



Origo hf.  
Sustainability Statement

2022

Origo hf.  
Borgartún 37, 105 Reykjavík  
Reg. 5302922079

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## Assessment Statement by Klappir Green Solutions hf.

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

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

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

### **Confirmation by Klappir**

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

By signing below, I hereby confirm that the data provided by Origo and its suppliers for the company's sustainability statement has been reviewed and assessed by Klappir's sustainability specialists. Information relating to social and governance matters was not reviewed by Klappir. Klappir is not responsible and bears no liability for any investment decisions made by any party based on the information presented in this statement.

### **Klappir Green Solutions hf.**

Reykjavík, 1.2.2023

*The Sustainability Statement is electronically signed by Klappir Green Solutions hf.*

## Statement by the board of directors and CEO

Origo's sustainability statement for the year 2022 reflects the ESG guidelines issued by Nasdaq Iceland and Nasdaq Nordic in 2019. These guidelines are based on recommendations made in 2015 by the United Nations, the Sustainable Stock Exchange Initiative, and the World Federation of Exchange. Reference is also made to the GRI Standard (Global Reporting Initiative, GRI100-400) and the Ten Reporting Principles of the UN Global Compact.

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

The CEO hereby confirms the company's sustainability statement for the period from January 1, 2022, to December 31, 2022.

Reykjavík, 1.2.2023

**CEO**

Jón Björnsson

*The Sustainability Statement is electronically signed by the CEO.*

# Statement

## Operational Parameters

Operational Parameters	Unit	2018	2019	2020	2021	2022
Total Revenue	ISK m	15,720.0	14,850.0	17,062.0	18,191.0	20,119.0
Total Assets	ISK m			12,364.0	15,144.0	15,675.9
Total Equity	ISK m	8,190.0	6,820.0	7,012.0	8,619.0	8,486.0
Number of full time equivalent employees	FTEs	567.0	519.0	521.0	564.0	642.0
Total space for own operation	m <sup>2</sup>		11,751.0	11,751.0	11,751.0	10,997.0
Total space for own operation	m <sup>3</sup>					

GhG emission intensity	Unit	2018	2019	2020	2021	2022
GhG emissions per megawatt-hour consumed	kgCO <sub>2</sub> e/MWh	65.54	75.05	132.17	145.03	157.29
GhG emissions per full-time equivalent (FTEe) employee	kgCO <sub>2</sub> e/FTEs	386.37	461.53	1,099.6	1,003.6	875.16
GhG emissions per assets	kgCO <sub>2</sub> e/ISK			46.34	37.38	35.84
GhG emissions per unit of revenue	kgCO <sub>2</sub> e/ISK	13.94	16.13	33.58	31.12	27.93
GhG emissions per unit of equity	kgCO <sub>2</sub> e/ISK	26.7	35.1	81.7	65.7	66.2
GhG emissions per unit of space (m <sup>2</sup> )	kgCO <sub>2</sub> e/m <sup>2</sup>		20.38	48.75	48.17	51.09
GhG emissions per unit of space (m <sup>3</sup> )	kgCO <sub>2</sub> e/m <sup>3</sup>					

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

Energy intensity	Unit	2018	2019	2020	2021	2022
Energy per full-time equivalent (FTEe) employee	kWh/FTEs	5,895.4	6,149.6	8,319.6	6,919.8	5,564.0
Energy per unit of revenue	kWh/ISK m	212.6	214.9	254.0	214.5	177.5
Energy per square meter	kWh/m <sup>2</sup>		271.6	368.9	332.1	324.8
Energy per cubic meter	kWh/m <sup>3</sup>					

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

Waste intensity	Unit	2018	2019	2020	2021	2022
Total waste per full-time equivalent (FTEe) employee	kg/FTEs	277.0	265.0	203.5	219.4	213.8
Total waste per unit of revenue	kg/ISK m	9.99	9.26	6.21	6.80	6.82

