



Öruggur staður til að vera á

Brimborg ehf.
Sustainability Statement

2024

Brimborg ehf.
Reg. 7012770239

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Statement by the CEO

Brimborg's sustainability statement for the year 2024 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 StockExchange 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.

Part of the Social chapter is under review and will be published as soon as possible.

Brimborg 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, 2024, to December 31, 2024

CEO

Egill Jóhannsson

Brimborg's Sustainability Statement is electronically signed by the CEO.

Assessment Statement

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

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.

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 Brimborg 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.

Jón Ágúst Þorsteinsson, CEO

Brimborg's Sustainability Statement is electronically signed by Klappir Green Solutions hf.

Statement

Operational Parameters

Operational Parameters	Notes	Unit	2024	2023	2022	2021
Net revenue (from financial statement)		ISK m	25,766.8	33,163.6	29,858.4	22,906.3
Total assets (balance sheet)		ISK m	23,762.2	21,262.3	19,503.6	14,786.9
Total Equity (unlisted organizations)		ISK m	5,143.6	5,575.0	5,530.3	4,083.1
Number of employees (from financial statement)	1	FTEs	276.0	279.0	248.0	226.0
Total space for own operation	2	m ²	21,993.4	21,993.4	21,993.4	20,641.4

GhG emission intensity	Notes	Unit	2024	2023	2022	2021
GHG emissions per megawatt-hour consumed		kgCO ₂ e/MWh	112.5	138.0	148.5	135.5
GHG emissions per full-time equivalent (FTEe) employee		kgCO ₂ e/FTEs	4,121.1	5,675.9	6,908.2	6,552.2
GHG emissions per assets		kgCO ₂ e/ISK	47.87	74.48	87.84	100.14
GHG emissions per unit of revenue		kgCO ₂ e/ISK	44.14	47.75	57.38	64.65
GHG emissions per unit of equity		kgCO ₂ e/ISK	221.1	284.1	309.8	362.7
GHG emissions per unit of space (m ²)		kgCO ₂ e/m ²	51.7	72.0	77.9	71.7

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

Energy Intensity	Notes	Unit	2024	2023	2022	2021
Energy per full-time equivalent (FTEe) employee		kWh/FTEs	36,648.1	41,116.2	46,519.5	48,361.4
Energy per unit of revenue		kWh/ISK m	392.6	345.9	386.4	477.1
Energy per square meter		kWh/m ²	459.9	521.6	524.6	529.5

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

Waste intensity	Notes	Unit	2024	2023	2022	2021
Total waste per full-time equivalent (FTEe) employee		kg/FTEs	1,991.4	1,912.5	2,305.5	2,206.4
Total waste per unit of revenue		kg/ISK m	21.3	16.1	19.1	21.8

Environmental

Greenhouse Gas Emissions	Notes	Unit	2024	2023	2022	2021
Scope 1	3	tCO ₂ e	295.4	399.4	368.2	353.3
Scope 2 (location-based)	4	tCO ₂ e	68.7	89.9	91.2	86.5
Scope 2 (market-based)		tCO ₂ e	68.7	89.9		
Total Scope 1 and 2 (location based)		tCO ₂ e	364.0	489.3	459.4	439.8
Total Scope 1 and 2 (market-based)		tCO ₂ e	364.0	489.3		
Scope 3		tCO ₂ e	773.4	1,094.3	1,253.8	1,041.0
Total Scope 1, 2 & 3 emissions (location-based)		tCO ₂ e	1,137.4	1,583.6	1,713.2	1,480.8
Total Scope 1, 2 & 3 emissions (market-based)		tCO ₂ e	1,137.4	1,583.6		

ESRS E1-6, paragraph 44, 48 (a, b), 49 (a, b), 52 (a, b), 51, AR 39, AR 43 - AR 45, AR 47

Carbon offset	Notes	Unit	2024	2023	2022	2021
Total emissions offset	5	tCO ₂ e	0.0	0.0	0.0	0.0
Of which verified carbon credits		tCO ₂ e				
Of which non-verified offsetting projects		tCO ₂ e				

