

Statement of use: Brunvoll has Reported in accordance with the GRI Standards (GRI 1: Foundation 2021) for the period 01.01.2021-31.12.2021. For a complete description of the individual disclosures, please see GRI's website (www.globalreporting.org)

GRI Standard	Disclosure	Reference and/or response 2021
GRI 2: General Disclosures 2021	2-1 Organisational details	
	2-2 Entities included in the organisation's Sustainability Reporting	Brunvoll AS, Brunvoll Volda AS and Brunvoll Mar-EI AS (all operational companies within Brunvoll Holding AS Group)
	2-3 Reporting period, frequency and contact point	2021, annual, contact point: hedda.nordby.krogstad@brunvoll.no
	2-4 Restatements of information	First Report - no restatements
	2-5 External assurance	The report is not subject to external assurance. PricewaterhouseCoopers (PwC) has conducted the materiality assessment.
	2-6 Activities, value chain and other business relationships	Sustainability Report 2021, p.6-13
	2-7 Employees	Sustainability Report 2021, p.5
	2-8 Workers who are not employees	Sustainability Report 2021, p.5
	2-9 Governance structure and composition	Sustainability Report 2021, p.8-9. Shareholders of Brunvoll are the Brunvoll family, 100% since the founding of the company in 1912. They represent the highest governing body of the company. The General Meeting selects the Board Members based on input from the Nomination Committee where diversity is one important criteria. The Board of Directors of the operational companies in the group consists of six members from the shareholders and four members from the employees. The Board of Directors oversees the Group CEO and the Management Team through a corporate framework for governance and control.
	2-10 Nomination and selection of the highest governance body	The General Meeting selects the Board Members based on a recommendation from the Nomination Committee where diversity is one important criteria. The Nomination Committee work is described in a instruction approved by the General Meeting on a yearly basis. The committee is to provide a recommendation where the Board of Directors has the necessary experience, competence and capacity to perform its duties. In addition, the committee shall put emphasis on diversity including that both genders are represented.
	2-11 Chair of the highest governance body	The chair of the Board of Directors is not a senior executive in the organisation

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	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report 2021, p.8
	2-13 Delegation of responsibility for managing impacts	Sustainability Report 2021, p.8
	2-14 Role of the highest governance body in Sustainability Reporting	Sustainability Report 2021, p.8
	2-15 Conflicts of interest	The Group has a Corporate Governance document put in place for the shareholders approved at the General Meeting annually. This document is based on the "The Norwegian Code of Practice for Corporate Governance" (NUES) and regulates all known potential conflict of interest. This includes cross-board membership and owners impact on the daily operation of the group.
	2-16 Communication of critical concerns	The Group has a whistle-blowing policy which outlines communication of critical concerns. The Group Management is responsible for communicating other critical concerns to the Board Of Directors. None such critical concerns were communicated or took place in the current reporting year.
	2-17 Collective knowledge of the highest governance body	ESG presentation in the annual general meeting April 20th 2021
	2-18 Evaluation of the performance of the highest governance body	The Board of Directors each year carries out an individual evaluation of the Board of Directors work and the cooperation with Group CEO. The result of this evaluation is an item on the agenda in a Board Meeting, where targets are set out to improve performance.
	2-19 Remuneration policies	<p>Remuneration for the Board of Directors is set annually by the General Assembly and consists of a fixed amount stated in the Group's Annual Report.</p> <p>The Group CEO's remuneration is set by the Board of Directors annually. The compensation consist of the following elements:</p> <ul style="list-style-type: none"> - Fixed Salary - Variable pay (Short and Long Term incentives) capped at 30% of the Fixed salary based on financial performance of the Group - Misc. other <p>Further information regarding the compensation can be found in Brunvoll AS's Annual Report.</p>