## Emissions

<b>Greenhouse Gas Emissions</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Scope 1	tCO <sub>2</sub> e	83.5	101.5	84.6	89.4	57.5
Scope 2 (location-based)	tCO <sub>2</sub> e	27.1	25.8	37.3	33.0	30.9
Scope 2 (market-based)	tCO <sub>2</sub> e					
Scope 1 and 2	tCO <sub>2</sub> e	110.6	127.4	121.9	122.4	88.3
Scope 3	tCO <sub>2</sub> e	108.5	112.2	451.0	443.6	473.5
Total operational GhG emissions	tCO <sub>2</sub> e	219.1	239.5	572.9	566.0	561.9

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

<b>Carbon offset</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total emissions offset	tCO <sub>2</sub> e	0.0	227.3	573.3	443.3	561.9
Of which verified carbon credits	tCO <sub>2</sub> e					
Of which non-verified offsetting projects	tCO <sub>2</sub> e		227.3	573.3	443.3	561.9

<b>Scope 1 - Details</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total emissions	tCO <sub>2</sub> e	83.5	101.5	84.6	89.4	57.5
Stationary fuel combustion	tCO <sub>2</sub> e					
Mobile fuel combustion	tCO <sub>2</sub> e	83.5	101.5	84.6	89.4	57.5
Fugitive emissions	tCO <sub>2</sub> e					
Industrial processes	tCO <sub>2</sub> e					

<b>Scope 2 - Details</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total emissions	tCO <sub>2</sub> e	27.1	25.8	37.3	33.0	30.9
Electricity	tCO <sub>2</sub> e	11.2	12.2	12.9	11.2	10.1
Heating	tCO <sub>2</sub> e	15.9	13.6	24.4	21.8	20.8
Cooling	tCO <sub>2</sub> e					
Steam	tCO <sub>2</sub> e					

<b>Scope 3 - Upstream emissions</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<i>Category 1: Purchased goods and services</i>						
Total emissions	tCO <sub>2</sub> e					
Production-related procurement	tCO <sub>2</sub> e					
Non-production-related procurement	tCO <sub>2</sub> e					
<i>Category 2: Capital goods</i>						
Total emissions	tCO <sub>2</sub> e					
Structures	tCO <sub>2</sub> e					
Vehicles	tCO <sub>2</sub> e					
Machinery	tCO <sub>2</sub> e					
<i>Category 3: Fuel- and energy-related activities</i>						
Total emissions	tCO <sub>2</sub> e				23.1	24.2
Upstream emissions of purchased fuel	tCO <sub>2</sub> e				22.7	15.0
Upstream emissions of purchased electricity	tCO <sub>2</sub> e				0.4	0.0
Transmission and distribution (T&D) losses	tCO <sub>2</sub> e				0.0	9.2
Generation of purchased electricity that is sold to end users	tCO <sub>2</sub> e					
<i>Category 4: Upstream transportation and distribution</i>						
Total emissions	tCO <sub>2</sub> e			420.7	239.1	217.2
Air transportation	tCO <sub>2</sub> e			396.9	223.9	201.7
Marine transportation	tCO <sub>2</sub> e			20.0	15.1	15.3
Road transportation	tCO <sub>2</sub> e			3.7		0.2
Rail transportation	tCO <sub>2</sub> e					
Storage of purchased goods	tCO <sub>2</sub> e					
<i>Category 5: Waste generated in operations</i>						
Total emissions	tCO <sub>2</sub> e	37.5	33.9	20.4	21.6	11.2
Transport, disposal and treatment of waste	tCO <sub>2</sub> e	37.5	33.9	20.4	21.6	11.2
Wastewater treatment	tCO <sub>2</sub> e					
<i>Category 6: Business travel</i>						
Total emissions	tCO <sub>2</sub> e	70.9	78.3	9.9	0.4	14.5
Air travel	tCO <sub>2</sub> e	70.9	78.3	9.9	0.4	14.5
Rail travel	tCO <sub>2</sub> e					
Bus travel	tCO <sub>2</sub> e					
Car travel	tCO <sub>2</sub> e					
Marine travel	tCO <sub>2</sub> e					
Hotel nights	tCO <sub>2</sub> e					
<i>Category 7: Employee commute</i>						
Total emissions	tCO <sub>2</sub> e				159.4	206.4
Air travel	tCO <sub>2</sub> e					
Rail travel	tCO <sub>2</sub> e					
Public transportation	tCO <sub>2</sub> e				7.6	6.3
Automobile travel	tCO <sub>2</sub> e				151.8	200.1
Marine travel	tCO <sub>2</sub> e					
Remote working	tCO <sub>2</sub> e					
<i>Category 8: Upstream leased assets</i>						
Total emissions	tCO <sub>2</sub> e					
Mobile fuel combustion	tCO <sub>2</sub> e					
Stationary fuel combustion	tCO <sub>2</sub> e					
Electricity	tCO <sub>2</sub> e					
Heating	tCO <sub>2</sub> e					
Fugitive emissions	tCO <sub>2</sub> e					