Scope 1 - Details	Notes	Unit	2024	2023	2022	2021
Total Scope 1 emissions		tCO ₂ e	295.4	399.4	368.2	353.3
Stationary fuel combustion		tCO ₂ e	0.0	0.0	0.0	0.0
Mobile fuel combustion		tCO ₂ e	19.6	43.3	17.3	4.0
Fugitive emissions		tCO ₂ e	0.0	0.0	0.0	0.0

ESRS E1-6, AR 52

Scope 2 - Details	Notes	Unit	2024	2023	2022	2021
Total Scope 2 emissions		tCO ₂ e	68.7	89.9	91.2	86.5
Electricity		tCO ₂ e	16.6	18.8	16.2	15.6
Heating		tCO ₂ e	52.0	71.1	75.0	70.9

ESRS E1-6, AR 52

Scope 3 - Upstream emissions	Notes	Unit	2024	2023	2022	2021
<i>Category 1: Purchased goods and services</i>						
Total emissions		tCO ₂ e	0.0	0.0	0.0	0.0
Electronics		tCO ₂ e	0.0	0.0	0.0	0.0
Food		tCO ₂ e	0.0	0.0	0.0	0.0
Packaging		tCO ₂ e	0.0	0.0	0.0	0.0
Construction Materials		tCO ₂ e	0	0	0	0
Other		tCO ₂ e	0.0	0.0	0.0	0.0
<i>Category 2: Capital goods</i>						
Total emissions		tCO ₂ e	0.0	0.0	0.0	0.0
Structures		tCO ₂ e	0.0	0.0	0.0	0.0
Vehicles		tCO ₂ e	0.0	0.0	0.0	0.0
Machinery		tCO ₂ e	0.0	0.0	0.0	0.0
<i>Category 3: Fuel- and energy-related activities</i>						
Total emissions		tCO ₂ e	104.8	130.5	126.5	116.7
Purchased fuels		tCO ₂ e	76.9	100.0	93.7	89.2
Purchased electricity		tCO ₂ e	0.1	0.1	0.1	0.1
Transmission and distribution (T&D) losses		tCO ₂ e	27.9	30.4	32.7	27.4
Generation of purchased electricity that is sold to end users		tCO ₂ e	0.0	0.0	0.0	0.0
<i>Category 4: Upstream transportation and distribution</i>						

Total emissions	6	tCO ₂ e	478.3	794.0	942.8	765.7
Air transportation		tCO ₂ e	171.4	217.1	463.7	398.1
Marine transportation		tCO ₂ e	306.9	576.9	479.1	367.6
Road transportation		tCO ₂ e	0.0	0.0	0.0	0.0
Rail transportation		tCO ₂ e	0.0	0.0	0.0	0.0
Storage of purchased goods		tCO ₂ e	0.0	0.0	0.0	0.0
<i>Category 5: Waste generated in operations</i>						
Total emissions	7	tCO ₂ e	22.2	30.9	49.9	38.0
Transport, disposal and treatment of waste		tCO ₂ e	22.2	30.9	49.9	38.0
Wastewater treatment		tCO ₂ e	0.0	0.0	0.0	0.0
<i>Category 6: Business travel</i>						
Total emissions		tCO ₂ e	36.3	31.9	24.2	5.4
Air travel	8	tCO ₂ e	33.5	27.5	23.4	5.4
Rail travel		tCO ₂ e	0.0	0.0	0.0	0.0
Road travel		tCO ₂ e	0.00	0.00	0.00	0.00
Marine travel		tCO ₂ e	0.0	0.0	0.0	0.0
Hotel nights	9	tCO ₂ e	2.8	4.4	0.8	0.0
<i>Category 7: Employee commute</i>						
Total commuting emissions	10	tCO ₂ e	128.0	104.4	107.8	115.2
Air commute		tCO ₂ e	0.0	0.0	0.0	0.0
Rail commute		tCO ₂ e	0.0	0.0	0.0	0.0
Bus commute	11	tCO ₂ e	1.8	3.8	1.3	2.3
Car commute	12	tCO ₂ e	126.2	100.6	106.5	112.9
Marine commute		tCO ₂ e	0.0	0.0	0.0	0.0
On foot / Bicycle		tCO ₂ e	0	0	0	0
Remote working		tCO ₂ e	0.0	0.0	0.0	0.0
<i>Category 8: Upstream leased assets</i>						
Total emissions		tCO ₂ e	0.0	0.0	0.0	0.0
Mobile fuel combustion		tCO ₂ e	0.0	0.0	0.0	0.0
Stationary fuel combustion		tCO ₂ e	0.0	0.0	0.0	0.0
Electricity		tCO ₂ e	0.0	0.0	0.0	0.0
Heating		tCO ₂ e	0.0	0.0	0.0	0.0
Fugitive emissions		tCO ₂ e	0.0	0.0	0.0	0.0

