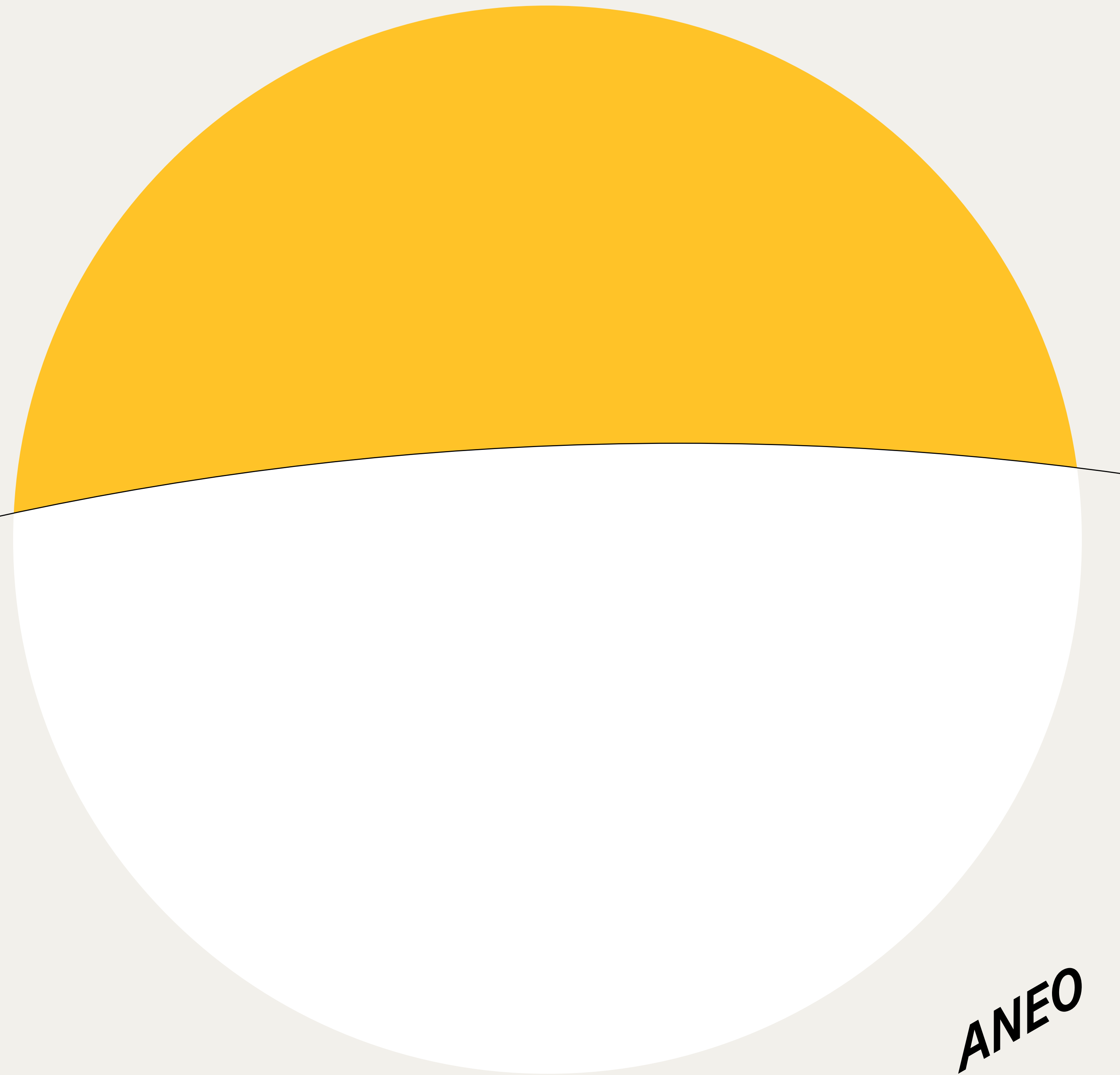


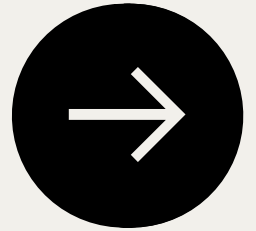
*Sustainability
Report
2023*



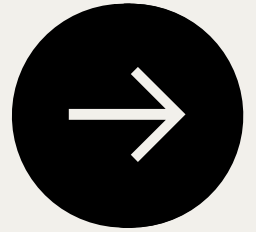
ANEO

Content

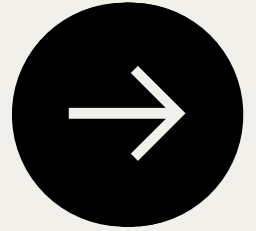
01 Sustainability at Aneo



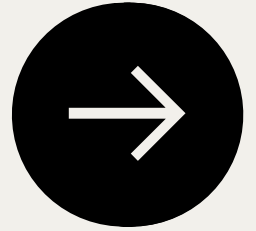
02 Climate and Environment



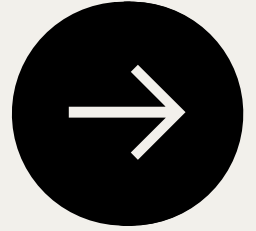
03 Social Considerations



04 Governance



05 GRI Content Index



The Time to Act is Now

It is my expectation that all employees at Aneo consider sustainability in all decisions and activities, ensuring a balance between meeting current energy transition needs and profitability without diminishing the opportunities for future generations. 2023 marked Aneo's first full year of operation, building upon the strong industrial tradition of our parent group, TrønderEnergi. Leveraging 70 years of expertise in power infrastructure development and supported by private equity funding, Aneo is well-equipped to drive the necessary energy transition in Norway and the Nordic region, aligned with the goals of the Paris Climate Agreement.

I take pride in our commitment to sustainability and commend our dedicated staff for their efforts in reducing greenhouse gas emissions and minimizing our operational footprint. Gratitude is also extended to our owners – 19 municipalities in Trøndelag, HitecVision, and KLP – for their unwavering support.

In pursuit of our goals, we collaborate with NGOs, government bodies, and politicians transparently and without any fiscal or in-kind support to government employees, political parties or their representatives or staff. Compliance with existing laws is non-negotiable, but we set higher standards where

regulations fall short, prioritizing transparency and continuous improvement in our assessments.

Looking ahead, integrating sustainability into our core business is paramount. Tomorrow's leaders will be those who pioneer the development and utilization of technology and services for a more sustainable global society, prioritizing the well-being of employees, nature, and local communities. While tax policies and regulatory frameworks may evolve to emphasize sustainability, other factors such as funding, talent, and customer accessibility will equally influence profitability. Transparent reporting is essential to provide valid information on sustainability practices. Therefore, Aneo has committed to publishing this sustainability report in reference to the Global Reporting Initiative Standards (GRI), with ongoing efforts to enhance transparency, quality and accessibility.

In pursuit of our goals, we collaborate with NGOs, government bodies, and politicians transparently and without any fiscal or in-kind support to government employees, political parties or their representatives or staff. Compliance with existing laws is non-negotiable, but we set higher standards where regulations fall short, prioritizing transparency and

continuous improvement in our assessments.

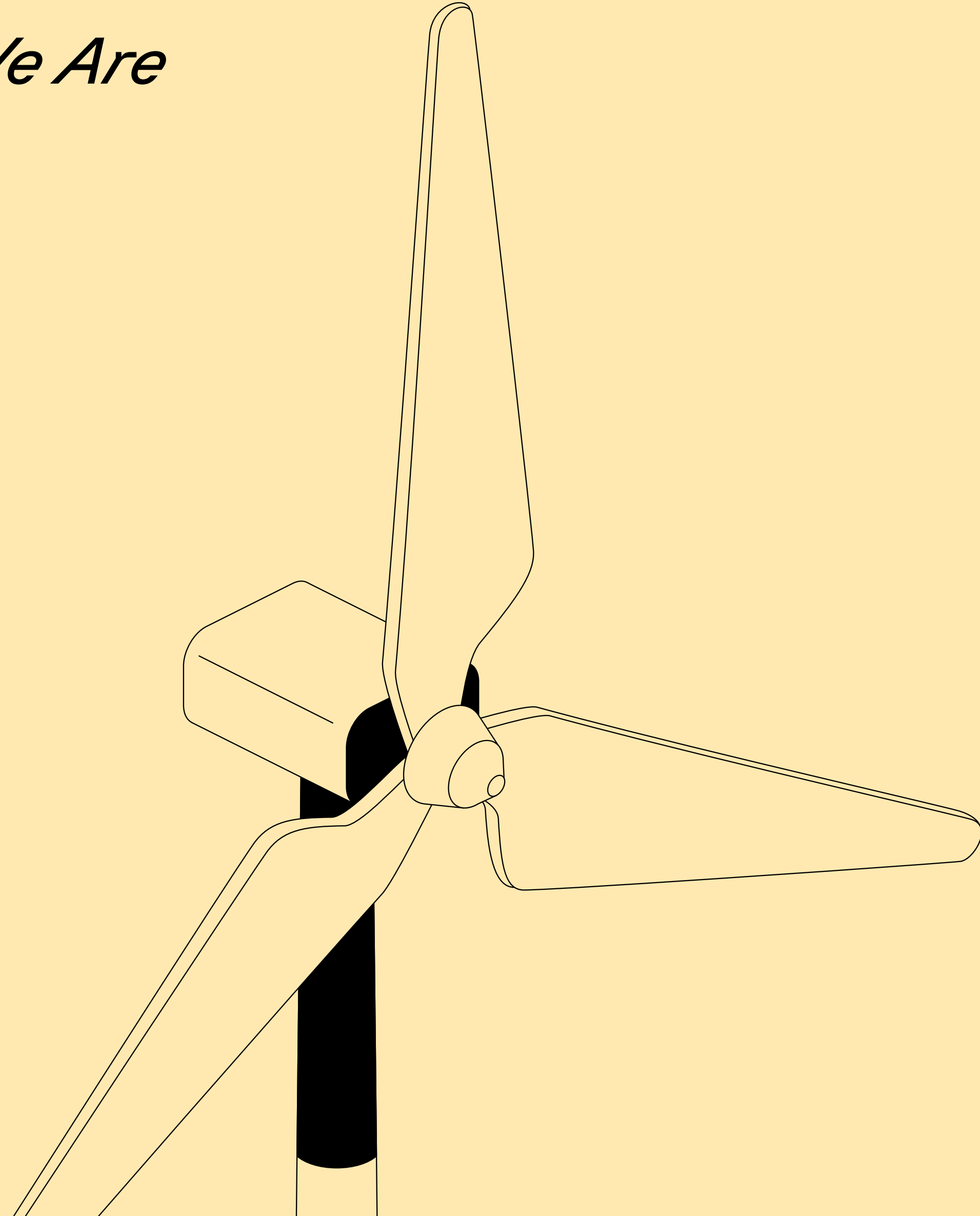
Moving forward, key priorities include optimizing asset utilization to enhance value creation and support sustainable economies in the Nordic region, promoting energy efficiency through electrification of fossil fuel consumption, expanding our renewable power production portfolio, minimizing our environmental footprint, and ensuring social sustainability throughout our operations and value chains.

Ultimately, our core activity of driving the energy transition does not automatically confer sustainability. I will continue to support Aneo employees in maximizing our contributions to energy transition and social welfare while minimizing adverse impacts on nature, indigenous communities, and the climate. Embracing the UN Sustainable Development Goals as our guiding principles, I believe that collective efforts from employees, suppliers, customers, and peers can significantly advance sustainability in the years ahead. The time to act is now. I remain committed to expecting and encouraging greater efforts from all stakeholders.



Gunnar Hovland, CEO

Who We Are



Aneo is a leading Nordic energy corporation dedicated to producing clean, renewable energy and delivering an array of customer services in line with our commitment to contributing to the green energy transition.

Aneo is a major player in the Norwegian wind power industry throughout the value chain, from developing, construction, operations, ownership and Energy Management. Aneo also holds positions in electrification, energy efficiency solutions for industry, hydro power and solar power.

Our commitment stresses the importance of responding to the guidance provided by authoritative bodies like the Intergovernmental Panel on Climate Change (IPCC) and the Intergovernmental Platform on Biodiversity and Ecosystem Services (IPBES), which assert that the nature crisis poses an equally significant challenge for the global community as the climate crisis. Despite being a renewable energy corporation, we do not automatically consider ourselves sustainable. We set higher expectations for ourselves, striving for ongoing enhancement and accountability in our commitment to environmental responsibility.

Consequently, we include sustainability perspectives in all our behavior. This means striking a delicate balance between meeting present needs without compromising the ability of future generations to meet their own. Furthermore, it entails conscientiously evaluating the environmental, social, and economic ramifications of our actions, ensuring that our endeavors contribute to a sustainable society without imposing unacceptable burdens on the climate or nature, now or for those who come after us.

While we rigorously comply with current regulations, we set ourselves to higher standards in areas where current regulatory frameworks may be insufficient. As a result, we prioritize transparency, openly sharing our assessments, and actively seeking new insights to enhance our understanding of the impacts of our operations.