<b>Scope 3 - Downstream emissions</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<i>Category 9: Downstream transportation and distribution</i>						
Total emissions	tCO <sub>2</sub> e					
Air transportation	tCO <sub>2</sub> e					
Ground transportation	tCO <sub>2</sub> e					
Marine transportation	tCO <sub>2</sub> e					
Storage of sold products in warehouses and distribution centers	tCO <sub>2</sub> e					
Storage of sold products in retail facilities	tCO <sub>2</sub> e					
<i>Category 10: Processing of sold products</i>						
Total emissions	tCO <sub>2</sub> e					
<i>Category 11: Use of sold products</i>						
Total emissions	tCO <sub>2</sub> e					
Direct use-phase emissions	tCO <sub>2</sub> e					
Indirect use-phase emissions	tCO <sub>2</sub> e					
<i>Category 12: End-of-life treatment of sold products</i>						
Total emissions	tCO <sub>2</sub> e					
<i>Category 13: Downstream leased assets</i>						
Total emissions	tCO <sub>2</sub> e					
Mobile fuel combustion	tCO <sub>2</sub> e					
Stationary fuel combustion	tCO <sub>2</sub> e					
Electricity	tCO <sub>2</sub> e					
Heating	tCO <sub>2</sub> e					
Fugitive emissions	tCO <sub>2</sub> e					
<i>Category 14: Franchises</i>						
Total emission	tCO <sub>2</sub> e					
<i>Category 15: Investments</i>						
Total emissions	tCO <sub>2</sub> e					
Listed equity and bonds	tCO <sub>2</sub> e					
Business loans and unlisted equity	tCO <sub>2</sub> e					
Project finance	tCO <sub>2</sub> e					
Commercial real estate	tCO <sub>2</sub> e					
Mortgages	tCO <sub>2</sub> e					
Motor vehicle loans	tCO <sub>2</sub> e					



## Emission Sources

Energy consumption	Unit	2018	2019	2020	2021	2022
Total energy consumption	kWh	3,342,707	3,191,636	4,334,514	3,902,773	3,572,108
Fossil fuels	kWh	318,021	394,094	338,637	361,021	232,491
Bio fuels	kWh	10,123	14,810	12,757	13,390	13,980
Electricity	kWh	1,222,452	1,248,311	1,224,962	1,068,150	979,399
Heating	kWh	1,792,111	1,534,421	2,758,158	2,460,212	2,346,238
Cooling	kWh					
Steam	kWh					
Direct energy consumption	kWh	328,144	408,904	351,394	374,411	246,471
Indirect energy consumption	kWh	3,014,563	2,782,732	3,983,120	3,528,362	3,325,637

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

Energy mix	Unit	2018	2019	2020	2021	2022
Total energy consumption	kWh	3,342,707	3,191,636	4,334,514	3,902,773	3,572,108
Fossil fuel	%	9.5%	12.3%	7.8%	9.3%	6.5%
Renewables	%	90.5%	87.7%	92.2%	90.7%	93.5%
Nuclear	%	0.0%	0.0%	0.0%	0.0%	0.0%