ESRS E1-6, AR 52

Scope 3 - Downstream emissions	Notes	Unit	2024	2023	2022	2021
<i>Category 9: Downstream transportation and distribution</i>						
Total emissions		tCO ₂ e	0.0	0.0	0.0	0.0
Air transportation		tCO ₂ e	0.0	0.0	0.0	0.0
Road transportation		tCO ₂ e	0.0	0.0	0.0	0.0
Marine transportation		tCO ₂ e	0.0	0.0	0.0	0.0
Rail transportation		tCO ₂ e	0.0	0.0	0.0	0.0
Storage of sold products in warehouses and distribution centers		tCO ₂ e	0.0	0.0	0.0	0.0
Storage of sold products in retail facilities		tCO ₂ e	0.0	0.0	0.0	0.0
<i>Category 10: Processing of sold products</i>						
Total emissions		tCO ₂ e	0.0	0.0	0.0	0.0
<i>Category 11: Use of sold products</i>						
Total emissions		tCO ₂ e	0.0	0.0	0.0	0.0
Direct use-phase emissions		tCO ₂ e	0.0	0.0	0.0	0.0
Indirect use-phase emissions		tCO ₂ e	0.0	0.0	0.0	0.0
<i>Category 12: End-of-life treatment of sold products</i>						
Total emissions		tCO ₂ e	0.0	0.0	0.0	0.0
<i>Category 13: Downstream leased assets</i>						
Total emissions	13	tCO ₂ e	2.6	2.6	2.5	0.0
Mobile fuel combustion		tCO ₂ e	0.0	0.0	0.0	0.0
Stationary fuel combustion		tCO ₂ e	0.0	0.0	0.0	0.0
Electricity		tCO ₂ e	0.3	0.4	0.3	0.0
Heating		tCO ₂ e	2.3	2.1	2.2	0.0
Fugitive emissions		tCO ₂ e	0.0	0.0	0.0	0.0
<i>Category 14: Franchises</i>						
Total emissions		tCO ₂ e	0.0	0.0	0.0	0.0
<i>Category 15: Investments</i>						
Total emissions		tCO ₂ e	0.0	0.0	0.0	0.0
Listed equity and bonds		tCO ₂ e	0.0	0.0	0.0	0.0
Business loans and unlisted equity		tCO ₂ e	0.0	0.0	0.0	0.0
Project finance		tCO ₂ e	0.0	0.0	0.0	0.0
Commercial real estate		tCO ₂ e	0.0	0.0	0.0	0.0
Mortgages		tCO ₂ e	0.0	0.0	0.0	0.0
Motor vehicle loans		tCO ₂ e	0.0	0.0	0.0	0.0

ESRS E1-6, AR 52

Energy consumption	Notes	Unit	2024	2023	2022	2021
Total energy consumption		kWh	10,114,886	11,471,412	11,536,828	10,929,680
Fossil fuels	14	kWh	1,214,433	1,618,991	1,488,464	1,434,443
Electricity	15	kWh	1,948,636	1,823,434	1,576,047	1,484,538
Heating	16	kWh	6,951,817	8,028,987	8,472,316	8,010,698
Direct energy consumption		kWh	1,214,433	1,618,991	1,488,464	1,434,443
Indirect energy consumption		kWh	8,900,453	9,852,422	10,048,364	9,495,237

