total [36] | Headcount | 247 | 272 | 298 |
| <i>Number of permanent employees, by gender</i> | | | | |
| Male | Headcount | 207 | 230 | 246 |
| Female | Headcount | 26 | 30 | 34 |
| Other | Headcount | 0 | 0 | 0 |
| Non reported | Headcount | 0 | 0 | 0 |
| Total | Headcount | 233 | 260 | 280 |
| <i>Number of temporary employees, by gender</i> | | | | |
| Male | Headcount | 11 | 10 | 15 |
| Female | Headcount | 3 | 3 | 3 |
| Other | Headcount | 0 | 0 | 0 |
| Non reported | Headcount | 0 | 0 | 0 |
| Total | Headcount | 14 | 13 | 18 |
| <i>Number of non-guaranteed hours employees, by gender</i> | | | | |
| Male | Headcount | 0 | 0 | 0 |
| Female | Headcount | 0 | 0 | 0 |
| Other | Headcount | 0 | 0 | 0 |
| Non reported | Headcount | 0 | 0 | 0 |
| Total | Headcount | 0 | 0 | 0 |
| <i>Employee turnover</i> | | | | |
| Total number of employees who left the organization | Headcount | 41 | 43 | 47 |
| Total employee turnover rate | % | 17.6% | 16.5% | 16.8% |

| S1-7: Characteristics of non-employees in the undertaking's own workforce | Unit | 2021 | 2022 | 2023 |
|--|-------------|-------------|-------------|-------------|
| Total non-employees in workforce | Headcount | 0 | 0 | 0 |

| S1-8: Collective bargaining coverage and social dialogue | Unit | 2021 | 2022 | 2023 |
|---|-------------|-------------|-------------|-------------|
| The percentage of total employees covered by collective bargaining agreements | % | 98.4% | 98.5% | 98.7% |
| The global percentage of employees covered by workers' representatives | % | 100.0% | 100.0% | 100.0% |

| S1-9: Diversity metrics | Unit | 2021 | 2022 | 2023 |
|--|-------------|-------------|-------------|-------------|
| <i>Top management gender diversity</i> | | | | |
| Male | Headcount | 44 | 54 | 58 |
| Female | Headcount | 7 | 9 | 10 |
| Other | Headcount | 0 | 0 | 0 |
| Non reported | Headcount | 0 | 0 | 0 |
| Male | % | 86.3% | 85.7% | 85.3% |
| Female | % | 13.7% | 14.3% | 14.7% |
| Other | % | 0.0% | 0.0% | 0.0% |
| Non reported | % | 0.0% | 0.0% | 0.0% |
| <i>Employee age distribution</i> | | | | |
| <30 years old | % | 23.1% | 28.3% | 34.2% |
| 30-50 years old | % | 44.9% | 43.0% | 39.6% |
| >50 years old | % | 32.0% | 28.7% | 26.2% |

| S1-12: Persons with disabilities | Unit | 2021 | 2022 | 2023 |
|--|-------------|-------------|-------------|-------------|
| <i>The percentage of persons with disabilities amongst its employees</i> | | | | |
| Male | % | 0.5% | 0.4% | 0.1% |
| Female | % | 0.0% | 0.0% | 0.0% |
| Other | % | | | |
| Non reported | % | | | |
| Total | % | 0.4% | 0.4% | 0.1% |

| S1-13: Training and skills development metrics | Unit | 2021 | 2022 | 2023 |
|--|-------------|-------------|-------------|-------------|
| <i>The percentage of employees that participated in regular performance and career development reviews</i> | | | | |
| Male | % | 0.0% | 0.0% | 0.0% |
| Female | % | 0.0% | 0.0% | 0.0% |
| Other | % | | | |
| Non reported | % | | | |
| Total | % | 0.0% | 0.0% | 0.0% |
| <i>The average number of training hours per employee and by gender</i> | | | | |
| Male | hours | 1.3 | 1.0 | 1.5 |
| Female | hours | 0.5 | 0.0 | 1.7 |
| Other | hours | | | |
| Non reported | hours | | | |
| Total | hours | 1.2 | 0.8 | 1.5 |