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

Fuel consumption	Unit	2018	2019	2020	2021	2022
Total fuel consumption	kg	27,371	34,086	29,224	31,038	20,290
Petrol	kg	4,722	2,456	4,624	8,768	7,589
Diesel	kg	21,920	30,650	23,756	21,385	11,776
DM fuel	kg					
Natural gas	kg					

Fugitive emissions	Unit	2018	2019	2020	2021	2022
Total fugitive emissions	kg					
Carbon dioxide (CO2)	kg					
Methane (CH4)	kg					
Nitrous oxide (N2O)	kg					
Sulfur hexafluoride (SF6)	kg					
Nitrogen trifluoride (NF3)	kg					
F-gases	kg					

Water consumption	Unit	2018	2019	2020	2021	2022
Total water consumption	m <sup>3</sup>	60,363.3	62,975.8	87,995.3	69,981.2	55,845.9
Cold water	m <sup>3</sup>	29,464.8	36,520.2	40,440.8	27,563.8	15,393.5
Hot water	m <sup>3</sup>	30,898.5	26,455.5	47,554.5	42,417.5	40,452.4
Reused water (if applicable)	m <sup>3</sup>					
Reclaimed water (if applicable)	m <sup>3</sup>					

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

<b>Electricity mix</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total electricity consumption	kWh	1,222,452	1,248,311	1,224,962	1,068,150	979,399
Fossil fuels	%			0.0%	0.0%	0.0%
Renewables	%			100.0%	100.0%	100.0%
Nuclear	%			0.0%	0.0%	0.0%

<b>Upstream transportation and distribution</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total transportation and distribution	tonne			403.0	162.0	589.0
Air transportation	tonne			149.0	68.0	75.0
Marine transportation	tonne			193.0	94.0	503.0

<b>Waste treatment</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total waste generation	kg	157,062	137,534	106,028	123,751	137,253
Sorted waste	kg	92,075	85,694	75,848	94,613	99,865
Unsorted waste	kg	40,387	51,840	30,180	29,138	37,388
Recycled waste	kg	108,204	82,588	74,311	85,132	117,883
Disposed waste	kg	48,858	54,946	31,717	38,619	19,370
Percentage of waste sorted	%	58.6%	62.3%	71.5%	76.5%	72.8%
Percentage of waste recycled	%	68.9%	60.0%	70.1%	68.8%	85.9%

<b>Business travel</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total distance travelled	km			113,032	4,784.0	168,998
Air travel	km			113,032	4,784.0	168,998
Rail travel	km					
Bus travel	km					
Car travel	km					
Marine travel	km					

<b>Hotel nights</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total overnight stays	no.					

<b>Employee commuting</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total distance travelled	km				1,347,367	1,880,220
Air transportation	km					
Rail transportation	km					
Bus transportation	km				74,151	61,122
Car travel	km				1,161,222	1,667,550
Marine transportation	km					
On foot / Bicycle	km				111,994	151,548

<b>Remote working</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total remote working days	no.					

<b>Downstream transportation and distribution</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total transportation and distribution	tonne					
Air transportation	tonne					
Marine transportation	tonne					
Ground transportation	tonne					

<b>Downstream storage of products</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total stored product	tonne					
Storage of products in warehouses	tonne					
Storage of product in retail facilities	tonne					

<b>Investment survey data quality</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total portfolio	Ø data quality					
Listed equity and bonds	Ø data quality					
Business loans and unlisted equity	Ø data quality					
Project finance	Ø data quality					
Commercial real estate	Ø data quality					
Mortgages	Ø data quality					
Motor vehicle loans	Ø data quality					

<b>Investment asset classes</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Listed equity and bonds	%					
Business loans and unlisted equity	%					
Project finance	%					
Commercial real estate	%					
Mortgages	%					
Motor vehicle loans	%					

<b>Paper management</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total weight of printed papers	kg	1,333	1,077	562	367	271
Total amount of printed paper	pages	215,973	184,545	105,939	70,345	50,682
of which color print	pages	94,492	58,165	19,778	12,149	11,056
of which black/white print	pages	121,481	126,380	86,161	58,196	39,626
Duplex	pages	86,591.0	53,732.0	26,252.0	18,078.0	14,804.0
Color print	%					
Black/white print	%					