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

Energy mix	Notes	Unit	2024	2023	2022	2021
Total energy consumption		kWh	10,114,886	11,471,412	11,536,828	10,929,680
Fossil fuel		%	12.0%	14.1%	12.9%	13.1%
Renewables		%	88.0%	85.9%	87.1%	86.9%
Nuclear		%	0.0%	0.0%	0.0%	0.0%

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

Fuel consumption	Notes	Unit	2024	2023	2022	2021
Total fuel consumption	17	kg	101,951	134,745	124,025	119,475
Diesel fuel off road		kg	934.1	0.0	0.0	0.0
Gasoline or Petrol		kg	51,389.1	56,923.2	47,033.9	47,137.2
Diesel fuel		kg	49,627.6	77,822.2	76,990.8	72,337.5

Water consumption	Notes	Unit	2024	2023	2022	2021
Total water withdrawal		m ³	150,076	172,945	182,088	167,253
Cold water	18	m ³	30,217.5	34,513.9	36,013.6	29,138.0
Hot water	19	m ³	119,859	138,431	146,074	138,115
Reused water (if applicable)		m ³				
Reclaimed water (if applicable)		m ³				

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

Electricity mix	Notes	Unit	2024	2023	2022	2021
Total electricity consumption		kWh	1,948,636	1,823,434	1,576,047	1,484,538
Fossil fuels		%		0.0%	0.0%	0.0%
Renewables		%	100.0%	100.0%	100.0%	100.0%
Nuclear		%		0.0%	0.0%	0.0%

Upstream transportation and distribution	Notes	Unit	2024	2023	2022	2021
Total transportation and distribution		tonne	5,118.5	8,010.0	0.0	0.0
Air transportation	20	tonne	118.3	123.0	0.0	0.0
Marine transportation	21	tonne	4,969.1	7,887.0	0.0	0.0
Road transportation	22	tonne	31.1	0.0	0.0	0.0
Rail transportation		tonne	0.0	0.0	0.0	0.0

Waste treatment	Notes	Unit	2024	2023	2022	2021
Total waste generation	23	kg	549,563	533,577	571,753	498,647
Sorted waste	24	kg	547,307	532,904	565,914	496,563
Unsorted waste	25	kg	2,256	673	5,839	2,084
Recovered waste	26	kg	504,084	485,601	509,159	431,597
Disposed waste	27	kg	45,479	47,976	62,594	67,050
Percentage of waste sorted		%	99.6%	99.9%	99.0%	99.6%
Percentage of waste recovered	28	%	91.7%	91.0%	89.1%	86.6%

Business travel	Notes	Unit	2024	2023	2022	2021
Total distance travelled		km	261,838	245,841	241,194	62,131.0
Air travel	29	km	261,838	245,841	241,194	62,131.0
Rail travel		km	0.0	0.0	0.0	0.0
Road travel		km	0	0	0	0
Marine travel		km	0	0	0	0

Hotel nights	Notes	Unit	2024	2023	2022	2021
Total overnight stays	30	no.	192	160	4	0

Employee commuting	Notes	Unit	2024	2023	2022	2021
Total commuting distance	31	km	1,056,560	980,320	961,071	774,611
Air commute		km	0	0	0	0
Rail commute		km	0	0	0	0
Bus commute	32	km	16,886	36,732	13,187	22,716
Car commute		km	985,288	880,904	885,444	716,978
Marine commute		km	0	0	0	0
On foot / Bicycle commute	33	km	54,385.9	62,684.4	62,439.4	34,917.0

Paper management	Notes	Unit	2024	2023	2022	2021
Total weight of printed papers	34	kg	2,518	2,573	2,457	2,742
Total amount of printed paper		pages	504,750	515,700	492,500	549,500
of which color print		pages		0	0	0
of which black/white print		pages	504,750	515,700	492,500	549,500
Duplex		pages		0.0	0.0	0.0
Color print		%				
Black/white print		%				

Environmental management	Notes	Unit	2024	2023	2022	2021
Does your company follow a formal Climate Management Plan?	35	yes/no	Yes	Yes	Yes	Yes
Does your company follow specific waste, water, energy, and/or recycling policies?	36	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	Notes	Unit	2024	2023	2022	2021
Does your Senior Management manage climate-related risks?		yes/no	Yes	Yes	Yes	No
Does your Board of Directors oversee climate-related risk?		yes/no	Yes	Yes	Yes	No

