Öruggur staður til að vera á

Brimborg ehf.

Sustainability Statement

2025

Brimborg ehf.
Reg. 7012770239

Content

Statement by the board of directors and CEO 3
Statement 4
Operational Parameters 4
Environmental 5
Social 10
Governance 11
Organizational and Operational Boundaries 13
Definitions 14
Notes 16

Statement by the board of directors and CEO

Brimborg's Sustainability Statement for the year 2025 is prepared with reference to the ESG guidelines issued by Nasdaq Iceland and Nasdaq Nordic in 2019. These guidelines build on recommendations published in 2015 by the United Nations, the Sustainable Stock Exchanges Initiative, and the World Federation of Exchanges. Reference is also made to the GRI Standards (Global Reporting Initiative, GRI 100–400) and the Ten Principles of the UN Global Compact.

Brimborg uses the Klappir Sustainability Platform to support the traceability, transparency and efficiency of environmental data collection, processing and disclosure.

Further information on Brimborg's non-financial policies, procedures, governance arrangements and actions is presented in the Company's Non-Financial Information Statement, which forms part of the annual report.
This Sustainability Statement should therefore be read together with that statement.

The CEO hereby confirms the Company's Sustainability Statement for the period from 1 January 2025 to 31 December 2025.

_____
CEO
Egill Jóhannsson

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

Statement

Operational Parameters

Operational Parameters	Notes	Unit	2025	2024	2023	2021
Net revenue (from financial statement)		ISK m	28,898.9	25,766.8	33,163.6	22,906.3
Total assets (balance sheet)		ISK m	21,348.5	23,762.2	21,262.3	14,786.9
Total Equity (unlisted organizations)		ISK m	4,545.5	5,143.6	5,575.0	4,083.1
Number of employees (from financial statement)		FTEs	249.8	276.0	279.0	226.0
Total space for own operation		m²	21,993.4	21,993.4	21,993.4	20,641.4

VSME 24 (e) iii, iv, v

GhG emission intensity	Notes	Unit	2025	2024	2023	2021
GHG emissions per megawatt-hour consumed		$kgCO_2e$/MWh	86.1	107.1	138.8	283.1
GHG emissions per full-time equivalent (FTEe) employee		$kgCO_2e$/FTEs	3,265.6	4,149.4	5,707.4	6,320.8
GHG emissions per assets		$kgCO_2e$/ISK	38.21	48.20	74.89	96.61
GHG emissions per unit of revenue		$kgCO_2e$/ISK	28.23	44.45	48.02	62.36
GHG emissions per unit of equity		$kgCO_2e$/ISK	179.5	222.7	285.6	349.9
GHG emissions per unit of space (m²)		$kgCO_2e$/m²	37.1	52.1	72.4	69.2

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

Energy Intensity	Notes	Unit	2025	2024	2023	2021
Energy per full-time equivalent (FTEe) employee		kWh/FTEs	37,933.1	38,742.2	41,116.2	22,328.1
Energy per unit of revenue		kWh/ISK m	327.9	415.0	345.9	220.3
Energy per square meter		kWh/m²	430.8	486.2	521.6	244.5

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

Waste intensity	Notes	Unit	2025	2024	2023	2021
Total waste per full-time equivalent (FTEe) employee	1	kg/FTEs	2,268.9	1,994.4	1,962.9	2,206.4
Total waste per unit of revenue		kg/ISK m	19.6	21.4	16.5	21.8

Environmental

Greenhouse Gas Emissions	Notes	Unit	2025	2024	2023	2021
Scope 1	2	tCO_2e	180.8	295.4	399.4	353.3
Scope 2 (location-based)		tCO_2e	77.9	73.0	89.9	34.2
Scope 2 (market-based)		tCO_2e	77.9	73.0	89.9	
Total Scope 1 and 2 (location based)		tCO_2e	258.6	368.4	489.3	387.5
Total Scope 1 and 2 (market-based)		tCO_2e	258.6	364.0	489.3	
Scope 3	3	tCO_2e	557.1	776.9	1,103.1	1,041.0
Total Scope 1, 2 & 3 emissions (location-based)		tCO_2e	815.7	1,145.2	1,592.4	1,428.5
Total Scope 1, 2 & 3 emissions (market-based)		tCO_2e	815.7	1,145.1	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 | VSME 30 (a,b)