## Environmental management

Environmental management	Unit	2018	2019	2020	2021	2022
Does your company follow a formal Environmental Policy?	yes/no	Yes	Yes	Yes	Yes	Yes
Does your company follow specific waste, water, energy, and/or recycling policies?	yes/no	-	Yes	Yes	Yes	Yes
Does your company use a recognized energy management system?	yes/no	-	No	No	No	No

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

Climate oversight	Unit	2018	2019	2020	2021	2022
Does your Senior Management Team oversee and/or manage climate-related risks?	yes/no	-	No	Yes	Yes	Yes
Does your Board of Directors oversee and/or manage climate-related risk?	yes/no	-	No	Yes	Yes	Yes

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

Climate risk mitigation	Unit	2018	2019	2020	2021	2022
Total annual investment in climate-related infrastructure, resilience, and product development	ISK m		0.00	0.00		

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

## Social

<b>CEO Pay Ratio</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
CEO Salary & Bonus (X) to median FTE Salary	X:1		6.70	8.90	5.31	5.28
Does your company report this metric in regulatory filings?	yes/no	-	Yes	Yes	Yes	Yes

S1|UNGC: P6|GRI 102-38

<b>Gender Pay Ratio</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Median total compensation for men (X) to median total compensation for women	X:1			1.07	1.02	1.03
Outcome of equal pay certification	%			1.60%	0.40%	1.20%

S2|UNGC: P6|GRI: 405-2 | SASB: General Issue / Employee Engagement, Diversity & Inclusion

<b>Employee Turnover</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<i>Full-time Employees</i>						
Year-over-year change for full-time employees	%		14.5%	13.0%	13.0%	12.2%
Dismissal	%				2.2%	1.6%
Retirement	%				10.8%	10.3%
Job transition	%				0.0%	0.0%
Death	%				0.0%	0.2%
<i>Part-time Employees</i>						
Year-over-year change for part-time employees	%			80.0%	20.7%	0.0%
Dismissal	%				6.9%	0.0%
Retirement	%				13.8%	0.0%
Job transition	%				0.0%	0.0%
Death	%				0.0%	0.0%
<i>Contractors and/or consultants</i>						
Year-over-year change for contractors and/or consultants	%			73.0%	49.3%	12.8%
Dismissal	%				0.0%	0.0%
Retirement	%				49.3%	12.8%
Job transition	%				0.0%	0.0%
Death	%					0.0%
<i>Gender</i>						
Men	%				21.2%	12.6%
Women	%				0.6%	11.1%
<i>Age</i>						
<20	%				0.0%	0.0%
20-29	%				16.0%	16.3%
30-39	%				15.7%	16.0%
40-49	%				12.2%	9.7%
50-59	%				10.0%	5.6%
60-69	%				4.4%	14.3%
70+	%				100.0%	0.0%

S3|UNGC: P6|GRI: 401-1b|SDG: 12|SASB: General Issue / Labor Practices

<b>Gender Diversity</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<i>Enterprise Headcount</i>						
Percentage of women in enterprise	%		22.0%	24.0%	27.0%	28.0%
Women	no.			112	157	171
Men	no.			350	428	438

<i>Entry- and Mid-level Positions</i>						
Percentage of women in entry- and mid-level position	%			24.0%	26.0%	27.0%
Women	no.			9	135	142
Men	no.			29	384	383

<i>Senior- and Executive-level Positions</i>						
Percentage of women in senior- and executive-level positions	%			22.0%	27.0%	34.5%
Women	no.			10	22	29
Men	no.			36	59	55

S4|UNGC: P6|GRI: 102-8, 405-1|SASB: General Issue / Employee Engagement, Diversity & Inclusion

<b>Temporary Worker Ratio</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total enterprise headcount held by part-time employees	%			1.1%	4.0%	3.5%
Total enterprise headcount held by contractors and/or consultants	%			15.2%	10.0%	11.9%

