

Controlant ESG data overview 2023

Nasdaq ESG indicator	Unit	2023	2022
Environmental indicators			
E1. Total GHG Emissions	tonnes CO ₂ eq	4,075.0	12,825.4
E1.1 Total amount, in CO ₂ equivalents, for Scope 1	tonnes CO ₂ eq	0.6	0.1
E1.2 Total amount, in CO ₂ equivalents, for Scope 2 (location-based)	tonnes CO ₂ eq	-	30.3
E1.2 Total amount, in CO ₂ equivalents, for Scope 2 (market-based)	tonnes CO ₂ eq	18.2	-
E1.3 Total amount, in CO ₂ equivalents, for Scope 3	tonnes CO ₂ eq	4,056.2	12,795.0
of which is Cat. 1 - purchased goods & services	tonnes CO ₂ eq	2,881.5	9,710.6
of which is Cat. 2 - capital goods	tonnes CO ₂ eq	3.1	13.9
of which is Cat. 3 - fuel and energy-related activities	tonnes CO ₂ eq	7.9	7.3
of which is Cat. 4 - upstream transportation	tonnes CO ₂ eq	14.0	2,409.0
of which is Cat. 5 - waste generated in operations	tonnes CO ₂ eq	16.0	16.4
of which is Cat. 6 - business travel	tonnes CO ₂ eq	670.8	348.3
of which is Cat. 7 - employee commuting	tonnes CO ₂ eq	299.6	251.5
of which is Cat. 8 - upstream leased assets	tonnes CO ₂ eq	40.6	40.1
of which is Cat. 9 - downstream transportation and distribution	tonnes CO ₂ eq	122.9	-
E2. Emissions Intensity			
E2.1 Total GHG emissions relative to revenues	tonnes CO ₂ eq per USD 1m revenues	39.1	96.1
E2.2 Total GHG emissions relative to employees	tonnes CO ₂ eq per average Headcount	7.7	34.4
E2.3 Total GHG emissions relative to square meters	kg CO ₂ eq per m ²	446.1	1,726.9
E3. Energy Consumption			
E3.1 Total amount of energy directly consumed	MWh	1,968.5	1,788.3
E3.2 Total amount of energy indirectly consumed	1,000 tonnes	-	-
E4. Energy Intensity			
Total direct energy usage per output scaling factor	MWh per USD 1m revenues	18.9	13.4
E5. Energy Mix			
E5.1 Percentage: Electricity usage by generation type	% of renewable electricity	88.7	86.6
E5.2 Percentage: Energy usage by generation type	% of renewable energy	86.9	89.2
E6. Water Usage			
E6.1 Total amount of water consumed	1,000 m ³	-	-
E7. Environmental Operations			
E7.1 Does your company follow a formal Environmental Policy?	Yes/No	Yes	Yes
E7.2 Does your company follow specific waste, water, energy, and/or recycling policies?	Yes/No	Yes	Yes
E7.3 Does your company use a recognized energy management system?	Yes/No	No	No
E8. Climate Oversight / Board			
Does your Board of Directors oversee and/or manage climate-related risks?	Yes/No	Yes	Yes
E9. Climate Oversight / Management			
Does your Senior Management Team oversee and/or manage climate-related risks?	Yes/No	Yes	Yes
E10. Climate Risk Mitigation			
Total amount invested in climate-related product development	% of revenue	19%	18%
Social indicators			
S1. CEO Pay Ratio			
S1.1 CEO total compensation to monthly median FTE total compensation	%	4.7x	3.2x
S1.2 Does your company report this metric in regulatory filings?	Yes/No	No	No
S2. Gender Pay Ratio			
Median female compensation to median male compensation (Iceland only, conducted mid-year)	Ratio	-	0.99
S3. Employee Turnover			
S3.1 Year-over-year change for full-time employees	%	32	25
S3.2 Percentage: Year-over-year change for part-time employees	%	-	-
S3.3 Percentage: Year-over-year change for contractors and/or consultants	%	-	-
S3.2 Voluntary turnover ratio	%	12	11
S4. Gender Diversity			
S4.1 Total enterprise headcount held by women and men	%	41/59	41/59
S4.2 Executive-level positions held by women and men	%	38/62	43/57
S4.3 Senior leadership (SVP, VP) positions held by women and men	%	44/56	43/57
S4.4 People leaders (Managers) positions held by women and men	%	40/60	37/63
S5. Temporary Worker Ratio			
S5.1 Total enterprise headcount held by part-time employees	%	0.8	0.8
S5.2 Total contingent workers	%	0.9	0
S6. Non-Discrimination			
Does your company follow a sexual harassment and/or non-discrimination policy?	Yes/No	Yes	Yes
S7. Injury Rate			
Frequency of injury events relative to total workforce time	TRIR	0.9	-
S8. Global Health & Safety			
Does your company follow an occupational health and/or global health & safety policy?	Yes/No	Yes	Yes
S9. Child & Forced Labor			
S9.1 Does your company follow a child and/or forced labor policy?	Yes/No	Yes	Yes
S9.2 If yes, does your child and/or forced labor policy cover suppliers and vendors?	Yes/No	Yes	Yes
S10. Human Rights			
S10.1 Does your company follow a human rights policy?	Yes/No	Yes	Yes
S10.2 If yes, does your human rights policy cover suppliers and vendors?	Yes/No	Yes	Yes
Corporate governance indicators			
G1. Board Diversity			
G1.1 Total board seats occupied by women and men	%	40/60	40/60
G1.2 Committee chairs occupied by women and men	%	-	-
G2. Board Independence			
G2.1 Does company prohibit CEO from serving as board chair?	Yes/No	Yes	Yes
G2.2 Total board seats occupied by independents	%	100%	100%
G3. Incentivized Pay			
Are executives formally incentivized to perform on sustainability?	Yes/No	No	No
G4. Collective Bargaining			
Total enterprise headcount covered by collective bargaining agreement(s)	%	95%	83%
G5. Supplier Code of Conduct			
G5.1 Are your vendors or suppliers required to follow a Code of Conduct?	Yes/No	Yes	Yes
G5.2 If yes, what percentage of your suppliers have formally certified their compliance with the code?	%	-	-
G6. Ethics & Anti-Corruption			
G6.1 Does your company follow an Ethics and/or Anti-Corruption policy?	Yes/No	Yes	Yes
G6.2 If yes, what percentage of your workforce has formally certified its compliance with the policy?	%	76%	-
G7. Data Privacy			
G7.1 Does your company follow a Data Privacy policy?	Yes/No	Yes	Yes
G7.2 Has your company taken steps to comply with GDPR rules?	Yes/No	Yes	Yes
G8. ESG Reporting			
G8.1 Does your company publish a sustainability report?	Yes/No	No	No
G8.2 Is sustainability data included in your regulatory filings?	Yes/No	Yes	Yes
G9. Disclosure Practices			
G9.1 Does your company provide sustainability data to sustainability reporting frameworks?	Yes/No	Yes	Yes
G9.2 Does your company focus on specific UN Sustainable Development Goals?	Yes/No	Yes: 3, 4, 9, 13	Yes: 3, 4, 9, 13
G9.3 Does your company set targets and report progress on the UN SDGs?	Yes/No	Yes	Yes
G10. External Assurance			
G10.1 Are your sustainability disclosures assured or validated by a third party?	Yes/No	No	No