

Nasdaq ESG indicator		Unit	2024	2023
Environmental indicators	E1. Total GHG Emissions	tonnes CO ₂ eq	1,142.6	4,075.0
	E1.1 Total amount, in CO ₂ equivalents, for Scope 1	tonnes CO ₂ eq	1.0	0.6
	E1.2 Total amount, in CO ₂ equivalents, for Scope 2 (location-based)	tonnes CO ₂ eq	32.9	37.0
	E1.2 Total amount, in CO ₂ equivalents, for Scope 2 (market-based)	tonnes CO ₂ eq	14.8	18.2
	Total amount, in CO ₂ equivalents, for Scope 1 and Scope 2 (market-based)	tonnes CO ₂ eq	15.8	18.8
	E1.3 Total amount, in CO ₂ equivalents, for Scope 3	tonnes CO ₂ eq	1,126.8	4,056.2
	of which is Cat. 1 - purchased goods & services	tonnes CO ₂ eq	489.5	2,881.5
	of which is Cat. 2 - capital goods	tonnes CO ₂ eq	0.0	3.1
	of which is Cat. 3 - fuel and energy-related activities	tonnes CO ₂ eq	7.6	7.9
	of which is Cat. 4 - upstream transportation	tonnes CO ₂ eq	0.2	14.0
	of which is Cat. 5 - waste generated in operations	tonnes CO ₂ eq	13.3	16.0
	of which is Cat. 6 - business travel	tonnes CO ₂ eq	449.6	670.8
	of which is Cat. 7 - employee commuting	tonnes CO ₂ eq	124.9	299.6
	of which is Cat. 8 - upstream leased assets	tonnes CO ₂ eq	38.3	40.6
	of which is Cat. 9 - downstream transportation and distribution	tonnes CO ₂ eq	3.6	122.9
	E2. Emissions Intensity			
	E2.1 Total GHG emissions relative to revenues	tonnes CO ₂ eq per USD 1m revenues	14.2	22.0
	E2.2 Total GHG emissions relative to employees	tonnes CO ₂ eq per FTE	4.9	7.2
	E2.3 Total GHG emissions relative to square meters	kg CO ₂ eq per m ²	137.8	446.1
	E3. Energy Consumption			
	E3.1 Total amount of energy directly consumed	MWh	2,860.3	1,968.5
	E3.2 Total amount of energy indirectly consumed	1,000 tonnes	-	-
	E4. Energy Intensity			
	E4.1 Total direct energy usage per output scaling factor	MWh per USD 1m revenues	35.5	10.6
	E5. Energy Mix			
	E5.1 Percentage: Electricity usage by generation type	% of renewable electricity	90.4	88.7
	E5.2 Percentage: Energy usage by generation type	% of renewable energy	92.6	86.9
	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	26%	11%
Social indicators	S1. CEO Pay Ratio			
	S1.1 CEO total compensation to monthly median FTE total compensation	%	4.5:1	4.7:1
	S1.2 Does your company report this metric in regulatory filings?	Yes/No	No	No
	S2. Gender Pay Ratio			
	Gender pay gap in favor of men (Iceland only, conducted by auditor BSI)	%	2.5	0.7
	S3. Employee Turnover			
	S3.1 Year-over-year change for full-time employees	%	46	32
	S3.2 Voluntary turnover ratio	%	20	12
	S4. Gender Diversity			
	S4.1 Total enterprise headcount held by women and men	%	41/59	42/58
	S4.2 Executive-level positions held by women and men	%	23/77	38/62
	S4.3 Senior leadership (SVP, VP) positions held by women and men	%	39/61	44/56
	S4.4 People leaders (Managers) positions held by women and men	%	46/54	40/60
	S5. Temporary Worker Ratio			
	S5.1 Total enterprise headcount held by part-time employees	%	2.0	0.8
	S5.2 Total contingent workers	%	6.3	3.7*
	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	0.7	0.9
	S8. Global Health & Safety			
	Does your company follow an occupational health and/or global health & safety policy?	Yes/No	Yes	Yes
Corporate governance indicators	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
	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	%	80	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)	%	74	95
	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?	%	93	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	Yes	Yes
	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

* Restated figure due to better data availability