Report on Sustainability 2025

intility

intility

Table of Contents

01

Introduction

How to read this report

This report is Intility's sustainability report for 2025, prepared in accordance with the VSME standard. It covers the environmental, social and governance topics identified as material through a materiality assessment, highlighting the impacts that matter most for Intility and for those affected by our operations.

Materiality as the foundation

The materiality assessment defines what this report covers and why. Seven Intility-specific themes were defined to group Intilitys main activities, spanning data center operations, ICT equipment lifecycle, transport & logistics, platform security and security, people & working environment, responsible sourcing, and facilities. These themes appear throughout the report as T1–T7 and anchor the goals and measures presented in each chapter.

Chapter structure

Each main chapter (Environmental, Social and Governance) follows a consistent three-page structure.

- → The opener page introduces the chapter theme, presents key figures for the reporting year, and identifies the material impacts and VSME disclosure topics the chapter addresses.
- → The results page shows Intility's milestones, actions and results from 2025 – looking back on what has been achieved.
- → The goals and measures page maps each material impact to a concrete initiative or measure currently in progress or planned, making the connection between identified impacts and actual responses explicit.

The Environmental chapter is divided into two sections: Climate, Energy & Operations, and Responsible Sourcing & Circularity, each with its own three-page structure.

VSME alignment

VSME disclosure topics are referenced in the header of relevant pages throughout the report. A full disclosure index mapping report content to VSME requirements is provided in the appendix.

About Intility

Intility is a Norwegian technology company that builds and operates a fully managed IT platform delivered as a service. Rather than building separate IT environments for each organization, Intility developes and manages a shared, industrialized IT platform used by more than 700 organizations across Norway and Sweden – a model that allows infrastructure, capacity and expertise to be utilized far more efficiently than dedicated one-to-one solutions.

The platform covers everything from local infrastructure and devices to cloud services, security and 24/7 support, delivered as a single integrated service. Customers connect to an already optimized and continuously evolving foundation, without the complexity and resource cost of managing their own IT environment.

Intility has grown entirely organically since its founding in 2000 – more than 25 years and over 100 consecutive quarters of growth. The company is privately held with long-term Norwegian ownership, providing the stability and investment horizon that sustained platform development requires. The majority of the 646 employees have been developed from within the organization, reflecting a deliberate commitment to building competence over time rather than acquiring it through consolidation.

646 employees

700+ companies onboard

2500+ managed locations

25 years of organic growth

1.808 MNOK annual revenue

Messages from the CEO and the sustainability team

CEO Note

Sustainability at Intility starts with how the company is built and operated.

For more than 25 years, Intility has been developed around a simple platform idea: that many organizations can share the same digital foundation, instead of each building and operating separate technology environments on their own.

This platform model is an important part of how we think about sustainability. Shared infrastructure, shared capacity, common tools and accumulated expertise make it possible to use resources more efficiently, reduce duplication and improve continuously over time. Security, operations, procurement, hardware lifecycle management and competence development are not separate initiatives. They are part of the same operating model.

Long term sustainability is also about how competence is built. Intility has grown organically for more than two decades, and the jobs created have come from developing the company itself, not from consolidation. We have invested systematically in graduates, apprentices and young professionals because this is how deep operational knowledge, ownership and culture are built over time. By giving people responsibility, exposure and development opportunities early in their careers, we develop the specialists who will continue to improve the platform, support our customers and move the company forward.

Long term Norwegian ownership has allowed us to invest with a broader horizon, in people, infrastructure, security, software and operational capability. That continuity matters for our employees, for our customers and for the standards we are able to develop across the platform.

This report reflects work that runs through the whole organization. It is not a separate sustainability story alongside the business. It is part of how Intility is built.

Andreas Hisdal
CEO, Intility

Sustainability Team Message

This is Intility's first sustainability report prepared in accordance with the VSME standard – a framework grounded in impact-based materiality, proportionate for our current size and scope, and aligned with the expectations of the customers we serve, including the ones subject to CSRD. Adopting VSME has required us to be more structured and more honest about what we measure well and what we are still developing. That rigour is the point.

2025 was also the year we joined Ethical Trade Norway, taking on a formal commitment to address human rights and labour risks in our supply chain through documented annual progress rather than policy statements alone. The first activity report covering 2025 has been submitted, and from 2026 it will be published.

We are aware that sustainability is receiving less political and organizational attention than it did a few years ago. Regulatory momentum has softened in parts of Europe, geopolitical pressures are reshaping business priorities, and AI is consuming agenda space that sustainability once occupied. Intility is not immune to these shifts – like many companies, we are navigating how to maintain the foundations we have built while adapting to a changed environment. Still, the work documented in this report represents a genuine baseline that does not disappear with a change in external conditions. The cross-disciplinary team that carries this work forward is embedded across the organization, not dependent on a single function or external mandate.

Finally, this year we have introduced an interactive web version of the report alongside the PDF, designed to make it easier to navigate disclosures and find the information most relevant to you. We hope it reflects the same commitment to clarity we are trying to bring to the substance of the report itself.

The Intility Sustainability Team
sustainability@intility.no

Looking Ahead

2025 was a year of meaningful progress on the commitments Intility set for itself. The transition to a fully electric vehicle fleet was completed, renewable energy coverage was extended across all operations, and our EcoVadis rating improved from Silver to Gold — placing Intility in the 98th percentile globally. At the same time, this report marks Intility's first year of structured VSME-aligned reporting, and with that comes an honest acknowledgement that data quality, scope and governance will continue to mature. The foundations are in place. The work ahead is to build on them systematically.

Onwards, these will be our priorities

- **Deepen supply chain transparency**
  Use our membership in Ethical Trade Norway and continued supplier due diligence to move from risk identification toward documented improvement in the value chain.
- **Scale the Lifecycle service**
  Make it easier for customers to return, reuse and recycle IT equipment — reducing the environmental footprint embedded in hardware across the Intility community.
- **Strengthen data quality for reporting**
  Improve the granularity and reliability of cope 3 data, facility consumption figures and workforce metrics to support more complete and auditable reporting in future cycles.
- **Progress toward Platinum on EcoVadis**
  Build on the Gold rating by targeting systematic improvements in the areas with the highest remaining gap — particularly Ethics and Labour & Human Rights in the supply chain.

02

General Information

B1

Basis for Preparation

Reporting framework

This sustainability report has been prepared in accordance with the VSME (Voluntary Sustainability Reporting Standard for SMEs) standard published in December 2024. Intility applies both the Basic Module and the Comprehensive Module of VSME. More information about the VSME framework is available at www.nsrs.eu.

No material information required under the applied VSME modules has been omitted on the basis of sensitivity or confidentiality.

See company and report details in table below.

General information	
Legal name	Intility AS
Organization number	981 967 070
Legal form	Private limited company (AS)
Main country of operations	Norway (head office and main activities in Oslo)
Website	www.intility.com
NACE code and description	62200 – Computer programming, consultancy and related activities
Number of employees	646
Employee accounting method	Headcount – end of year
Turnover [NOK]	1 807 628 197
Balance sheet total [NOK]	780 515 320
Reporting period	Calendar year 2025 (01.01.2025-31.12.2025)

B1

Basis for Preparation – Key assets

Locations and key assets

Intility operates primarily from its headquarters in Oslo, where the majority of employees are based. The locations listed below represent Intility's complete operational presence across Norway and Sweden, including branch offices and employee accommodation. Quantitative environmental data, reported in this report – including energy, water and waste – covers headquarters and Intility owned property, whilst leased coworking spaces are excluded from the data.

Inquiries on this report

For questions, need for data or other inquiries, please contact the Intility Sustainability team on sustainability@intility.no

Location	Description/use	Size (approx.)	Ownership status
Schweigaardsgate 39, 0191 Oslo, Norway	Head office (HQ)	8 500 m²	Owned by SG39 AS (997 991 893)
Schweigaardsgate 40, 42 and 46, Oslo, Norway	Commercial premises	~710 m²	Owned by SG40-46 Næring AS (917 894 795)
Kværnerveien 1, Oslo, Norway	Warehouse and logistics	1 000 m²	Leased
Hollendergata 2A and 2B, Oslo, Norway	Commuter apartments (6 units)	~400 m²	Leased
Østre gate 13, 2317 Hamar, Norway	Branch office	130 m²	Leased from Hamjern Eiendom
Innovation Dock, Bryggerkaien 12, Stavanger, Norway	Branch office (coworking)	35 m²	Leased
Media City Bergen, Lars Hilles gate 30, Bergen, Norway	Branch office (coworking, Regus)	55 m²	Leased
Powerhouse, Brattørkaia 17A, Trondheim, Norway	Branch office (coworking, Spaces)	20 m²	Leased
Stampgatan 14, Göteborg, Sweden	Branch office (coworking, Convendum)	43 m²	Leased
Kungsgatan 64, Stockholm, Sweden	Branch office (coworking, iOffice) and 3 employee apartments	41 m² office + ~80 m² apartments	Leased
Bøseterveien 155, 3536 Norefjell, Norway	Holiday apartments (8 units)	~520 m²	Owned
Kammen, 3788 Stabbestad (Kragerø), Norway	Holiday cabins (7 units)	~380 m²	Owned by Intility Fritid AS (927 614 359)

C1

Strategic Approach to Sustainable Operations

An efficient, industrialized platform model

Organizations on Intility share a common, industrialized platform – instead of constructing its own small IT universe. When several hundred customers use the same digital foundation, infrastructure can be utilized far more efficiently than if everyone had their own data center or server room. Fewer physical servers, higher utilization, better lifecycle management and less complexity translate into a lower climate and resource footprint– without requiring customers to adapt their core business.

Supporting the platform is an infrastructure designed with sustainability as a premise: data centers powered by 100% renewable energy, documented energy efficiency and technical solutions that reduce both energy use and e-waste. When a new customer connects to the platform, they are connected to an already optimized and continuously improving model.

Responsibility in governance and value chains

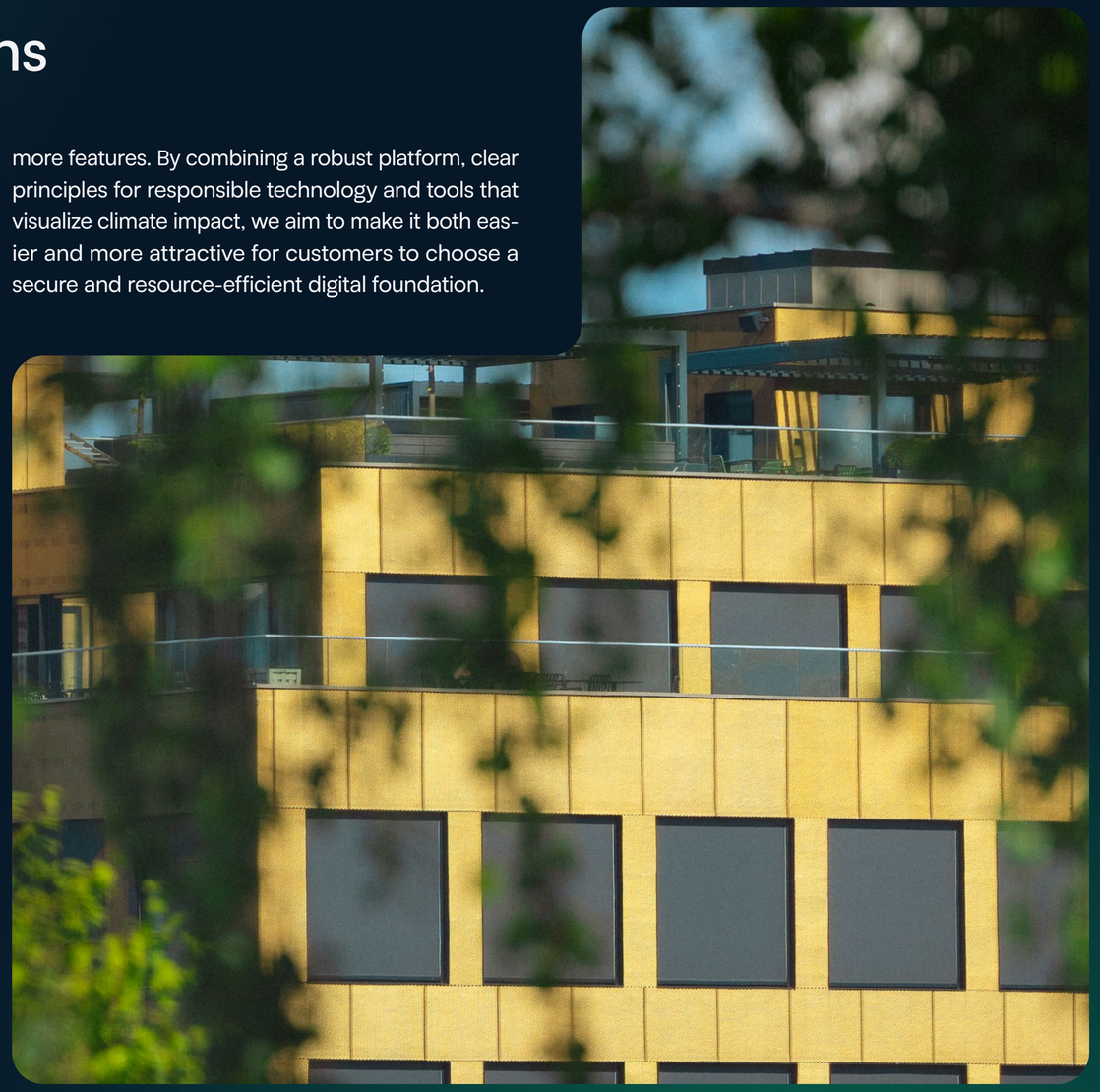
For Intility, sustainability is not a side project, but a part of how we govern the company and develop the platform. We have set clear climate targets and prioritized SDGs, and we subject ourselves to external evaluation through Eco-Lighthouse (Miljøfyrtårn), EcoVadis and Ethical Trade Norway. This provides both an internal compass and an external commitment: we will reduce our own emissions, and we will use our position to move the value chain in the right direction.

The same logic is embedded in the services we deliver. Through standardized lifecycle management of equipment, requirements for eco-labelled products and responsible suppliers, and documented handling of e-waste, we make it easier for customers to make more sustainable choices.

A secure and resilient digital foundation

Today, digital infrastructure is as critical as power and water. When Intility takes responsibility for customers' digital foundation, it is therefore also a question of societal resilience. The platform is designed with high security and robustness as standard, so that organizations can trust that IT services will function – even when the unexpected happens. This frees up time and capacity for customers to develop their own business instead of handling increasingly complex operations and security challenges on their own.

At the same time, technology is moving fast, particularly within AI. Our approach is to link innovation with responsibility: new portals, insight tools and AI-based functionality should enhance control of security, resource use and emissions – not just add more features. By combining a robust platform, clear principles for responsible technology and tools that visualize climate impact, we aim to make it both easier and more attractive for customers to choose a secure and resource-efficient digital foundation.



B2 C1 C2

Commitments and Targets

Our sustainability commitments are translated into a small set of clear targets that guide our efforts, make our progress measurable and help us improve step by step.

Top-level Targets

- → Reduce CO2 emissions to 0 in scope 1 by the end of 2030.
- → Reduce CO2 emissions by 30% in scope 3 by the end of 2030 from a 2022 level.
- → Conduct detailed due diligence on 3 strategic suppliers.

- → Zero serious injuries in own operations.
- → Maintain Eco-Lighthouse annually.
- → Achieve EcoVadis platinum within 3 years.

Environmental E

Reduce the environmental footprint of our operations and supply chain. Minimize energy use, extend ICT equipment lifetimes, reduce transport emissions and maintain certified environmental management. Working toward net-zero operations.

Social S

Maintain a safe, inclusive and high-quality working environment for our employees. Ensure human rights and fair labour conditions are respected throughout our supply chain via Supplier Code of Conduct and Ethical Trade Norway membership.

Governance G

Manage sustainability through clear ownership, structured processes and annual public reporting. Zero tolerance on corruption. Engage transparently with stakeholders on ESG performance.

C1

Introducing Materiality Assessment and VSME

Why VSME, and how it guides us

We use EFRAG's Voluntary Sustainability Reporting Standard (VSME) as the backbone for our materiality work.

VSME follows the same double-materiality logic as CSRD/ESRS, but is more proportionate for Intilitys current scope. This allows us to:

- → fulfill expectations from customers on data collection and sustainability reporting,
- → build a robust, impact-based approach now, and
- → gradually scale our data, governance and reporting towards CSRD-level quality.