Group Profile



Production¹

1.39 TWh



Wind farms 11

1 037 GWh



Hydropower plants 17

336 GWh

Emissions

1 065.8 tCO₂e

Emissions avoided²

64 049 tCO₂e

Health and safety³

0 incidents

Employees⁴

332

Chargers installed

6 692

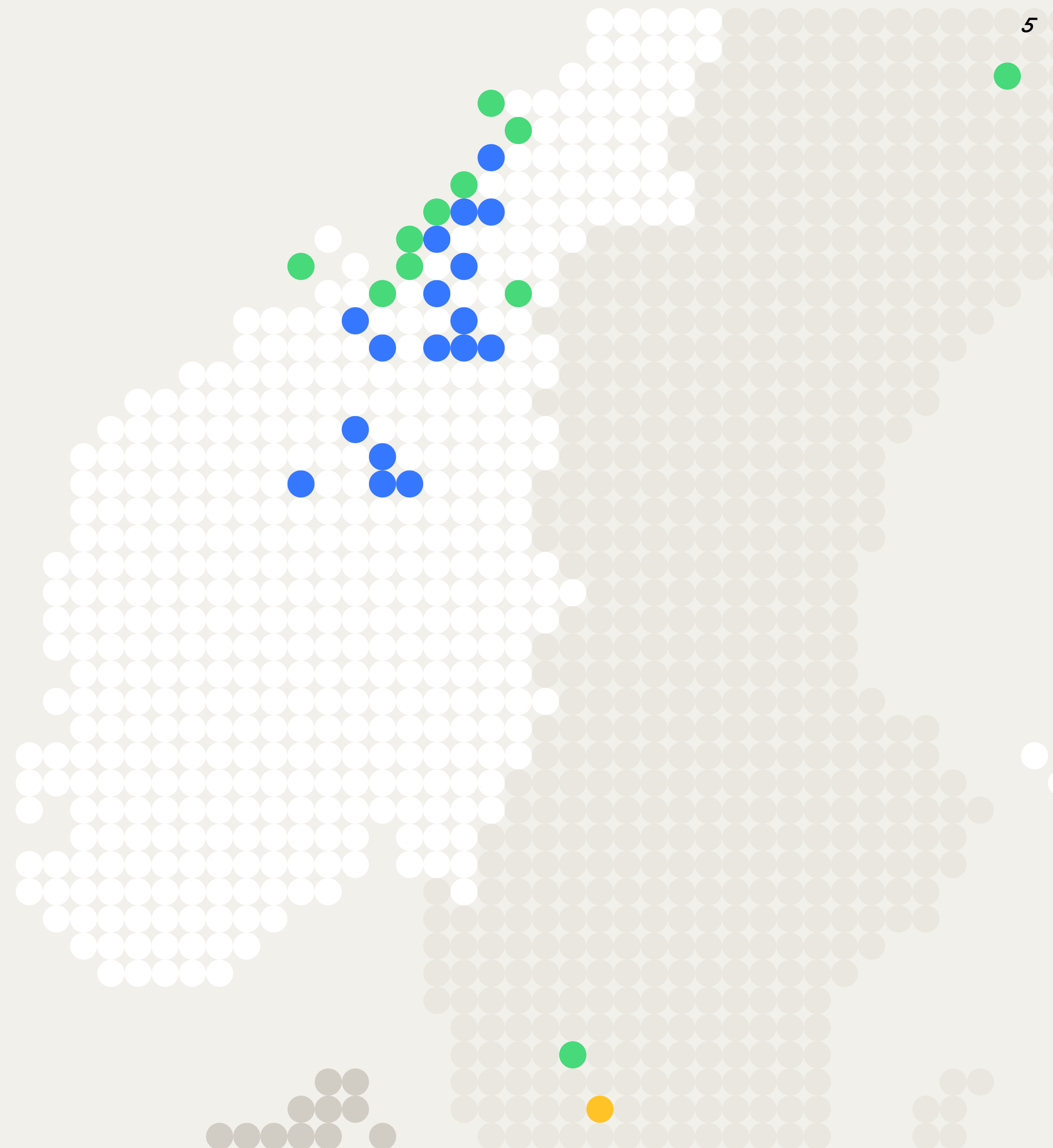


¹ Group shares: Fosen Vind 7.9%, Roan Vind 30.6%, Midgard 30%, Grimsås 100%, Brännliden 100%, TrønderEnergi Kraft 18.98%

² Avoided baseline emissions from wind power and hydropower

³ Work-related injuries and work-related ill health

⁴ This number includes the Group's employees from all locations who are under permanent contracts, including trainees



Group Profile



Aneo Renewables

Wind and solar power production and maintenance



Hydropower

Hydropower production and maintenance



Energy Management

Delivery of energy management services to own renewable production and third parties



Aneo Mobility

Offers charging-as-a-service to housing associations and business customers



Aneo Build

Deliver and manage charging containers for electrification of construction sites



Aneo Retail

Deliver and manage sustainable energy infrastructure to grocery stores



Aneo Industry

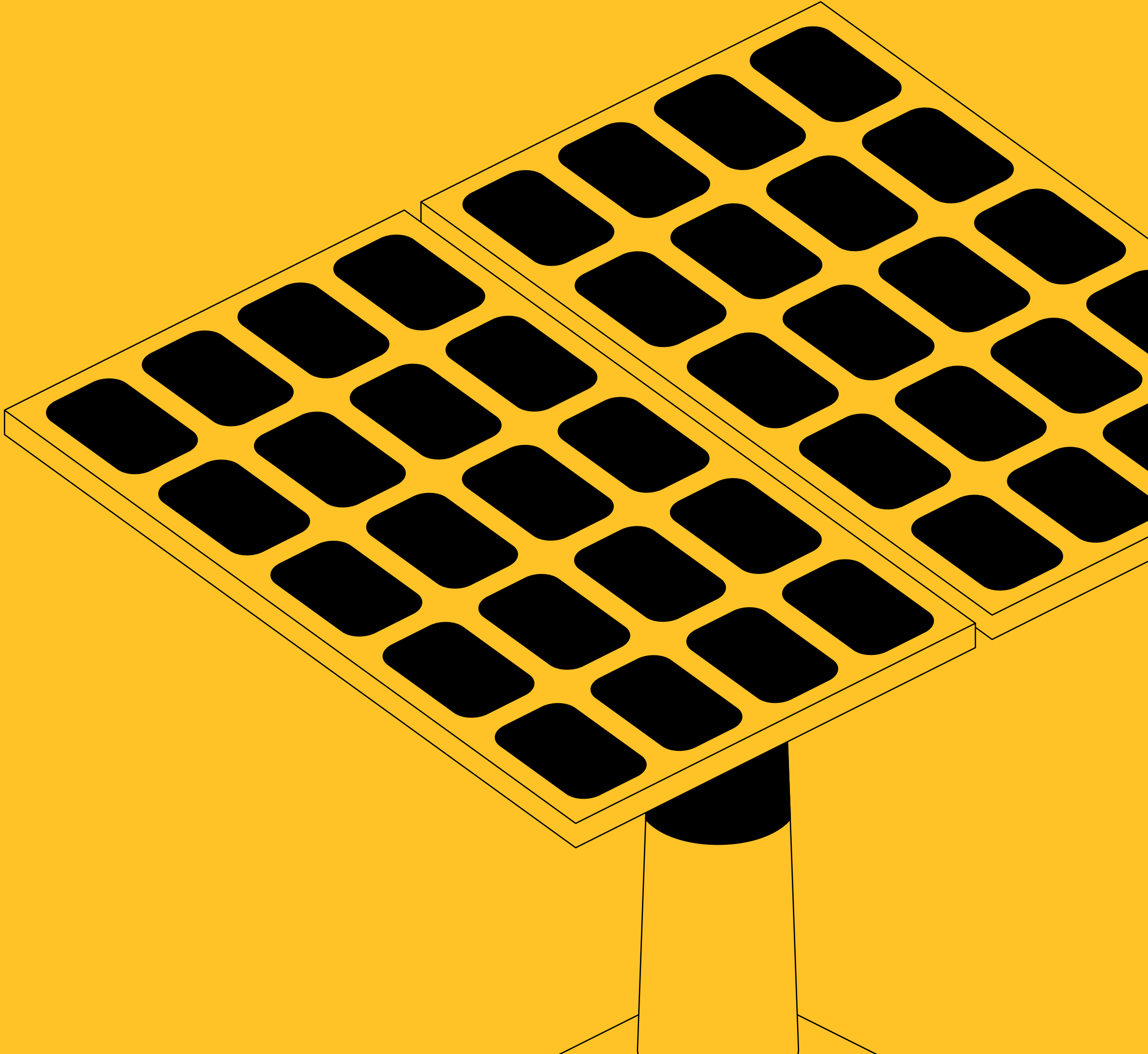
Energy effectivization and zero-emission to process industries

01 Sustainability at Aneo

The Challenge We Face 

How We Approach the Challenge 

Our Prioritizations 



The Challenge We Face

While global awareness of the Climate Crisis has been ongoing since the late 1980s, the severity of its consequences has spared much of the world's population until recently. In 2023, however, we witnessed a significant increase in climate disasters globally. Particularly vulnerable are those in developing countries, though the financial toll is increasingly felt even in post-industrial nations like Norway. For instance, Norway faced substantial damage from extreme weather events like "Hans," costing an estimated 1.6 billion NOK and for Aneo, hindering progress for our solar power plant project "Henja" in Sweden.

In Europe, the war between Russia and Ukraine persisted, leading to a reduction in fossil fuel exports from Russia to European markets. In response, the EU has sought to bolster renewable energy production and increase capacity for importing liquified natural gas. However, Norway experienced a decline in investments in renewable energy infrastructure during this period.

The COP28 conference held in Dubai towards the end of 2023 underscored the slow pace of global efforts to combat climate change, particularly in reducing emissions and enhancing resilience. Nevertheless, Europe, and the European Union in particular, remains at the forefront of the energy transition aligned with the Paris Agreement goals.

Simultaneously, nature faces severe threats, not solely from climate change but also from human activity. The UN Environment Program meeting in Montreal highlighted the alarming rate of species extinction, habitat loss, and the risk of flooding for millions due to coastal degradation.

Addressing both the Nature and Climate crises requires a monumental shift away from fossil fuels toward increased energy efficiency, electrification, and renewable energy adoption worldwide. Aneo's strategy aligns with this imperative, prioritizing a just, efficient, and profitable energy transition in the Nordic countries while striving to minimize negative impacts and maximize positive outcomes across all UNSD goals.



How We Approach the Challenge

Our commitment to sustainability is deeply ingrained in our group's daily operations. Our quality system, named "Vi leverer bærekraftig" (We deliver sustainably), and our overarching Sustainability Policy underscore our dedication to contributing to Norway's Sustainable Development Goals (SDGs) by 2030, achieving climate neutrality by 2040, and leading in sustainability within our industry.

This commitment is woven into our governance principles, reflected in our code of conduct and policies, and integrated into our relationships with suppliers and partners. In 2023, we committed to the UN Global Compact, pledging to fulfill our fundamental responsibilities and uphold its ten principles concerning human rights, labor rights, environmental sustainability, and anti-corruption.

The Board of Aneo reviews, monitors, and discusses safety, security, and sustainability matters. These discussions are held during regular board meetings, either as part of broader strategy and investment discussions or as standalone topics when necessary.

The CEO holds ultimate responsibility for the day-to-day sustainability actions of Aneo. The CEO of Aneo has allocated the responsibility of supervising work with sustainability issues to EVP Technology and Development. Also, a Sustainability Committee led by the manager of sustainability is established to supervise the company's sustainability performance and discuss relevant sustainability topics, issues and risks.

Our commitment to sustainability is woven into our governance principles, reflected in our code of conduct and policies, and integrated into our relationships with suppliers and partners.

The management of sustainability-related risks, including those related to climate change, is embedded in our enterprise risk management process, with regular reporting to the Board.

Furthermore, all employees play a crucial role in executing our sustainability ambitions and managing relevant sustainability risks daily.

We strive for transparency

Sustainability encompasses various environmental, social, and economic considerations – requiring a systematic approach to align with our stated ambitions. To achieve the desired level of organization and transparency, we adhere to relevant reporting standards.

Our sustainability reporting is primarily based on the Global Reporting Initiative (GRI) framework, serving as the cornerstone of our transparency efforts. However, the complete narrative of our sustainability journey is conveyed through a combination of reports. These reports collectively provide a comprehensive overview of our efforts and can be easily accessed through our GRI Index.

How We Approach the Challenge

Detailed information about our sustainability initiatives is provided here, with additional disclosures available in the appendix of this report.

Sustainability Report 2023

The report is in reference to GRI and discloses impacts according to the three dimensions of sustainability. We prioritized topic disclosures through a double materiality analysis. See the GRI Content Index for easy access to all disclosed information. The use of GRI ensure transparency, comparability, and credibility of our sustainability reporting.

[Continue reading](#)

Annual Financial Report 2023

The annual group report on group activities throughout the preceding year, with a focus on the financial aspects of our organization.

[Read the report ↗](#)

Climate Accounting 2023

We calculate the greenhouse gas emissions from our activities and disclose these annually. We use CEMAsys' accounting system which is based on the international standard The Greenhouse Gas Protocol and the ISO 14064-1 standard. We strive to use physical data for all GHG disclosures and include all three scopes in our reporting.

[Read the report ↗](#)

Climate-related risk disclosures Report 2023

Our ambition is to be a driving force for green transition with our renewable energy production and energy management services. Financial markets demand urgent information regarding impacts of climate change. Considering the uncertainties and challenges, we take this seriously and assessed our climate-related risks and opportunities in 2022 and have disclosed our findings in a report based on the TCFD guidelines. Each year we include new facilities and assess their climate risks accordingly. Every other year we update our methodology and data used in this assessment.