| S1-14: Health and safety metrics | Unit | 2021 | 2022 | 2023 |
|---|-------------|-------------|-------------|-------------|
| The percentage of workforce covered by health and safety management system | % | 100.0% | 100.0% | 100.0% |
| <i>Health and safety incidents</i> | | | | |
| Fatalities as a result of work-related - injuries and -ill health | Count | 0 | 0 | 0 |
| Number of recordable work related accidents | Count | 5 | 8 | 6 |
| Rate of recordable work related accidents | x/1.000.000 | 12.0 | 17.0 | 12.0 |
| The number of cases of recordable work-related ill health | Count | 0 | 0 | 0 |
| The number of days lost to work-related injuries and fatalities from work-related accidents | Count | 11 | 26 | 30 |

| S1-15: Work-life balance metrics | Unit | 2021 | 2022 | 2023 |
|--|-------------|-------------|-------------|-------------|
| The percentage of employees entitled to take family-related leave | % | 100.0% | 100.0% | 100.0% |
| <i>The percentage of entitled employees that took family-related leave</i> | | | | |
| Total | % | 8.5% | 5.2% | 5.4% |
| Male | % | 7.7% | 5.2% | 5.0% |
| Female | % | 0.8% | 0.0% | 0.4% |
| Other | % | | | |
| Non reported | % | | | |

| S1-16: Remuneration metrics (pay gap and total remuneration) | Unit | 2021 | 2022 | 2023 |
|---|-------------|-------------|-------------|-------------|
| The gender pay gap, defined as the difference of average pay levels between female and male employees, expressed as percentage of the average pay level of male employees | % | -8.8% | -13.8% | -12.5% |
| The annual total remuneration ratio of the highest paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual) | % | 820.2% | 827.7% | 782.2% |

| S1-17: Incidents, complaints and severe human rights impacts | Unit | 2021 | 2022 | 2023 |
|---|-------------|-------------|-------------|-------------|
| <i>Work-related incidents of discrimination</i> | | | | |
| Total number of incidents of discrimination, including harassment [37] | Count | 0 | 2 | 4 |
| The number of complaints filed through channels for people in the undertaking's own workforce to raise concerns (including grievance mechanisms) and, where applicable, to the National Contact Points for OECD Multinational Enterprises related to the matters defined in paragraph 2 of the ESRS Own workforce topical Standard, excluding those already reported as incidents of discrimination, including harassment | Count | 0 | 0 | 0 |
| Total amount of fines, penalties and compensation for damages as a result of incidents and complaints related to discrimination, including harassment | billion ISK | 0.0 | 0.0 | 0.0 |
| <i>Cases of severe human rights incidents</i> | | | | |
| The number of severe human rights incidents connected to the undertaking's workforce | Count | 0 | 0 | 0 |
| The total amount of fines, penalties and compensation for damages related to severe human rights incidents | billion ISK | 0.0 | 0.0 | 0.0 |

Governance

| Incidents of corruption or bribery | Unit | 2021 | 2022 | 2023 |
|---|-------------|-------------|-------------|-------------|
| Number of convictions for violation of anti-corruption and anti- bribery laws | Count | 0 | 0 | 0 |
| Amount of fines for violation of anti-corruption and anti- bribery laws | billion ISK | 0 | 0 | 0 |

Organizational and Operational Boundaries

Organizational boundaries

The "Operational Control" methodology has been chosen in order to define the organizational scope of Brimborg's emission accounting. According to the "Operational Control" methodology, companies should account for 100 percent of greenhouse gas emissions from operations under their control. They should not account for greenhouse gas emissions from operations that it has no control over, even though it has a vested interest in their operations. The following companies are covered in the statement:

- Brimborg ehf.
- Veltir ehf.
- Saga Car Rental ehf.
- Íslensk bílorka ehf.