Method

Based on VSME, we defined Intility-specific themes (platform security & resilience, data center operations, responsible sourcing & supply chain conduct, transport & logistics, ICT equipment lifecycle, people, competence & working environment and facilities & onsite operations) as umbrella terms for Intilitys activities. For each theme we identified concrete positive and negative impacts, assessed whether they are actual or potential, and scored consequence and irreversibility/durability (negative/positive) from 1–5, using the product of the two scores as a scale of severity. Impacts of severities above 12 are considered material, with room for expert judgement. The assessment was done in a cross-functional group and forms the basis for goals and measures described later in the report.

The fact that Intility reports according to VSME for the first time, the second part of the double materiality assessment, the financial materiality, has not been described in this report, although it was conducted. The information included in this report, focusing on impacts, is considered to be a natural step to more full-scope double materiality going forward. Still, risks and opportunities are directly and indirectly addressed in this report, yet not in a financial materiality framing.

Intility Specific Themes

T1	Data Center Operations	Energy consumption, renewable sourcing and carbon footprint of data center infrastructure	E
T2	ICT Equipment Lifecycle	Responsible sourcing, reuse and end-of-life management of hardware and ICT equipment	E
T3	Transport & Logistics	Emissions from employee travel and logistics of equipment and materials	E
T4	Platform Security & Resilience	Availability, security and resilience of the technology platform delivered to customers	G
T5	People, Competence & Working Environment	Employee health, safety, development, retention and workplace culture	S
T6	Responsible Sourcing & Supply Chain Conduct	Human rights, labour standards and environmental conduct in supply chain	E S G
T7	Facilities & Onsite Operations	Environmental impact of Intility's physical offices and on-site operations	E

C1 C2 B2

Double Materiality Assessment – Impact Dimension

The table below lists all 24 impacts identified across the seven Intility specific themes. Material impacts are shown in bold. Positive impacts are shown in green; negative impacts in red. Impact severity is the product of consequence and irreversibility (for negative impacts) or durability (for positive impacts), each scored 1–5, producing a severity scale of 1–25.

Intility-specific theme	Impact ID	Impact Description	Impact severity	Value chain	Rationale for severity and materiality	Actual / Potential
T1 – Data Center Operations	I01	**Resource and climate footprint from data center operations**	16	**Operations**	**Energy use is high and growing; climate effect is lasting. Core activity and one of Intility's largest environmental drivers. Leverage through technology and supplier choices.**	**Actual**
	I02	Impact on local environment (biodiversity and fauna)	2	Operations	Indirect, managed primarily by data center operators. Low severity relative to other impacts.	Potential
	I03	Reduced climate footprint for customers through renewable-powered data center consolidation	6	Downstream	Real effect but difficult to quantify per customer. More a qualitative value proposition than a managed reporting point.	Actual
	I04	Demanding working conditions for employees in onsite and data center roles	9	Operations	Shift work and physical demands can create meaningful HSE challenges. Intility has responsibility to address conditions among critical suppliers.	Actual
T2 – ICT Equipment Lifecycle	I05	**Improved digital security and privacy for customers through structured endpoint management**	16	**Downstream**	**Strong security and privacy outcomes are critical for customer operations and societal trust. Central to Intility's value proposition.**	**Potential**
	I06	**Extended equipment lifespan and reduced resource use through lifecycle management**	16	**Downstream**	**Structured lifecycle management reduces new procurement at scale and enables responsible end-of-life handling across large equipment volumes.**	**Actual**
	I07	Local environmental impact (water, air, land) and water use in ICT manufacturing	12	Upstream	Manufacturing causes measurable local environmental damage in regions with weak regulation. Procurement volume creates indirect but real leverage via purchasing strategy.	Actual
	I08	Generation of electronic waste from customer equipment	6	Downstream	Significant cumulative volume, but Intility can direct handling through return and reuse agreements.	Actual
	I09	**Climate and environmental footprint from e-waste processing**	16	**Downstream**	**Volume of e-waste is significant; poor handling causes local environmental damage and loss of recoverable materials. Strong indirect influence through return and recycling services.**	**Actual**
	I10	**Positive climate and environmental effect from responsible e-waste solutions for customers**	16	**Downstream**	**Well-organized return and recycling services deliver meaningful environmental benefits through reuse and material recovery. Concrete services and agreements in place.**	**Actual**

Intility-specific theme	Impact ID	Impact Description	Impact severity	Value chain	Rationale for severity and materiality	Actual / Potential
T3 – Transport and Logistics	I11	Significant carbon footprint from supply chain logistics	12	Upstream	Annual transport volume is substantial and directly contributes to scope 3 emissions. Intility can influence transport mode selection, consolidation and supplier requirements.	Actual
	I12	**Emissions from employee travel, onsite assignments and commuting**	**15**	**Operations**	**Business travel and commuting represent a large share of Intility's direct and indirect emissions. Significant leverage through travel policy, digital collaboration and fleet choices.**	**Actual**
T4 – Platform Security and Resilience	I13	**Enhanced digital security and resilience for customers**	**25**	**Downstream**	**A standardized, multi-layered secure platform significantly reduces the likelihood and consequence of serious IT incidents and strengthens societal security.**	**Actual**
	I14	Increased customer competence in digital security through advisory services	9	Downstream	Advisory and training services measurably improve customers' ability to prevent and handle digital threats, with indirect positive effects on societal security.	Actual
	I15	Released capacity for customer innovation and development	4	Downstream	Real but indirect and difficult to measure. Strategically important but not yet a managed reporting point.	Potential
T5 – People, Competence and Working Environment	I16	Positive impact on employees through structured development programmes and strong workplace culture	12	Operations	Intility Academy and structured learning paths have measurable positive effects on employee competence, career development and wellbeing.	Actual
	I17	Risk of losing key talent in a competitive IT labour market	9	Operations	Dependence on specialist IT competence creates pressure on retention. One of the highest scoring financial risks in the analysis.	Potential
	I18	Demanding working conditions for employees in shift, onsite and travel-heavy roles	4	Operations	Shift work, onsite assignments and travel create additional burden for some employee groups. Managed through HR processes and planning.	Actual
T6 – Responsible Sourcing and Supply Chain Conduct	I19	**Human rights violations and unacceptable labour conditions in mineral extraction for ICT equipment**	**25**	**Upstream**	**Consequences for life, health and fundamental rights can be severe and irreversible. Intility purchases significant volumes of ICT equipment and has obligations under the Transparency Act.**	**Potential**
	I20	Corruption and weak governance in mineral and ICT supply chains	12	Upstream	Corruption and weak governance have serious societal and economic consequences and are difficult to detect and remedy. Dependence on global supply chains requires integrity controls.	Actual
T7 – Facilities and On-site Operations	I21	Resource use, waste and climate footprint from office facility operations	8	Operations	Office facilities represent a significant share of Intility's energy and resource use outside data centers. Intility has direct control over many improvement measures.	Actual
	I22	Adverse working conditions among third-party facility service providers	4	Operations	Limited in scope but potentially significant for those affected. Captured through supplier requirements and follow-up.	Potential
	I23	Local employment and economic activity from office operations	6	Operations	Real but limited in scope compared to other impacts. Relevant in a broader societal perspective.	Actual
	I24	Light and noise impact on local environment from office and training facilities	1	Operations	Very local and manageable through simple measures and dialogue.	Actual

C1 C2 B2

Materiality Matrix

The materiality matrix on the right plots Intility's seven themes across two dimensions: impact materiality (the severity and breadth of Intility's effects on people and the environment) and financial materiality (the significance of sustainability-related risks and opportunities for Intility as a business). Themes in the upper right represent the highest combined priority.

Four themes emerge as priority: T4 Platform Security & Resilience, T2 ICT Equipment Lifecycle, T6 Responsible Sourcing & Supply Chain Conduct, and T1 Data Centre Operations, reflecting that Intility's most significant impacts and risks concentrate in its core technology infrastructure and upstream supply chain.

Note that financial materiality positions are indicative, based on qualitative assessment. Full financial materiality analysis will be developed in future reporting cycles.

Sustainable Development Goals and Their Relevance to Intilitys Activities

The United Nations Sustainable Development Goals provide a shared global framework for addressing the most pressing environmental, social and economic challenges of our time. Intility has identified seven SDGs where our activities and impacts are most directly relevant – either because we contribute positively through our platform model and operations, or because we have identified risks and responsibilities that require active management. These goals are not aspirational additions to our reporting; they reflect where Intility has leverage and where we have chosen to act. The SDGs referenced throughout this report are mapped to the sections where the relevant evidence can be found.

SDG	Name	Intility's Relevance	Report Section
4	Quality Education	Intility invests systematically in employee development through Intility Academy, graduate and apprenticeship programmes, and professional communities. We also contribute externally through the Engineering blog and educational partnerships.	Social – Workforce & Learning
8	Decent Work and Economic Growth	646 employees developed organically over 25 years, with active investment in talent from all backgrounds. In the supply chain, we work to address labour rights risks in upstream hardware manufacturing through due diligence and Ethical Trade Norway membership.	Social – HSE, Human Rights
9	Industry, Innovation and Infrastructure	The Intility platform enables customers to build on resilient, secure and continuously innovating digital infrastructure – reducing complexity and accelerating digitalization at scale.	Environmental & Social
12	Responsible Consumption and Production	Intility actively extends hardware lifetimes, promotes eco-labelled products, and manages responsible end-of-use through the Intility Lifecycle service and Foxway partnership.	Environmental – Responsible Sourcing
13	Climate Action	Intility has set science-aligned emission reduction targets across scopes 1, 2 and 3, operates on 100% renewable energy, and provides customers with automated carbon accounting through Sustainability Manager.	Environmental – Climate, Energy & Operations
16	Peace, Justice and Strong Institutions	Intility maintains transparent governance through ISAE audits, an anonymous whistleblowing channel, anti-corruption commitments, and annual public sustainability reporting.	Governance
17	Partnerships for the Goals	Membership of EcoVadis, Eco-Lighthouse and Ethical Trade Norway reflects Intility's commitment to advancing sustainability through structured external partnerships and accountability frameworks.	Governance

03

Environmental

Sections of this chapter

- 3.1 **Climate, Energy & Operations:** GHG emissions, energy consumption, data center operations, facilities and platform impact
- 3.2 **Responsible Sourcing & Circularity:** Hardware lifecycle, eco-labels, circular economy and responsible end-of-use

Material Themes

- T1 Data Center Operations
- T3 Transport & Logistics
- T7 Facilities & Onsite Operations

VSME

- B3 Energy and greenhouse gas emissions
- C3 GHG reduction targets and climate transition
- C4 Climate risks
- B6 Water
- B7 Resource use, circular economy and waste management

3.1 Climate, Energy & Operations

Running a technology platform at scale leaves a footprint – in the energy powering our data centres around the clock, the hardware we procure and replace, the flights our people take, and the offices we heat and light.

In 2025, Intilitys GHG emissions were reduced across all three scopes, driven by the completion of our transition to an emission-free vehicle fleet, increased use of renewable energy, lower hardware purchasing volumes and continued replacement of older equipment with more energy-efficient models. Building on this progress, Intility expanded its renewable electricity commitment in 2026 to cover all operations, including data centres, offices, company apartments and cabins.

This section documents where we stand, what we have measured, and what we are doing about it: from data centre cooling and energy management to facilities, waste and the climate risks we are preparing for.

Milestones

- → GHG reporting via Eco-Lighthouse
- → Scope 2 50% reduction target set from 2020 baseline — achieved in 2025
- → Data centers on 100% renewable energy; OSL01 PUE consistently ~1.20
- → Heat recycling project with Celsio (OSL01) — district heating for up to 5,000 homes
- → Cisco EMEA Sustainability Partner of the Year (2024)

Actions and Results 2025

- → Completed full transition to 100% electric vehicle fleet (scope 1 ≈ 0.45 tCO_2e, down from 2.11)
- → Extended 100% renewable energy agreement to cover all operations, including offices and apartments — not just data centers
- → Total emissions fell to 330 tCO_2e (from 431); CO_2e per user down to 2.84 kg (from 4.27 kg)
- → Data center platform total CO_2e: 127 tonnes
- → New waste supplier from 2025, improving reporting quality and recycling rate (74.9% sorted, up 6.5%)
- → Night setback ventilation optimization initiated at HQ

Goals & Measures

Intility's climate and operations strategy focuses on continuous reduction of direct and indirect emissions, responsible use of energy and resources at our own facilities, and extending the emissions benefits of our platform model to customers. Our overarching targets — scope 1 net zero by 2030, scope 2 –10% by 2030, scope 3 –30% by 2030, and net zero by 2050 — guide the measures below.

Intility topic	Impact addressed	Goal	Measure / Initiative	Time horizon
T1 – Data center operations	I01 — Resource and climate footprint from data center operations	Scope 1 net zero by 2030; continuous reduction of data center energy intensity	Annual review of virtual workloads and server consolidation to remove or reduce unnecessary infrastructure resource consumption	2026
			Technical assessment of virtualization technology, load balancing and cooling architecture across data centers, with at least one defined improvement project	2026
T3 – Transport and logistics	I11 — Significant carbon footprint from supply chain logistics	Scope 3: 30% reduction by 2030 from 2022 baseline	Revision of procurement policy to set a concrete target for the share of significant suppliers with environmentally certified products or equivalent documented standards	2026
	I12 — Emissions from employee travel, onsite assignments and commuting		Updated travel policy favouring electric vehicles, cycling and public transport over fossil-fuel alternatives for short-distance travel	2026
T7 – Facilities and onsite operations	I21 — Resource use, waste and climate footprint from office facility operations	Reduce facility energy consumption and waste year-on-year; increase recycling rate above 75%	Annual review of energy and waste data for HQ, with documented assessment and adjustment of measures including lighting controls, ventilation and waste sorting routines. Introduce night setback heating (18:00–06:00) and emergency power action plan in 2026.	Ongoing / 2026
		Increase EE-waste and special fraction sorting; ensure correct treatment of all hazardous waste streams	Improve facility-level guidance for handling EE-waste and special fractions; combine employee communication with updated sorting infrastructure at HQ	2026

C4

Climate Risk Assessment – Risks and key findings

In Intility's first structured climate risk assessment, we identified and scored physical climate hazards across our operations, infrastructure and value chain — evaluated under both current conditions and a 2050 high-emissions scenario (SSP5-8.5). The table presents the full risk register with likelihood, consequence and primary controls for each identified exposure. Intility will continue to mature its climate risk assessments in future reporting cycles, building a resilient and well-documented response to climate change and its environmental effects.

Five observations from the current assessment cycle are highlighted:

1. No High-band exposures today. No site × hazard combination reaches the High band under current conditions. Existing controls like georedundancy, hardened sites and renewable power keep residual risk at Moderate or Elevated at worst.

2. Seven risks reach Elevated by 2050 under SSP5-8.5: Windstorm, storm surge, heatwave exposure, sea-level rise, hydropower variability, rising ambient temperatures and pluvial flooding. None is unmanageable, but all require active treatment.

3. Cooling-related heat exposure has the steepest trend. Rising design temperatures combined with acute heatwaves are the single largest driver of increasing data centre exposure.

4. Network and fibre infrastructure are the most exposed asset class. Distributed assets aggregate exposure across wind, fire, surge and sea-level hazards. Route diversity and non-overlapping fibre corridors are the principal mitigations.

5. International operations carry the highest hazard intensities. Heatwaves and wildfires score higher for international locations than any Norwegian site, reinforcing supplier-diversification requirements.

Risk scores are calculated as Likelihood (1–5) × Consequence (1–5), producing a score of 1–25. (OBS Linjeskift OBS) Scores are grouped into four bands: Low (1–4) — monitored as part of routine operations; Moderate (5–9) — mitigated where reasonably practicable, with controls validated annually; Elevated (10–15) — requires a treatment plan with named owner, timeline and budget; High (16–25) — requires immediate treatment and Executive Management review.