Carbon offset	Notes	Unit	2025	2024	2023	2021
Total emissions offset	4	tCO_2e	0.0	0.0	0.0	0.0

Scope 1 - Details	Notes	Unit	2025	2024	2023	2021
Total Scope 1 emissions		tCO_2e	180.8	295.4	399.4	353.3

ESRS E1-6, AR 52 | VSME 30 (a)

Scope 2 - Details	Notes	Unit	2025	2024	2023	2021
Total Scope 2 emissions	5	tCO_2e	77.9	73.0	89.9	34.2
Electricity		tCO_2e	16.2	16.7	18.8	14.1
Heating		tCO_2e	61.7	56.3	71.1	20.1

ESRS E1-6, AR 52 | VSME 30 (b)

Scope 3 - Upstream emissions	Notes	Unit	2025	2024	2023	2021
Category 1: Purchased goods and services						
Total emissions		tCO_2e	0.0	0.0	0.0	0.0
Category 2: Capital goods						
Total emissions		tCO_2e	0.0	0.0	0.0	0.0
Category 3: Fuel- and energy-related activities						
Total emissions		tCO_2e	47.3	104.8	130.5	116.7
Purchased fuels		tCO_2e	46.8	76.9	100.0	89.2
Purchased electricity		tCO_2e	0.1	0.1	0.1	0.1
Transmission and distribution (T&D) losses		tCO_2e	0.3	27.9	30.4	27.4
Generation of purchased electricity that is sold to end users		tCO_2e	0.0	0.0	0.0	0.0
Category 4: Upstream transportation and distribution						
Total emissions		tCO_2e	355.3	479.4	794.0	765.7
Air transportation		tCO_2e	74.0	171.5	217.1	398.1
Marine transportation		tCO_2e	280.0	306.9	576.9	367.6
Road transportation		tCO_2e	1.3	1.0	0.0	0.0
Category 5: Waste generated in operations						
Total emissions		tCO_2e	11.3	25.6	39.7	38.0
Transport, disposal and treatment of waste		tCO_2e	11.3	25.6	39.7	38.0
Category 6: Business travel						
Total emissions		tCO_2e	19.7	36.3	31.9	5.4
Air travel		tCO_2e	17.8	33.5	27.5	5.4
Hotel nights		tCO_2e	1.9	2.8	4.4	0.0
Category 7: Employee commute						
Total commuting emissions		tCO_2e	123.6	128.0	104.4	115.2
Bus commute		tCO_2e	1.8	1.8	3.8	2.3
Car commute		tCO_2e	121.9	126.2	100.6	112.9
On foot / Bicycle		tCO_2e	0	0	0	0
Category 8: Upstream leased assets						
Total emissions		tCO_2e	0.0	0.0	0.0	0.0

ESRS E1-6, AR 52

Scope 3 - Downstream emissions	Notes	Unit	2025	2024	2023	2021
Category 9: Downstream transportation and distribution						
Total emissions		tCO_2e	0.0	0.0	0.0	0.0
Category 10: Processing of sold products						
Total emissions		tCO_2e	0.0	0.0	0.0	0.0
Category 11: Use of sold products						
Total emissions		tCO_2e	0.0	0.0	0.0	0.0
Category 12: End-of-life treatment of sold products						
Total emissions		tCO_2e	0.0	0.0	0.0	0.0
Category 13: Downstream leased assets						
Total emissions		tCO_2e	0.0	2.6	2.6	0.0
Electricity		tCO_2e	0.0	0.3	0.4	0.0
Heating		tCO_2e	0.0	2.3	2.1	0.0
Category 14: Franchises						
Total emissions		tCO_2e	0.0	0.0	0.0	0.0
Category 15: Investments						
Total emissions		tCO_2e	0.0	0.0	0.0	0.0