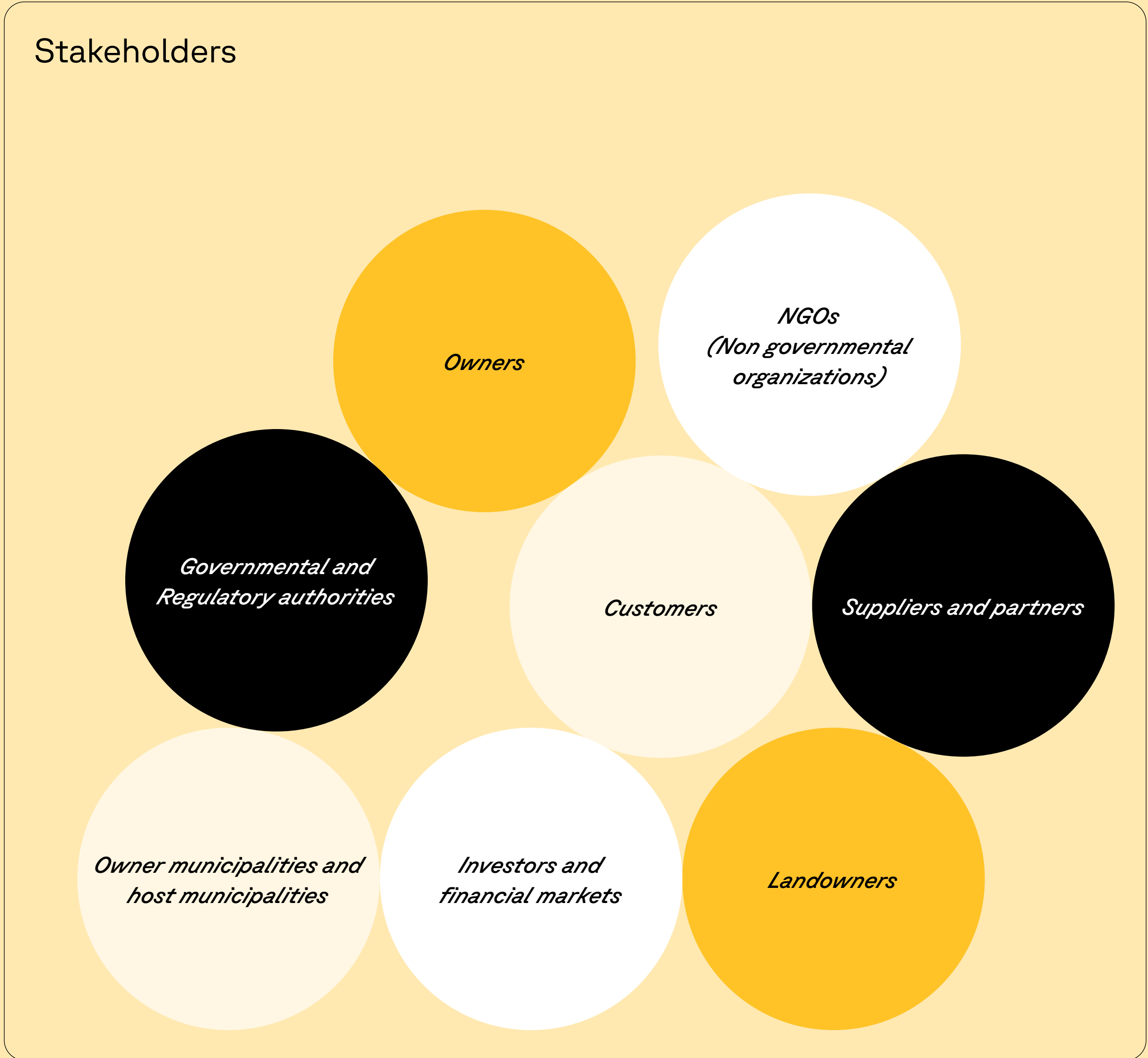
[Read the report ↗](#)

Our Prioritizations

Achieving true sustainability requires collective action over individual efforts. Recognizing this, we prioritize our reporting and efforts to address key challenges. Through a materiality process, we assess our actual and potential impacts, incorporating perspectives from our most relevant stakeholders.

Our Sustainability Reporting process begins with identifying our environmental, social, and economic impacts and updating material topics annually.

This process, guided by GRI materiality assessment guidelines and the double materiality principle, involves identifying topics of significant concern to our stakeholders and aligning them with relevant GRI standards. The figure below highlights our main stakeholders.



Our Contribution to Global Sustainable Development Goals

Following our double materiality assessment, we prioritize the following SDGs in our sustainability work. While these goals are not currently integral to our business operations and strategy, they serve as sources of inspiration for future utilization.

Climate and Environment

- 07 AFFORDABLE AND CLEAN ENERGY** By producing clean energy and delivering energy-efficiency solutions, we contribute to solving the world's clean energy needs.
- 13 CLIMATE ACTION** Our services and products enable other actors to minimize their impact on the climate.
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION** Our influence on the supplier value chains contributes to the demand for responsible consumption and production.
- 15 LIFE ON LAND** Our activities affect nature and involve with significant resource use; therefore, we recognize our responsibility for Life on land, and our own responsibility for consumption and production.

Society

- 05 GENDER EQUALITY** We actively work to ensure diversity in our operations, and we shall never discriminate against anyone on the basis of gender, sexual orientation and gender identity, religious, ethnic or cultural background, political views, functional level or age. This is described in Aneo's code of ethics and guidelines for sustainability.
- 08 DECENT WORK AND ECONOMIC GROWTH** Our occupational health and safety policy and HR policy, including salary policy, contribute to a good and safe working environment for employees and gives the opportunity for self-improvement.

Economy and Governance

- 09 INDUSTRY INNOVATION AND INFRASTRUCTION** By utilizing our experience from all parts of the energy sector and our downstream activities we conduct research and development efforts that are aligned with a green energy transition.
- 08 DECENT WORK AND ECONOMIC GROWTH** A fundamental part of our business strategy is to allocate financial resources to sustainable activities. We set concrete targets and measures to ensure the group's growth and competitiveness do not increase the pressure on planetary boundaries and secure societal values.

02 Climate and Environment

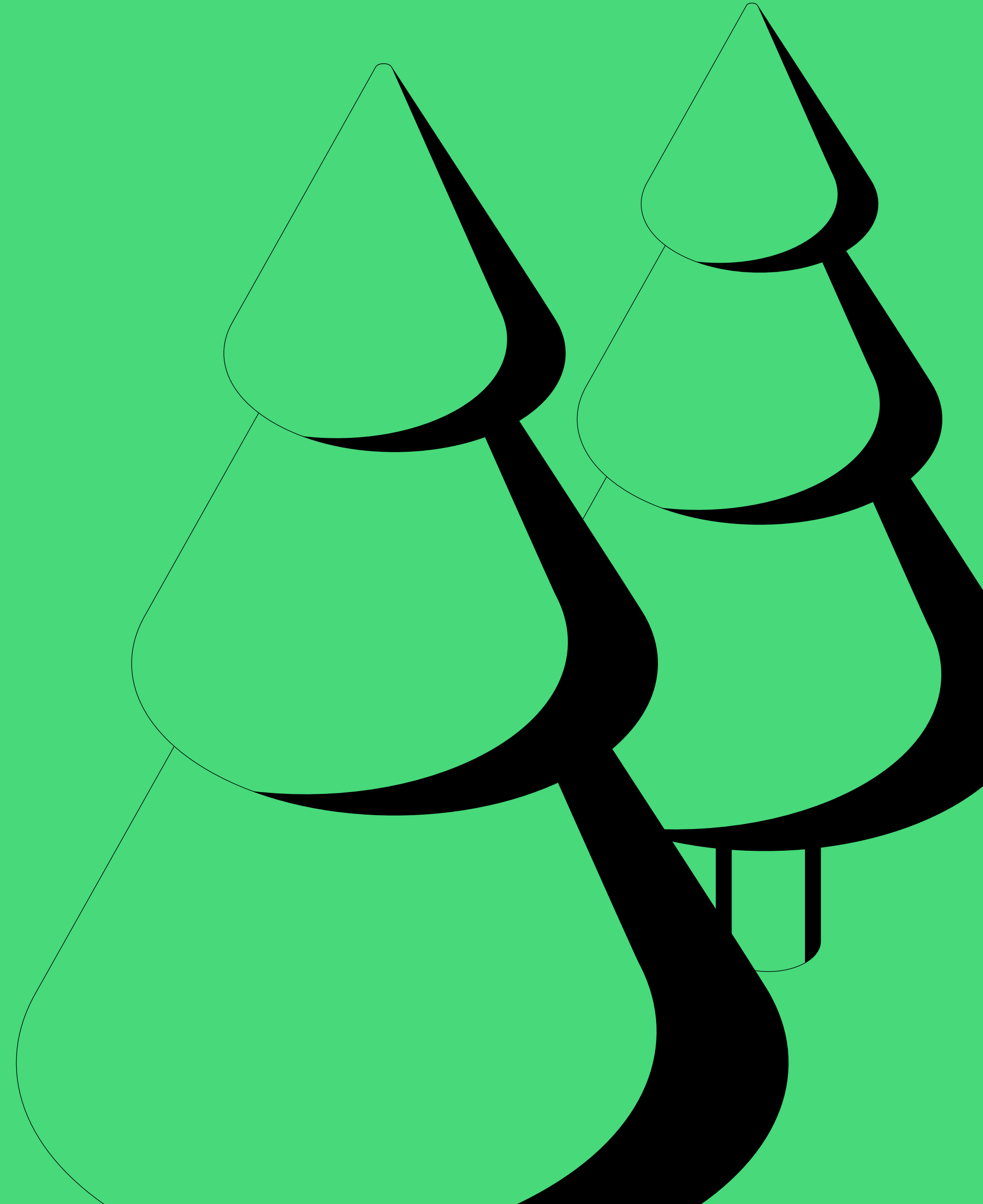
Energy and Climate



Nature and Resource Consumption



Sustainable Value Chain



Energy and Climate

Our impacts

Products and services contribute to the green energy transition

Actual and potential negative impacts arising from direct and indirect emissions across the value chain

Our policies, commitments and targets

HSE policy and HSE handbook

Climate naturality by 2040

How we measure our progress

Climate-related risk assessments

Climate Accounting

Risks

Climate-related risks, including increased frequency of extreme weather and unpredictable weather pattern.

Increased competition in the energy market

Opportunities

Increased demand for renewable energy and energy-related saving services.

Reduction of the group's greenhouse gas emission

Energy and Climate

Production and services

Aneo works to increase the supply of clean, renewable energy and reduce consumption through efficiency measures. Our renewable energy production is based on wind power and solar power plants. In addition, we own shares in hydropower production. Our downstream segment offers energy efficiency solutions, such as optimized cooling in retail and batteries to achieve emission-free construction sites.

Our entire production and service value chain is committed to advancing sustainable practices and promoting the green transition. As we approach the deadlines for our ambitious goals, we have launched new projects and made investments both in Norway and abroad. Our downstream companies have also increased their presence in the Nordics and opened new offices in the region.

We established an office with its employees in Stockholm and have ambitions for further growth in Sweden in areas such as electric car charging, emission-free construction sites and energy efficiency in grocery stores and industry. There are already 43 Swedish supermarkets where our subsidiary Aneo Retail contributes with energy efficiency services. Aneo also owns 36.5 percent of listed Scandinavian Biogas and 23 percent in Sunna Group (solar power), headquartered in Åre.

While our group's primary focus remains on mitigating our direct and indirect emissions, we also emphasize the value of our products and services by estimating the emissions avoided¹ through their utilization. The most significant portion of these savings originates from our primary production sites, wind parks, which account for 48 374 tCO_{2e}. Furthermore, our equity share in hydropower contributes an estimated 15 674 tonnes of savings. Downstream group activities contribute approximately 15 tonnes more.

Emissions and climate accounting

Climate accounting is a key tool for assessing climate footprint, tracking the development over time, and informing decision-making. Since 2019, we worked incrementally on improving our data quality. Aneo Group is growing across borders, which makes the data requirements challenging for our accounting system. In 2023 we continued using CEMAsys' GHG accounting system and continued focusing on physical data. Together with the procurement department, we are working on spend-based emissions and how to integrate this information into our projects and climate accounting. We aim to further increase the accuracy and reliability of our emission data. This will then improve our ability to implement measures to reduce those emissions. Read more in our Climate Accounting Report 2023.

We established our sustainability policy in 2022, setting specific targets that formed the basis of the

sustainability action plan. The action plan content is delegated to the relevant directors and progress is monitored in the quarterly business review. One of the target areas in the action plan is our emissions. We have KPIs that measure our emission development. We have decided to use tCO_{2e} per employee as the main KPI, as we have an array of services in our portfolio.

Lighthouse project: Dam Håen

In recent years, Aneo, together with TrønderEnergi, have focused on exploring innovative methods to reduce the group's climate impact, particularly in hydropower production where Aneo holds a 20 percent ownership stake. One area of emphasis has been on construction activities, especially the rehabilitation of dams.

The Dam Håen project, which was designated a lighthouse initiative in 2023, exemplifies this focus. Its primary objectives include reducing emissions and gathering insights for future projects.

The rehabilitation of Dam Håen was initiated by regulatory authorities according to the Dam Safety Regulations, which classify the dam under the strictest category. In response, our project engineers proposed and received approval for a new approach that reduces the use of concrete by over 50 percent compared to a standard solution. Furthermore, we will utilize low-carbon concrete, resulting in

significant reductions in CO₂ emissions from the concrete application, with savings ranging from 36 to 47 percent.

Our objectives and further work

Within our overall targets for sustainability, the following are defined for energy use and climate area:

Reduce our tCO_{2e}/employee by a further 10 %.

Find one or two additional lighthouse sustainability projects, challenging ourselves for a reduced footprint of our projects.

Enhance climate accounting reporting through automated data collection processes.

Implement data requirements for new suppliers to enhance integration into our climate accounting system, thereby setting targets to reduce our overall climate footprint across the value chain.

Prepare for CSRD and ESRS reporting which is due from Jan 1st 2025

¹ The avoided emissions mentioned here are results from the model developed by CEMA-sys. For methodological questions please contact their customer services.

SOLAR PV PROJECTS ESTABLISHED IN 2023

Agri-PV Project Skjetlein

Norway's first vertical Agri-PV park is now in operation. The project has received approval for a 10-year temporary plant. The “Skjetlein Soldelingspark” is a key component of the research project in Trøndelag, a collaborative effort involving SINTEF, NTNU, Aneo, Skjetlein High School, Mære Agricultural School, Grønt Hjerte, Steinkjer Municipality, Trondheim Municipality, and the Regional Research Fund Trøndelag.

During this period, the facility will be used for research on energy output, crop yields, microclimate and agricultural practices. These findings will then inform our understanding of combining agriculture and solar power production.



Agri-PV is a win-win solution that can create added value from an agricultural area, maintain agricultural production, and provide an extra income for the farmer.

Gaute Riise Engen, Project Manager



SOLAR PV PROJECTS ESTABLISHED IN 2023

Henja Solar Park

Henja Solar Park (15MWp) is Sweden's first large-scale solar park on forestland and Sweden's seventh largest solar park. Located outside of Gislaved, the solar park has been developed and built in collaboration with Swedish developer Sunna Group, in which Aneo became a shareholder in September 2022.

