

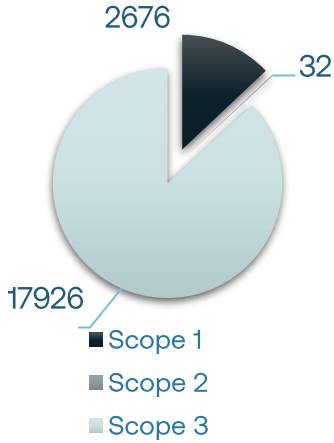
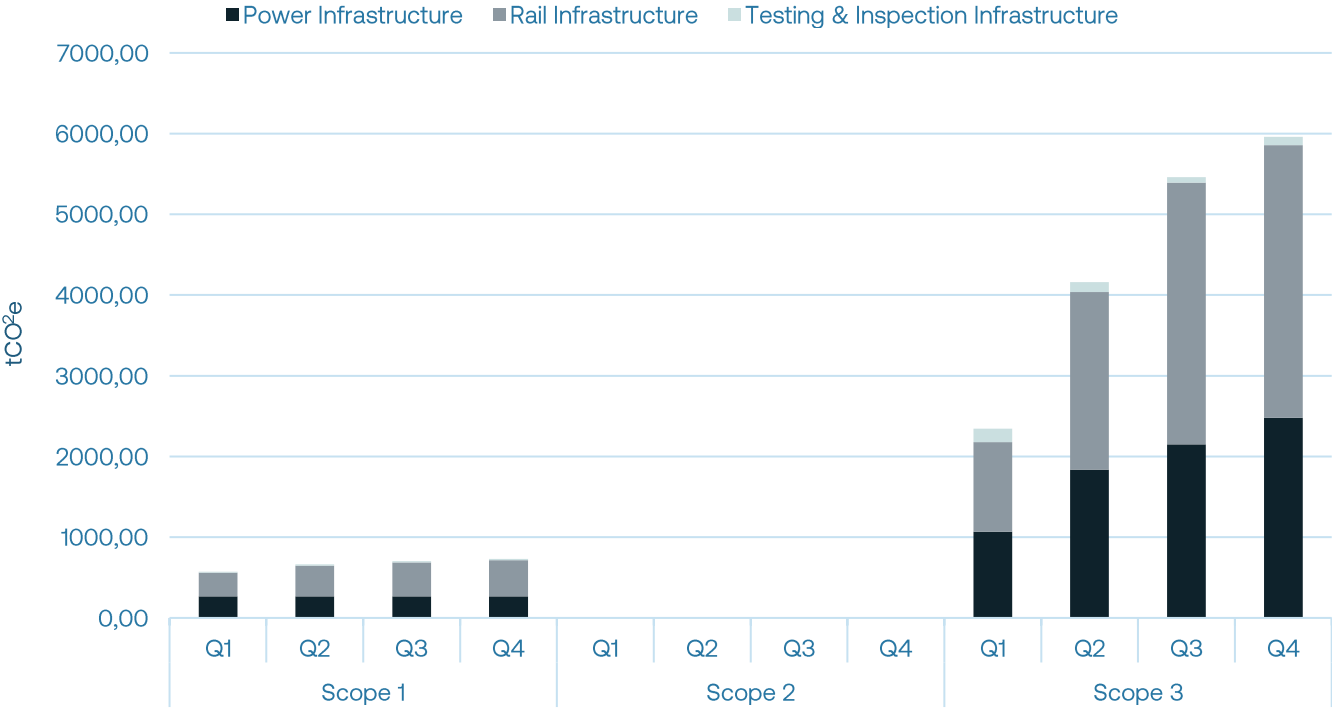
**ININ**

# Simplified sustainability report 2024

# Environment

## Focus area

Climate change	GHG-emissions (Scope 1,2,3)
	Energy use & mix
Circular economy	Outflows
	Waste



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## Results

The results are as expected, reflecting the scale of our operations and industry. Our environmental impact is proportional to the size of our companies and platforms, providing a solid basis for our continued sustainability efforts.

## Status update

Our GHG accounting is progressing, with efforts now concentrated on collecting more precise activity data.

## Estimations & Calculations

Some data in our GHG accounting are estimations derived from various sources: some are based on square meter calculations, others on historical data from 2023, and some are estimated using emission factors and industry averages. These approaches ensures coverage where precise data is not yet available.

# Social

## Focus area

Own workforce	Health and safety
	Employee data (gender)
	Turnover

Social KPI	Target	Target year	Q1-24	Q2-24	Q3-24	Q4-24	YTD
Lost time injury freq. Rate [LTI]**	0	-	-	8,78	3,25	2,52	2,52
Reduction in work related accidents *	10%	2027	-	-			-
Tot. sick leave	<3,0 %	-	5,49 %	4,27 %	0,64 %	2,75 %	1,92 %
Turnover rate	<5,0 %	-	2,78 %	2,25 %	1,65 %	1,30 %	1,97 %
Female employees Sr. positions	30%	2030	-	-	-		-
Female representation BoD	40%		-	-	-		-

\*2024 baseline year  
\*\*LTIFR = 12 month running calculation. YTD = 9 months

## Results

The results are within expected range, reflecting the size and status.

HSE are the first and foremost focus in all our operations. In Q4-24 no severe accidents. Overall in 2024 a total of 6 LTI, indicates an improved safety focus through out the year.

Overall sick leave has decreased and is well under yearly target, and benchmarked for Norwegian workers (6,45%) shows no need for further actions.

Turnover rate shows high work force satisfaction and gives us a solid foundation for further growth and development.

## Actions and initiatives

The female representation in senior positions and Board of directors are well under our target.

As a long-term goal, due to the number for females in the industry the target must be evaluated for the future.

For BoD the goal is short term and will have to be given focus in candidate selection for all BoD in ININ Group in 2025.

# Governance

## Focus area

Governance	Corporate culture & conduct
	Prevention and detection of corruption & bribery
	Confirmed incidents - corruption & bribery
	Supply chain – follow-up & control

Governance KPI	Target	Q1-24	Q2-24	Q3-24	Q4-24	YTD
Reported incidents/ breaches of CoC	-	-	-	-	-	-
Corruption cases	-	-	-	-	-	-
Whistleblower reports	-	-	-	1	-	1

## Governing documents

We have developed and published two governing documents: a Responsibility Policy and a Responsible Conduct. These documents outline our commitment to ethical practices and responsible behavior across all aspects of our operations.

## The Transparency Act

We have conducted due diligence assessments in line with the OECD Guidelines for Multinational Enterprises. The findings of these assessments are detailed in our 2023 Statement, demonstrating our commitment to a responsible supply chain.

## Whistleblowing

As part of ININ development of governance there was established a 3de party whistleblowing channel in collaboration the law firm Campbell & CO. This channel will allow all employees to report concerns anonymously, ensuring a safe and confidential environment for raising issues related to unethical or illegal activities.

Whistle blower report latest period, connected to the operations of Laje AS. Standard operating procedure is used while investigating content.