

Statement of use: Brunvoll has Reported in accordance with the GRI Standards (GRI 1: Foundation 2021) for the period 1. January 2024 to 31. December 2024. For a complete description of the individual disclosures, please see GRI's website (www.globalreporting.org).

GRI Standard	Disclosure	Reference and/or response 2024
GRI 2: General Disclosures 2021	2-1 Organisational details	Brunvoll Holding AS, Privately-owned company, Main office in Molde - Norway
	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, publication date and contact point	2024, 30.04.2024, annual, silvia.stranden@brunvoll.no
	2-4 Restatements of information	<p>Emissions from transportation of goods and purchased goods were reported for location Molde and Volda in 2023. This annual report also contains data for the Dalen location. 2024 report will be the first year of emissions reporting for transportation of goods and purchased goods for all locations of operation. GHG emissions intensity for other indirect emissions/ scope 3 is included in this annual report. The intensity is calculated by dividing the GHG emissions for waste, flights and purchased goods by the company's revenue.</p> <p>Percentages of sick leave for women and men have respectively been removed due to challenges with retrieving 2024 figures from different systems.</p> <p>KPI for Lost Time Injury Rate (LTI) is included in this year's reporting.</p>
	2-5 External assurance	NA
	2-6 Activities, value chain and other business relationships	Sustainability Report 2024, p. 6-13
	2-7 Employees	Sustainability Report 2024, p. 4 and p. 36-45
	2-8 Workers who are not employees	Sustainability Report 2024, p. 4
	2-9 Governance structure and composition	Sustainability Report 2024, 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 consist of seven 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.

GRI Standard	Disclosure	Reference and/or response 2024
	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 organization.
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report 2024, p. 8
	2-13 Delegation of responsibility for managing impacts	Sustainability Report 2024, p. 8
	2-14 Role of the highest governance body in Sustainability Reporting	Sustainability Report 2024, p. 8
	2-15 Conflicts of interest	The Group have 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 have 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 meetings and regular BOD meetings.
	2-18 Evaluation of the performance of the highest governance body	The Board of Directors each year carry 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>

GRI Standard	Disclosure	Reference and/or response 2024
		<ul style="list-style-type: none"> - Fixed Salary - Variable pay (Short and Long Term incentives) capped at 35% of the Fixed salary based on financial performance of the Group - Misc. other <p>Further information regarding the compensation can be found in Brunvoll Holding AS's Annual Report.</p>
	2-20 Process to determine remuneration	<p>Remuneration policies are established to ensure that the remuneration arrangements help recruit, motivate, and retain the senior executives and other employees.</p> <p>Remuneration policies further support the organization's strategy and contribution to sustainable development and align with stakeholders' interests.</p>
	2-21 Annual total compensation ratio	<p>In its Annual Report each company in the Group with employees give a statement on equality according to Norwegian Law. This includes a analysis and statement on salary between male and female employees in the Group.</p>
	2-22 Statement on sustainable development strategy	Sustainability Report 2024, Letter from the CEO p. 2.
	2-23 Policy commitments	Sustainability Report 2024, p. 8.
	2-24 Embedding policy commitments	<p>Supplier Code of Conduct is shared with all our business partners. New employees are made familiar with policies and Ethical Guidelines in our on-boarding.</p>
	2-25 Processes to remediate negative impacts	Sustainability Report 2024, p. 41.
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report 2024, p. 41.
	2-27 Compliance with laws and regulations	No non-compliance registered in 2024.
	2-28 Membership associations	<p>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, Hurtigbåtforbundet.</p>
	2-29 Approach to stakeholder engagement	<p>Stakeholder: Engagement.</p> <p>Owners: Yearly General Assembly.</p> <p>Board of Directors: 5-7 Board Meetings Annually.</p> <p>Employees: Quarterly meetings with all employees, meetings with union representatives, pulse employee surveys, yearly appraisal interviews.</p> <p>Business partners: Physical and digital meetings, fairs and events, communication, customer surveys.</p>

GRI Standard	Disclosure	Reference and/or response 2024
		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
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report 2024, p. 18.
	3-2 List of material topics	Sustainability Report 2024, p. 18.
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024, p. 18.
	205-3 Confirmed incidents of corruption and actions taken	None reported in 2024.
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024, p. 8 and p. 26.
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024, p. 8 and p. 30-31.
	302-1 Energy consumption within the organisation	Sustainability Report 2024, p. 30-33.
	302-3 Energy intensity	Sustainability Report 2024, p. 30.
GRI 302: Energy 2016	302-4 Reduction of energy consumption	Reduction since baseline year 2019: 1,1%.
	302-5 Reductions in energy requirements of products and services	R&D efforts continuously on-going to develop more energy- and resource efficient products.
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024, p. 8 and p. 30-31.
	305-1 Direct (Scope 1) GHG emissions	Own emission factors, based on input from DEFRA and Norwegian laws on minimum content of biofuel in fossil fuels.
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	District heating: 5,7 tCO ₂ e. Electricity, location based: 53,8 tCO ₂ e. Electricity, market based: 4 604 tCO ₂ e.
	305-3 Other indirect (Scope 3) GHG emissions	Air travel 2024: 887,9 tCO ₂ e, Waste 2024: 122 tCO ₂ e, Transportation of goods 2024: 1557,3 tCO ₂ e, Purchased goods 2024: 15 314,8 tCO ₂ e.

GRI Standard	Disclosure	Reference and/or response 2024
	305-4 GHG emissions intensity	8,7 tCO ₂ e/MNOK revenue (GHG emissions from scope 3: airtravel, waste and purchased goods)
	305-5 Reduction of GHG emissions	Reduction since baseline year 2019 scope 1: 84,3 %. Reduction since baseline year 2019 scope 2: 47,8 %. Reduction in scope 1 and 2 since baseline year 2019: 72,5 %.
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024, p. 8 and p. 28.
GRI 306: Waste 2020	306-3 Waste generated	Sustainability Report 2024, p. 28.
	306-4 Waste diverted from disposal	Sustainability Report 2024, p. 28.
	306-5 Waste directed to disposal	Sustainability Report 2024, p. 28.
Supplier environmental assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024, p.8 and p. 26.
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 2024, p. 8 and p. 36-45.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report 2024, p. 4 and p. 36.
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024, p. 8 and p. 36-45.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report 2024, p. 8 and p. 40.
	403-3 Occupational health services	Sustainability Report 2024, p. 40.
	403-5 Worker training on occupational health and safety	Sustainability Report 2024, p. 40.
	403-6 Promotion of worker health	Sustainability Report 2024, p. 40.
	403-8 Workers covered by an occupational health and safety management system	All workers.
	403-9 Work-related injuries	Sustainability Report 2024, p. 5.
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024, p. 36-45.

GRI Standard	Disclosure	Reference and/or response 2024
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Not collected data for 2024.
	404-3 Percentage of employees receiving regular performance and career development reviews	All workers receive annual appraisal interviews.
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024, p. 41,
Customer privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2024, p. 8 and p. 20
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None reported in 2024.