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	Notes	Unit	2024	2023	2022	2021
Total annual investment in climate-related infrastructure, resilience, and product development	37	ISK m	632.0	1,990.0	1,548.3	728.4

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

Social

Non-Discrimination	Notes	Unit	2024	2023	2022	2021
Does your company follow a sexual harrassment and/or non-discriminatory policy?	39	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

Global Health & Safety	Notes	Unit	2024	2023	2022	2021
Does your Company publish and follow an occupational health and/or global health & safety policy	40	yes/no	Yes	Yes	Yes	Yes

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

Child & Forced Labor	Notes	Unit	2024	2023	2022	2021
Does your company follow a child labor policy?	41	yes/no	Yes	Yes	Yes	No
Does your company follow a forced labor policy?		yes/no	Yes	Yes	Yes	No
If yes, do your child and/or forced labor policy cover suppliers and vendors?	42	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

Human Rights	Notes	Unit	2024	2023	2022	2021
Does your company publish and follow a human rights policy?	43	yes/no	Yes	Yes	Yes	Yes
If yes, does your human rights policy cover suppliers and vendors?		yes/no	Yes	Yes	No	No

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

Board Diversity	Notes	Unit	2024	2023	2022	2021
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)		%	81.0%	81.0%	81.0%	77.0%

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

Board Independence	Notes	Unit	2024	2023	2022	2021
Does the company prohibit CEO from serving as board chair?		yes/no	No	No	No	No
Total board seats occupied by independents		%	20%	20%	20%	20%

G2|GRI: 102-23, 102-22

Incentivized Pay	Notes	Unit	2024	2023	2022	2021
Are executives formally incentivized to perform on sustainability		yes/no	No	No	No	No

G3|GRI: 102-35

Collective Bargaining	Notes	Unit	2024	2023	2022	2021
Total enterprise headcount covered by collective bargaining agreements (X) to the total employee population		%	100.0%	100.0%	100.0%	100.0%

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

Supplier Code of Conduct	Notes	Unit	2024	2023	2022	2021
Are your vendors or suppliers required to follow a Code of Conduct	44	yes/no	Yes	Yes	Yes	No

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)

Ethics & Anti-Corruption	Notes	Unit	2024	2023	2022	2021
Does your company follow an Ethics and/or Anti-Corruption policy?	45	yes/no	Yes	Yes	Yes	No

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

Data Privacy	Notes	Unit	2024	2023	2022	2021
Does your company follow a Data Privacy policy?	46	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)

ESG Reporting	Notes	Unit	2024	2023	2022	2021
Does your organization publish a sustainability report?		yes/no	Yes	Yes	Yes	Yes
If Yes: does the Sustainability Report disclose environmental, social and governance matters?		yes/no	Yes	Yes	Yes	-
Is sustainability data included in your regulatory filings?		yes/no	Yes	Yes	Yes	Yes

G8|UNGC: P8

Disclosure Practices	Notes	Unit	2024	2023	2022	2021
Does your company provide sustainability data to sustainability reporting frameworks?		yes/no	Yes	Yes	Yes	Yes
Does your company focus on specific UN Sustainable Development Goals (SDGs)?	47	yes/no	Yes	Yes	Yes	No
Does your company set targets and report progress on the UN SDGs?		yes/no	Yes	Yes	No	No

G9|UNGC: P8

External Assurance	Notes	Unit	2024	2023	2022	2021
Are your sustainability disclosures assured or validated by a third party?		yes/no	No	No	No	No

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 Brimborg'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:

- Brimborg ehf.
- Veltir 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: Fully included
Category 6: Business travel: Partially 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: Partially included
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 tCO₂e per unit (such as tCO₂e 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] For operational parameters we are using number of full time equivalent employees as this parameter is the standard presentation in annual reports which makes the calculation of ghg emission intensity comparable between different businesses. Data in the Social chapter is being reviewed to be consistent with this number as formally it was calculated with headcount.
- [2] In 2021 a new rented facility was added at Flugvellir 20 in Reykjanesbær. In 2022 a new rented facility was added at Fossháls 25, Reykjavik but same year a facility at Breiðhöfði 1 Reykjavik was demolished. Part of owned facilities at Hádegismóar 8 Reykjavik, Dalshrauni 5 Hafnarfirði and Bildshöfða 5a Reykjavik are rented to third party and are therefore not included in these figures and those figures were updated for prior years. Dalshraun 5 numbers are in line with changes done to the facilities but relevant authorities have not finalised their update (pending). Numbers for buildings at Bildshöfði 4-6 in Reykjavik have been updated for prior years year to include numbers that are registered as indoor car parking.
- [3] An increased share of electric vehicles in operation results in reduced emissions in Scope 1.
- [4] Scope 2 note: Because of a change in methodology by the Environmental Agency of Iceland, there is a significant decrease in the coefficient between years. <https://ust.is/loft/losun-grodurhusaloftegunda/losunarstudlar/>
- [5] We have not invested in carbon offset as we focus on investing in reducing carbon emissions until all options have been exhausted. Carbon offset is a last resort.
- [6] The reduction in emissions in 2024 is attributable to a decline in vehicle imports, driven by reduced activity in the automotive market.
- [7] Reduced emissions from waste resulted from both a decrease in total waste and an increased recycling rate.
- [8] Number of business travels increased following end of Covid in 2023 but distance travelled was shorter because of different destinations but still the emissions increased. More business trips and different destinations explain the increase in emissions in 2024.
- [9] Number of business travels increased following end of Covid which resulted in more overnight stays. An increase in emissions between 2022 and 2023 results from those changes but also changes in methodology between years, taking into account factors like the hotel's country for emission calculations and room sizes.
- In 2024 more effort was put in to choose hotels with lower emissions, resulting in decrease in emissions despite more hotel nights used.
- [10] Commute habits for 50% of employees were estimated based on survey responses from other employees.
- [11] See notes from usage of public transport.
- [12] Brimborg is one of the leaders in importing and distribution of EV 's in Iceland and supports it 's employees when purchasing EV 's for their personal use. Brimborg has systematically increased it 's own fleet of EV vehicles and as some employees and management are able to use them to commute to and from work it has as well decreased emissions from car travel.

- [13] Brimborg leases a part of its site at Hádegismóar 8 which is included in this category for the first time in 2022.
- [14] Fuel consumption also includes Brimborg's fueling of downstream leased vehicles and sold vehicles traded-in.
- [15] The electricity consumption of certain assets has been estimated based on prior consumption data of the asset, as data was not available for the remainder of the reporting year. These estimations constitute around 1-2% of the company's electricity consumption in the current reporting year. An increase in electricity usage can be explained by increased number of both AC and DC charging stations as well as increased share of EVs in Brimborg's fleet.
- [16] Heating consumption is partially estimated based on data from previous periods, due to unavailability of data for the whole previous year. Estimated amounts equal 1-2% of the company's total reported heating consumption.
- [17] Brimborg calculates the fuel used for rental cars rented out by tourists and long term rental as part of their usage. Most of the rental cars used for the tourist rental are petrol cars but for long term rental it is mostly EVs. In 2023 there was an increase in total rentals and so increase in fossil fuel usage can be seen. The drop in 2024 is partly due to fewer rentals to tourists due to changes in strategy and an even higher share of EVs in long term rentals.
- [18] The cold water consumption of certain assets has been estimated based on prior consumption data of the asset, as data was not available for the remainder of the reporting year.
- [19] The hot water consumption of certain assets has been estimated based on prior consumption data of the asset, as data was not available for the remainder of the reporting year. Improved management of parking outdoor heating was the main contributor to reduced geothermal usage for heating.
- Heat pump on the roof of the Polestar showroom is also contributing to lower hot water usage.
- [20] Shipment with air transportation is mainly for emergency spare parts and Brimborg goal is to reduce air transportation and move transportation as much as possible to marine transport.
- [21] Shipment by marine transportation is mainly for regular stock orders of spare parts, all tyre orders as well as orders for cars, light commercial vans, heavy trucks, buses, marine engines and construction equipment.
- The big drop is mostly explained by lower total market and thus less imports.
- [22] Measurement included for the first time in 2024 due to more detailed data from transportation partners.
- [23] In year 2022 a building was dismantled which was the main reason for increased total waste in tons compared to 2021 and therefore explains the decrease in 2023. In 2024 an increase in waste can be attributed to more activity in the workshop and spare part businesses which are the main contributor.
- [24] Increase in sorted waste is directly linked to increase in total waste.
- [25] Increase in unsorted waste is directly linked to increase in total waste.
- [26] Increase in recovered waste is directly linked to increase in total waste.