The Swedish project developer, Sunna Group, is particularly focusing on optimizing land use through solar power applications. This project has been developed on a 30-hectare site of partially fire-damaged forest land.



At Aneo, we are working purposefully to achieve the gentlest possible development of new projects. In Henja, natural revegetation will be followed in the years to come, which will provide useful knowledge for the further development of solar power. In addition, the solar cells are mounted without fencing, which makes the solar park open for wildlife and locals.

Kari Skeidsvoll Moe, Executive Vice President



Facts

15.5 MWp installed capacity

Approx. 23 000 panels

15 GWh estimated annual production.

Approx. 3000 households' consumption

WIND PARKS ACQUIRED IN 2023

New wind parks in Sweden

In early 2023, Aneo expanded its presence in the new energy production sector beyond Norway by acquiring additional interests in wind power. This acquisition resulted in nearly a 30 % increase in Aneo's ownership of wind power production and marked a pivotal step towards establishing the group as a key player in Sweden's wind power industry.

The Grimsås wind farm is situated in the Tranemo municipality of Västergötland in southern Sweden, while the Brännliden wind farm is located near Storträsk in Skellefteå, northern Sweden. Combined, these two wind farms feature a total of 23 wind turbines. With this investment in Sweden, Aneo now owns and operates 16 wind farms and a total of 431 wind turbines.



Grimsås wind farm

47 MW installed power

13 turbines

Turbine type Siemens (SG 3.6-130)

140 GWh estimated annual production



Brännliden wind farm

42 MW installed power

10 turbines

Turbine type Vestas (V136-4.2 MW)

145 GWh estimated annual production

Nature and Resource Consumption

Our impacts

Potential short-, medium-, and long-term impacts on nature through land use, oil spills, sound and light pollution.

Potential negative impact of bird collisions

Our policies, commitments and targets

HSE policy and HSE handbook

Land-use guidelines

Mitigation hierarchy principle

How we measure our progress

Risk assessments and risk management system

Waste management and reporting

Regular internal inspections

Stakeholder involvement: Dialogue with stakeholders (municipalities, authorities, local organizations)

Risks

Wind power restrictions from the law and authorities - Changes in regulations and violating rules

Destructive nature intervention related to land use and oil spills.

Linear approach to waste management

Opportunities

Good involvement of stakeholders and expertise environments during development and production.

Facilitate R&D projects to reduce the group's impacts on nature

Circular economy measures to reduce waste-related impacts

Protection of reputation and value

Opportunities for biodiversity and ecosystem

Nature and Resource Consumption

Our production and impact

The primary impact sources on nature include wind power facilities, solar projects and hydropower (through shares in TrønderEnergi's production). These activities directly impact nature and biodiversity through land use, construction, operational disturbances and water flow alterations. Additionally, our value chain indirectly contributes to these changes.

We are aware of our impacts and actively work to minimize them. Our approach is guided by internal policies, as well as relevant laws, licenses, and regulations. For instance, in hydropower production, we have an energy management policy aligned with our sustainability goals. We also follow internal guidelines for discharge in specific areas, developed through stakeholder dialogues spanning decades. These measures ensure that we maintain a satisfactory minimum standard regarding our impact on biodiversity across all our activities. Read the sustainability report from TrønderEnergi for more information about the hydropower facilities.

Chemical spills

We are committed to our Zero incidents Target and Vision concerning environmental incidents.

Recognizing the significant volume of various chemicals contained within wind turbines, we acknowledge emissions as a critical risk area necessitating meticulous follow-up. To minimize the impact of potential leaks, we've identified turbines situated in vulnerable surroundings for intensified monitoring. Our proactive campaign aims to heighten vigilance in early leak detection, facilitating swift intervention before chemicals reach the external environment.

Through our Innovation Program, we started a project in 2023 for the early detection and prevention of oil spills in wind turbines. Detecting spills promptly is vital to minimize environmental harm and operational disruptions. By using a cable that detects oil leaks early, turbines can avoid lengthy cleaning periods of up to 8 days. In an early test phase, these detection cables were installed in four turbines, providing SMS alerts and enabling cleanup efforts to be completed in just half a day. This method saves 6.5 days of work and prevents production loss. This approach also enables the detection of smaller spills. Overall, preventing oil spills holds significant promise for saving costs and time, while also mitigating environmental impacts and saving CO2 emissions.

AVOID significant adverse effects

MITIGATE/REDUCE significant adverse effects that cannot be avoided

REHABILITATE OR RESTORE significant adverse effects that cannot be avoided

COMPENSATE significant adverse effects that cannot be avoided, limited or rehabilitated

Guidelines for land use

In 2023 we have established guidelines for conducting assessments of climate and environmental impacts associated with land use in development projects. These guidelines are designed to ensure a consistent procedure and structured documentation for such

evaluations. Rooted in the mitigation hierarchy, these guidelines uphold the overarching principle of maximizing energy production per unit of affected area. These are designed to be upgraded and updated as map tools and relevant regulations and guidelines are changed.

Nature and Resource Consumption

Waste management

In waste management, our primary goal is to minimize waste by prioritizing reuse and avoiding it whenever feasible. Nevertheless, waste remains an inevitable aspect of our value chain, stemming from both upstream and downstream activities. The majority of direct waste originates from the operation and maintenance of our wind power facilities and buildings. We manage and collect waste in compliance with regulations and guidelines at our facilities. Almost all waste generated within our facilities undergoes either recycling or incineration for energy recovery. The disposal process for these wastes is coordinated with our supplier, Retura, which plays a crucial role in managing our value chain impacts.

This year, in response to the UN's World Environment Day theme of solutions to plastic pollution, we took proactive steps within our organization. To increase awareness of the issue, we initiated a clean-up day centered around our offices in Trondheim and Oslo. The idea was sparked by employees at the Oslo office.

While the immediate impact of this initiative targets a neighborhood clean-up and increases awareness, our broader focus remains on significantly reducing plastic consumption throughout our entire value chain.

Our objectives and further work

We aim to produce and manage renewable energy with the least possible impact on nature. Moving forward, our goal is to develop KPIs to monitor and thereby increase our activities' degree of sustainability. Development and follow-up of such KPIs will help us ensure that we look after nature in the best possible way.

We have identified measures to help us achieve our goals, which include:

All new development projects must have at least one impact target within the climate and environment dimension.

Minimize the land-use impact by setting targets for our development projects, such as MW effect/production per area occupied/used.

Prioritize land use towards land with low carbon sequestration potential and assess emission savings.

Reduce oil spills and set effective measures.

Ensure a high degree of waste sorting and recycling/recovery rate.

Reduce plastic consumption.

Increase the degree of reuse, e.g. repair versus replacement of components.

Yearly Waste Generation profile in tons*

	Total waste	Recycled	Disposed	Waste per employee	Tonn waste per TWh produced
2023	109.51	44 %	56 %	0.3	99
2022	116.53	30 %	70 %	0.4	91
2021	57.6	39 %	61 %	0.2	55

*Excluding activities in Sweden due to lack of sufficient data

Sustainable Value Chain

Our impacts

Potential indirect impact on emissions, environment, human and labor rights.

Positive impact through our procurement and due diligence processes.

Positive impact through sustainable marketing strategies affecting consumer behavior and environmental consciousness.

Our policies, commitments and targets

Code of conduct/Ethical guidelines ↗

OECD Guidelines for Multinational Enterprises, ISO 9001, ISO 31000, Norwegian Transparency Act

How we measure our progress

Due diligence

Risk assessments

Risks

Injuries to employees and/or hired personnel

Violation of work and human rights in the value chain

High climate and environmental impact from the product, service and supplier choices

Opportunities

Driving green innovation via collaborative efforts with suppliers

Skills development across the value chain

Transformation of our own businesses by, and towards, embracing greener practices

Sustainable Value Chain

Procurement activities

Our Greenhouse Gas (GHG) accounts have revealed the impact of emissions across our value chain, underscoring the critical role of our procurement practices in achieving our carbon emission mitigation goals. However, sustainable value chains extend beyond carbon emissions alone. Therefore, we remain committed to addressing all dimensions of sustainability and engaging in ongoing dialogues with our suppliers.

This dialogue involves communicating clear expectations and demands in negotiations, including those in contracts, and conducting status checks during contract periods. We emphasize not only environmental aspects but also health, safety, human and labor rights. Our approach is to make appropriate demands to our suppliers while also securing the price and quality of our products and services.

We seek suppliers who are aware of their products' sustainability profile and who have ambitious goals and corresponding sustainability activities within all three dimensions of sustainability. We consider the overall impact of the supplier option when choosing and prioritizing the most sustainable option.

Solar industry

Since the report "In broad daylight" was published in 2021 by the Centre for International Justice, there has been a spotlight on the solar industry and forced labour.

As a player in the solar industry, we are committed to acting with due care in our business activities. The following are our prioritized measures thus far on the issue of forced labour in the solar industry:

COOPERATION WITH OTHER INDUSTRY PLAYERS Together with the industry and the Norwegian Solar Energy Cluster, we are actively working to establish the most sustainable supply chain possible.

REQUIREMENTS We set ethical requirements in our purchasing practices and in relation to our suppliers and communicate our expectations for their values and actions.

DUE DILIGENCE We conduct due diligence assessments to identify, prioritize and implement the right measures.

Due diligence

Accountability for acting with due diligence is rooted in our Code of Ethics and decided by the Board. We have a process in accordance with the OECD Guidelines for Multinational Enterprises. This includes clearer evaluations of human rights, work conditions, corruption, nature, and climate when assessing projects, investment opportunities and potential partnerships. You can read more on our website about how we work systematically with due diligence and due diligence assessments based on our ethical regulations.

Marketing and communications

Another focus area within our goal of creating a sustainable value chain is how we manage the information shared with our customers and other stakeholders through marketing and communication activities. We prioritize transparently sharing our direct and indirect impacts related to our products and services. Our publicly accessible reports and supporting documents provide information on environmental, social, and governance matters, empowering customers to make informed choices.

In 2023, we executed marketing campaigns on social media and within our offices to promote diversity and inclusion, particularly during Pride Month and International Women's Day. Additionally, we marked World Environment Day by participating in trash clean-up initiatives, and we took the initiative to eliminate parking lots from select locations to encourage the use of public transportation. Moreover, all our physical marketing activities were supplemented with digital and reusable printed materials throughout the year.

Our objectives and further work

Our marketing strategy centers around promoting sustainability and actively contributing to it. This year, our marketing team has set their focus areas regarding sustainability;

Motivate employees to take action for environmental awareness.

Reduce impacts of marketing activities by transitioning from traditional printed materials to digital formats wherever possible.

Focus on maximizing the efficiency of existing assets.

Approach to advertising content with diligence, ensuring it aligns with our sustainability goals and focuses on diversity and inclusion.

Our procurement activities aim to develop better KPIs that focus on our strategic sustainability goals. Key areas include ESG-criteria, and we prioritize:

ENVIRONMENTAL Using life-cycle data for products and services, including EPDs and LCAs. We aim to have a closer dialogue with our most important suppliers to address Scope 3 emissions effectively.

SOCIAL Demanding decent working conditions from suppliers, aiming for zero work-related accidents. This means that we are looking for partners and suppliers who meet our strict requirements for employee rights, and who are willing to work closely with us to achieve our zero vision for work-related accidents.

GOVERNANCE We aim to offer cost-effective services while still fulfilling the abovementioned ambitions.

Cafeteria Renovation at our Head-Office in Trondheim

During the fall of 2023, the cafeteria at our headquarters in Trondheim went through a renovation. As part of the renovation project, we aimed to both recycle and upcycle furniture and materials and donated what we no longer could use.

We invested in new furniture with environmental certification, and old pieces were donated to various associations and sports clubs. We also painted old furniture in place of buying new ones and redistributed sofas from the cafeteria to office areas. All old curtains were donated to Solbakken Kindergarten, both to use as curtains and for the children to cut out and make various items from.

We reused what we could of existing AV equipment. Equipment that could not be reused with our new system was donated to a small startup company. Additionally, we transitioned all lighting to LED.



03 Social Considerations

Health and Safety



People and Competence



Our Role in the Local Community



Health and Safety

Our impacts

Work-related accidents and illnesses related to own operations and throughout the value chain.

When all our activities are subject to systematic monitoring of occupational health and personal safety, the goal is to prevent all work-related illness and/or personal injuries.

Our policies, commitments and targets

HSE policy and HSE handbook

Safety rules

Internal ethical guidelines

Zero-incident goal - prevent all work-related illnesses and/or personal injuries.

How we measure our progress

The implementation of an occupational health and safety management system, which follows risk assessments in line with the Working Environment Act and Internal Control Regulations.

Our system complies with ISO 9001 and ISO 45001 standards

Risks

Lack of risk awareness

Increased frequency of accidents or increased health risk for employees and/or hired personnel

Changed weather conditions lead to an increased frequency of injuries to employees and/or hired personell

Opportunities

Training and skills development on health and safety in own operations and through the value chain

Development of data-based risk assessment technology

Health and Safety

Occupational health and safety management system

The HSE management system applies to all activities within the group and encompasses all employees and work sites. This entails that when a new activity is initiated within the group or a new group is established, they are automatically included under the existing HSE management system unless otherwise stipulated. The HSE management system is integrated into the quality system, which is founded on ISO 9001. The HSE manual provides a comprehensive overview and references specific processes and documents.

Hazard identification, risk assessment, and incident investigation

The HSE management system applies to all group activities and encompasses all employees and work locations. Consequently, any new activity launched within the group or establishment of a new group automatically falls under the existing HSE management system, unless explicitly agreed otherwise.

Integrated within the quality system, which adheres to ISO 9001 standards, the HSE management system ensures seamless alignment. The HSE manual provides a comprehensive overview and references

specific processes, documents, etc., as necessary. Moreover, HSE is ingrained in both management processes, core operations, and support functions.