Quantified risk register and treatment

Risk	Type	Now L × I = Score	2050 L × I = Score	Primary control/treatment
Pluvial flooding at urban data center or HQ	Acute	3 × 2 = 6	4 × 3 = 12	Site selection; flood barriers; sump capacity; water sensors; annual drainage inspection.
Riverine flooding / landslide on access route	Acute	2 × 3 = 6	3 × 3 = 9	Site screening against NVE maps; duplicate fibre routes; pre-contracted alternative access.
Severe windstorm causing power and fibre outage	Acute	3 × 3 = 9	4 × 3 = 12	N+1/2N power; on-site generation; multi-vendor fuel contracts; non-overlapping fibre corridors.
Storm surge affecting coastal infrastructure	Acute	2 × 3 = 6	3 × 4 = 12	Kartverket-based design allowances; review of coastal landings every five years.
Wildfire affecting fibre or access roads	Acute	2 × 2 = 4	3 × 3 = 9	Defensible-space requirements; route diversity; smoke-detection at intakes.
Heatwave exceeding cooling design point	Acute	3 × 2 = 6	4 × 3 = 12	Forward-looking cooling design; redundant cooling trains; workload re-balancing across sites.
Freezing rain / ice storm	Acute	3 × 2 = 6	3 × 2 = 6	Heat-tracing; roof inspection; winter spares pre-positioning.
Sea-level rise affecting long-lived coastal assets	Chronic	2 × 2 = 4	3 × 4 = 12	Strict site-selection rule; partner adaptation evidence; periodic re-evaluation.
Hydropower variability affecting electricity supply or price	Chronic	3 × 2 = 6	4 × 3 = 12	Long-term PPAs; on-site generation runtime targets; load-management capability.
Rising design ambient temperature increasing PUE	Chronic	3 × 2 = 6	4 × 3 = 12	Re-baselining of design point; investment in efficient cooling; PUE monitoring.
Water scarcity affecting evaporative cooling	Chronic	2 × 2 = 4	3 × 3 = 9	Preference for closed-loop / air cooling; partner WUE disclosure.
Chronic precipitation / groundwater rise	Chronic	2 × 2 = 4	3 × 3 = 9	Drainage upgrades; sub-grade plant-room review.
Supplier concentration in climate-exposed region	Chronic	2 × 3 = 6	3 × 3 = 9	Supplier diversification policy; climate evidence in procurement.
Workforce disruption from acute or chronic events	Both	3 × 2 = 6	4 × 2 = 8	Full remote-work capability on the Intility platform; heat / cold / commuting protocols.

B3 C3 C4

Company Footprint

In 2025, Intility achieved meaningful reductions in GHG emissions. In particular, scope 1 emissions decreased following the full removal of fossil fuel vehicles from our operations, marking the completion of our transition to an emission-free fleet.

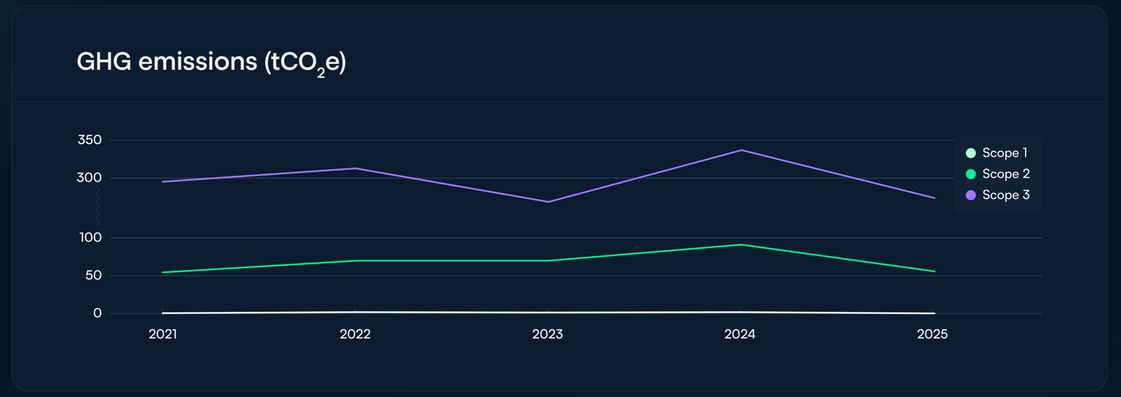
Scope 2 emissions improved as a result of increased reliance on renewable energy sources, building on efforts to address the elevated figures reported in 2024 when issues with the central heating system led to higher energy consumption.

Scope 3 emissions declined due to fewer hardware purchases during the reporting period, complemented by the continued shift toward more energy-efficient equipment as older models are decommissioned and replaced.

SUCCESS STORY

A full transition to electric across our entire vehicle fleet

In 2025, Intility reached an important sustainability milestone by selling our last fossil-fuel car and completing the transition to a 100% electric vehicle fleet. This shift significantly reduces our direct transport-related emissions and supports our broader climate strategy and scope 1 reduction target.



Measure	2025	2024	2023	2022	2021
Scope 1 [tCO_2e]	0,45	2,11	1,63	2,15	0,76
Scope 2 [tCO2e] (market based)	56,03	91,36	70,11	70,11	225,7
Scope 3 upstream	146,62	149,74			
Scope 3 downstream	2,38	8,52			
Scope 3 [tCO2e] total	273,98	337,36	281,85	355,95	314,71
Total tCO2e	330,46	430,84	353,59	428,20	541,21
CO2e per fulltime employee [tCO2e per employee]	0,5100	0,7848	0,7848	0,8847	1,2108
CO2e per gross sales [tCO2e per MNOK]	0,1815	0,2833	0,2833	0,3518	0,5321
CO2e per user [tCO2e user]	0,0074	0,0107	0,0107	0,0130	0,0188
Energy consumption [MWh]	6049	5954	5210	4773	5318

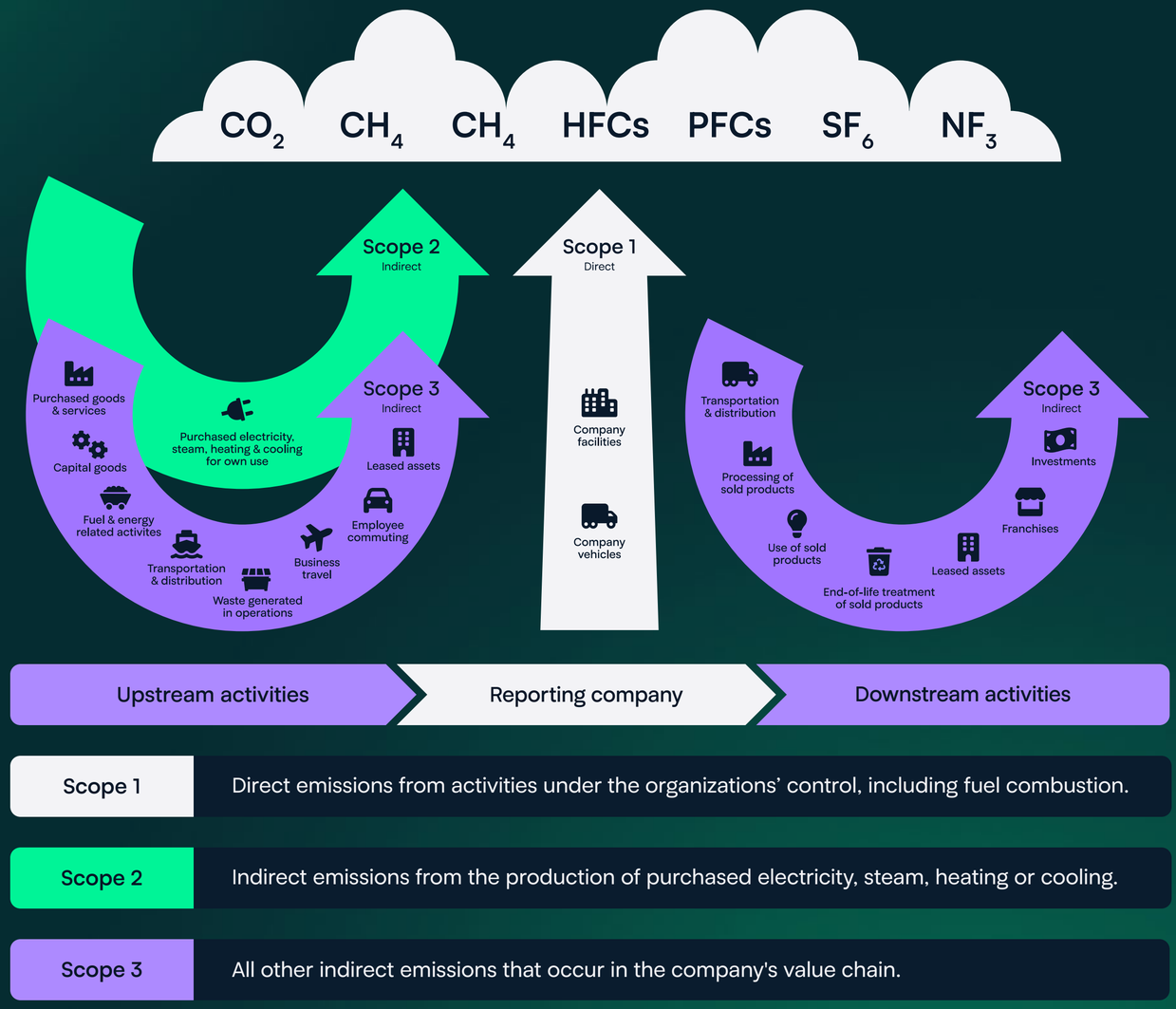
Accounting Method

To calculate and report greenhouse gas emissions, Intility uses the Greenhouse Gas Protocol — the world's most widely used reporting framework for calculating greenhouse gas emissions.

Intility has been reporting on the CO_2e of the organization for 12 years through Eco-lighthouse certifications.
This reporting is consistent with the GHG-protocol, and cover these main areas:

- → Vehicle fleet,
- → Electricity usage (offices and data centers),
- → District heating,
- → Waste (electric, glass & metal, paper, plastic, wood, residual),
- → Travel

In addition, Intility reports on the scope 3 of hardware for Computers, Network, Mobile Devices and Cloud Workloads through the Intility Sustainability Manager for all customers.



Scope 1	Direct emissions from activities under the organizations' control, including fuel combustion.
Scope 2	Indirect emissions from the production of purchased electricity, steam, heating or cooling.
Scope 3	All other indirect emissions that occur in the company's value chain.

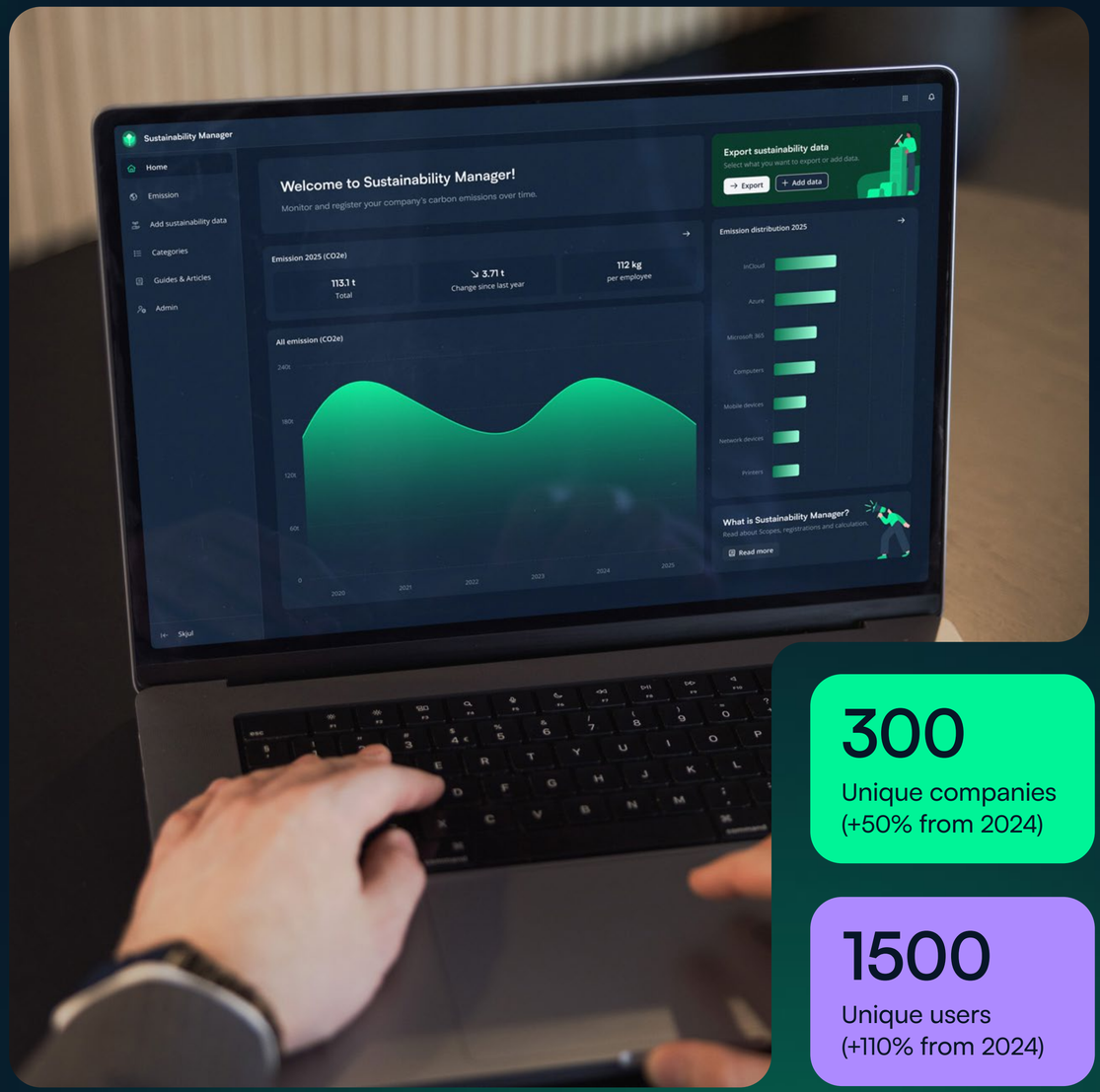
Customer Footprint from Intility Sustainability Manager

In March 2023, Intility launched Sustainability Manager as an integrated part of the Intility platform, available to all customers at no additional cost. The application gathers, integrates, and visualizes carbon footprint data, providing actionable insights that make carbon accounting as straightforward as possible.

The primary advantage of Sustainability Manager is the breadth of carbon accounting data that is calculated automatically, with no need for separate implementation or data integration projects. Through Intility's end-to-end responsibility model, we already hold extensive information about our customers' IT environments, which forms the foundation for automated emissions reporting.

The assets covered range from workplace IT (computers, mobile devices, and network equipment) to cloud workloads, which together often represent a significant share of an organization's total environmental footprint. Using this data, Sustainability Manager automatically calculates IT-related CO_2 emissions over time in accordance with widely recognized frameworks such as the GHG Protocol. Non-IT emissions, such as those from vehicle fleets, business travel, or electricity consumption, can be registered separately. For the most common categories, we provide readily available CO_2e emission factors tailored to the Nordic markets.

- Computers
- Mobiles
- Networks
- Managed Azure
- Microsoft 365
- Intility InCloud
- Printers — Q2 2025
- Meeting Rooms — Q3 2026

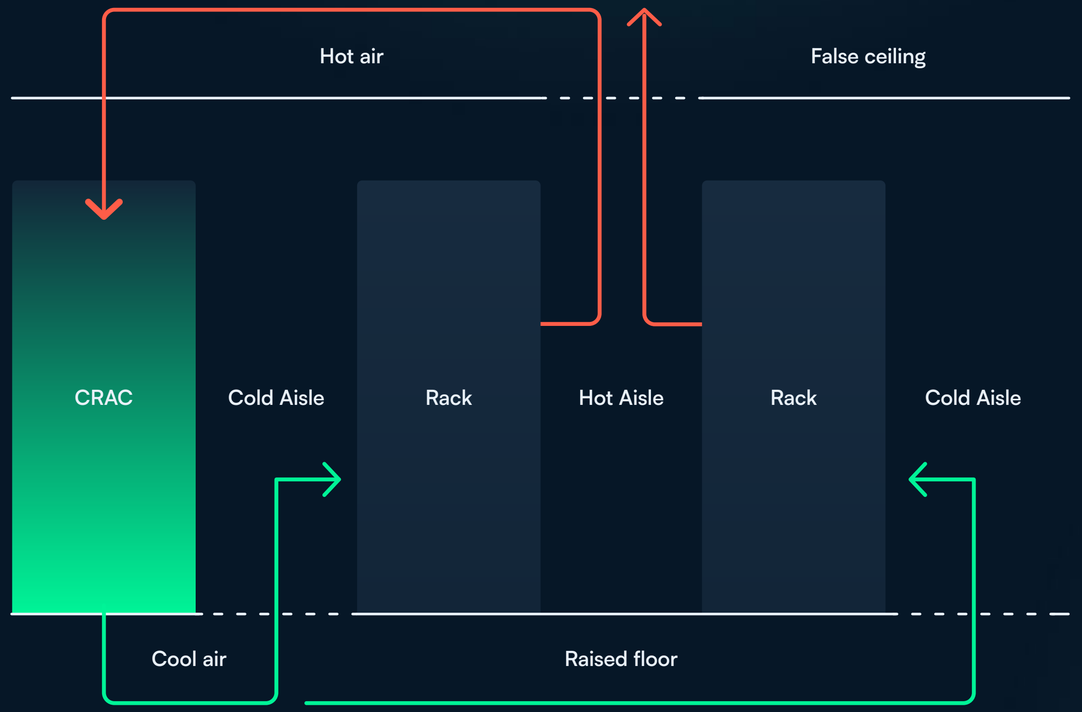


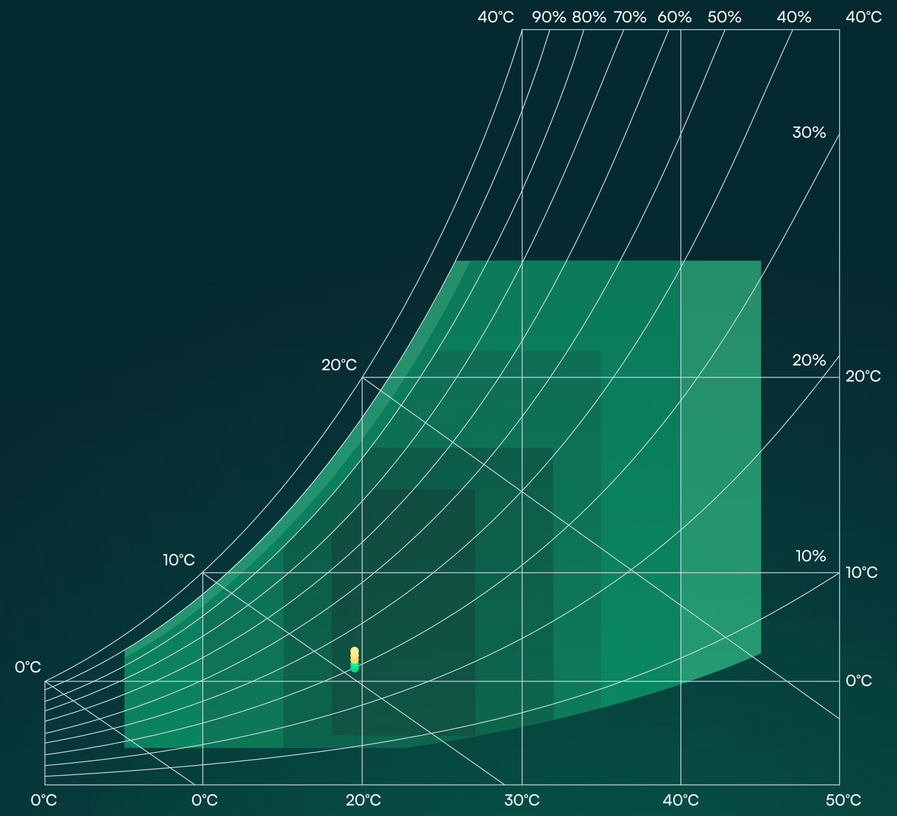
300
Unique companies
(+50% from 2024)

