

Corporate Responsibility & Sustainability Report 2021





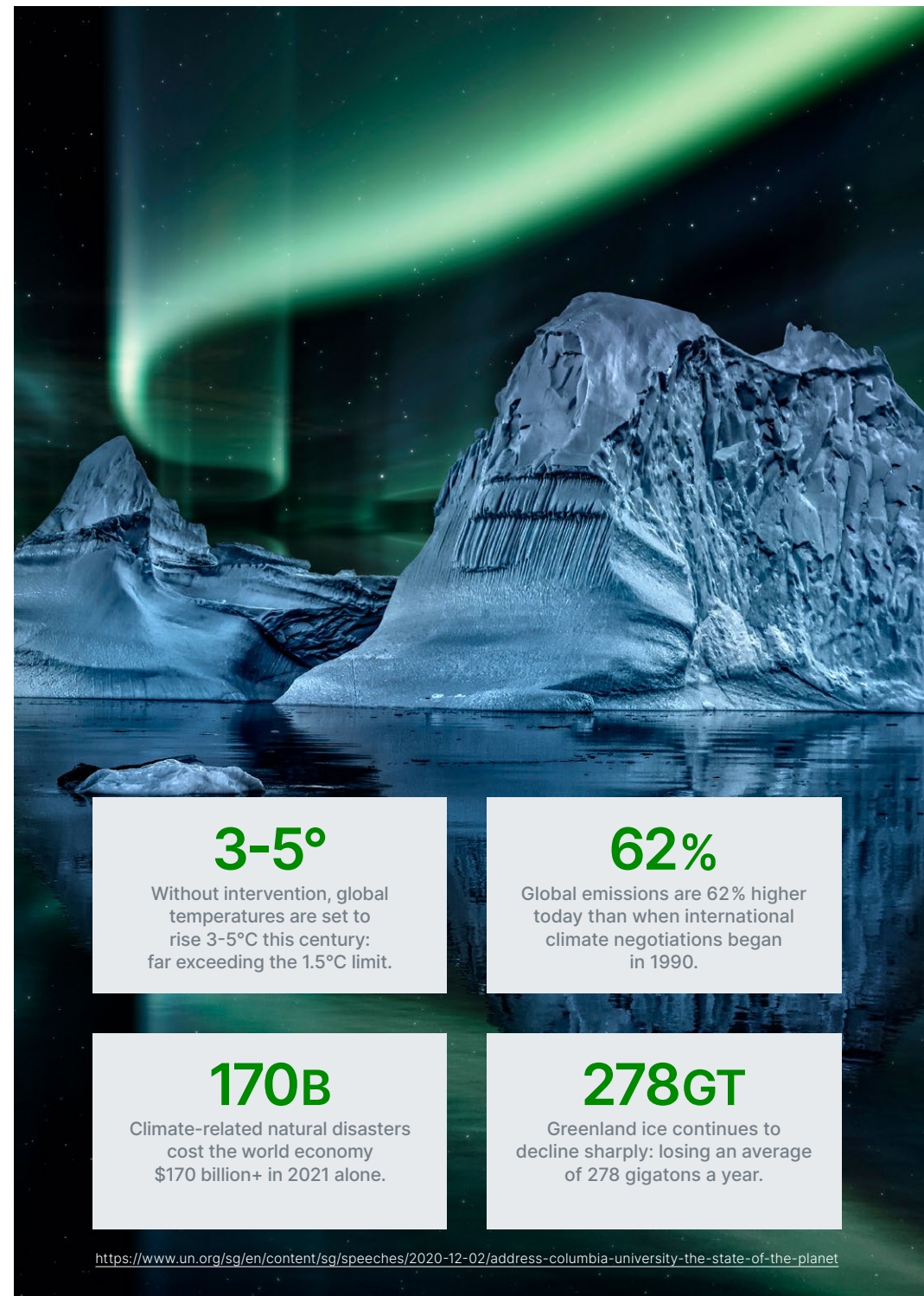
Facing the global challenges

At the Fall 2021 United Nations Climate Change Conference (COP26)—attended by Atea representatives—participants discussed the significant global challenges with building a sustainable future for all.