All workers, including both our own employees and those not directly under our control, are required to register any deviations, incidents, near-misses, and improvements in the deviation system when observed. They are safeguarded against reprisals by the Working Environment Act, our internal ethical guidelines, and the expectations outlined in the quality management system regarding reporting.

The HSE policy and our safety rules clearly outline the expectations for workers, including both our employees and those not directly under our control, to cease work in situations they believe could lead to injury or illness. Workers are shielded from retaliation by the Working Environment Act, our internal ethical guidelines, and the reporting expectations detailed in the quality management system.

The process is integrated into the quality management system and detailed in the HSE handbook. The classification document and incident matrix for HSE incidents determine the incident category, with the red category (4: Serious injury and 5: Death) mandating investigation.

The quality of incident classification is managed as follows:

The unit head oversees incidents/near misses.

The HSE department ensures incident classification.

The HSE department proposes classification, confirmed by the incident/near miss owner.

The investigation process involves several key phases:

Identifying the investigation owner.

Establishing a mandate and review team approved by the owner, setting expectations for progress/completion.

Data and evidence collection, conducting interviews.

Event mapping.

Assessing actual and potential consequences.

Identifying direct and underlying causes.

Identifying deviations (breaches of requirements).

Identifying effective and ineffective barriers.

Drawing conclusions.

The investigation report must suggest improvements, including those needed in the occupational health and safety management system. HSE statistical reports for the Group, covering the rolling 12 months, are produced monthly, and published on the intranet.

Occupational health services

Aneo is responsible for providing an occupational health service that is approved by the Norwegian Labor Inspection Authority and is available to all employees. Suppliers are required to have their own occupational health service in accordance with regulations. The contributions to the occupational health service are outlined in the Working Environment Act, contracts, and annual plans, and may include services such as risk assessments, participation in the working environment committee, health screenings, sick-leave follow-up, information and training, and professional expertise/HSE advisory.

Health and Safety

The group occupational health service is accessible to all employees, regardless of whether their respective companies are mandated to have such a service based on their business classification. Typically, involvement with the occupational health services is initiated by managers, the HSE/HR department, or safety delegates. However, employees are not restricted from contacting the occupational health service directly, although this is not the usual practice.

Worker participation, consultation, and communication on occupational health and safety

It is a fundamental principle that all workers have real influence on the systematic HSE work. Even if the employer is responsible according to the Working Environment Act, all workers are committed to contributing actively to the maintenance and development of the occupational health and safety management system by the same law.

The main safety delegate and all the other safety delegates represent the workers, and the safety delegate system is an important element in systematic participation. The main safety delegate is a member of the working environment committee.

Employee participation also takes place through daily work activities (SJA, toolbox meetings, HAZID, HSE surveys, training, etc.).

Intranet, meetings, and reports are the main sources of information and communication on occupational health and safety for workers.

The group maintains a working environment committee, with its responsibilities, meeting frequency, and decision-making authority regulated by the Working Environment Act. The objective of the committee is to oversee and ensure that HSE practices are systematic and in compliance with both external regulations and internal standards. Therefore, the committee actively participates in safety and environmental planning and monitors HSE performance. The committee comprises an equal number of employees and employer representatives, with a minimum of four meetings held annually. Additionally, the main safety delegate is a member of the committee, along with a representative from the occupational health service.

Training on occupational health and safety

The Group has an annual campaign plan for HSE topics, which is integrated into the lessons and training program covering hazards (such as noise,

chemicals, vibrations, etc.), hazardous activities, and situations. Typically, the annual HSE plan includes 4-8 topics, with each campaign lasting around 6-12 weeks. Furthermore, the HSE department provides specific topic training as needed based on risk assessments and in accordance with requirements for safety delegates, managers/leaders, project managers, and employees.

Employees have the option to visit a doctor or health services during the workday without needing to take time off. Additionally, the employer covers health insurance for all employees, and everyone also has access to a private health service (digital solution).

The health care system is not based on voluntary health promotion services because the health care system shall be covered by the employer based on public or private professional health services.

Revisions in 2023

In case of incidents, our detailed investigation process, integrated into our quality management system and outlined in the HSE handbook, ensures thorough safety barrier examinations and causal analyses. In 2023, investigations of unwanted incidents resulted in the implementation of strengthening barriers against ice thrown from wind

turbines and falling objects.

Our emergency plans have been revised in 2023. This also applies to all location-specific emergency plans. Furthermore, several exercises have been conducted to ensure that all parties involved are familiar with the new plans. In regard to emergency exercises, specific emphasis has been placed on the notification and management of oil spills, where we have organized a six month campaign involving the emergency response center and all wind farms.

Our Objectives and Further Work

The group has a zero vision for injuries and work-related illnesses, which cover all workers and third parties. Our main approach to preventing or mitigating significant negative occupational health and safety impacts is risk management in all our responsibilities.

Regular campaigns and training programs on HSE topics reinforce our commitment to maintaining a safe and healthy workplace.

HSE practices in 2023

Our overarching goal at Aneo is to always have zero serious, unwanted incidents. However, we acknowledge that unwanted incidents can occur. Therefore, we must also be skilled in handling such incidents, with preparedness being a key tool.

In 2023, several HSE campaigns have been carried out throughout Aneo, and all employees participate in one or more activities focused on enhancing preparedness through knowledge and skills development. The campaigns covered the topics of psychosocial working environment, external environment, security, reporting and emergency preparedness.

Rescue from wind turbine basement – Method testing

We also conducted method testing with rescue from wind turbine basement. If an incident occurs while personnel are present in the basement and they cannot exit on their own, it must be possible to carry out a safe rescue.

The occupational health services also arranged all first-aid courses for our staff, participated in all working environment committee meetings, and in the annual health and safety summit.



People and Competence

Our impacts

We aim to positively impact employees and stakeholders by prioritizing employee satisfaction and engagement in cultivating a shared culture based on core values and ethics.

Rapid growth has increased turnover rates, challenging management to establish the right processes and systems to support expansion.

We strive to be an appealing employer for all, regardless of gender, age, or minority backgrounds.

Ongoing efforts in competence development benefit the renewable power industry, while our focus on health and safety ensures the well-being of employees, visitors, and the environment during our operations.

Our policies, commitments and targets

Our HR policy describes attitudes, values, and guidelines necessary for developing and nurturing Aneo's human resources. We apply national and international personnel policy guidelines and compliance with applicable laws and regulations for each country. We aim to facilitate flexible work and collaboration methods.

Our remuneration policy is respected and builds into our work processes, and we practice value-based management. We offer a full salary and benefits during parental leave, more than the required minimum. In long-term we aim for a positive trend with more women in top-managerial positions which would also be reflected in equal pay. In short term we are taking measures to ensure equal pay across our business units to improve working relationships between groups.

We update our managers with the newest trends and attitudes within employment practices to make sure we keep up with the latest signals from EU and national lawmakers.

We have an explicit gender balance target for management positions. We collaborate with local initiatives.

How we measure our progress

Top management and all managers are involved in the Annual salary reviews and Great Place to Work process.

Turnover rate and Recruiting/Hire rate

SAMU – cooperation between Aneo, employees and labor organizations

Equal work or work of equal value - We've implemented specialized software to closely monitor compensation and benefits data for all employees, utilizing HAY methodology and key indicators for oversight.

Training and education progress measures through our annual employee interviews, recruitment processes and

GPTW surveys.

People and Competence

Risks

Turnover risk: Potential loss of competence and labor resources

Challenges in ensuring HR policies during international expansion

Decreased market attractiveness or employee retention due to insufficient focus on equality, non-discrimination, and competence development

Escalating reporting obligations

Sustaining an updated competency system aligning with employees' skill levels

Ongoing assessment of internal training sessions for relevance and currency

Cost constraints associated with external training opportunities

Opportunities

Enhanced employee satisfaction and equitable treatment

Focused efforts on positive psychology, trust, and values in management

Emphasis on traceability and transparency

Strategic initiatives to maintain a diverse and appealing workplace

Ongoing competence and management development

Diverse career paths within our group, foster continuous learning and exploration

Pioneering roles in the sustainable energy sector

Access to funding for education, external training, and study leave opportunities

People and Competence

Our HR policy

The HR policy at Aneo is designed to enhance our appeal as an employer both nationally and internationally. It sets forth principles governing the relationship between employees and the group within our group and outlines the expectations for all Aneo employees.

This policy serves as a guiding framework for all employees and is applicable across all countries where we operate. In cases where specific country requirements necessitate it, separate policies tailored to those countries are developed, ensuring alignment with the overarching HR policy of the group.

At its core, Aneo's HR policy aims to foster growth and scalability, enabling the organization to thrive on both national and international levels. It is grounded in the following key principles:

Alignment with the goals and strategies of the group

Adherence to the group's values and identity

Compliance with national and international personnel policy guidelines

Adherence to relevant laws and regulations in each country where we operate

Our overarching goal is to cultivate a resilient and learning organization by attracting, nurturing, and developing skilled and motivated employees. This is achieved through the implementation of effective and contemporary corporate governance practices, including a trust-based model and fostering collaboration through a three-part cooperation approach.

Through value-based leadership, we strive to cultivate an engaging and desirable workplace environment. We expect all employees at Aneo to conduct themselves in a manner that fosters trust and respect among colleagues, customers, stakeholders, and society at large.

Aneo aims to be a flexible employer that facilitates flexible work and collaboration methods. This is reflected in various working hour arrangements, flexibility in workplace, and methods of interaction – both physically and digitally. It is the responsibility of leaders to facilitate this within the current possibilities. Flexibility should not compromise employee safety, the quality of work, or the employer's management needs. Agreements regarding flexibility should be linked to the current guidelines in place – both nationally and internationally.

Aneo's salary policy aims to incentivize effort. The salary policy is part of the HR policy and serves as a personnel management tool. It describes Aneo's goals, principles, and guidelines used in determining salaries.

We are organized in the employers association NHO (Confederation of Norwegian Enterprise). Our employees have freedom of association and collective bargaining. We have a Trust-based policy on collaboration with the largest associations represented among our employees. We have special agreements regulating this collaboration. All companies within Aneo must be affiliated with an employer organization with corresponding collective bargaining agreements, which should consider national, international, and country-specific guidelines.

Employer branding

In 2023 we began to process of establishing a brand strategy that addresses the cross-functional needs of the group. We also started to map all activities across the group.

We take an active role in engaging with educational institutions and being a visible player in business and organizational life. This forms the foundation for our recruitment efforts.

Group Gathering in Trondheim

In November, Aneo hosted its first group gathering in Trondheim, Norway – bringing together employees from all Aneos locations. This event celebrated Aneo's first year as a group and provided an opportunity for employees to meet in person, fostering connections and a deeper understanding of the group, the various companies, and our overarching visions and goals.

We invited external experts and speakers to share insights on relevant topics for our industry, and employees had the chance to meet and engage with the group's new CEO, Gunnar Hovland.

Additionally, employees participated in a group workshop focused on refining our group values, culture, and identity.



People and Competence



Diversity and non-discrimination

We strive to avoid all discrimination. Our benefit program attends to that goal through an array of policies and principles. In the HR policy we equally balance considerations of genders, age, and life phases. In our salary policy the key factors we consider are requirements of knowledge, complexity, and impact. We facilitate internal mobility and job opportunities and offer equal job opportunities regarding leadership, project management and topic.

Training and education

As we want to transform the way the world produces energy and power, our competence is one of our main assets. We focus both on safe operations within power production, and the development of new power. This means that we need to focus on both external and internal training to be able to maintain and develop our employees.

To be able to perform safe operations, and to avoid injuries and accidents, our employees must be well trained in all operational and risk-related situations where they could be exposed. Also, to be able to develop more renewable power, and to strive for excellence within sustainable energy, we need to keep our competence up to date and create the opportunity of being pioneers within our field.

We choose to focus on young employees and to engage in their education and training. We have a well-developed trainee program, a summer internship program, an apprenticeship program, paid internships, and mentor students on their bachelor's or master's theses. We value our role as educators and mentors and appreciate our close relationship with the next generation of energy workers.

Our objectives and further work

Aneo is developing and establishing businesses abroad. We will continue to be a responsible and sustainable employer regardless of country of operation, and we had enhanced focus on this in 2023 through our tailored project "The Aneo Way".

We will continue our work with the culture and diversity elements of being a Nordic employer and carry on with employee and management development.

Aneo aims to be an attractive employer for both new and existing employees. Our business is an important societal actor with a clear identity. We will continuously ensure a positive reputation among future job seekers, both nationally and internationally. Internally, we support and develop our employees so that they are sincerely engaged in our results and our development. All employees act as strong ambassadors for the group. Additionally, we emphasize building a culture where everyone is seen, given opportunities and receives constructive feedback.

Trainee trip to Roan Wind Park

As part of our trainee program, the trainees get to dive into fieldwork experiences. This year, our diverse group of trainees had the chance to contribute to projects at Roan Wind Park. Not only did they learn firsthand about our operations, but they also engaged in team-building activities.

During their time at Roan Wind Park, trainees took on various tasks, including conducting environmental inspections across the entire site and performing ground checks on turbines. As Aneo approached the deadline for transition into becoming full operators of Roan Wind Park, the trainees also pitched in to organize storage units on site.

The efforts of the trainee group were warmly welcomed by wind operators, particularly appreciating their contributions to inspections and storage management. It was a rewarding experience for everyone involved, and it showcased the value our trainee program brings to both our organization and our trainees' own development.



It was a great opportunity to see other parts of the group and get more hands-on experience

Marthe Wensaas, Second-year Trainee



Our Role in the Local Community

Our impacts

Potential negative impact on local communities and economic activities, e.g. reindeer herding and recreational activities.

Potential positive impact through electrification and economic opportunities

Our policies, commitments and targets

We strive to maximize all benefits of our activities and minimize any negative impact. This principle guides our action on all levels of our activities, including on the local level.

How we measure our progress

Impact Assessments related to wind power license applications.