1500
Unique users
(+110% from 2024)

Physical Measures at Intility's Data Centers

All Intility central data centers are equipped with Hot Aisle / Cold Aisle Containment structures, giving higher energy effiency. A Hot Aisle / Cold Aisle Containment structure is the lining up of server racks in alternating rows, with cool air intakes facing one side and hot air exhausts facing the other. This structure prevents hot and cold air from mixing, which conserves energy and lowers cooling costs.

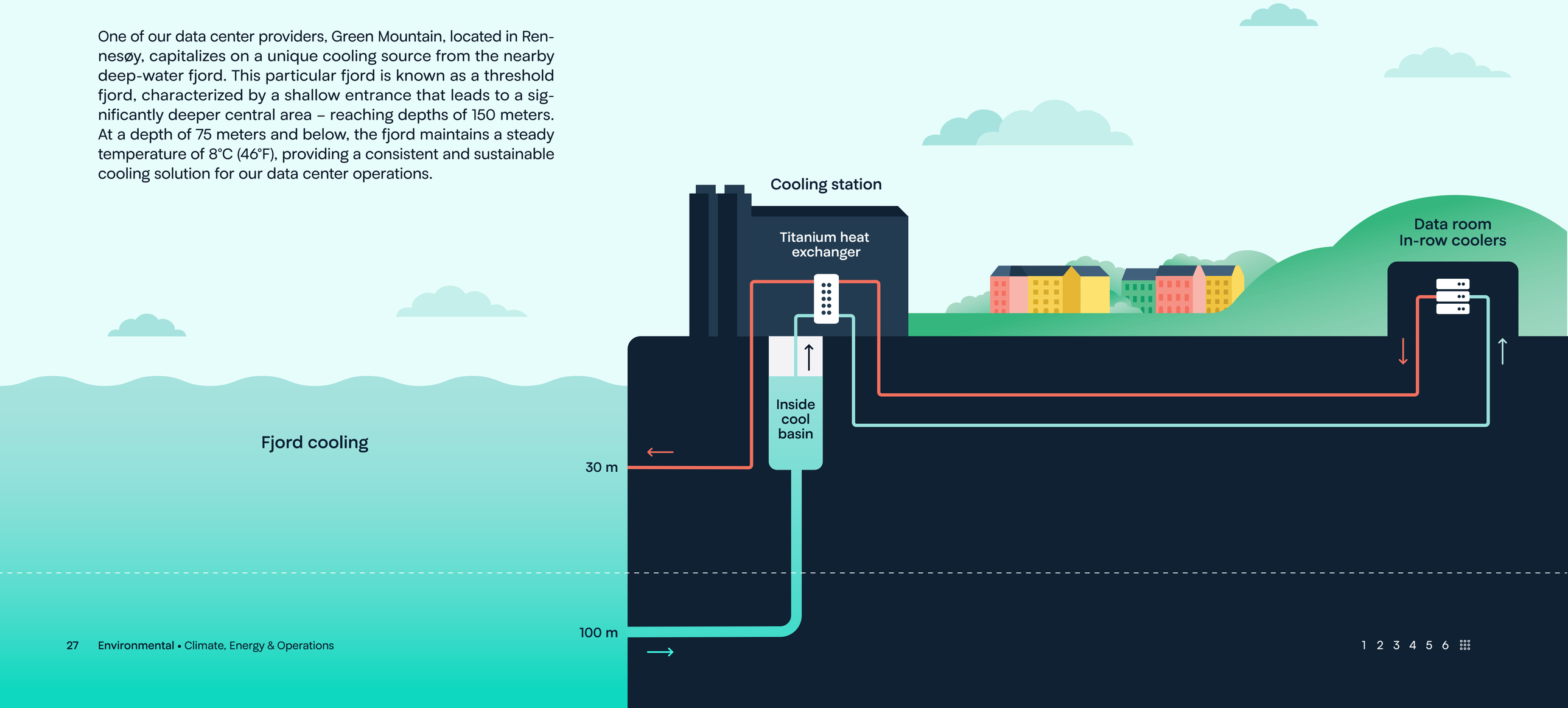




Intility data center (OSL01) scoring on ASHRAE scale (darker is better). Throughout 2023, optimization of the containment structures installed in 2021 and overall HVAC was performed.

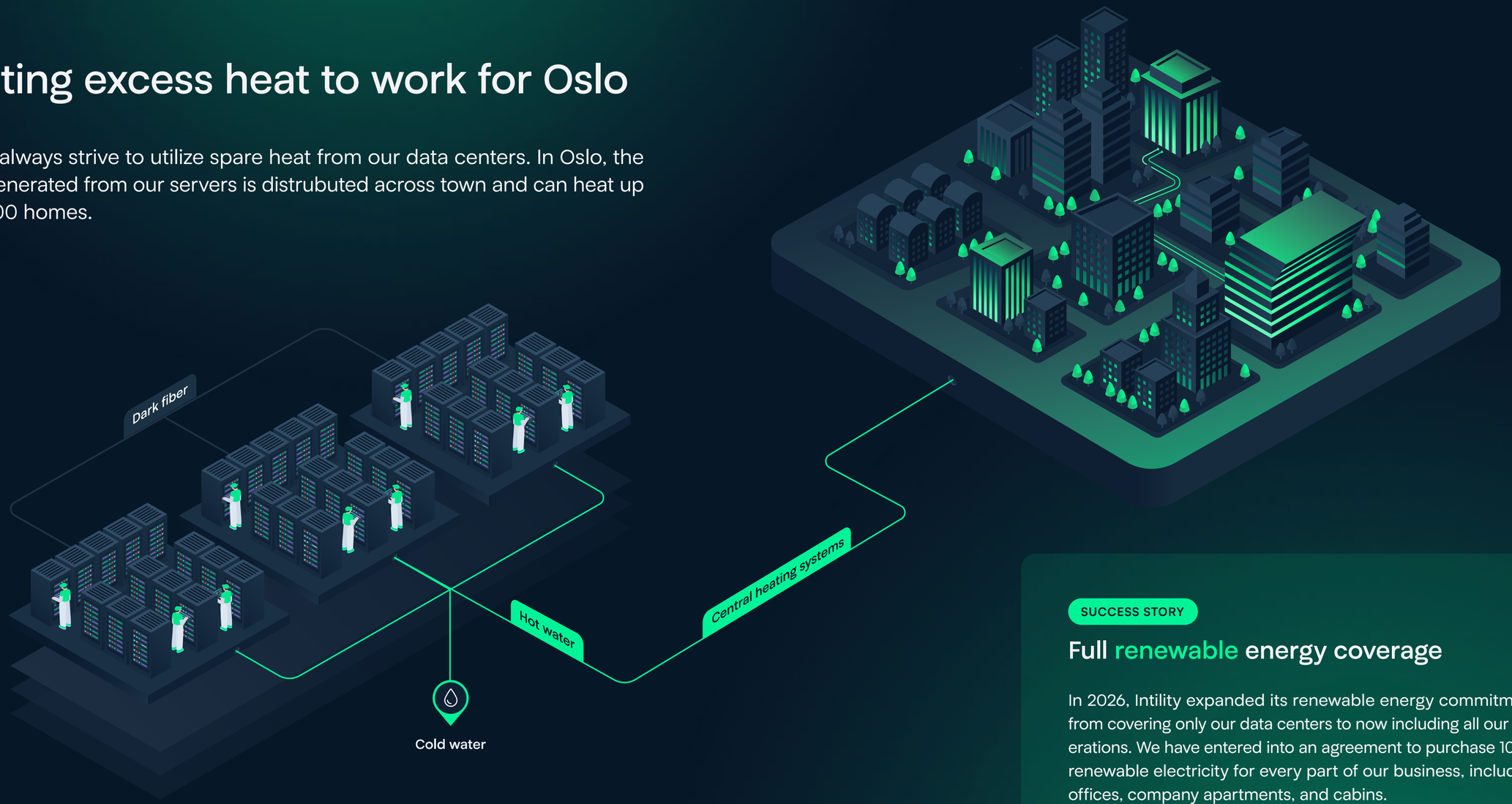
Efficient Data Center Cooling

One of our data center providers, Green Mountain, located in Rennesøy, capitalizes on a unique cooling source from the nearby deep-water fjord. This particular fjord is known as a threshold fjord, characterized by a shallow entrance that leads to a significantly deeper central area – reaching depths of 150 meters. At a depth of 75 meters and below, the fjord maintains a steady temperature of 8°C (46°F), providing a consistent and sustainable cooling solution for our data center operations.



Putting excess heat to work for Oslo

Intility always strive to utilize spare heat from our data centers. In Oslo, the heat generated from our servers is distrubuted across town and can heat up to 5 000 homes.



SUCCESS STORY

Full renewable energy coverage

In 2026, Intility expanded its renewable energy commitment from covering only our data centers to now including all our operations. We have entered into an agreement to purchase 100% renewable electricity for every part of our business, including offices, company apartments, and cabins.

Environemental Management Strengthened by Systems

	Environmental certifications		Sustainability initiatives		
Data Center Partners	Implemented	Planned	Implemented	Planned	PUE*
Vaultica	ISO 14001 ISO 45001 EU Code of Conduct for Datacenter Energy Efficiency (EN 50600)	ISO 50001	Cold Aisle Containment Heat recycling (OSL01 & Celsio project)		1.20
Green Mountain	ISO 14001 ISO 45001 ISO 50001	BREEAM certification EU Code of Conduct for Data Center Energy Efficiency (EN50600)	Hot Aisle Containment Water cooling from fjord	Heat recycling (Norwegian Lobster Farm)	1.17
bulk	ISO 14001 ISO 9001	EU Code of Conduct for Datacenter Energy Efficiency (EN 50600)	24/7 renewable power matching Cold Aisle Containment Assessment and reporting according to Task Force on Climate-related Financial Disclosures (TFCD)	Heat recycling Replacing diesel with advanced biofuel HVO	1.29

**Power usage effectiveness (PUE) is a metric used to determine the energy efficiency of a data center. PUE is determined by dividing the amount of power entering a data center by the power used to run the computer infrastructure within it. PUE is therefore expressed as a ratio, with overall efficiency improving as the quotient decreases toward 1.*

The Benefits of Multi Tenancy vs. Dedicated Hardware

Running your applications in a multi-tenant environment compared to a dedicated setup offers several environmental benefits. These include a reduced hardware carbon footprint, lower power consumption, and the ability to leverage resource sharing efficiencies within compute, storage and network.

Here, we compare the environmental impact of the entire server-based application portfolio of a company with 30 virtual machines, when run on the Intility multi-tenant platform versus dedicated hardware located in Norway.

**Emissions from use for dedicated hardware is based on average CO_2 emissions per kWh in Norway (Source: NVE)*

***The dedicated hardware contains firewall, network components, compute servers and a domain controller.*

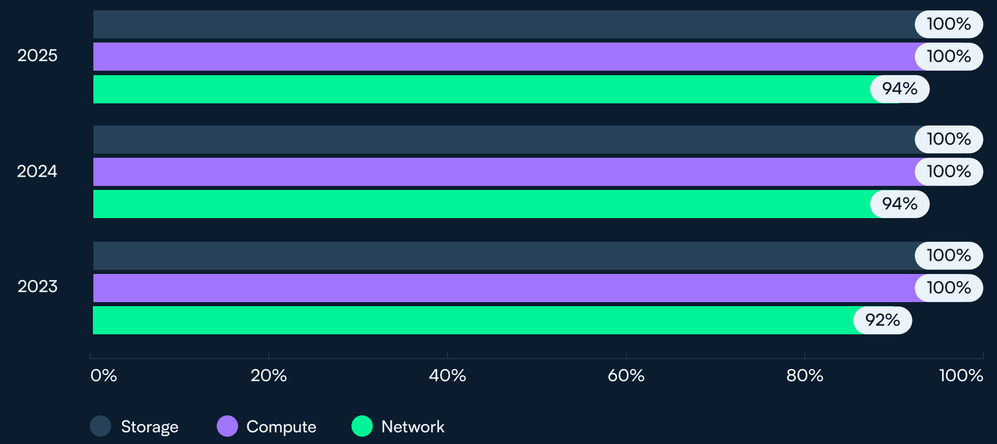
The emissions from Intility also includes the customer's share of a wide variety of services, which includes:

- Complete security platform
- The entire Intility software portfolio
- Cloud connectivity and integrations
- Mgmt software, tooling and logging

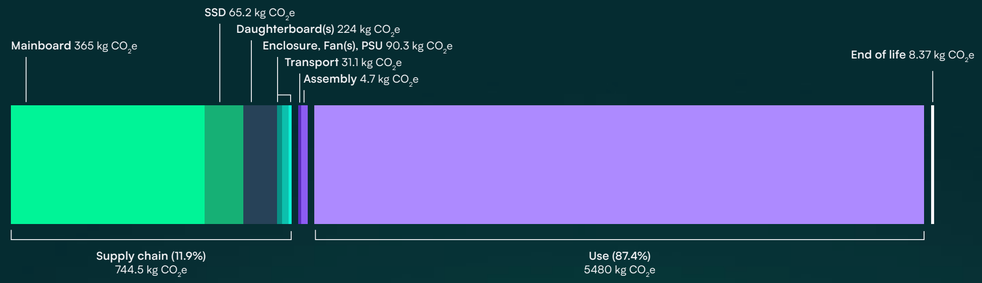
A Hardware Use-case

Scope 3 emissions from the hardware supply chain (production, transport, assembly, and end-of-life treatment of compute, storage, and network equipment) appear to be stabilizing year over year. As more lifecycle data has become available from Intility's hardware partners and older, less well-documented models have been decommissioned, the share of assets included in the accounting has grown, resulting in more complete scope 3 reporting.