ESRS E1-6, AR 52

Energy consumption	Notes	Unit	2025	2024	2023	2021
Total energy consumption		kWh	9,475,689	10,692,842	11,471,412	5,046,157
Fossil fuels		kWh	740,179	1,214,433	1,618,991	1,434,443
Bio fuels		kWh	0.0	0.0	0.0	0.0
Electrofuel		kWh	0.0	0.0	0.0	0.0
Electricity		kWh	2,109,699	1,958,498	1,823,434	1,342,410
Heating		kWh	6,625,811	7,519,911	8,028,987	2,269,303
Cooling		kWh				
Steam		kWh				
Direct energy consumption		kWh	740,179	1,214,433	1,618,991	1,434,443
Indirect energy consumption		kWh	8,735,509	9,478,408	9,852,422	3,611,714

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

Energy mix	Notes	Unit	2025	2024	2023	2021
Total energy consumption		kWh	9,475,689	10,692,842	11,471,412	5,046,157
Fossil fuel		%	7.8%	11.4%	14.1%	29.4%
Renewables		%	92.2%	88.6%	85.9%	70.3%
Nuclear		%	0.0%	0.0%	0.0%	0.3%
Unknown		%	0.0%	0.0%	0.0%	0.0%

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

Fuel consumption	Notes	Unit	2025	2024	2023	2021
Total fuel consumption	6	kg	62,149.1	101,951	134,745	119,475
Diesel fuel off road		kg	687.9	934.1	0.0	0.0
Gasoline or Petrol		kg	29,659.0	51,389.1	56,923.2	47,137.2
Diesel fuel		kg	31,802.2	49,627.6	77,822.2	72,337.5

Fugitive emissions	Notes	Unit	2025	2024	2023	2021
Total fugitive emissions		kg	0.0	0.0	0.0	0.0

Water consumption	Notes	Unit	2025	2024	2023	2021
Total water withdrawal		m^3	146,152	159,891	172,945	68,263.9
Cold water		m^3	31,914.4	30,236.9	34,513.9	29,138.0
Hot water	7	m^3	114,238	129,654	138,431	39,125.9
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	2025	2024	2023	2021
Total electricity consumption		kWh	2,109,699	1,958,498	1,823,434	1,342,410
Fossil fuels		%	0.0%	0.0%	0.0%	0.0%
Renewables		%	100.0%	100.0%	100.0%	100.0%
Nuclear		%	0.0%	0.0%	0.0%	0.0%

Upstream transportation and distribution	Notes	Unit	2025	2024	2023	2021
Total transportation and distribution		tonne	5,174.2	5,118.5	8,010.0	0.0
Air transportation		tonne	42.7	118.4	123.0	0.0
Marine transportation		tonne	5,096.9	4,969.1	7,887.0	0.0
Road transportation		tonne	34.6	31.1	0.0	0.0
Rail transportation		tonne	0.0	0.0	0.0	0.0

Waste treatment	Notes	Unit	2025	2024	2023	2021
Total waste generation	8	kg	566,761	550,444	547,657	498,647
Sorted waste		kg	518,876	491,639	473,302	444,426
Unsorted waste		kg	47,886	58,805	74,355	54,221
Recovered waste		kg	547,598	497,744	489,144	431,597
Disposed waste		kg	19,163	52,700	58,513	67,050
Percentage of waste sorted		%	91.6%	89.3%	86.4%	89.1%
Percentage of waste recovered		%	96.6%	90.4%	89.3%	86.6%

Business travel	Notes	Unit	2025	2024	2023	2021
Total distance travelled	9	km	199,989	261,838	245,841	62,131.0
Air travel		km	199,989	261,838	245,841	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	2025	2024	2023	2021
Total overnight stays		no.	123	192	160	0

Employee commuting	Notes	Unit	2025	2024	2023	2021
Total commuting distance	10	km	1,012,315	1,056,560	980,320	774,611
Air commute		km	0	0	0	0
Rail commute		km	0	0	0	0
Bus commute		km	16,886	16,886	36,732	22,716
Car commute		km	941,043	985,288	880,904	716,978
Marine commute		km	0	0	0	0
On foot / Bicycle commute		km	54,385.9	54,385.9	62,684.4	34,917.0

Remote working	Notes	Unit	2025	2024	2023	2021
Total remote working days		no.				