Stakeholder surveys

Risks

Financial risk of violations and legal actions

Lack of stakeholder involvement

Conflicting interests

Opportunities

Project development-related financial opportunities for society and access to energy

Increased transparency and stakeholder involvement

Our Role in the Local Community

How we manage local impacts

We operate nine wind power plants in Norway and two in Sweden in addition to a solar power plant, which means that we have a significant presence in several small and larger local communities. That is a responsibility we take seriously. While power generation can contribute to local value creation, local taxes and indirectly generate positive economic outcomes, natural resource use can be subject to conflicts of interest. This means it is crucial for Aneo to have an open and responsible dialogue with local stakeholders. The external stakeholders will typically include:

Public authorities (NVE, MPE, County Governor, municipalities, and county authorities)

Landowners, neighbors, and licensees (including reindeer herders, private road owners etc.)

Local communities in large (business associations, cabin associations, environmental organizations)

Owners (including mayors and councilors)

Municipal councils and presidencies

Wind power development has faced increased resistance in recent years. To address this, we are constantly working to refine our processes and plans, aiming to achieve long-term coexistence between power generation and local communities.

Aneo is partly owned by 19 municipalities in southern Trøndelag. The municipalities participate in ownership meetings where they gain insight into operations and our projects and development plans. In addition, we strive to keep a transparent dialogue with municipalities that act as hosts for our operated assets but don't hold shares in the group.

All our wind and solar power projects require an impact assessment as part of the license application process to the Norwegian Water Resources and Energy Directorate (NVE). These assessments examine the environmental and social impacts of the project and are shared with affected stakeholders for their feedback before any license is granted. Aneo follows internal procedures for managing stakeholder engagement when executing projects. The procedure has four steps:

1 Identify and analyze stakeholders

2 Plan activities with stakeholders social considerations

3 Implement measures

4 Evaluate

Our Role in the Local Community

Indirect economic impacts

The main source of indirect economic impact from our wind and solar power projects is the development of infrastructure and road facilities around the operation area. We consistently strive to improve the road networks connected to various facilities, including both public roads (used for transporting parts) and internal road networks within the facilities. These improvements to municipal and county roads are financed by us, benefiting the local communities and authorities. They result in cost reductions and better road networks with extended longevity.

Additionally, we have constructed new roads and upgraded quay facilities for the delivery of turbine parts during the construction of new wind power plants. These quay facilities along the coast are made accessible to local inhabitants and municipalities. The installation of new telecommunications towers has also improved signal coverage in the areas.

We prioritize employing local contractors in the development and construction processes, leading to substantial revenue and high employment over

several years due to wind power development. Local businesses around the wind power plants have also benefited, earning income through accommodation, retail trade, transport, cleaning, catering, and other services.

Host municipalities of the wind power plants receive significant tax revenues throughout the entire operational period, which are reinvested in strengthened municipal finances and improved public services.

We also work to enhance public access to areas within our wind power plants, creating roads, hiking trails, benches, and sometimes providing a small cottage or lean-to shelters. The wind farms are generally open to public traffic when it is safe, contributing to the local community's outdoor facilities and positively affecting public health. These improvements are part of the overall development costs.

In addition to infrastructure development, we strive to contribute indirectly to the local economy and the well-being of local communities. In 2023, we provided financial support to sports teams

and athletes, focusing on engaging youth. Our sponsorship included backing the Norwegian Handball Federation through the "ANEØ Midtnergeserien" and the Nidaros hockey team in Trondheim, with a portion of the funding dedicated to their work with children and youth athletes. We also supported two downhill skiers and one ski jumper.

Public policy

At Aneo, the license to operate and the fiscal framework in which we work are crucial to our success. In 2023, we made significant efforts to minimize the negative impact that both existing assets and future projects would have faced if the proposed ground rent tax from the Cabinet had been approved without significant amendments. Our position on this matter was publicly communicated through numerous public appearances and media engagements, as well as through our contributions to the public consultation process.

We engaged in open and transparent dialogue with various members of parliament and the Ministry of Petroleum and Energy and the Ministry of Finance. Additionally, we worked to improve the fiscal framework for sharing solar power between

businesses and advocated for faster development of the power grid. All our efforts were conducted openly, without providing financial or in-kind contributions to any political party or individual holding an elected or civil service position.

Human rights

Aneo is committed to respecting the fundamental human rights of all individuals and groups affected by our business and activities. This includes our employees, contractors, suppliers, partners, local communities, and all other potentially impacted groups. We understand that respect for human rights is a global standard and that our responsibility to uphold and comply with human rights extends to all our operations worldwide. This commitment is integrated into our quality management system, our policies, and our code of conduct.

Our Role in the Local Community

Regarding the Fosen case

In October 2021, the Norwegian Supreme Court ruled that the licences awarded for Roan and Storheia wind farms were in violation of Article 27 of the ICCPR.

During spring 2023, the Norwegian state initiated a mediation process between the affected reindeer herders, Fosen Vind and Roan Vind, with the aim of finding an amicable solution that respects and safeguards the affected reindeer herders' right to practice their culture. The Norwegian state also participated in the mediation process.

On 18 December 2023, the mediation process between Sør-Fosen sijte and Fosen Vind resulted in the parties entering into an amicable agreement. On 6 March 2024, the mediation process between Nord Fosen siida and Roan Vind resulted in the parties entering into an amicable agreement.

The reindeer herders have provided their free and informed consent to revised conditions whereby the continuation of Roan and Storheia wind farm throughout the license period in accordance with the license requirements does not constitute a violation of Article 27 of the ICCPR. The purpose of the agreement is to provide necessary remedial measures

to ensure that the reindeer herders can continue their cultural practices of reindeer husbandry as a commercial activity in accordance with Article 27 of the ICCPR.

Aneo has, since the Supreme Court judgment, continuously strived to find solutions addressing the concerns from the Supreme Court. Aneo has initiated dialogue with the affected parties and stakeholders and has identified and suggested possible measures.

Roan Vind has contributed in a loyal manner to the work initiated by the Ministry of Petroleum and Energy to assess which measures must be implemented to ensure that the development does not conflict with the Sami reindeer herding community's right to exercise their culture.

Roan Vind has also during this period offered to assist the reindeer herding community with temporary mitigating measures during the assessment phase and offered financial compensation to the reindeer herding community for the period since the facility was put into operation.

Roan Vind wishes to emphasize that there was extensive dialogue with the reindeer herding

community prior to the development of the Roan wind farm, and their feedback was taken into account in the design of the wind farm. The development was also carried out in accordance with a separate agreement with the reindeer herding community, which included agreement on financial compensation and measures during the construction phase. In the agreement, the reindeer herding community confirmed that the validity of the license would not be disputed, so the only remaining issue was to determine compensation to the reindeer herding community for the period after the facility was put into operation. The wind power plant was built in trust of this agreement.

Roan Vind believes that the company has done what the Transparency Act requires to prevent or limit negative consequences of the activity in the period up until an amicable agreement was entered in to.

To facilitate a good and ongoing dialogue and cooperation regarding the following-up of the agreement, it has been agreed to establish a follow-up group which will have regular meetings. This group shall consist of representatives from the group and the reindeer herders. The Norwegian state will attend when needed.

Our objectives and further work

Aneo respects the fundamental human rights of all individuals and groups that may be affected by our business and activities. This approach shall be a part of all our activities.

Hence, we have zero tolerance for violations of fundamental human rights.

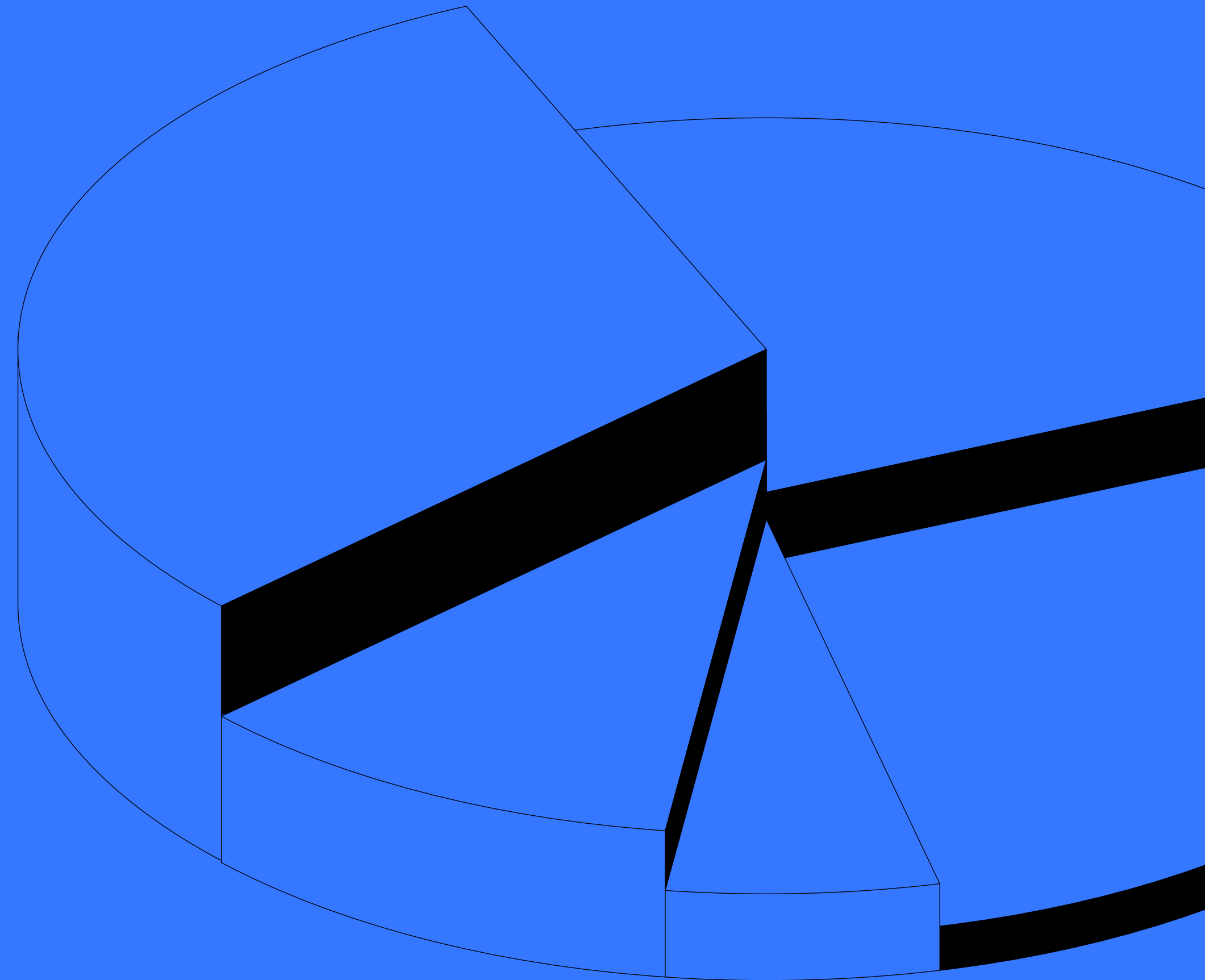
We will continue our follow-up on our obligations as a part of our governance, and in 2023 we will strengthen our risk based approach further.

04 Governance

Green Finance [→](#)

Business Integrity and Information Security [→](#)

Research and Development [→](#)



Green Finance

Our impacts

Being an ambitious renewable energy industry player, contributing to the energy transition

Our policies, commitments and targets

Allocate financial resources to sustainable activities

Ensure the group's growth and competitiveness do not increase the pressure on planetary boundaries and secure societal values

How we measure our progress

EU Taxonomy eligibility and alignment

Financial-related climate risks and opportunities

Risks

Loss of green capital and tender processes

Increased costs related to reporting

Financially material physical and transitional risks related to climate change

Opportunities

Be an active contributor in the green energy transition

Increased trust among stakeholders through transparency and traceability

Growth and benefits through green capital schemes

Ensure a solid financial position, capable of more sustainable activities

Green Finance

By producing renewable energy, we have ambitions of being a contributor to the energy transition needed to reach national and international climate goals. The demand for large quantities of accessible, cheap, and green renewable energy has never been higher. The large-scale electrification that Norway and Europe faces requires proportional investments in power production capacity.

The founding of Aneo was a direct result of the observed discrepancy between the need for more renewable power due to climate change, and TrønderEnergi's ability to provide the capital required under the existing group structure to invest in renewable production capacity. Hence, the establishment of the new renewable power group Aneo in partnership with the equity fund HitecVision is the most clear and direct evidence of our ambition to contribute to the green energy transition, and our ability to acquire the necessary means to do so.

Climate risks and opportunities

We are dedicated to monitoring market signals related to climate reporting and frameworks. In 2022, we released our first climate risk disclosure report in accordance with the TCFD recommendations and integrated the process into our risk management system. This year we are publishing a revised version where we carefully reviewed our governance, strategy, and risk management responses to the topic. A pivotal aspect of this report was the inclusion of one of our major investments in 2023 the Swedish wind parks Grimsås and Brännliden. By doing so, we expanded our expertise across borders

and gained valuable insights on how to enhance our risk assessment for climate change.

The concept of transparency assists us in our sustainability ambitions both by opening for feedback from the public and also through the standards we use to offer transparency.

EU Taxonomy reporting in 2023

By this reporting, we aim to increase our transparency, help preventing greenwashing, inform financial markets and increase comparability of our environmental performance. In each subsidiary of the Group, employees are assigned specific ESG reporting responsibilities and have assessed their activities according to the EU Taxonomy. Some companies identified multiple relevant activities within their services, which were then evaluated against the criteria outlined in the regulation. We explain the rationale behind our aligned activities below.

For environmental objectives climate adaptation and biodiversity, we referenced Appendixes A and D of the Taxonomy regulation. In 2023, we updated our

climate risk report from 2022 in line with TCFD's recommendations and Appendix A requirements. These requirements are considered generally fulfilled across all our activities; details are available in our Climate Risk Report 2023. We concluded that activities meeting licensing or impact assessment criteria also satisfy requirements for biodiversity and ecosystem protection and restoration. Relevant legislation includes the Natural Diversity Act, Pollution Act, Energy Act, and Water Resources Act, along with the Animal Welfare Act, which is assumed to be in line with the Birds Directive and the Habitats Directive from the EU.