Rate of scope 3 CO_2e Calculated for Different Hardware Categories



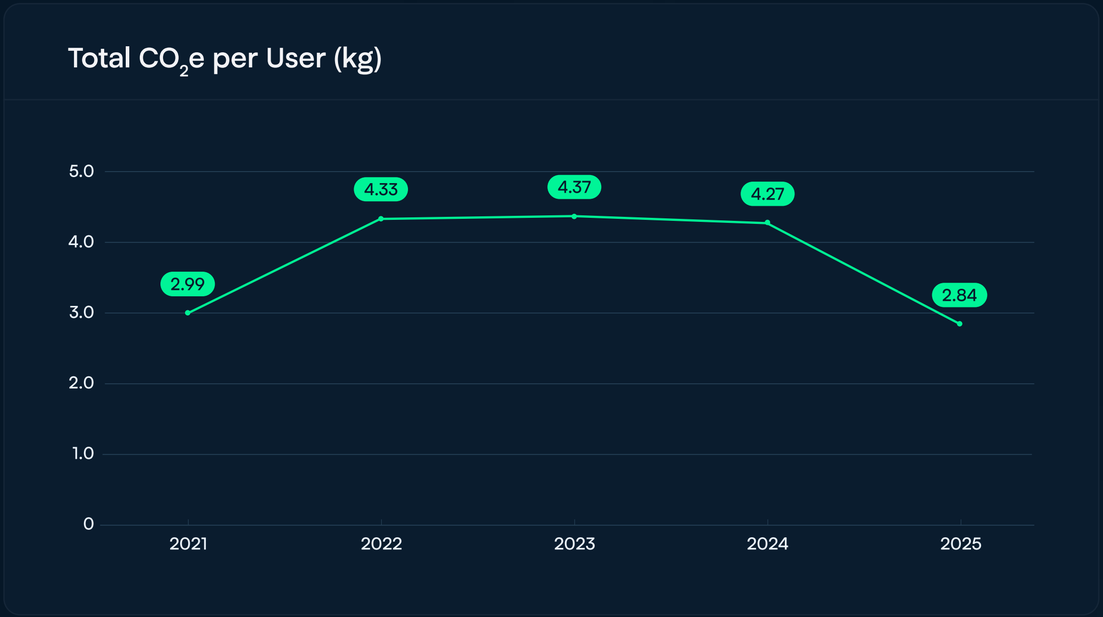
Cradle-to-grave scope 3 CO_2e for Intility's most common server (HPE DL360)



The HPE DL360-server

Platform Footprint in Numbers 2025

Emissions per user have decreased significantly, dropping from a stable level of 4.27 to 2.84 kg CO2e. This reduction is primarily driven by more efficient utilization of existing hardware, combined with the decommissioning of older equipment in favor of newer, more optimized models. The result is a meaningful decrease in per-user environmental impact, even as Intility continues to scale its services. This progress reflects the tangible benefits of our standardized infrastructure approach, where hardware lifecycle management directly translates into measurable emissions reductions.



127 tonnes

Total CO_2e from Intility data centers in 2025 (down from 170 tonnes in 2024)

2.84 kg

Yearly CO2e emissions of an average Intility user (down from 4.27 kg in 2024)

The yearly CO_2e emissions is equivalent to either one of these:

42 km driving with a diesel car

1 steak (125 grams of beef)

10 cups of coffee

4 tubes of toothpaste

B6

HQ Facilities & Resource Consumption

Intility's headquarters at Schweigaards gate 39 is owned by Intility and operated by our Property & Facility Management team. Rebuilt in 2022, the building is designed for efficient operations: ventilation, heating, and cooling are managed through a Building Management System, all lighting is LED with motion-based activation, and sunscreens adjust automatically based on weather conditions to reduce cooling demand on sunny days.

In 2025, we continued to build the data foundation for smarter facility management. Following the same data-driven approach applied to energy and water monitoring, we transitioned to a new waste management supplier — improving both the quality and frequency of reporting throughout the year.

Collecting and analyzing data across energy, water, heating, and waste enables us to identify concrete efficiency measures and act on them over time, rather than relying on estimates or annual snapshots alone. In 2026, focus areas include further optimization of the night setback function for the ventilation system, continued refinement of our waste management processes, and using the full year of data now available to set more targeted reduction measures across all facility-related consumption categories.

Water

Intility's water consumption derives exclusively from municipal tap water supplied by Oslo municipality to the headquarters at Schweigaards gate 39, used for standard office and facility purposes with no industrial processes or data center cooling systems. All water is discharged to the municipal sewage network; discharge volume is assumed to equal abstraction given the absence of any consumptive industrial use. Intility does not abstract from any water-stressed area — Oslo's municipal supply is not classified as water-stressed, and abstraction from stressed sources is 0 m^3. The chart below shows total water abstraction at headquarters for 2021–2025 per m3.

B7

Waste Sorting & Recycling

Intility has a strong focus on waste sorting and recycling. Each floor has a mini recycling station for everyday fractions, while a central facility handles specialist streams and additional waste types.

Employees sort plastic, paper, food waste, batteries and residual waste at floor-level stations, while larger volumes and additional fractions such as cardboard, soft and rigid plastics, WEEE and wood are handled in the central facility. For other waste streams, employees can contact Facility Management to ensure correct treatment and to propose new fractions, supporting continuous improvement and higher recycling rates.

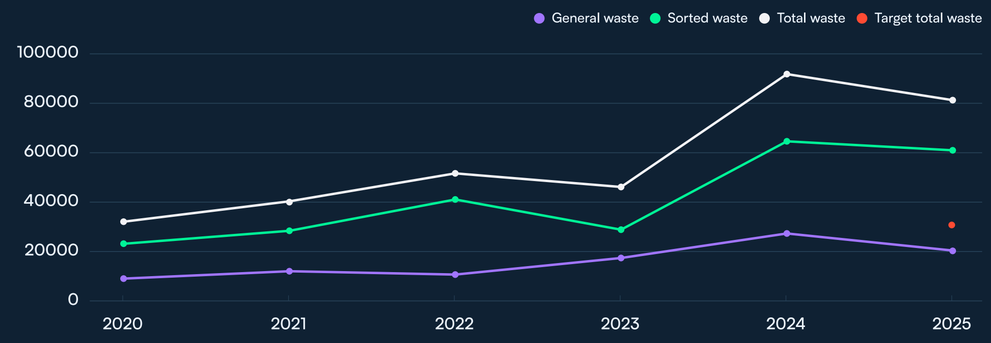
Purpose of correct waste sorting:

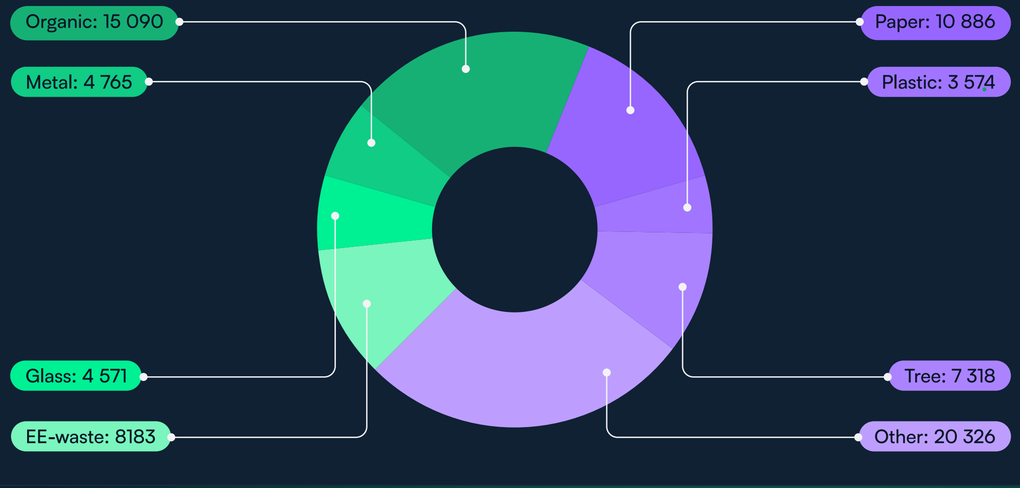
- → Save natural resources by recycling materials
- → Reduce energy consumption and emissions in production processes
- → Promote sustainable consumption and production
- → Prevent contamination of the sewage system and waterways with grease seperators

74.9%

of Intility's waste is sorted for recycling, up from 70.3% in 2024. This change equals a 6.5% improvement.

Total Amount of Waste (kg)





3.2 Responsible Sourcing and Circularity

As a platform provider managing IT procurement, deployment and lifecycle for hundreds of organizations, Intility operates at a scale where sourcing and circularity decisions have a meaningful aggregate impact, both in what we choose to buy and in how we help customers manage equipment throughout its lifetime.

Intility applies circular economy principles across the entire lifecycle of IT equipment, in our own operations and in customer advisory. Lifecycle assessments from leading PC manufacturers indicate that the majority of greenhouse gas emissions occur during the production phase, meaning some of the most impactful climate decisions are made before a device is even turned on. Through our Procurement and Lifecycle Management services, we support customers in selecting high-quality, durable and repairable devices with recognized environmental certifications. This enables equipment to be used for longer, perform well over time, and reduce the overall environmental impact of IT hardware.

We aim to keep equipment in use for as long as possible by extending lifetimes and enabling reuse. Internal reuse is prioritized before new purchases are made.

Milestones

- → Established eco-label tracking routine; Type 1 eco-label share grew from ~74% (2023) to 88% (2024) across key hardware categories
- → Foxway partnership established for certified end-of-life handling, with verified environmental savings calculations
- → Packaging redesign collaboration with Cisco contributed to measured CO_2 reductions; Cisco EMEA Sustainability Partner of the Year (2024)
- → Formalized Sustainable Procurement Policy prioritizing eco-certified products (TCO, EPEAT), energy efficiency and responsible sourcing

Actions and Results 2025

- → Eco-label share reached 92% across tracked hardware categories (PCs, monitors, mobiles, audio), up from 88% in 2024. Tracked categories represent ~60% of total hardware sales; network and AV product categories not yet included in the tracking
- → 5,356 devices processed through Intility Lifecycle in 2025: 2,390 reused, 2,966 recycled/material recovery. Estimated savings: 352 tCO_2e (≈ 77 passenger cars off the road for one year)
- → Provided sustainable procurement training to internal purchasing staff and advisors
- → Arranged Sustainability Week for all employees, including partner presentations on lifecycle services, sustainable sourcing and everyday actions to reduce environmental impact
- → Became a member of Ethical Trade Norway

B7

Goals & Measures

Intility's approach to responsible sourcing and circularity aims to extend product lifetimes, raise procurement standards and ensure responsible end-of-use handling across our own operations and customer environments. The conduct and human rights dimensions of supply chain responsibility are addressed in Chapter 4 — Governance.

Intility topic	Impact addressed	Goal	Measure / Initiative	Time horizon
T2 – ICT equipment	I06 — Extended equipment lifespan and reduced resource use through lifecycle management	Promote longer device lifetimes and responsible end-of-use handling: Encourage extended use of devices for as long as they support an efficient workday, and, once products are no longer needed, ensure its handeled thorugh Intility Lifecycle for responsible resale or environmentally sound recycling	Analysis of customers' current approach to equipment lifecycle and end-of-life handling, with documented improvement areas and proposed measures to reduce friction and increase uptake	2026
			Develop asset management solution providing visibility of device ownership, location and usage — enabling proactive replacement planning and return to lifecycle services for resale, refurbishment or responsible recycling, maximising value retention and reducing environmental impact.	2026
	I07 — Local environmental impact and water use in ICT manufacturing	80% of material suppliers signed Supplier Code of Conduct by end-2026	Revision of procurement policy to include concrete environmental certification requirements (TCO, EPEAT or equivalent) for significant suppliers; expand eco-label tracking to network and AV categories	2026
		Increase availability and sales share of eco-labelled products;	Improve webshop transparency by displaying environmental product data, enabling customers to compare environmental footprints at point of purchase and make more informed purchasing decisions	2026
	I09 — Climate and environmental footprint from e-waste processing	Ensure all e-waste and special fractions are correctly sorted and handled through certified channels	Implement comprehensive handling solution for small batteries and special waste fractions, combined with employee communication on correct sorting	2026

B7

Material Flows

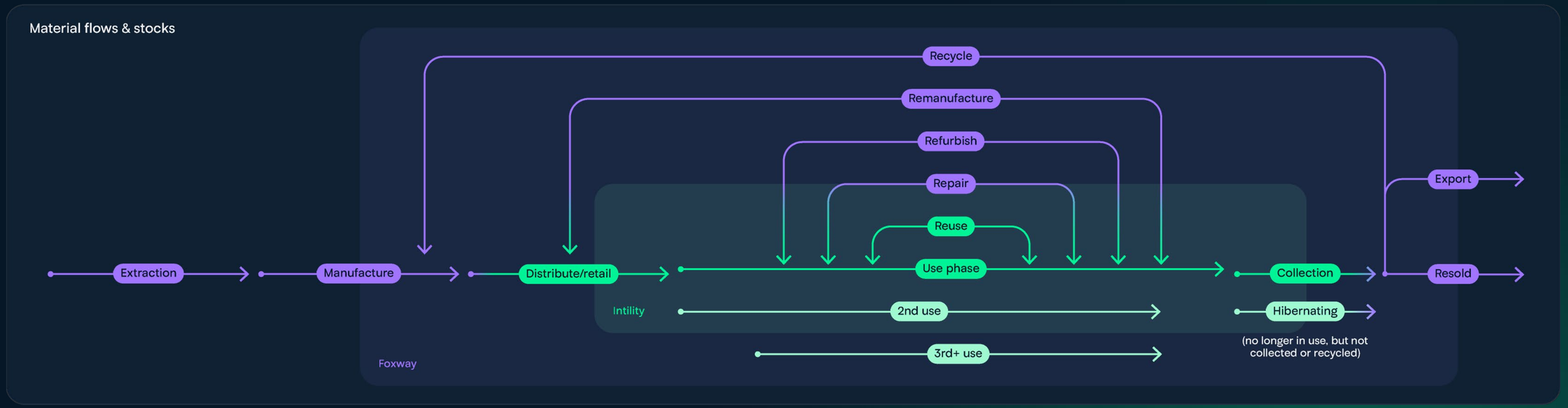
Intilitys sphere of influence

The diagram illustrates Intility's role in the ICT equipment value chain — from raw material extraction and manufacturing through to collection, resale and recycling. The blue area marks the stages where Intility has direct influence: distributing and retailing equipment, managing the use phase across customer environments, and facilitating collection at end-of-use. The red area extends this to stages addressed through our Intility Lifecycle service and partnership with Foxway — refurbishment, remanufacturing and recycling — where Intility enables responsible handling without being the direct operator.

How we work in practice

When equipment reaches end-of-use, the Intility Lifecycle service and our partnership with Foxway ensures responsible handling through secure data erasure and preparation for resale where possible, and certified recycling when reuse is no longer an option. In this way, more materials are kept in circulation and the demand for virgin raw materials is reduced.

Avoiding unnecessary purchases is one of the most effective ways to support circularity. Intility is therefore developing a purchasing and asset management solution that improves transparency around device ownership, location and availability. This makes it easier to decide on the next lifecycle stage of a device, whether it is for internal reuse, return for refurbishment or recycling. The goal is to reduce over-procurement, extend product lifetimes and make circular thinking the default rather than the exception.



Sustainable Procurement in Numbers

Lifecycle

Through the Intility Lifecycle service and our collaboration with Foxway, we facilitated the return of 5,356 devices in 2025, from both our own internal equipment and customers using the service. Of these, 2,390 devices were reused and 2,966 were sent to recycling and material recovery. This corresponds to estimated savings of 352 tonnes of CO_2-equivalents, which is comparable to removing approximately 77 passenger cars from the road for one year (Source: Foxway).[1]

Eco-Labels

We continued to track products in key end-user hardware categories – PCs, monitors, mobiles and audio – to identify eco-label certifications. This selection represented around 60% of our hardware sales in 2025. Within these categories, 92% of the products sold had a recognized type-1 eco-label, up from 88% in 2024, continuing the positive development in our eco-label share.

The following figures show the total number of equipment delivered to Foxway for reuse and recycling in 2025.

[1] Based on Foxway's calculation methodology, where the annual emissions from one average passenger car are assumed to be 4,600 kg CO_2-eq. The number of cars is calculated by dividing the total avoided emissions by this figure.