- [27] Disposed waste decreased mainly because of increase in share of recovered waste.
- [28] Recovered share increased mainly because of more effort in sorting and recycling.
- [29] Number of business travels increased following end of Covid in 2023. More business trips and different destinations explain the increase in distance for 2024.
- [30] Following the Covid period the number of business trips increased and therefore number of overnight stays. This trend continued in 2024, however, more effort was put in to choose hotels with lower emissions, resulting in decrease in emissions despite more hotel nights used.
- [31] As number of employees increased during 2023 compared to 2022 the total distance travelled increased. However, in 2024 number of employees were slightly lower, yet commuting distance increased. Likely explanation is simply greater distance travelled by existing employees.
- [32] Brimborg supports different means of transportation like cycling, public transport or walking by "Samgöngusamningur" or a special contract between Brimborg and each employee.
- [33] Brimborg supports different means of transportation like cycling, public transport or walking by "Samgöngusamningur" or a special contract between Brimborg and each employee. Brimborg also supports special activities like "cycling to work", etc.
- [34] Paper printing increased slightly or by 4,7% but though less than total increase in revenue
- ÞETTA ER KOMMENT FRÁ Í FYRRA EN Í ÁR ERU ENGIN PAPPÍRSGÖGN?
- [35] See Brimborg's environmental policy on its website (<https://www.brimborg.is/is/brimborgbilaumbod/brimborg-bilaumbod/umhverfisstefna>).
- [36] See Brimborg's environmental policy on its website (<https://www.brimborg.is/is/brimborgbilaumbod/brimborg-bilaumbod/umhverfisstefna>).
- [37] Less investments in EVs, especially in long term rental but an increase in vehicle used in regular operations.
- A smaller market and a government support for EVs was reduced.
- Increased investment in charging stations.
- [38] Employee turnover is calculated as the percentage of those who leave their jobs compared to the average number of employees over the year in each category. Temporary employees are not included in the calculations, as it is in the nature of such employment relationships that termination of employment occurs.

[39] See Brimborg's equal opportunities policy on its website (<https://www.brimborg.is/is/brimborg-bilaumbod/brimborg-bilaumbod/mannaudstefna/jafnrettisstefna>). Gender-based violence, gender-based harassment, sexual harassment and bullying. Violence or harassment, whether psychological or physical, is not tolerated and can result in termination of employment. Any employees who are subjected to harassment should consult their immediate supervisor, Human Resource Management, their shop steward or union representative to place the matter in a proper course.

See also quality policy published on website (<https://www.brimborg.is/is/brimborg-bilaumbod/brimborg-bilaumbod/gaedastefna-brimborgar>). Brimborg's main goal is i.a. that Brimborg will be the most desirable and safest place to work in the automotive industry and among the most progressive in terms of occupational health and safety and equality in Iceland.

[40] See Brimborg's equal opportunity policy. Well-being of employees. Emphasis is placed on the well-being of employees and that the available facilities are good, that the corporate culture is positive and motivating and that employees enjoy coming to work. Systematic efforts should be undertaken to promote and protect workers' health, e.g. with lectures, participation in corporate competitions such as Cycling to Work on behalf of ÍSÍ, flu shots and more activities that relate to health. It is also strongly recommended that employees participate in any improvements in the company's operations.

[41] See Brimborg's human resource policy (<https://www.brimborg.is/is/brimborg-bilaumbod/brimborgbilaumbod/mannaudstefna>). Brimborg respects the United Nations Convention on the Rights of the Child with regard to the rights of children and young people, follows the law and does not accept child slavery or forced labour.