Green Finance

EU Taxonomy aligned activities – Results from our assessment

Electricity generation from wind power

Our activities within the wind power portfolio align with climate mitigation criteria and do no significant harm to other environmental objectives. We conduct annual climate risk assessments for new projects and biennially release reports following TCFD guidelines. Each wind power plant holds a license that includes an assessment of its impact on natural diversity, with mitigation measures implemented as needed. This applies both for projects in Norway and Sweden. We conduct surveys and take actions to safeguard areas housing sensitive species and/or ecosystems. Additionally, we integrate Circular Economy principles wherever possible within industry standards. Our primary aim is to utilize high-quality equipment from reputable suppliers, designed with a focus on maintenance and licensing lifetime of projects.

Installation, maintenance, and repair of renewable energy technologies

Both Aneo Growth Renewable and Aneo Real Estate activities are assessed within this activity definition. These projects belong to the enabling category, contributing to climate mitigation through supporting solar photovoltaic systems. Furthermore, all projects undergo assessment in our climate risk assessment process. It's worth noting that in 2023, large-scale solar production was not realized. Therefore, the criteria for electricity generation using solar photovoltaic technology will be reassessed in the coming years.

Installation, maintenance, and repair of charging stations for electric vehicles in buildings

The activities of Aneo Mobility are also considered enabling activities, meeting substantial contribution criteria. These activities involve providing services for the installation, maintenance, or repair of charging equipment sold to customers while ensuring no significant harm to climate adaptation.

Professional services related to energy performance in buildings

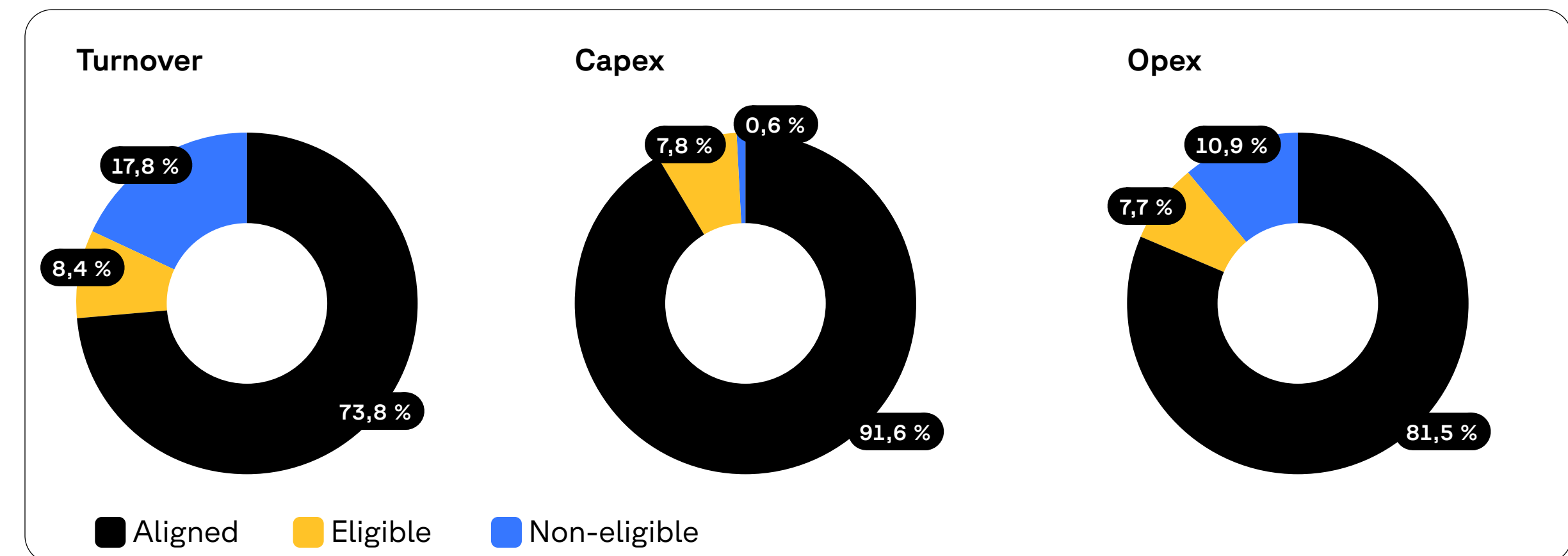
The activities of Aneo Retail also align with the

criteria set in the EU Taxonomy. These activities contribute to climate mitigation by providing technical consultations aimed at improving the energy performance of buildings used for grocery storage. Their services focus on energy labeling and energy simulations.

Our objectives and further work

Aneo aims to be a leading player in the renewable energy industry. Increased activity through financing new profitable green projects will lead to greater economic value added to owners, lenders, employees, and governments.

Improve our process and methodology around climate-related risk assessments by evaluating more sources and methodologies building on our own experiences from past projects.



Business Integrity and Information Security

Our impacts

Potential impacts on people and customers through data breaches

Maintain a positive impact through data integrity and resilience against cyber threats

Ethical business practices and promoting transparency

Anti-competitive behavior accelerates market development and industry innovation

Our policies, commitments and targets

Our rigorous routines ensure responsible business practices in accordance with current legislation and in accordance with our own governing documents, including our own code of conduct

Our code of conduct describes the rules and ethical standards we have to follow in our group when doing business

How we measure our progress

Risk assessments & Due diligence process

Information security systems structured by standards ISO 27001, NIST Cybersecurity Framework and CIS Controls 2.0

Risks

Reputation risk - breaches, spreading data customer information

Increased frequency and severity of cyber attacks

Unnecessary resource consumption to repair physical and/or digital damage

Violation of labor and human rights through the value chain

Breach of anti-corruption laws through the value chain

Opportunities

Increased data and cyber security

Digitization and green IT contracts

Business Integrity and Information Security

The Groups core activities are linked to the construction, operation, and facilitation of critical infrastructure, and we therefore focus on our business integrity and information security. This implies having good routines and high competence in securing digital entrances to our infrastructure, as well as striving for the best practices to safeguard our business integrity.

Aneo is continuously developing and improving our ISMS (Information Security Management System) with updated policies, guidelines and instructions to ensure compliance with laws, regulations and industrial standards. Our CISO is also a board member of a nationwide forum for Information Security in the Energy Sector and is working closely with authorities (such as NVE) to develop an understanding and guidelines to merge industrial standards and regulatory boundaries in operational guidelines and metrics.

Best practice also includes complying with all applicable anti-corruption laws in the countries in which we operate and ensuring that everyone within our business understands what type of payments, transfers and business activities may expose the group to corruption risk. Further, we are conducting assessments of the corruption risk associated with our investments and activities. We are also in the process of updating our anti-corruption policy that describes our standards and expectations in respect of anti-corruption.

Computer and cyber security

Cyber security is a subset of Information security and is managed as so. In Aneo we work closely in the major security pillars; safety, security, and cybersecurity to ensure a holistic security posture.

Aneo has a focused approach to cyber security and overall digital health. We proactively address security and risks related to information, human resources and systems in a structured and industrialized format inspired by ISO 27001, NIST Cybersecurity Framework and CIS Controls 2.0.

By utilizing Zero Trust and tight partnership with key cloud platform providers we do extensive monitoring of security and operations in our digital platforms. Our CISO drives our 5-year security program with defined tasks and continuous improvement of cyber security as well as digital agility to support business needs while addressing a dynamically changing threat landscape.

Aneo also focuses on the continuous development of cybersecurity skills for internal resources. With a defined budget and learning program we ensure that our security staff is updated and skilled to handle challenges related to computer and cyber security.

Our objectives and further work

Aneo has a 5-year security program aiming to be eligible for ISO 27001 and ISO 2230 certifications within the program period.

Our core objectives for the overall cyber security program and strategy are:

- _____
- Comply with laws and regulations.
- _____
- Reduce unacceptable business risks.
- _____
- Adapt quickly to business needs.
- _____
- Increase internal competence base.
- _____
- Enforce standardized business operations.
- _____

Research and Development

Our impacts

Positive impact on economy and society, accelerating development in the energy transition

Potential positive impact on the environment by promoting efficiency in resource use

Our policies, commitments and targets

Guidelines for assessing the Environmental, Social, and Governance (ESG) relevance of all R&D projects.

Risks

Insufficient investment in R&D leads to lost competitiveness in the market, and a lack of contribution to our sustainability goals

Opportunities

Increased ability to meet demand for energy-efficient solutions.

Increased support and connection to R&D institutions and academia

Increased competence and knowledge

Research and Development

Our main priorities

The challenges addressed in this report serve as the driving force behind our commitment to setting ambitious goals and accelerating progress with the support of research and development projects. In a constantly evolving industry, we are motivated to stay at the forefront by actively seeking unexplored developments and seizing opportunities.

The demand for sustainable, efficient, and cost-effective solutions to reduce the emission intensity of energy systems is steadily increasing. By utilizing our experience from all facets of the energy sector and our downstream activities we can conduct R&D efforts that are aligned with a green energy transition. Collaboration is key in this endeavor, as relevant R&D projects rarely thrive in isolation. Instead, these projects then become meeting hubs that catalyze new ideas and solutions to challenges each participant could not solve on their own.

Every R&D initiative we undertake must meet our sustainability requirements and contribute to our overarching goals. In 2022, we established clear guidelines for assessing the Environmental,

Social, and Governance (ESG) relevance of all R&D projects—a policy we remain committed to. This involves drawing up clear objectives that reflect the three dimensions of sustainability and thereby ensuring that each project is evaluated within the context of a comprehensive sustainability framework.

Our main office in Trondheim rubs shoulders with Norway’s largest university, NTNU, and one of Europe’s largest research institutes, SINTEF. Through various research programs and thesis projects of all levels, we create synergies with both institutions. We guide students every year and see that the close relationship between academia and business benefits everyone involved, in addition to supporting student start-ups financially in both Trondheim, Gjøvik and Oslo.

Innovation program: “Operatørskap 2.0”

Our Innovation Program focuses on enhancing and innovating operator practices, aiming to become the world's best renewable energy operators and maintain a competitive edge. The program works along three dimensions:

DATA-DRIVEN MAINTENANCE The program aims to develop new services and products by transitioning to predictive maintenance. This approach uses data to optimize maintenance strategies, thereby improving efficiency and reducing downtime.

DIGITAL USER EXPERIENCES “Operatørskap 2.0” is working to digitize processes, transitioning from paper-based methods to digital platforms such as tablets. This shift aims to streamline operations and improve the user experience.

OPERATOR X.0 The program tests new technologies such as virtual reality (VR), drones, and sensors to revolutionize work processes and practices. These emerging technologies are expected to enhance operational efficiency and introduce innovative ways of working.

Ideas for the program stem from the employees themselves, fostering a culture of innovation and continuous improvement within the organization.

Our objectives and further work

This year, as part of our Technology and Development unit, we have established a new department called Innovation and Implementation to support the group in a larger context to achieve our ambitious growth targets.

R&D will continue to be a focus area for Aneo Group, and we will further develop our portfolio in line with ESG principles to make sure we contribute to an increased knowledge base within different aspects of the sustainable energy transition. This includes finding answers to important unanswered questions within the frame of double materiality:

How we can improve our business to decrease our direct and indirect climate impact

How we can improve our business to contribute stronger and better to the energy transition

Understand more in detail how our business impacts the environment and how to reduce negative impact as much as possible

Aneobidraget – support for students with innovation power and entrepreneurship

“Aneobidraget”, the Aneo Contribution, is our grant for student startups. The funds from Aneobidraget are earmarked for building prototypes and supporting the startups in finding the way to their first paying customer. This type of grant is usually the first financial support student entrepreneurs’ access.

The fund is open to six universities in Norway, where all students at NTNU, UiO, NMBU, Oslo Met, Kristiania University College, and BI can apply for up to 25,000 NOK in start-up funds to breathe life into their various project. The funds are distributed through the student organizations Spark* NTNU and SEFiO, where Aneo is the main sponsor.

In 2023, 60 student startups from NTNU applied, and we contributed approximately 435 202 NOK to startups at NTNU through “Aneobidraget” in collaboration with Spark*.



+CityxChange project

+CxC is a large smart city project involving 10 countries across Europe, that was granted funding from EU's Horizon 2020 . Aneos involvement centers around the development and operation of a local energy and flexibility market, which operates alongside the power market. Our primary objective is to leverage our expertise in trading flexibility, exploring how it can be controlled and integrated into the market platform.