Equipment type	Submitted	Reused	Recycled
Laptop PCs	1527	83%	17%
Mobile phones	526	45%	55%
Network units	934	25%	75%
Desktop PCs	241	78%	22%
Monitors	478	44%	56%
Printers	20	0%	100%
Servers	83	80%	20%
Storage units	36	64%	36%
Tablets	243	65%	35%
Other	62	0%	100%

60%

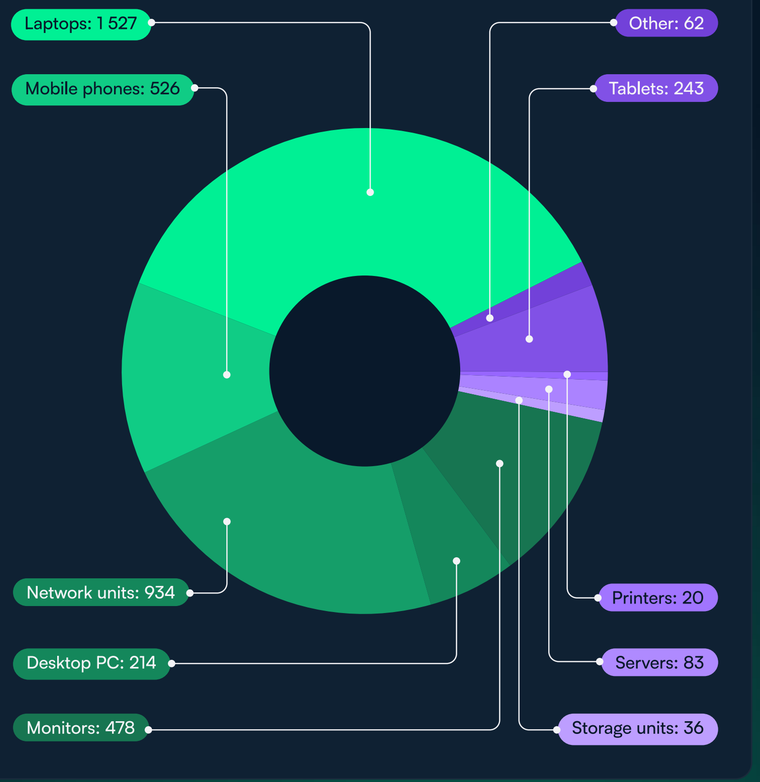
Share of total hardware sales covered by tracking[2] (down from 70% in 2024)

92%

Share of sales with type-1 eco-labels within tracked categories (up from 88% in 2024)

[2] Tracked categories are PCs, monitors, mobiles and audio.

Recovered units



04

Social

Material Themes

- T5 People, Competence and Working Environment
- T6 Responsible Sourcing and Supply Chain Conduct
- T4 Platform Security and Resilience

VSME

- B8 Workforce – General characteristics
- B9 Workforce – Health and safety
- B10 Workforce – Remuneration, collective bargaining and training
- C5 Additional (general) workforce characteristics
- C6 Additional own workforce information - Human rights policies and processes
- C7 Severe negative human rights incidents

4.1 Our people and our value chain

Intility is a people-driven business. The platform is built, operated and improved by a team of 646 employees, and the quality of our services depends directly on their competence, wellbeing and development. At the same time, the hardware we source and manage on behalf of customers connects us to global supply chains that carry real human rights and labour risks — risks we take seriously and work systematically to address.

Milestones

- → Intility Academy and Talent Onboarding programme established; run twice yearly for all new hires
- → Supplier Code of Conduct and Human Rights Policy formalized; GRC module implemented for Norwegian Transparency Act (Åpenhetsloven) compliance (2023)
- → ODA network gold partner for gender balance in tech; long-standing engagement with youth sports and community organizations

Actions and Results 2025

- → Joined Ethical Trade Norway — provides structured tools and guidance for addressing human rights and labour risks in supply chains
- → Strengthened professional communities and cross-department knowledge sharing (communities, Dev Show & Tell)
- → HSE systematically integrated: No work-related accidents or occupational diseases recorded in 2025
- → Annual human rights due diligence conducted in line with OECD Guidelines and Åpenhetsloven; statement published on company website
- → No confirmed human rights incidents recorded in Intility's own workforce in 2025; no confirmed incidents attributable to Intility identified in the value chain

Goals & Measures

Intility's social commitments focus on three areas: building a safe, inclusive and competence-rich working environment for 646 employees; ensuring responsible conduct across the supply chain through systematic human rights due diligence; and providing a secure and reliable platform for tens of thousands of end users. The human rights and supply chain governance dimensions of T6 are addressed here alongside people and HSE topics.

Intility topic	Impact addressed	Goal	Measure / Initiative	Time horizon
T5 – People, competence and working environment	I16 — Positive impact on employees through strucutred development and strong workplace cultur	Maintain and develop a learning organization; ensure all employees have access to structured development pathways	Develop updated competence model within Intility University, covering structured learning paths, certifications and upskilling for individual employees	2026
	I17 — Risk of losing key talent in a competitive IT labour market	Maintain a safe, inclusive and attractive working environment; reduce voluntary turnover	Employee wellbeing and engagement survey across the organization, with documented follow-up points integrated into the HSE action plan	2026
			Leadership development course for recently appointed managers, to strengthen close and accessible people leadership as a retention and wellbeing factor	2026
T1 – Data center operations	I04 — Demanding working conditions for employees in onsite and data center roles	Zero serious injuries in own operations	Employee wellbeing and engagement survey across the organization, with documented follow-up points integrated into the HSE action plan	2026
T6 – Responsible sourcing and supply chain conduct	I19 — Human rights violations and unacceptable labour conditions in mineral extraction for ICT equipment	Conduct annual human rights due diligence in line with OECD Guidelines and Transparency Act (Åpenhetsloven); 80% material suppliers signed Supplier Code of Conduct by end-2026	Use Ethical Trade Norway tools to systematically assess risks in upstream hardware supply chains; track and report Supplier Code of Conduct sign-off rate annually	Ongoing

B8 C5

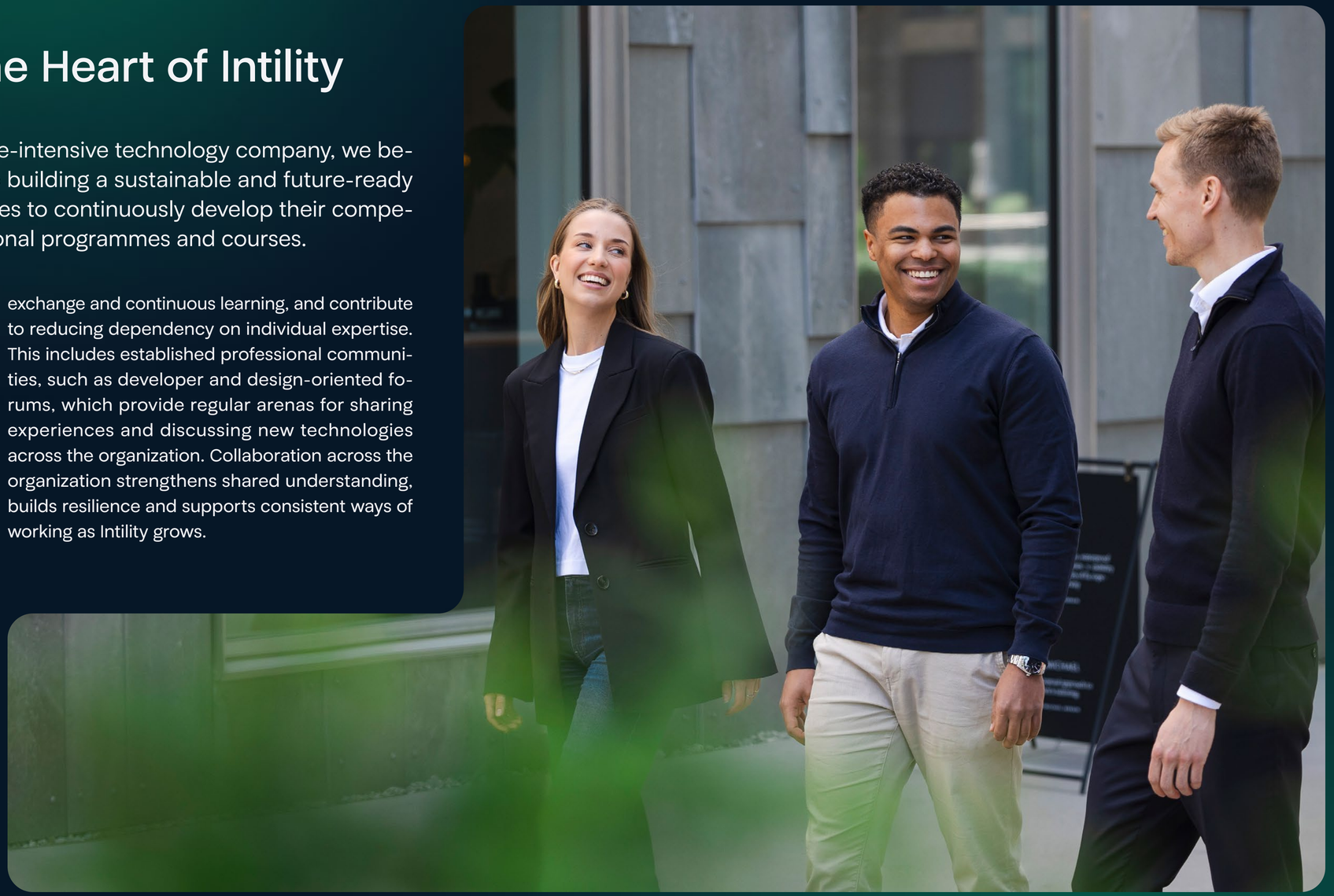
The Workforce – At the Heart of Intility

Intility is built on people, and as a knowledge-intensive technology company, we believe that continuous learning is essential to building a sustainable and future-ready organization. Intility encourages all employees to continuously develop their competence through internal and external educational programmes and courses.

To facilitate skill enhancement and knowledge development, Intility offers a range of courses through Intility Academy, covering topics such as project management, development, Microsoft services, agile principles and internal systems and tools. To strenghten both individual and organizational capability, Intility supports relevant certifications and facilitates courses on a regular basis, while encouraging employees to identify and participate in external training.

Talent Onboarding, as part of Intility Academy, is Intility's introduction programme for new employees. The programme is held twice a year and provides insight into Intility's business model, services, internal systems and relevant technologies, ensuring that new employees receive a solid foundation and the knowledge required to perform and develop in their roles.

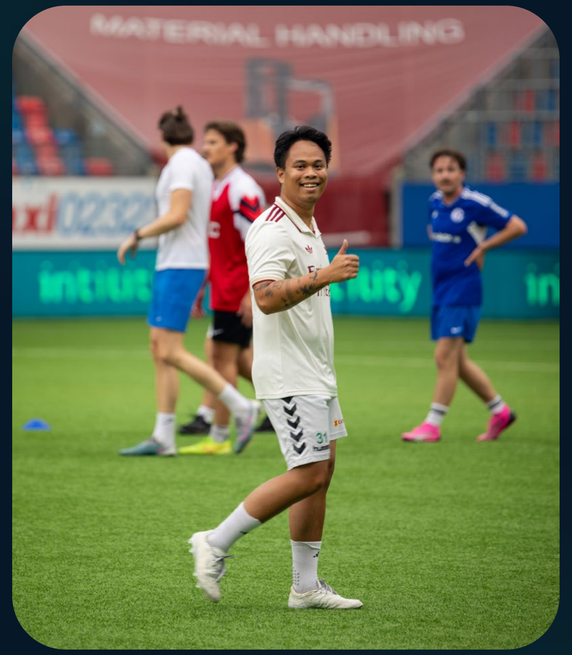
In addition to structured education and training, Intility facilitates professional communities and collaboration across teams and disciplines. These arenas support knowledge sharing, experience exchange and continuous learning, and contribute to reducing dependency on individual expertise. This includes established professional communities, such as developer and design-oriented forums, which provide regular arenas for sharing experiences and discussing new technologies across the organization. Collaboration across the organization strengthens shared understanding, builds resilience and supports consistent ways of working as Intility grows.



B2

Intility Sustainability Week 2025

Each September, Intility dedicates a week to sustainability. This brings the whole company together around learning, healthy competition and shared experiences. The 2025 edition ran 8–12 September under the theme «Sustainability in everyday life», framing sustainability not only as a corporate obligation but as something lived through daily choices at work and at home. The week combined internal knowledge sessions with partner presentations from Foxway, Ethical Trade Norway and Selecta, physical activities, and a team competition that ran across all five days.



B2

Building Tomorrows Workforce

At Intility, we value diversity and welcome individuals from all backgrounds, regardless of prior work experience or technology education. We are especially committed to supporting graduates and students through tailored Apprentice and Graduate programmes that equip early-career employees with the skills needed to thrive.

In recent years, we have expanded our part-time and student offerings, giving students hands-on experience in technology while they pursue their studies. These initiatives help lower the threshold for entering the tech industry, contributing to a more inclusive working life while building a pipeline of future talent.

22
Mgmt Graduates

18
Tech Graduates

10
Student Apprentices

12
Apprentices

9
Part-time Students

B2

Employee Welfare

Long-term sustainability starts with the wellbeing of our people. At Intility, we foster a healthy and engaging work environment to attract and retain talent while reducing stress and absence over time.

We support physical and social wellbeing through organized fitness activities, company cabins, and social events throughout the year, building a strong sense of community across the organization. Employees receive six weeks of vacation annually, and nutritious meals are served throughout the day. We also cover mobile and broadband, provide insurance during and outside working hours, and contribute to pension savings.

These measures reflect our commitment to employee welfare as a core part of responsible business and an investment in the people who make Intility possible.

Quality food all day

Match tickets to Intility Arena

Cabins in Kragerø and Norefjell

Six weeks vacation

Social benefits and activities

intility

Our own fitness center

B9 B10

Health, Safety & Environment

Intility works systematically and continuously with health, safety and working environment (HSE) to ensure a safe, inclusive and health-promoting workplace. HSE is an integrated part of daily operations and is based on established roles, routines and responsibilities across the organization. The work includes regular risk assessments, preventive measures and follow-up of action plans covering physical, ergonomic, organizational and psychosocial working conditions.

Employees, managers, HR and an elected safety representative are all actively involved in HSE efforts. A joint working environment committee (AMU), which includes both employee representatives and management, ensures that employees have a formal voice in HSE matters. All employees are expected to contribute through compliance with routines and reporting of incidents, deviations and improvement opportunities.

HSE training is mandatory for all new employees and made continuously available through internal systems. Reported incidents, near-misses and work-related injuries are registered and followed up as part of Intility's internal control processes, supporting learning and continuous improvement. As part of our commitment to systematic environmental and HSE work, Intility has been certified as Miljøfyrtårn (Eco-Lighthouse) since 2013.

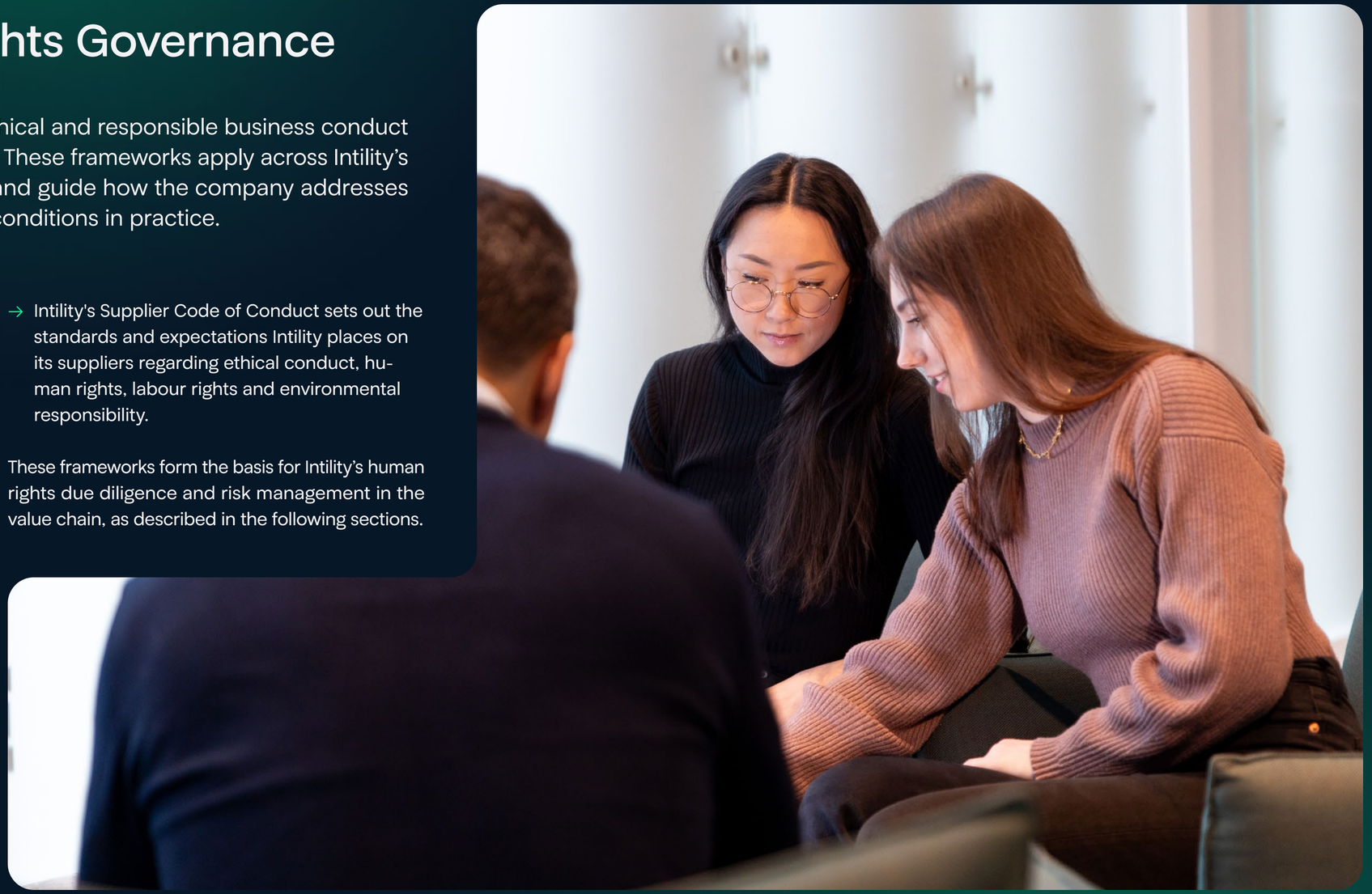
B2 C6

Ethics and Human Rights Governance

Intility has embedded its commitments to ethical and responsible business conduct within its governing policies and procedures. These frameworks apply across Intility's own operations as well as the value chain, and guide how the company addresses ethical conduct, human rights and working conditions in practice.