Operational boundaries

Scope 1

Mobile fuel consumption: Fully included
Stationary fuel combustion: Not applicable
Fugitive emissions: Not applicable
Industrial processes: Not applicable

Scope 2

Electricity: Fully included
Heating: Fully included
Cooling: Not applicable
Steam: Not applicable

Scope 3

Category 1: Purchased goods and services: Not included
Category 2: Capital goods: Not included
Category 3: Fuel and energy related activities: Fully included
Category 4: Upstream transportation and distribution: Fully included
Category 5: Waste from operations: Partially included
Category 6: Business travel: Partially included
Category 7: Employee commute: Fully included
Category 8: Upstream leased assets: Not applicable
Category 9: Downstream transportation and distribution: Not included
Category 10: Processing of sold products: Not applicable
Category 11: Use of sold products: Not included
Category 12: End-of-life treatment of sold products: Not included
Category 13: Downstream leased assets: Partially included
Category 14: Franchises: Not applicable
Category 15: Investments: Not applicable

Definitions

Carbon credits

A carbon credit is a convertible and transferable instrument representing GHG emissions that have been reduced, avoided or removed through projects that are verified according to recognised quality standards. Carbon credits can be issued from projects within (sometimes referred to as insets) or outside the undertaking's value chain (sometimes referred to as offsets).

Non-verified offsetting projects

Non-verified offsetting projects are defined as offsetting projects that do not generate carbon credits in accordance with the definition above.

Emission intensity

Emission intensity figures are based on combined Scope 1, Scope 2 and Scope 3. Emission intensity is calculated by dividing GHG emissions by a selected operational parameter unit, and is reported as tCO₂e per unit (such as tCO₂e per revenue unit). Emission intensity indicators are used to measure and compare the company's emissions relative to its operational scale.

Direct and indirect energy consumption

Total energy consumption includes all energy consumed by the company including combustion of fuels by the company (direct energy) and energy consumed through electricity and heating (indirect energy). The energy consumption is reported in kilowatt hours (kWh).

Energy intensity

Energy intensity is calculated by dividing the total energy consumption by a selected operational parameter unit, and is reported as kWh per unit (such as kWh per full-time equivalent employee (FTEe)). Energy intensity indicators are used to measure the efficiency of energy usage and compare the company's energy consumption relative to its operational scale.

Waste intensity

Waste intensity is calculated by dividing the total amount of waste generated by a selected operational parameter unit, and is reported as kg per unit (such as kg per full-time equivalent employee (FTEe)).

Scope 2 (location-based)

Emissions in scope 2 (location-based) are indirect emissions from generation of consumed energy, where emissions from energy consumption is estimated based on the average emissions from generation onto the energy network.

Scope 2 (market-based)

Market-based scope 2 emissions reflect the emissions from the electricity that a company is purchasing (often spelled out in contracts or instruments) which may be different from the electricity that is generated locally.

Fugitive emissions

Emissions resulting from intentional or unintentional releases, e.g., equipment leaks from joints, seals, packing, and gaskets; methane emissions from coal mines and venting; hydrofluorocarbon (HFC) emissions during the use of refrigeration and air conditioning equipment; and methane leakages from gas transport.

Purchased goods and services

Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year, not otherwise included in Categories 2 - 8.

Capital goods

Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.

Fuel- and energy related activities

Includes emissions related to the production of fuels and energy purchased and consumed by the reporting company in the reporting year that are not included in scope 1 or scope 2.

Upstream transportation and distribution

Transportation and distribution of products purchased in the reporting year, between a company. Third party transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics and third-party transportation and distribution between a company's own facilities.

Waste generated in operations

Emissions from third-party disposal and treatment of waste in the reporting year.

Business travel

Emissions from the transportation of employees for business related activities in the reporting year.

Employee commuting

Emissions from the transportation of employees between their homes and their worksites.

Upstream leased assets

Operation of assets leased by the reporting company (lessee) in the reporting year and not included in scope 1 and scope 2 – reported by lessee.