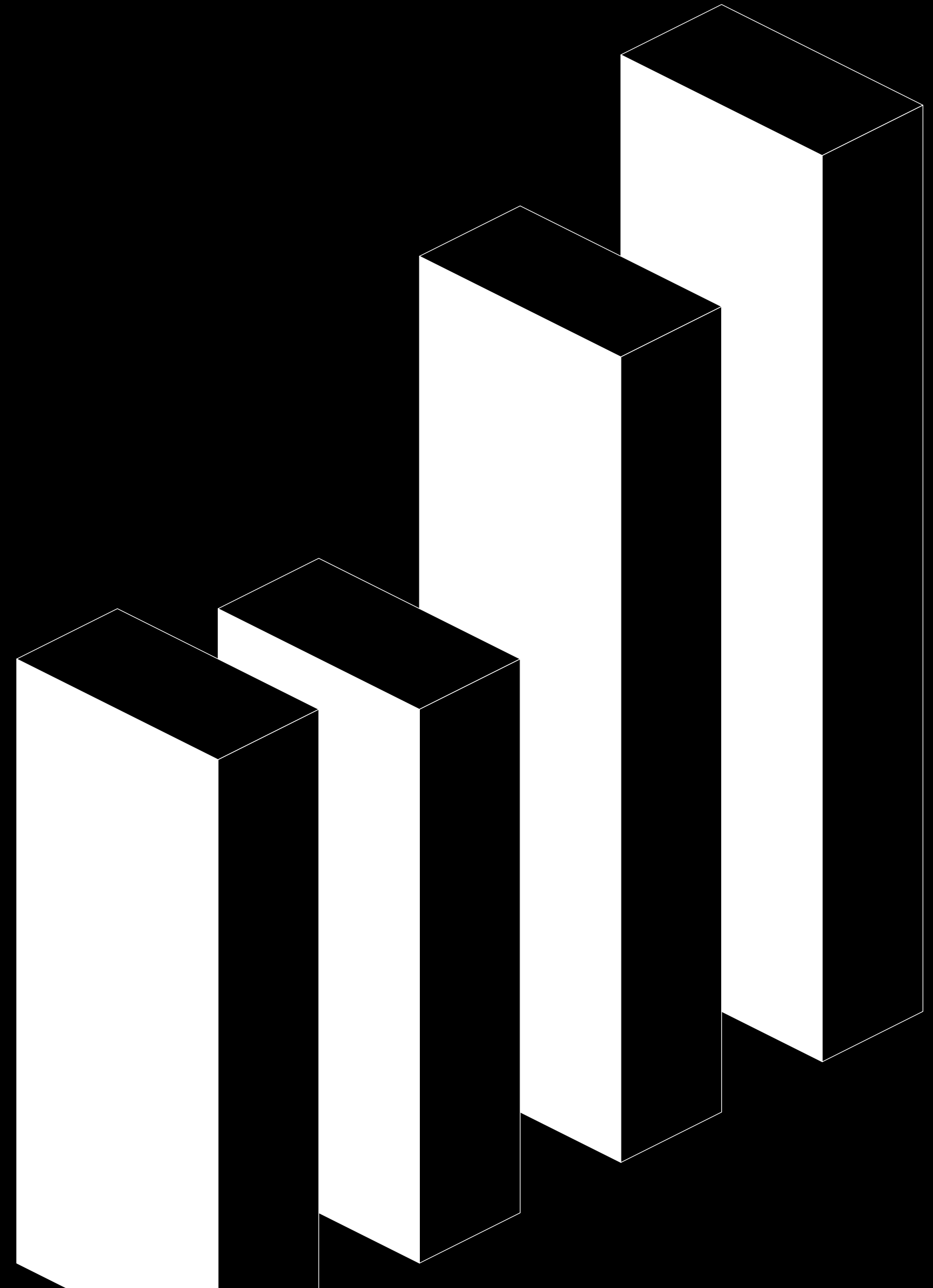
In addition to the considerable potential for innovation within the industry, we prioritize the sustainability benefits of this project. By tapping into the inherent flexibility of the current system, we aim to reduce peak power consumption, thereby decreasing the need for grid investments. This, in turn, reduces reliance on imports from the global grid to the local grid, alleviating the demand for larger networks. Overall, we anticipate making significant contributions to the green transition by sharing our experiences on a broader scale and promoting efficient energy trading to alleviate pressure on natural resources.

In 2023, our focus was primarily on completing groundwork and refining the algorithmic aspects of the project while operationalizing key insights. The project funding was finalized this year and we got to share our experiences with other European city partners. We continue our efforts and draw upon our experiences in the Enova-funded Bratøra micro-net project. Additionally, we were honored to receive an award for Innovation Projects related to grid technology this year. The jury and industry participants alike expressed admiration for our concept and showed interest in its potential.

[Read more about the project ↗](#)



05 GRI Content Index



GRI Content Index — 2023

Aneo has reported the information cited in this GRI content index for the year 2023 with reference to the GRI Standards.

The report complies with the requirements stated in the GRI 1: Foundation 2021. As a result of our materiality process, we prioritized topic standards and disclosures. The Content Index for our Sustainability Report 2023 is presented below. Topic Disclosures are published as a separate document. The data from the past two years are not comparable due to structural changes in the group unless otherwise specified.

Find all topical disclosures in [Our Indicators 2023 ↗](#)

GRI 2 General Disclosures 2021

Disclosure	Location	Status
2-1 Organizational details		REPORTED
2-2 Entities included in the organization’s sustainability reporting		REPORTED
2-3 Reporting period, frequency and contact point		REPORTED
2-4 Restatements of information		REPORTED
2-5 External assurance		INCOMPLETE

GRI 200s Economic Disclosures

Disclosure	Location	Status
3-3 Management of material topics (Economic Performance)	Annual Report 2023	REPORTED
201-1 Direct economic value generated and distributed	Annual Report 2023	REPORTED
201-2 Financial implications and other risks and opportunities due to climate change	Climate Risk Report 2023	REPORTED
3-3 Management of material topics (Market Presence)	Page 44-45	REPORTED

GRI Content Index — 2023

Aneo has reported the information cited in this GRI content index for the year 2023 with reference to the GRI Standards.

The report complies with the requirements stated in the GRI 1: Foundation 2021. As a result of our materiality process, we prioritized topic standards and disclosures. The Content Index for our Sustainability Report 2023 is presented below. Topic Disclosures are published as a separate document. The data from the past two years are not comparable due to structural changes in the group unless otherwise specified.

Find all topical disclosures in [Our Indicators 2023 ↗](#)

GRI 200s Economic Disclosures

Disclosure	Location	Status
202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	Our Indicators 2023	REPORTED
202-2 Proportion of senior management hired from the local community	Our Indicators 2023	INCOMPLETE
3-3 Management of material topics (Indirect Economic Impacts)	Page 36-38	REPORTED
203-1 Infrastructure investments and services supported	Our Indicators 2023	REPORTED
203-2 Significant indirect economic impacts	Our Indicators 2023	REPORTED
3-3 Management of material topics (Procurement Practices)	Page 22-23	REPORTED
204-1 Proportion of spending on local suppliers	Our Indicators 2023	REPORTED
3-3 Management of material topics (Anti-corruption)	Page 44-45	REPORTED
205-1 Operations assessed for risks related to corruption	Our Indicators 2023	REPORTED
205-3 Confirmed incidents of corruption and actions taken	Our Indicators 2023	REPORTED
3-3 Management of material topics (Anti-competitive behavior)	Page 44-45	REPORTED
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Our Indicators 2023	REPORTED

GRI Content Index — 2023

Aneo has reported the information cited in this GRI content index for the year 2023 with reference to the GRI Standards.

The report complies with the requirements stated in the GRI 1: Foundation 2021. As a result of our materiality process, we prioritized topic standards and disclosures. The Content Index for our Sustainability Report 2023 is presented below. Topic Disclosures are published as a separate document. The data from the past two years are not comparable due to structural changes in the group unless otherwise specified.

Find all topical disclosures in [Our Indicators 2023](#) ↗

GRI 300s Environmental Disclosures

Disclosure	Location	Status
3-3 Management of material topics (Energy)	Page 14-15	REPORTED
302-1 Energy consumption within the organization	Our Indicators 2023	REPORTED
302-2 Energy consumption outside of the organization	Our Indicators 2023	INCOMPLETE
302-3 Energy intensity	Our Indicators 2023	REPORTED
302-4 Reduction of energy consumption	Our Indicators 2023	INCOMPLETE
3-3 Management of material topics (Biodiversity)	Page 19-21	REPORTED
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our Indicators 2023	REPORTED
304-3 Habitats protected or restored	Our Indicators 2023	REPORTED
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Our Indicators 2023	REPORTED
3-3 Management of material topics (Emissions)	Page 14-15	REPORTED
305-1 Direct (Scope 1) GHG emissions	Our Indicators 2023	REPORTED
305-2 Energy indirect (Scope 2) GHG emissions	Our Indicators 2023	REPORTED

GRI Content Index — 2023

Aneo has reported the information cited in this GRI content index for the year 2023 with reference to the GRI Standards.

The report complies with the requirements stated in the GRI 1: Foundation 2021. As a result of our materiality process, we prioritized topic standards and disclosures. The Content Index for our Sustainability Report 2023 is presented below. Topic Disclosures are published as a separate document. The data from the past two years are not comparable due to structural changes in the group unless otherwise specified.

Find all topical disclosures in [Our Indicators 2023](#) ↗

GRI 300s Environmental Disclosures

Disclosure	Location	Status
305-3 Other indirect (Scope 3) GHG emissions	Our Indicators 2023	REPORTED
305-4 GHG emissions intensity	Our Indicators 2023	REPORTED
305-5 Reduction of GHG emissions	Our Indicators 2023	INCOMPLETE
305-6 Emissions of ozone-depleting substances (ODS)	Our Indicators 2023	REPORTED
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Our Indicators 2023	REPORTED
306-1 Waste generation and significant waste-related impacts	Page 19-21	REPORTED
306-2 Management of significant waste-related impacts	Page 19-21	REPORTED
306-3 Waste generated	Our Indicators 2023	REPORTED
306-4 Waste diverted from disposal	Our Indicators 2023	REPORTED
306-5 Waste directed to disposal	Our Indicators 2023	REPORTED
3-3 Management of material topics (Supplier Environmental Assessment)	Page 22-23	REPORTED
308-1 New suppliers that were screened using environmental criteria	Our Indicators 2023	INCOMPLETE

GRI Content Index — 2023

Aneo has reported the information cited in this GRI content index for the year 2023 with reference to the GRI Standards.

The report complies with the requirements stated in the GRI 1: Foundation 2021. As a result of our materiality process, we prioritized topic standards and disclosures. The Content Index for our Sustainability Report 2023 is presented below. Topic Disclosures are published as a separate document. The data from the past two years are not comparable due to structural changes in the group unless otherwise specified.

Find all topical disclosures in [Our Indicators 2023](#) ↗

GRI 300s Environmental Disclosures

Disclosure	Location	Status
308-2 Negative environmental impacts in the supply chain and actions taken	Our Indicators 2023	INCOMPLETE

GRI 400s Social Disclosures

Disclosure	Location	Status
3-3 Management of material topics (Employment)	Page 30-32	REPORTED
401-1 New employee hires and employee turnover	Our Indicators 2023	REPORTED
401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Indicators 2023	REPORTED
401-3 Parental leave	Our Indicators 2023	INCOMPLETE
3-3 Management of material topics (Labor/Management Relations)	Page 30-32	REPORTED
402-1 Minimum notice periods regarding operational changes	Our Indicators 2023	REPORTED
403-1 Occupational health and safety management system	Page 27	REPORTED
403-2 Hazard identification, risk assessment, and incident investigation	Page 27	REPORTED

GRI Content Index — 2023

Aneo has reported the information cited in this GRI content index for the year 2023 with reference to the GRI Standards.

The report complies with the requirements stated in the GRI 1: Foundation 2021. As a result of our materiality process, we prioritized topic standards and disclosures. The Content Index for our Sustainability Report 2023 is presented below. Topic Disclosures are published as a separate document. The data from the past two years are not comparable due to structural changes in the group unless otherwise specified.

Find all topical disclosures in [Our Indicators 2023 ↗](#)

GRI 400s Social Disclosures

Disclosure	Location	Status
403-3 Occupational health services	Page 27	REPORTED
403-5 Worker training on occupational health and safety	Page 28	REPORTED
403-6 Promotion of worker health	Page 28	REPORTED
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 28	REPORTED
403-4 Worker participation, consultation, and communication on occupational health and safety	Page 28	REPORTED
403-8 Workers covered by an occupational health and safety management system	Our Indicators 2023	REPORTED
403-9 Work-related injuries	Our Indicators 2023	REPORTED
403-10 Work-related ill health	Our Indicators 2023	REPORTED
3-3 Management of material topics (Training and Education)	Page 30-34	REPORTED
404-3 Percentage of employees receiving regular performance and career development reviews	Our Indicators 2023	REPORTED
3-3 Management of material topics (Diversity and Equal Opportunity)	Our Indicators 2023	REPORTED
405-1 Diversity of governance bodies and employees	Our Indicators 2023	REPORTED

GRI Content Index — 2023

Aneo has reported the information cited in this GRI content index for the year 2023 with reference to the GRI Standards.

The report complies with the requirements stated in the GRI 1: Foundation 2021. As a result of our materiality process, we prioritized topic standards and disclosures. The Content Index for our Sustainability Report 2023 is presented below. Topic Disclosures are published as a separate document. The data from the past two years are not comparable due to structural changes in the group unless otherwise specified.

Find all topical disclosures in [Our Indicators 2023 ↗](#)

GRI 400s Social Disclosures

Disclosure	Location	Status
405-2 Ratio of basic salary and remuneration of women to men	Our Indicators 2023	REPORTED
3-3 Management of material topics (Non-discrimination)	Page 30-34	REPORTED
406-1 Incidents of discrimination and corrective actions taken	Our Indicators 2023	REPORTED
3-3 Management of material topics (Freedom of Association and Collective Bargaining)	Page 30-32	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our Indicators 2023	REPORTED
3-3 Management of material topics (Rights of Indigenous Peoples)	Page 36-39	REPORTED
411-1 Incidents of violations involving the rights of Indigenous peoples	Our Indicators 2023	REPORTED
3-3 Management of material topics (Local Communities)	Page 36-39	REPORTED
413-1 Operations with local community engagement, impact assessments, and development programs	Our Indicators 2023	REPORTED
413-2 Operations with significant actual and potential negative impacts on local communities	Our Indicators 2023	REPORTED
3-3 Management of material topics (Supplier Social Assessment)	Page 22-23	REPORTED
414-1 New suppliers that were screened using social criteria	Our Indicators 2023	INCOMPLETE

GRI Content Index — 2023

Aneo has reported the information cited in this GRI content index for the year 2023 with reference to the GRI Standards.

The report complies with the requirements stated in the GRI 1: Foundation 2021. As a result of our materiality process, we prioritized topic standards and disclosures. The Content Index for our Sustainability Report 2023 is presented below. Topic Disclosures are published as a separate document. The data from the past two years are not comparable due to structural changes in the group unless otherwise specified.

Find all topical disclosures in [Our Indicators 2023 ↗](#)

GRI 400s Social Disclosures

Disclosure	Location	Status
414-2 Negative social impacts in the supply chain and actions taken	Our Indicators 2023	INCOMPLETE
3-3 Management of material topics (Public Policy)	Page 36-39	
415-1 Political contributions	Our Indicators 2023	REPORTED
3-3 Management of material topics (Customer Privacy)	Page 44-45	REPORTED
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Our Indicators 2023	REPORTED