- Intility's Code of Conduct defines ethical values and behavioural standards applicable to employees, members of management, board members and contracted consultants.
- Intility's Human Rights Policy describes Intility's commitment to respect internationally recognized human rights and outlines how related risks are identified and addressed in both its own operations and the value chain.
- To support openness and accountability, Intility has established mechanisms for reporting concerns, including access to an external and anonymous whistleblowing channel available to employees, suppliers and other stakeholders. Reported concerns are handled in accordance with established governance and compliance processes.
- Intility's Supplier Code of Conduct sets out the standards and expectations Intility places on its suppliers regarding ethical conduct, human rights, labour rights and environmental responsibility.

These frameworks form the basis for Intility's human rights due diligence and risk management in the value chain, as described in the following sections.



C6 C7

Human Rights Due Diligence

In our own operations

Intility conducts annual due diligence covering its own workforce, integrated into HR processes and HSE management. Employee feedback channels, annual performance reviews and quarterly check-ins provide continuous insight into working conditions. Intility's Code of Conduct and Human Rights Policy apply to all employees and set clear expectations for ethical conduct and the protection of internationally recognized human rights.

In the value chain

Human rights and labour-related considerations in Intility's value chain are addressed through a risk-based due diligence approach, integrated into supplier governance and procurement processes. In line with the Norwegian Transparency Act (Åpenhetsloven), Intility works systematically to identify and assess actual and potential adverse impacts on human rights and decent working conditions in the value chain, integrate findings into supplier management, and follow up identified risks through contractual requirements, dialogue and, where relevant, external assessments.

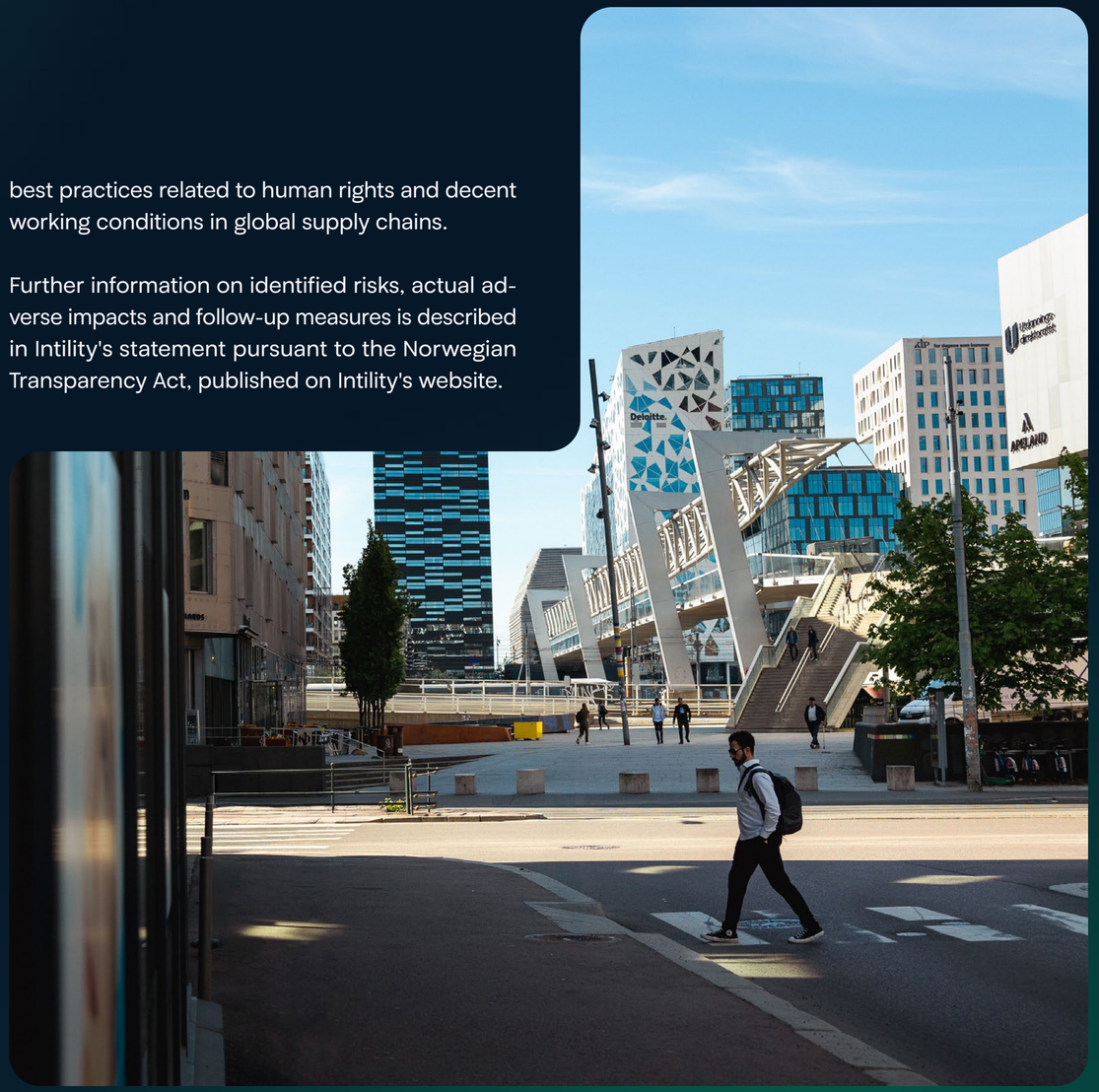
Intility's value chain primarily consists of IT hardware suppliers, distributors and resellers, data center and infrastructure partners, cloud and software service providers, and professional service suppliers. While Intility does not engage directly in manufacturing, the most significant human rights and labour-related risks in the value chain are primarily associated with upstream IT hardware supply chains, reflecting the global and complex nature of electronics production.

Risks across the value chain

Based on its due diligence assessments, Intility considers the most salient human rights risks in the value chain to be related to the production of IT hardware and electronic equipment, particularly in upstream stages of the supply chain. Relevant risk areas include working conditions, occupational health and safety, excessive overtime, discrimination, the use of recruitment fees, freedom of association and living wages. Risks associated with conflict minerals are assessed as particularly serious, as extraction and processing in high-risk regions may be linked to forced labour, child labour and unsafe working conditions.

Migrant workers are recognized as a particularly vulnerable group in parts of the electronics value chain. These risks are prioritized in Intility's follow-up of suppliers and form a central focus of the company's due diligence efforts. Intility is a member of Ethical Trade Norway (Etisk Handel Norge) and uses this network to strengthen its understanding of systemic risks and industry best practices related to human rights and decent working conditions in global supply chains.

Further information on identified risks, actual adverse impacts and follow-up measures is described in Intility's statement pursuant to the Norwegian Transparency Act, published on Intility's website.



B2

Local Communities

Intility is committed to being a responsible member of the local community. In 2025, we continued to develop and strengthen partnerships and initiatives with a particular focus on engaging young people and supporting local community development.

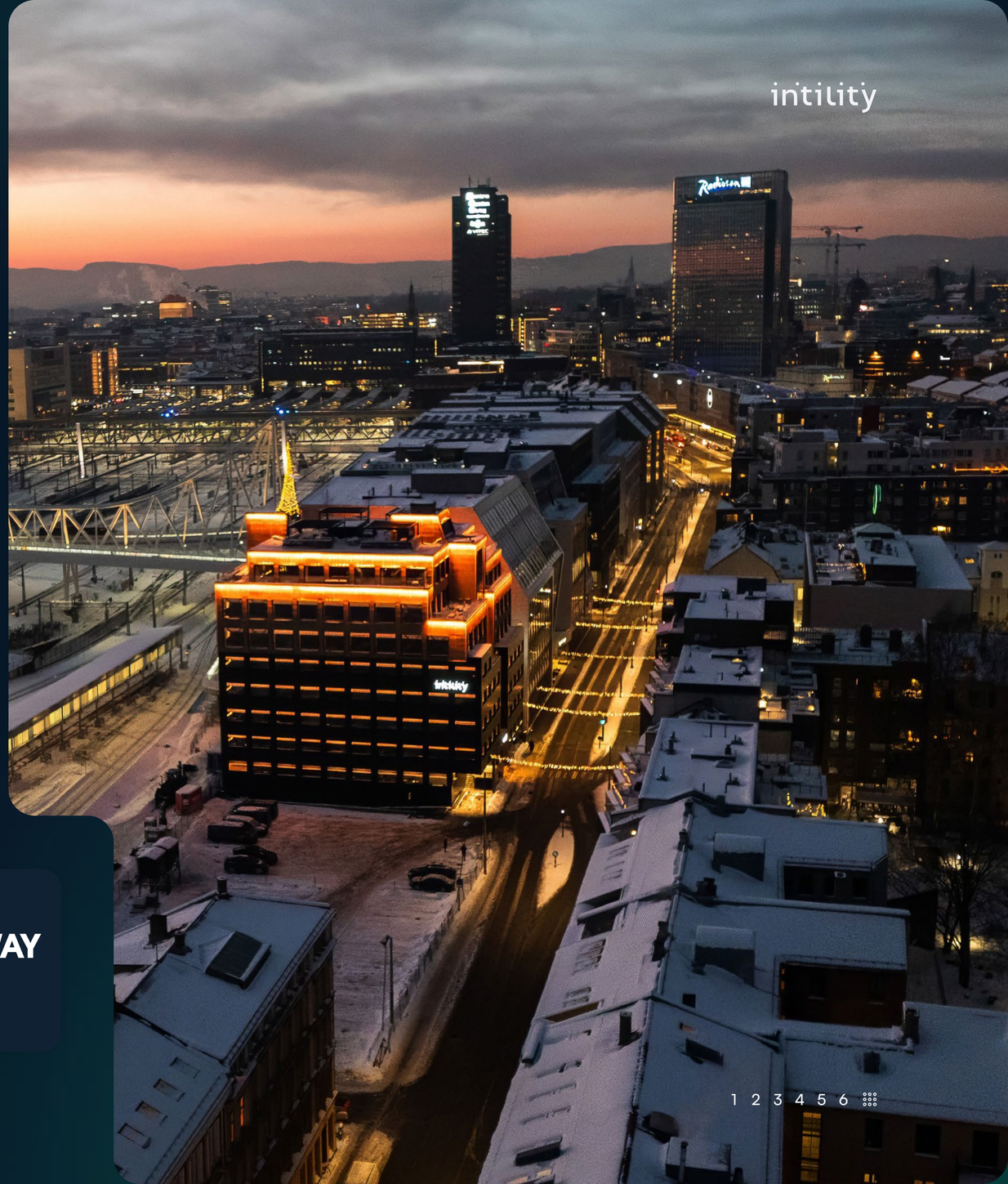
We recognize that supporting sports and sports clubs can foster a sense of team spirit and contribute to meaningful engagement. At Intility we attribute much of our success to our strong organizational culture. We understand that sports and team cohesion are inherently linked, and partnering with sports clubs allows us to further promote these values within our organization.

Through our community partnerships, Intility aims to contribute meaningfully to the local society in which we operate, creating shared value for employees, partners and the communities around us.

SUCCESS STORY

Lighting up Schweigaards gate together

In 2024, Intility initiated a winter street lighting installation in Schweigaards gate, and continued the collaboration with neighbouring organizations Bane NOR, Aspelin Reitan, Privatmegleren and Hollenderkvartalet in 2025. To mark the annual light switch-on, we invited the local community into our reception for coffee and pastries. This is one example of how Intility aims to be a good neighbour and help create a welcoming and lively local environment in Schweigaards gate.



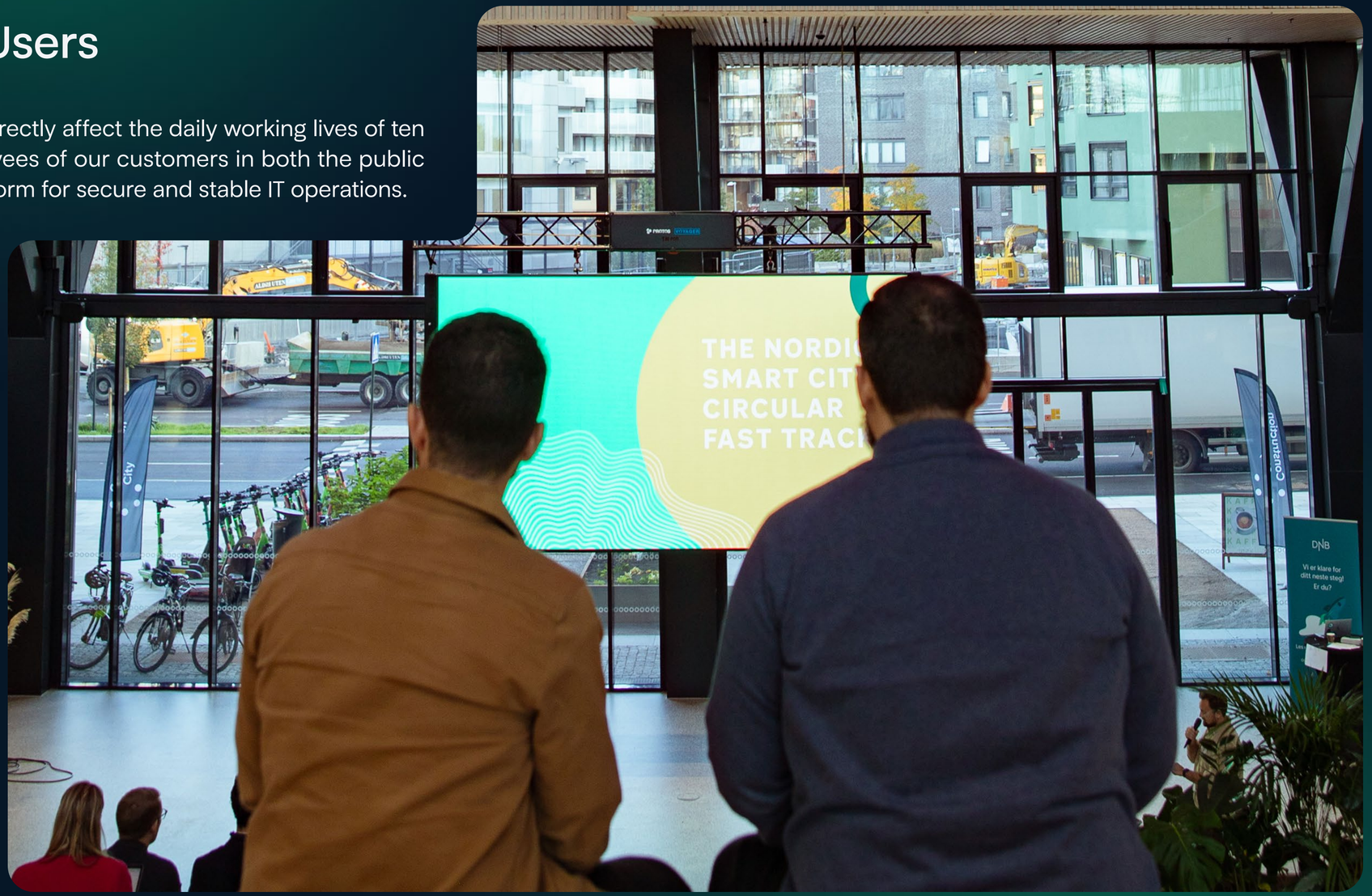
B2

Consumers and End Users

As an IT service provider, Intility's services directly affect the daily working lives of ten thousands of end users — primarily employees of our customers in both the public and private sector, who rely on Intility's platform for secure and stable IT operations.