Downstream transportation and distribution

Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company).

Processing of sold products

Processing of intermediate products sold in the reporting year by downstream companies (e.g., manufacturers).

Use of sold products

End use of goods and services sold by the reporting company in the reporting year.

End-of-life treatment of sold products

Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.

Downstream leased assets

Operation of assets owned by the reporting company (lessor) and leased to other entities in the reporting year, not included in scope 1 and scope 2 – reported by lessor.

Franchises

Operation of franchises in the reporting year, not included in scope 1 and scope 2 – reported by franchisor.

Investments

Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in scope 1 or scope 2.

Energy management system

Energy management systems such as ISO 50001.

Notes

- [1] For operational parameters we are using number of full time equivalent employees as this parameter is the standard presentation in annual reports which makes the calculation of ghg emission intensity comparable between different businesses. In chapter S1-6 on the other hand a headcount is used in line with coming ESRS standards.
- [2] In 2021 a new rented facility was added at Flugvellir 20 in Reykjanesbær. In 2022 a new rented facility was added at Fossháls 25, Reykjavik but same year a facility at Breiðhöfði 1 Reykjavik was demolished. Part of owned facilities at Hádegismóar 8 Reykjavik, Dalshrauni 5 Hafnarfirði and Bíldshöfða 5a Reykjavik are rented to third party and are therefore not included in these figures and those figures were updated for prior years. Dalshraun 5 numbers are in line with changes done to the facilities but relevant authorities have not finalised their update (pending). Numbers for buildings at Bíldshöfði 4-6 in Reykjavik have been updated for prior years and this year to include numbers that are registered as indoor car parking.
- [3] See notes about changes in air transport emissions under upstream transportation and distribution in tonne units.
- [4] See notes about changes in marine transport emissions under upstream transportation and distribution in tonne units.
- [5] Reduced emissions from waste resulted from both a decrease in total waste and an increased recycling rate.
- [6] Number of business travels increased following end of Covid but distance travelled was shorter because of different destinations but still the emissions increased.
- [7] Number of business travels increased following end of Covid which resulted in more overnight stays. An increase in emissions results from those changes but also changes in methodology between years, taking into account factors like the hotel's country for emission calculations and room sizes.
- [8] Commute habits for 50% of employees were estimated based on survey responses from other employees. Despite increased number of employees the total emissions lowered.
- [9] See notes from usage of public transport.
- [10] Brimborg is one of the leaders in importing and distribution of EV 's in Iceland and supports it 's employees when purchasing EV 's for their personal use. Brimborg has systematically increased it 's own fleet of EV vehicles and as some employees and management are able to use them to commute to and from work it has as well decreased emissions from car travel.
- [11] Brimborg leases a part of it's site at Hádegismóar 8 which was included in this category for the first time in 2022.
- [12] Fuel consumption also includes Brimborg's fueling of downstream rental vehicles and sold vehicles traded-in.
- [13] The electricity consumption of certain assets has been estimated based on prior consumption data of the asset, as data was not available for the remainder of the reporting year. These estimations constitute 1.6% of the companies electricity consumption in the current reporting year. An increase in electricity usage can be explained by increased number of both AC and DC charging stations or total of 26 installations and total additional installed capacity in 2023 was 1.858 kW.