S5|GRI: 102-8|UNGC: P6

<b>Non-Discrimination</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Does your company follow a sexual harrasment and/or non-discriminatory policy?	yes/no	-	Yes	Yes	Yes	Yes

S6|UNGC: P6|GRI: 103-2 (see also: GRI 406: Non-Discrimination 2016)|SASB: General Issue / Employee Engagement, Diversity & Inclusion

<b>Injury Rate</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total number of injuries and fatalities, relative to the total workforce	%			0.6%	0.5%	0.0%

S7|GRI: 403-9|SDG: 3|SASB: General Issue / Employee Health & Safety

<b>Global Health &amp; Safety</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Does your Company publish and follow an occupational health and/or global health & safety policy	yes/no	-	Yes	Yes	Yes	Yes
Total absence from work (X) to total working hours of all employees	X:1			0.022	0.023	0.010
Absence from work due to long-term illness (X) to total working hours of all employees	X:1			0.003	0.003	0.002
Absence from work due to short-term illness (X) to total working hours of all employees	X:1			0.019	0.017	0.010

S8|GRI: 103-2 (See also: GRI 403: Occupational Health & Safety 2018)|SDG: 3|SASB: General Issue / Employee Health & Safety

<b>Child &amp; Forced Labor</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Does your company follow a child labor policy?	yes/no	-	No	Yes	Yes	Yes
Does your company follow a forced labor policy?	yes/no	-	No	Yes	Yes	Yes
If yes, do your child and/or forced labor policy cover suppliers and vendors?	yes/no	-	-	Yes	Yes	Yes

S9|GRI: 103-2 (See also: GRI 408: Child Labor 2016, GRI 409: Forced or Compulsory Labor, and GRI 414: Supplier Social Assessment 2016)|UNGC: P4, P5|SDG: 8|SASB: General Issue / Labor Practices

<b>Human Rights</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Does your company publish and follow a human rights policy?	yes/no	-	No	Yes	Yes	Yes
If yes, does your human rights policy cover suppliers and vendors?	yes/no	-	No	Yes	Yes	Yes

S10|GRI: 103-2 (See also: GRI 412: Human Rights Assessment 2016 & GRI 414: Supplier Social Assessment 2016)|UNGC: P1, P2|SDG: 4, 10, 16| SASB: General Issue / Human Rights & Community Relations

## Governance

<b>Board Diversity</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total board seats occupied by women (as compared to men)	%		40.0%	40.0%	40.0%	40.0%
Committee chairs occupied by women (as compared to men)	%		60.0%	60.0%	60.0%	60.0%

G1|GRI 405-1|SDG: 10|SASB: General Issue / Employee Engagement, Diversity & Inclusion (See also: SASB Industry Standards)

<b>Board Independence</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Does the company prohibit CEO from serving as board chair?	yes/no	-	No	No	No	No
Total board seats occupied by independents	%		100%	100%	100%	100%

G2|GRI: 102-23, 102-22

<b>Incentivized Pay</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Are executives formally incentivized to perform on sustainability	yes/no	-	No	No	No	No

G3|GRI: 102-35

<b>Collective Bargaining</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Total enterprise headcount covered by collective bargaining agreements (X) to the total employee population	%		81.0%	92.0%	80.0%	99.8%

G4|UNGC: P3|SDG: 8|GRI: 102-41|SASB: General Issue / Labor Practices (See also: SASB Industry Standards)

<b>Supplier Code of Conduct</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Are your vendors or suppliers required to follow a Code of Conduct	yes/no	-	No	Yes	Yes	Yes
If yes, what percentage of your suppliers have formally certified their compliance with the code	%					

G5|UNGC: P2, P3, P4, P8|GRI: 102-16, 103-2 (See also: GRI 308: Supplier Environmental Assessment 2016 & GRI 414: Supplier Social Assessment 2016)|SDG: 12|SASB General Issue / Supply Chain Management (See also: SASB Industry Standards)