Protecting the privacy and personal data of end users is a core responsibility. Intility acts as a data processor on behalf of its customers, processing personal data in accordance with applicable data protection regulations, including GDPR. To provide transparency and external assurance on privacy controls, Intility issues an annual ISAE 3000 Type II audit report, independently verified by a third-party auditor.

Information security is equally central to protecting end users. Intility maintains a robust Information Security Management System and a dedicated Security Operations Center for continuous monitoring and incident response. Annual third-party assurance is provided through our ISAE 3402 Type II audit report. Intility is also a member of FIRST, an international community for incident response and security teams, reflecting our commitment to staying at the forefront of cybersecurity practices.



Social in Numbers

Workforce composition B8	
Employees (headcount, end of year)	646
Permanent contracts	605 (91%)
Temporary contracts	41 (6.3%)
Male	**81%**
Female	**19%**
Voluntary turnover rate 2025	**6.8%**

Health and safety B9	
No work-related accidents or occupational diseases were recorded in 2025	
Total working hours (permanent employees, 2025)	988,650
Recordable work-related accidents	0
Work-related fatalities	**0**
Accident frequency rate (per million hours)	**0**
Sickness absence rate	**3.05%**

Compenzation and training B10
All employees receive remuneration at or above the statutory minimum wage applicable in Norway: **Yes**
Intility has no collective bargaining agreements. Not applicable.
Average annual training hours per employee: data not available for 2025. Intility ivestigates ways to establish the required data collection mechanism and reporting this figure from the 2026 reporting cycle.

Leadership and contracted workforce C5 & C6	
Employees at management level (personnel responsibility)	36
of which female	10 (28%)
of which male	26 (72%)

05

Governance

Material Themes

- T1 Data Center Operations
- T6 Responsible Sourcing and Supply Chain Conduct

VSME

- B11 Convictions and fines for corruption and bribery
- C8 Revenues from certain sectors and exclusion from EU reference benchmarks
- C9 Gender diversity ratio in the governance body

5.1 Accountability and Transparency

Intility's sustainability governance is built on clear accountability, external verification and systematic integration into operations. Governance is what ensures that the commitments made elsewhere in this report are implemented, tracked and improved over time.

Milestones

- → Central sustainability team established (2024)
- → EcoVadis first assessment (May 2024): top 6% of 100,000+ companies globally — Silver rating
- → Anonymous whistleblowing channel launched (2024), managed by third party, GDPR-compliant
- → ISAE 3402 and ISAE 3000 Type II audit reports issued and published annually to all customers
- → Member of FIRST (international incident response and security community)

Key numbers

- → 81/100 - EcoVadis Gold Score (98th Percentile)
- → 3 external frameworks with independent verification (Eco-Lighthouse, EcoVadis & Etchical Trade Initiative)
- → 12 years – Eco-Lighthouse certified

Actions and Results 2025

- → First VSME-aligned sustainability report published — marking transition from ad-hoc ESG reporting to a structured standard
- → Sustainability Forum evolved and embedded: representatives across Logistics, Network, Collaboration/AV and Intility Operations Center
- → Materiality assessment conducted covering full value chain, forming the basis for this report
- → No convictions or fines related to anti-corruption or anti-bribery legislation in 2025

Goals & Measures

Intility's governance priorities are to maintain strong accountability structures, advance toward CSRD-level reporting quality, and systematically address supply chain conduct risks. This includes the governance and human rights dimensions of T6 — Responsible Sourcing, which are addressed here rather than in the Environmental chapter.

Intility topic	Impact addressed	Goal	Measure / Initiative	Time horizon
T6 – Responsible sourcing and supply chain conduct	I20 — Corruption and weak governance in mineral and ICT supply chains	Ensure high-risk suppliers are assessed against integrity and governance criteria annually, and ensure effective reporting channels for employees in own operations and upstream	Annual supplier review process updated to include integrity and governance criteria for high-risk suppliers, with documented outcome	2026
	I19, I20 — Human rights and governance conduct across operations and supply chain		Internal whistleblower and ethics reporting routines revised and confirmed current; accessibility verified for employees, suppliers and other stakeholders	2026

B2

Responsible Governance at Intility

Intility's approach to responsible governance is built on a clear division of roles between the Sustainability Team, a broader Sustainability Forum, and executive/board oversight, guided by our materiality assessment and Eco-lighthouse (Miljøfyrtårn) certification.

Our Sustainability Team is the operational body, bringing together specialists from Legal & Compliance, Cloud Infrastructure (data centers), Procurement & Lifecycle and Talent Management & HR. The team coordinates climate accounting, sustainability reporting, materiality analysis, and certifications such as Eco-Lighthouse and Ethical Trade. It also acts as an internal center of expertise in tenders and customer proposals, ensuring that sustainability requirements are embedded in service delivery. Strategic questions are escalated to the Head of Legal & Compliance and CEO, and to the Board through annual reporting.

To anchor this work in the wider organization, the Sustainability Team is complemented by a Sustainability Forum with representatives from Logistics, Collaboration & Audiovisual, Network Services and the Intility Operations Center. The forum is a recent evolution of our previous sustainability organization and is still being adjusted to find the most efficient and impactful way to drive sustainability across Intility. Its role is to translate our most material topics into concrete actions in relevant business units and coordinate cross-functional initiatives as our approach matures.

Among governing policies, the Intility Code of Conduct, Supplier Code of Conduct, Human Rights Policy, ESG Procurement Policy, Travel Policy and HSE Policy lays the foundation for responsible business conduct. Once a year, sustainability is reviewed in a formal Management Review, and the Board receives a consolidated view through the sustainability report and follow-up of key certifications.

Governing policies

Policy	Description	Theme(s)	Responsible
Code of Conduct	Ethical behaviour, conflicts of interest and professional standards for all employees and contracted consultants	T4, T6	Head of HR & Talent
Procurement Policy	Responsible sourcing criteria, supplier selection standards and environmental certification requirements	T2, T6	Procurement & Lifecycle
Supplier Code of Conduct	Minimum standards for human rights, labour conditions and environmental conduct expected of all suppliers	T6	Head of Legal & Compliance
Travel Policy	Sustainable travel choices, preference for low-emission transport and limits on unnecessary business travel	T3	Sustainability Team
Environmental Policy	Energy efficiency, greenhouse gas emissions, waste management and circular economy principles in operations	T1, T2, T7	Sustainability Team
HSE Policy	Health, safety and working environment obligations, risk assessment processes and incident reporting	T5	Head of HR & Talent
Human Rights Policy	Human rights due diligence approach, Åpenhetsloven compliance and value chain risk management	T6	Head of Legal & Compliance
Anti-Corruption Policy	Prohibition of bribery, gifts and improper payments; management of conflicts of interest and third-party relationships	T4, T6	Head of Legal & Compliance

B2

Frameworks: External Ratings & Memberships

Eco-Lighthouse

Norway's leading environmental management certification, covering climate accounting, waste, energy, procurement, transport and working environment — renewed in March 2026, confirming continued certification through 2029.

→ 12+ years of continuous certification (since 2013)

→ Annual reporting on energy, waste, transport and working environment

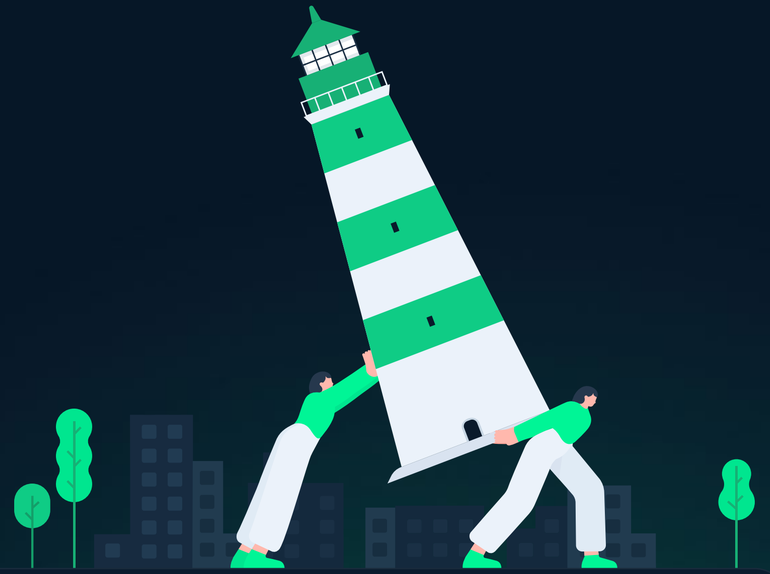
Ethical Trade Norway

Membership provides structured tools, sector knowledge and peer networks to systematically address human rights, labour rights and environmental risks in global supply chains.

→ Member since 2025

→ First simulated report year 2025

→ First official reporting year 2026



GOLD | Top 5%
ecovadis
Sustainability Rating
JUN 2025

Implementation of the Frameworks

The framework	What it is	What it requires	How we implement it
Eco-Lighthouse → Certified 2025 → Renewed March 2026 → Valid until 2029	Norway's leading environmental management certification, recognized as equivalent to ISO 14001 and accepted by the EU Commission as a standard for environmental management systems. Covers organizations of all sizes across both private and public sectors.	→ Annual climate and environmental accounting across energy, waste, transport and emissions → Documented compliance with criteria across governance, HSE, procurement and working environment → Re-certification every three years through an independent verifier → Continuous improvement requirement between certification cycles	Eco-Lighthouse functions as Intility's operational environmental management system. The annual reporting cycle generates the climate and waste data that feeds directly into this sustainability report, ensuring consistent and comparable measurement year on year. Having been certified since 2013, the framework has shaped how Intility tracks and improves its environmental footprint over time. Re-certification in March 2026 confirmed that systems and practices continue to meet the standard's requirements.
EcoVadis → Gold 81/100 → 98th percentile → Top 5% → Valid until June 2026	An independent sustainability rating platform used by over 130,000 companies globally. EcoVadis assesses companies across four themes — Environment, Labour & Human Rights, Ethics, and Sustainable Procurement — based on submitted documentation, policies and verified performance evidence. Ratings are updated annually.	→ Annual submission of policies, actions and performance data across all four themes → Evidence-based documentation — commitments alone are not sufficient → Scores are independently reviewed and benchmarked against industry peers → Gold medal awarded to companies in the top 5% of all assessed companies in their sector	Intility's EcoVadis rating gives customers and partners independently verified evidence of sustainability performance, directly relevant in procurement processes where large enterprise customers must document their supply chain under CSRD. The assessment also functions as an internal improvement tool: the progression from Silver (73/100, top 6%) in 2024 to Gold (81/100, 98th percentile) in 2025 reflects concrete improvements across all four themes, most notably in Sustainable Procurement (+20 points) and Environment (+8 points). The ambition is Platinum — the top 1% — in the years ahead.
Ethical Trade Norway → Member since 2025 → First reporting year: 2025	A Norwegian membership organization and resource center working to promote trade that upholds human rights, labour rights, development and environmental responsibility in global supply chains. Members span retail, technology, public procurement and manufacturing sectors.	→ Develop and communicate ethical guidelines throughout the supply chain → Work actively to improve labour and environmental standards at suppliers and producers Implement concrete measures to fulfill membership obligations → Submit an annual activity report on progress, published publicly on the Ethical Trade Norway member pages → Adhere to Ethical Trade Norway's articles of association and declaration of principles	Intility joined Ethical Trade Norway in 2025, making it the first year of membership and the first reporting cycle. The membership provides access to tools, sector knowledge and peer networks to strengthen due diligence processes — particularly relevant for the upstream IT hardware supply chain, where human rights and labour risks are most significant. The 2025 activity report was submitted in 2026. From the 2026 reporting cycle onwards, the annual activity report will be published publicly on the Ethical Trade Norway member pages.

05

Appendix

VSME – Omitted Topics

VSME topic	Reason for omission
B4: Pollution	Intility does not operate manufacturing facilities, chemical processes or industrial-scale activities that generate air, water or soil pollution. No material pollution impacts were identified in the double materiality assessment.
B5: Bio-diversity and ecosystems	Intility's operations are located exclusively in urban office and data center environments. The company does not own or manage land, operate in or adjacent to protected areas, or engage in activities with direct biodiversity impacts.
B7: Annual material flows	Intility is a managed IT services and platform provider, not a manufacturer, construction company or packaging operator. Intility does not process, transform or consume significant volumes of raw or processed materials in its operations. The material inputs to Intility's business are ICT equipment procured from third-party manufacturers and reported under T2 (ICT Equipment Lifecycle). Annual material flow reporting in the sense of B7 is therefore not applicable to Intility's sector and business model.
C8: Exclusion from EU reference benchmarks	Intility derives no revenues from hard coal, lignite, oil fuels, gaseous fuels, or high-carbon electricity generation and C8 is therefore considered not applicable.

Nomenclature

Term	Full form / explanation
VSME	Voluntary Sustainability Reporting Standard for SMEs, launched by EFRAG in December 2024
ESRS	European Sustainability Reporting Standards — the reporting framework underpinning CSRD
CSRD	Corporate Sustainability Reporting Directive — EU directive requiring large companies to report on sustainability
B1–B11	VSME Basic module disclosure topics
C1–C9	VSME Comprehensive module disclosure topics
IRO	Impact, Risk and Opportunity — the three categories assessed in a double materiality assessment
T1–T7	Intility's seven material sustainability themes, as defined in the materiality assessment
SDG	Sustainable Development Goal — UN framework of 17 global goals
GHG	Greenhouse gas
Scope 1	Direct GHG emissions from sources owned or controlled by Intility
Scope 2	Indirect GHG emissions from purchased electricity and heat
Scope 3	All other indirect GHG emissions in Intility's upstream and downstream value chain
tCO_2e	Tonnes of CO_2 equivalent — standard unit for reporting greenhouse gas emissions
SSP5-8.5	Shared Socioeconomic Pathway 5 — high-emissions climate scenario used in IPCC assessments
PUE	Power Usage Effectiveness — ratio of total data center energy to IT equipment energy

Term	Full form / explanation
PPAs	Power Purchase Agreements — contracts for renewable energy sourcing
WUE	Water Usage Effectiveness — metric for data center water consumption relative to IT load
WAN	Wide-Area Network — Intility's distributed network and fibre infrastructure
WEEE	Waste Electrical and Electronic Equipment
TCO	(Tjänstemännens Centralorganization) a third-party certification, focuses on social responsibility, supply chain conditions, hazardous substances, product lifetime, repairability and circularity
EPEAT	Electronic Product Environmental Assessment Tool — global eco-label for ICT products, focused on energy efficiency, materials, product longevity, packaging and end-of-life management.
NACE	Nomenclature of Economic Activities — EU standard for classifying business activities
ISAE 3402	International Standard on Assurance Engagements — used for Type II audits of service organization controls
ISAE 3000	International Standard on Assurance Engagements — used for Type II audits of non-financial information including privacy controls
HSE	Health, Safety and Environment
OECD	Organization for Economic Co-operation and Development — whose Due Diligence Guidelines inform Intility's human rights approach
ETN	Ethical Trade Norway (Etisk Handel Norge)
NVE	Norges vassdrags- og energidirektorat — Norwegian Water Resources and Energy Directorate, referenced in flood and landslide risk mapping
Åpenhetsloven	The Norwegian Transparency Act — requires companies to conduct human rights due diligence and publish an annual statement

VSME Disclosure Index

Code	Topic	Report page(s)	Notes
B1	Basic for Preparation	10–11	
C1	Strategy: Business Model and Sustainability-Related Initiatives	12	
B2	Practices, Policies and Future Initiatives for Transitioning Towards a More Sustainable Economy	13, 43–50, 55	
C2	Description of Practices, Policies and Future Initiatives for Transitioning Towards a More Sustainable Economy	13, 55	
B3	Energy and Greenhouse Gas Emissions	20–24	
C3	GHG Reduction Targets and Climate Transition	13, 21, 23	
C4	Climate Risks	22	
B4	Pollution of Air, Water and Soil	—	Omitted — rationale p. 59
B5	Biodiversity	—	Omitted — rationale p. 59
B6	Water	33	
B7	Resource Use, Circular Economy and Waste Management	34–38	Omitted sub-topic: Annual mass-flow of materials (p. 59)
B8	Workforce – General Characteristics	42, 44, 51	
C5	Additional (General) Workforce Characteristics	42, 51	
B9	Workforce – Health and Safety	46, 51	
B10	Workforce – Remuneration, Collective Bargaining and Training	46, 51	
C6	Additional Own Workforce Information – Human Rights Policies and Processes	47–48, 51, 55	
C7	Severe Negative Human Rights Incidents	48	
B11	Convictions and Fines for Corruption and Bribery	53	
C8	Revenues from Certain Activities and Exclusion from EU Reference Benchmarks	—	Omitted — rationale p. 59
C9	Gender Diversity Ratio in the Governance Body	51, 53	

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