[42] See Brimborg's human resource policy (<https://www.brimborg.is/is/brimborg-bilaumbod/brimborgbilaumbod/mannaudstefna>). Whether it concerns human rights, child slavery or forced labour, Brimborg makes the same demands on suppliers, and it is not compatible with Brimborg's policy to do business with parties who are exposed to forced labour, child slavery or human rights violations.

[43] See Brimborg's equal opportunity policy.

2. Recruitment and jobs: For new recruits or transfers, an equal gender ratio within the division and in the various jobs within the division shall be strived for, as far as practicable with respect to availability. However, the individual who is considered the most qualified, irrespective of gender, shall always be employed, unless the purpose is to promote equal representation of the genders within that division, in accordance with Article 12 of Act No. 150/2020.

3. Vocational training and retraining: All genders shall enjoy the same opportunities for retraining, continuing education and vocational training, in accordance with Article 12 of Act No. 150/2020.

4. Participation in committees and working groups: When appointing members to committees and working groups, members shall be selected on their specialist knowledge, and wherever possible, an equal representation of the genders shall be aimed for.

6. Reconciliation of work and family life: Emphasis is placed on meeting the needs of employees in regards to flexible working hours, to the extent that it is possible, in such a way as to take account of both employees' family circumstances and the needs of the labour market. Consideration shall be made for women during pregnancy, parental care of infants and uncontrollable and acute family circumstances, in accordance with Article 13 of Act No. 150/2020.

See also Brimborg's equal pay policy on website (<https://www.brimborg.is/is/brimborg-bilaumbod/brimborg-bilaumbod/mannaudstefna/jafnlaunastefna-brimborgar>).

Finally, see the following from Brimborg's annual report.

In accordance with its core values regarding respect, integrity and care, and its goals of good human relations, Brimborg takes care to ensure that equal rights are observed in all respects. There is no discrimination among employees with regard to gender, race, nationality, sexual orientation, age, religion, opinions or other personal characteristics. Brimborg operates in a dynamic competitive environment, which places great demands on our employees and calls for continuous changes in our operation; this requires a workplace culture that embraces change. In order to support this culture, an emphasis is placed on possibilities for all employees to develop their careers through work, training and other continuous education.

The company stresses the importance of compliance by all contractors and subcontractors with legislation on employees' rights, whether permanent employees or contracted workers. Violence or harassment, whether psychological or physical, is not tolerated and can result in termination of employment. Any employees w

ho are subjected to harassment should consult their immediate supervisor, Human Resource Management, their shop steward or union representative to place the matter in a proper course.

The company's remuneration policy regarding the employment terms of management and employees has the objective of attracting and retaining exceptionally qualified employees. The policy states that gender and other personal characteristics which are unrelated to the tasks involved in the work or performance at work shall not have any influence on wages or wage trends. In order to ensure fairness and consistency in wage matters, management has access to central criteria on the company's wage structure at any time and wage trends in the external market."

[44] See Brimborg's purchasing policy on its website (<https://www.brimborg.is/is/brimborg-bilaumbod/brimborgbilaumbod/innkaupastefna>). Brimborg's purchasing policy is based in general on the company's quality policy, sub-policies and values that are reflected in the motto "A safe place to be", and the choice of suppliers, contractors and other partners depends on how well they comply with the aforementioned factors.

- [45] Anti-Bribery Policy. Brimborg's purpose with the 'Strategy against bribery' is to prevent bribery in all respects. The directors and staff of Brimborg are strictly prohibited from bribing others or accepting bribes. It is not permitted to bribe through others such as agents, consultants or distributors.
- [46] See Brimborg's privacy policy on its website (<https://www.brimborg.is/is/brimborgbilaumbod/brimborg-bilaumbod/personuvernd>).
- [47] See Brimborg's human resource policy (<https://www.brimborg.is/is/brimborg-bilaumbod/brimborgbilaumbod/mannaudstefna>). United Nations Global Goals. The goals of Brimborg's human resources policy are already linked to the United Nations' global goals, but Brimborg is working on the detailed formalization of that connection, and that work has come a long way with a focus on goals where Brimborg's actions can make a significant difference.