<b>Ethics &amp; Anti-Corruption</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Does your company follow an Ethics and/or Anti-Corruption policy?	yes/no	-	Yes	Yes	Yes	Yes
If yes, what percentage of your workforce has formally certified its compliance with the policy?	%					71.0%

G6|UNGC: P10|SDG: 16|GRI: 102-16, 103-2 (See also: GRI 205: Anti-Corruption 2016)

<b>Data Privacy</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Does your company follow a Data Privacy policy?	yes/no	-	Yes	Yes	Yes	Yes
Has your company taken steps to comply with GDPR rules?	yes/no	-	Yes	Yes	Yes	Yes

G7|GRI: 418 Customer Privacy 2016|SASB: General Issue / Customer Privacy, Data Security (See also: SASB Industry Standards)



<b>ESG Reporting</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Does your organization publish a sustainability report?	yes/no	-	Yes	Yes	Yes	Yes
If Yes: If Yes: does the Sustainability Report disclose environmental, social and governance matters?	yes/no	-	-	-	-	Yes
Is sustainability data included in your regulatory filings?	yes/no	-	-	Yes	Yes	Yes

G8|UNGC: P8

<b>Disclosure Practices</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Does your company provide sustainability data to sustainability reporting frameworks?	yes/no	-	No	No	No	No
Does your company focus on specific UN Sustainable Development Goals (SDGs)?	yes/no	-	-	Yes	Yes	Yes
Does your company set targets and report progress on the UN SDGs?	yes/no	-	-	Yes	Yes	Yes

G9|UNGC: P8

<b>External Assurance</b>	<b>Unit</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Are your sustainability disclosures assured or validated by a third party?	yes/no	-	Yes	Yes	Yes	Yes

G10|UNGC: P8|GRI: 102-56

# Organizational and Operational Boundaries

## **Organizational boundaries**

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

- Origo hf.
- Tölvutek ehf.
- Syndis ehf.

## **Operational boundaries**

### **Scope 1**

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

### **Scope 2**

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

### **Scope 3**

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

# Definitions

## **Carbon credits**

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

## **Non-verified offsetting projects**

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

## **Emission intensity**

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

## **Direct and indirect energy consumption**

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

## **Energy intensity**

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

## **Waste intensity**

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

## **Scope 2 (location-based)**

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

## **Scope 2 (market-based)**

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

## **Fugitive emissions**

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

## **Purchased goods and services**

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

## **Capital goods**

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

**Fuel- and energy related activities**

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

**Upstream transportation and distribution**

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

**Waste generated in operations**

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

**Business travel**

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

**Employee commuting**

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

**Upstream leased assets**

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

**Downstream transportation and distribution**

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

**Processing of sold products**

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

**Use of sold products**

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

**End-of-life treatment of sold products**

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

**Downstream leased assets**

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

**Franchises**

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

**Investments**

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

**Energy management system**

Energy management systems such as ISO 50001.

## Notes

- [1] T&D emissions related to hot water consumption was first included in 2022.
- [2] Total emissions for employee commute are estimated and based on an employee commute survey answered by employees.
- [3] Electricity consumption of some assets is partially estimated based on data from previous periods, due to unavailability of data for the whole period of 2022. The estimation is 3,4% of the company's total reported electricity consumption.
- [4] The environmental policy is a part of Origo's Sustainability Policy which is published on its website (<https://www.origo.is/sjalfbaerni>).
- [5] See Origo's equality and equal pay policy on its website (<https://www.origo.is/umorigo/stefnur/jafnrettisstefna>).
- [6] See the policy and response plan against bullying and sexual harassment on the company's website (<https://www.origo.is/um-origo/stefnur/einelti-og-kynferdisleg-areitni>).
- [7] See information on Origo's health policy on its website (<https://www.origo.is/umorigo/stefnur/heilsustefna>).
- [8] This topic is covered in Origo's Sustainability Policy. See link above in note no. 4.
- [9] Human rights policy is a part of Origo's Sustainability Policy. See link above in note no. 4.
- [10] See Origo's data privacy policy on its website (<https://www.origo.is/umorigo/stefnur/personuverndarstefna>).