- [14] The hot water consumption of certain assets has been estimated based on prior consumption data of the asset, as data was not available for the remainder of the reporting year. These estimations constitute 12% of the companies hot water consumption in the current reporting year. Improved management of parking outdoor heating was the main contributor to reduced geothermal usage for heating.
- [15] As part of the fuel, especially petrol, for rental cars rented out to tourists is calculated in Brimborg usage and total rentals increased in 2023 this has resulted in increased petrol usage.
- [16] The cold water consumption of certain assets has been estimated based on prior consumption data of the asset, as data was not available for the remainder of the reporting year. These estimations constitute 11.9% of the companies cold water consumption in the current reporting year.
- [17] Reduction has been explained in chapter about energy consumption.
- [18] Shipment with air transportation is mainly for emergency spare parts and Brimborg goal is to reduce air transportation and move transportation as much as possible to marine transport. There was a 5,4% reduction in tons shipped by air transport in 2023 vs 2022. Number of kilometers flown were also reduced by 15,9% which combined resulted in drastic drop in tCO_{2e} emissions by air transport in 2023.
- [19] Shipment by marine transportation is mainly for regular stock orders of spare parts, all tyres orders as well as orders for cars, light commercial vans, heavy trucks, buses, marine engines and construction equipment. Due to the variety of goods shipped by marine there are some fluctuations in tons which were down 1,7% in 2023 vs 2022. Number of kilometers shipped were also reduced by 19,2% which can be explained by difference in volume from different factories located in different places around the world. Despite a drop in tons and in milage the tCO_{2e} emissions by marine transport increased in 2023. This is mainly due to more accurate measuring of emissions compared to previous years.
- [20] In year 2022 a building was dismantled which was the main reason for increased total waste in tons compared to 2021 and therefore explains the decrease in 2023.
- [21] Decrease in sorted waste is also linked to the demolished building in 2022 compared to 2023 as all material from the building was sorted and it was a very heavy material.
- [22] Unsorted waste increased slightly or by 3,1 tons or 4,7% for various reasons but in different magnitude at Brimborg 8 different locations. An increased effort started in middle of 2023 to reduce unsorted waste by different actions which will continue into year 2024.
- [23] Decrease in recycled waste is also linked to the demolished building in 2022 compared to 2023 as almost all material from the building was recycled and it was a very heavy material.
- [24] Disposed waste decreased considerably or by 54,3% mainly because of change in disposing of waste in Iceland due to regulation change. Large part of unsorted waste is not disposed of anymore but sent to energy creation abroad which is accounted as recycled.
- [25] See notes in different waste treatment segments.
- [26] Recycled share increased considerably or from 89,1% to 94,5% mainly because of change in disposing of waste in Iceland due to regulation change. Large part of unsorted waste is not disposed of anymore but sent to energy creation abroad which is accounted as recycled.
- [27] Following the Covid period the number of business trips increased but because of different destinations the total distance travelled decreased.
- [28] Following the Covid period the number of business trips increased and therefore number of overnight stays.

- [29] As number of employees increased during 2023 compared to 2022 the total distance travelled increased.
- [30] Brimborg supports different means of transportation like cycling, public transport or walking by "Samgöngusamningur" or a special contract between Brimborg and each employee.
- [31] See notes in total distance travelled, bus travel and on foot/bicycle travel.
- [32] Brimborg supports different means of transportation like cycling, public transport or walking by "Samgöngusamningur" or a special contract between Brimborg and each employee. Brimborg also supports special activities like "cycling to work", etc.
- [33] Paper printing increased slightly or by 4,7% but though less than total increase in revenue.
- [34] See Brimborg's environmental policy on its website (<https://www.brimborg.is/is/brimborg-bilaumbod/brimborg-bilaumbod/umhverfisstefna>).
- [35] See Brimborg's environmental policy on its website (<https://www.brimborg.is/is/brimborg-bilaumbod/brimborg-bilaumbod/umhverfisstefna>).
- [36] In this chapter S1-6 a headcount is used in line with coming ESRS standards. On the other hand for operational parameters we are using number of full time equivalent employees as this parameter is the standard presentation in annual reports which makes the calculation of ghg emission intensity comparable between different businesses.
- [37] See Brimborg's equal opportunities policy on its website (<https://www.brimborg.is/is/brimborg-bilaumbod/brimborg-bilaumbod/mannaudstefna/jafnrettisstefna>). Gender-based violence, gender-based harassment, sexual harassment and bullying. Violence or harassment, whether psychological or physical, is not tolerated and can result in termination of employment. Any employees who are subjected to harassment should consult their immediate supervisor, Human Resource Management, their shop steward or union representative to place the matter in a proper course.