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	2-20 Process to determine remuneration	Remuneration policies are established to ensure that the remuneration arrangements help recruit, motivate, and retain the senior executives and other employees. Remuneration policies further support the organisation's strategy and contribution to sustainable development and align with stakeholders' interests.
	2-21 Annual total compensation ratio	In its Annual Report each company in the Group with employees gives a statement on equality according to Norwegian Law. This includes a analysis and statement on salary between male and female employees in the Group.
	2-22 Statement on sustainable development strategy	Sustainability Report 2021, Letter from the CEO p.2
	2-23 Policy commitments	Sustainability Report 2021, p.8
	2-24 Embedding policy commitments	Code of Conduct/Ethical Guidelines is shared with all our business partners. New employees are made familiar with policies in our on-boarding
	2-25 Processes to remediate negative impacts	Sustainability Report 2021, p.25
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report 2021, p.25
	2-27 Compliance with laws and regulations	No non-compliance registered in 2021
	2-28 Membership associations	iKuben, GCE Blue Maritime, Norsk Industri, Næringslivets Hovedorganisasjon, Maritimt Forum , Norsk Forening for Elektro og Automatisering (NFEA), Norsk Forum for Autonome Skip (NFAS), Norwegian Maritimer Exportes (NME), Molde Næringsforum, Volda næringsforum, NCE Maritime CleanTech, Vest Telemark Næringsforum, Hurtigbåforbundet
	2-29 Approach to stakeholder engagement	Stakeholder: Engagement Owners: yearly General Assembly Board of Directors: quarterly board meetings Employees: quarterly all meeting, meetings with union representatives, pulse employee surveys, yearly appraisal interviews Business partners: physical and digital meetings, fairs and events, communication, customer surveys Industry association and Norwegian innovation clusters: physical and digital meetings, conferences, participation, dialogue and communication Research and education institutions: R&D projects with public funding, lecturers and courses, dialogue
	2-30 Collective bargaining agreements	Workers in Norway have the legal right to unionise

GRI Standard	Disclosure	Reference and/or response 2021
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report 2021, p.14
	3-2 List of material topics	Sustainability Report 2021, p.14
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021, p.24
	205-3 Confirmed incidents of corruption and actions taken	None in 2021
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021, p.18-20
GRI 301: Materials 2016	301-1 Materials used by weight or volume	No data for 2021. Ambition to report for 2022.
	301-2 Recycled input materials used	No data for 2021. Ambition to report for 2022.
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021, p.18-20
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	10 141 013 kWh (Scope 1 and 2)
	302-3 Energy intensity	8,01 kWh/kNOK
	302-4 Reduction of energy consumption	Increase since baseline year 2019: 5,2 % (508 374 kWh more energy consumed since baseline year)
	302-5 Reductions in energy requirements of products and services	Amount of R&D hours to develop more energy- and resource efficient products: 67 810 hours in 2021, 4,3% of our turnover.
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021, p.18-20
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	172 tCO ₂ e. Own emission factors, based on input from DEFRA and Norwegian laws on minimum content of biofuel in fossil fuels
	305-2 Energy indirect (Scope 2) GHG emissions	District heating: 45 tCO ₂ e
		Electricity, location based: 64 tCO ₂ e (NVE reference, 0,008 gCO ₂ e/kWh)
		Electricity, market based: 3 225 tCO ₂ e (NVE reference, 0,402 gCO ₂ e/kWh)
	305-3 Other indirect (Scope 3) GHG emissions	Air travel 2021: 321 tCO ₂ e
	305-4 GHG emissions intensity	0,22 tCO ₂ e/MNOK turnover (GHG emissions from scope 1 and 2 only)
	305-5 Reduction of GHG emissions	Reduction since baseline year 2019 scope 1: 28 % (67 tCO ₂ e) Reduction since baseline year 2019 scope 2: 5% (5 tCO ₂ e) Reduction in scope 1 and 2 since baseline year 2019: 21 % (72 tCO ₂ e)

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Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021, p.18-20
GRI 306: Waste 2016	306-3 Waste generated	Sustainability Report 2021, p.4 and p.20
	306-4 Waste diverted from disposal	Sustainability Report 2021, p.4 and p.20
	306-5 Waste directed to disposal	Sustainability Report 2021, p.4 and p.20
Supplier environmental assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021, p.18-20
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	All new suppliers are screened with environmental criteria (ISO 14001)
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021, p.22-25
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report 2021, p.5 and p.22-25
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021, p.22-25
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report 2021, p.5 and p.22-25
	403-3 Occupational health services	Sustainability Report 2021, p.5 and p.22-25
	403-5 Worker training on occupational health and safety	Sustainability Report 2021, p.5 and p.22-25
	403-6 Promotion of worker health	Sustainability Report 2021, p.5 and p.22-25
	403-8 Workers covered by an occupational health and safety management system	All workers
	403-9 Work-related injuries	Sustainability Report 2021, p.5 and p.22-25
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021, p.22-25
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	No data for 2021. Ambition to report for 2022.
	404-3 Percentage of employees receiving regular performance and career development reviews	All workers receive annual appraisal interviews

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Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021, p.22-25
Customer privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2021, p.17
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None reported in 2021