Downstream transportation and distribution	Notes	Unit	2025	2024	2023	2021
Total transportation and distribution		tonne				

Downstream storage of products	Notes	Unit	2025	2024	2023	2021
Total stored product		tonne				

Investment survey data quality	Notes	Unit	2025	2024	2023	2021
Total portfolio		Ø data quality				

Paper management	Notes	Unit	2025	2024	2023	2021
Total weight of printed papers	11	kg	2,468	2,518	2,573	2,742
Total amount of printed paper		pages	494,600	504,750	515,700	549,500
of which color print		pages			0	0
of which black/white print		pages	494,600	504,750	515,700	549,500
Duplex		pages			0.0	0.0

Environmental management	Notes	Unit	2025	2024	2023	2021
Does your company follow a formal Climate Management Plan?		yes/no	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	Notes	Unit	2025	2024	2023	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	2025	2024	2023	2021
Total annual investment in climate-related infrastructure, resilience, and product development		ISK m	581.7	632.0	1,990.0	728.4

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

Social

CEO Pay Ratio	Notes	Unit	2025	2024	2023	2021
CEO Salary & Bonus (X) to median FTE Salary		X:1	6.4			7.4
Does your company report this metric in regulatory filings?		yes/no	No	No	No	No

S1|UNGC: P6|GRI 102-38

Gender Pay Ratio	Notes	Unit	2025	2024	2023	2021
Median total compensation for men (X) to median total compensation for women		X:1	1.0			1.0

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

Gender Diversity	Notes	Unit	2025	2024	2023	2021
Enterprise Headcount						
Percentage of women in enterprise	12	%	10.5%	12.9%	12.2%	12.0%
Women		no.	26	39	36	29
Men		no.	224	265	258	218
Senior- and Executive-level Positions						
Percentage of women in senior- and executive-level positions		%	16.9%			14.0%
Women		no.	12			7
Men		no.	58			44

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

Non-Discrimination	Notes	Unit	2025	2024	2023	2021
Does your company follow a sexual harrassment 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

Global Health & Safety	Notes	Unit	2025	2024	2023	2021
Does your Company publish and follow an occupational health and/or global health & safety policy		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	2025	2024	2023	2021
Does your company follow a child labor policy?		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?		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	2025	2024	2023	2021
Does your company publish and follow a human rights policy?		yes/no	Yes	Yes	Yes	Yes
If yes, does your human rights policy cover suppliers and vendors?		yes/no	Yes	Yes	Yes	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	2025	2024	2023	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	2025	2024	2023	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	2025	2024	2023	2021
Are executives formally incentivized to perform on sustainability		yes/no	No	No	No	No

G3|GRI: 102-35

Collective Bargaining	Notes	Unit	2025	2024	2023	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	2025	2024	2023	2021
Are your vendors or suppliers required to follow a Code of Conduct		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	2025	2024	2023	2021
Does your company follow an Ethics and/or Anti-Corruption policy?		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	2025	2024	2023	2021
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)

ESG Reporting	Notes	Unit	2025	2024	2023	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	2025	2024	2023	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)?		yes/no	Yes	Yes	Yes	No
Does your company set targets and report progress on the UN SDGs?		yes/no	Yes	Yes	Yes	No
G9|UNGC: P8						

External Assurance	Notes	Unit	2025	2024	2023	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 tCO_2e per unit (such as tCO_2e 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] The volume of waste increased by 3% during the year, while the number of employees decreased by 9% and the scale of operations, measured by revenue, increased by 12%. Productivity therefore increased considerably, which in turn resulted in an increase in waste intensity per employee.

[2] The continued reduction in Scope 1 emissions can be attributed to the further electrification of vehicles used in the company's own operations, its long-term rental fleet and the Flandur car-sharing service. Flandur operates an entirely electric car-sharing fleet, and the number of electric vehicles in the fleet increased during the year. In addition, virtually the entire range of new passenger vehicles offered by Brimborg is now electric, and increased emphasis has been placed on the sale and marketing of used electric vehicles.

[3] The reduction in Scope 3 emissions is partly attributable to efforts to increase the proportion of sea freight at the expense of air freight where operationally feasible. In 2025, an extensive change was implemented in cooperation with one of the company's largest suppliers, whereby almost all shipments previously transported by air were transferred to sea freight.

The reduction in Scope 3 emissions can also be attributed to changes in waste treatment by a major service provider. Landfilling was reduced, while incineration with energy recovery became the predominant treatment method, which had a significant impact on emissions associated with waste.

[4] Brimborg focuses on reducing emissions through direct measures in its own operations and related value-chain activities, rather than basing its disclosures on the purchase of carbon credits.

The company nevertheless continues its annual tradition of tree planting at Esjumelar, with the participation of employees. This activity is not used to offset the emissions reported in the company's emissions inventory but reflects employee participation in environmental projects.

[5] The company's use of hot water decreased in 2025, while electricity consumption increased only marginally. The increase in carbon emissions must therefore be attributable to changes in the national assumptions used for calculating emissions.

[6] The reduction in Scope 1 emissions is consistent with the reduction in fuel consumption. A substantial decrease occurred between 2024 and 2025. However, the rate of reduction is expected to slow in the coming year, as the vast majority of vehicles used in the company's own operations are already electric and other fossil-fuel consumption has decreased as a result of changes in the product offering.

In 2026, emphasis will be placed on gaining a better understanding of where fossil-fuel consumption remains highest in Brimborg's operations, including through a review of fuel cards, fuel keys and vehicles used in operations.

[7] In 2025, improvements were carried out to the roof of the workshop building at Dalshraun, where insulation was upgraded to reduce energy loss and prevent water leakage. The project is related to similar improvements previously undertaken by the company at Bíldshöfði 6.

An initiative was also undertaken to complete the upgrade of Brimborg's own utility meters to automated meters, enabling data on electricity, hot water and cold water consumption to be transferred automatically. This work supports real-time visibility of consumption and improves the ability to monitor operational deviations.

[8] In 2025, Brimborg carried out a detailed review of waste data recording and strengthened the use of systems such as PureNorth to improve oversight of waste volumes, costs, containers, and collections.

The company also continued work on composting organic waste, and by the end of the year it had equipped all operating locations except Akureyri with composting machines. This development improved performance in waste sorting and recovery.

Total waste volume increased slightly, by approximately 3%, while operating revenue increased by 12% over the same period.

In 2026, the company will focus on using the improved overview of waste data to reduce costs and waste. This will include improving source-level recording, reconciling data, assessing the potential use of waste compactors, evaluating the value of specific waste streams, reviewing agreements with service providers, and implementing measures to reduce waste volumes in areas with the greatest identified opportunities.

[9] Business travel decreased year on year, although this change was incidental and did not result from any specific measures.

In recent years, however, the company has placed a general emphasis on reducing business travel where alternative means of communication can be used. Where travel is necessary, the company considers, where applicable, the selection of transport modes and accommodation options based on their emissions.

[10] Brimborg recorded little year-on-year change in employee commuting. In recent years, Brimborg has placed general emphasis on supporting the transition to electric vehicles among employees and promoting active modes of transport.

From 2026 onwards, Brimborg will change the methodology used for the employee commuting survey, which has previously been conducted once a year.

[11] A conservative estimate of a 2% year-on-year reduction in the use of printed paper and the number of pages printed has been applied, in line with the development between 2023 and 2024 and taking into account the continued digitalization of processes.

[12] Calculations for previous years were based on headcount. From 2025 onwards, the calculations will be based on full-time equivalents (FTEs).