Thoughts on COP26 from an Atea representative

Maria Vuorelma (Climate Manager, Atea Sweden) was among representatives who attended the Fall 2021 United Nations Climate Change Conference (COP26) in Glasgow. Sharing her observations from the event, she pointed out that it's meaningful how united companies are now in their commitment to the 1.5C goal. "I had many interesting discussions there on how to engage our value chain in our efforts to reduce climate emissions (i.e, Scope 3 emissions). Plus we talked about how everyone needs to rethink business models to be relevant in a sustainable future."

Vuorelma underlines the ongoing importance of education on how we can reduce emissions in our own value chain, as well as knowledge sharing on digital solutions to reduce emissions in other sectors. Circularity is also a crucial part of change in this sector: reuse of devices and components—more so than recycling alone—is key. A different kind of world is indeed possible...and within our reach. That includes the IT sector. "The time for finger-pointing is over," she concludes. "Everyone must do their fair share. We at Atea will do our part by continuing on our endeavor of reducing our own, and our value chains emissions."



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What this report is about

This is Atea's annual Corporate Social Responsibility (CSR) report. Covering the entire Atea Group, it identifies the sustainability and responsible business-development initiatives our company undertook throughout 2021. It is also a progress report, presenting our performance in relation to Atea's 2030 plan and the targets we've set for ourselves. The report shows how we look at the complete value chain in our operation, including how social, ethical and environmental risks are managed. All data and activities reported occurred between January 1, 2021, and December 31, 2021, unless stated otherwise. Atea reports according to GRI Standards, Level Core and the criteria as set by UN Global Compact. In addition, we have integrated the Sustainable Development Goals (SDGs) in this report. Atea calculates and reports greenhouse gas emissions in accordance with the GHG Protocol, all data has been verified by an external third party.

The Board of Directors in Atea ASA has approved this report on 17 March 2022.

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CONTEXT

Message from our CEO

Taking action, together. That's how Atea has, for many years now, set an example for others to follow in the IT sector here in Northern Europe and elsewhere. Adopting that same teamwork philosophy is how we will meet sustainability targets—including those set at COP26—over the coming years.

That's why we've embraced One Atea. It's a mindset that describes what's already happening here at Atea: customers, partners, investors and employees working together to be the positive change we all want to see in the world. Working together as one is how we're able to continuously improve our performance in key areas of our operations, including responsible sourcing, environmental protection, cyber security, business ethics, as well as diversity and human rights.

One Atea also recognizes our company's continued success: thriving in a market where demand for skilled IT professionals remains exceptionally high. Pandemic pressures on companies and the public sector have no doubt accelerated the need for digital transformation.



"Year after year, the solutions we develop together in IT sector are creating a compounding effect: moving all of us towards meaningful, positive, lasting change."

But our continued growth here is also explained by the fact that customers and partners want to do business with others who share their values in the area of corporate social responsibility. We work hard to meet those expectations.

Year after year, the solutions we develop together in IT sector are creating a compounding effect: moving all of us towards meaningful, positive, lasting change. To that end, we are honored that those efforts earned third-party recognition for our company in 2021, including:

- i. World's most sustainable company in IT services division, and being among the world's top 100 most sustainable corporations (Corporate Knights, Global 100);
- ii. Ranked as corporate leader in making progress on curbing greenhouse gas emissions (Financial Times and Statista);

iii. Earning once again a Platinum rating (top 1% of 85,000 organizations globally) in environmental and social performance (EcoVadis).

iv. Collective accomplishments within our company are balanced by the individual efforts of people who make Atea One possible. And you'll see highlights of those contributions in this report, too.

As you will see on every page of this year's sustainability report, Atea leverages all the advantages that we have working together—building a better future with IT. Step by step, we continue together on a bold journey as **"The Place To Be"** in IT.


CEO of Atea ASA

Steinar Sønsteby
CEO of Atea ASA



Steinar Sønsteby joined Atea in 1997 and was managing director of Atea in Norway in 1997-2000 and for Atea in Sweden in 2000-2002. After moving back to Norway, Sønsteby was CEO of Atea Norway until 2012, when he became Executive Senior Vice President of Atea ASA. In January of 2014, Sønsteby was appointed CEO of Atea ASA. Before joining Atea, he was the CEO of Skrivervik Data AS.

Steinar Sønsteby holds a degree in Mechanical Design from Oslo College of Engineering and a Bachelor of Science in Mechanical Engineering from University of Utah (USA). He also has a finance degree from Norwegian School of Management (BI) and Training in Management and Human Relations from Dale Carnegie Institute.

About Atea

7,658

employees (FTE)

85

offices

41.3

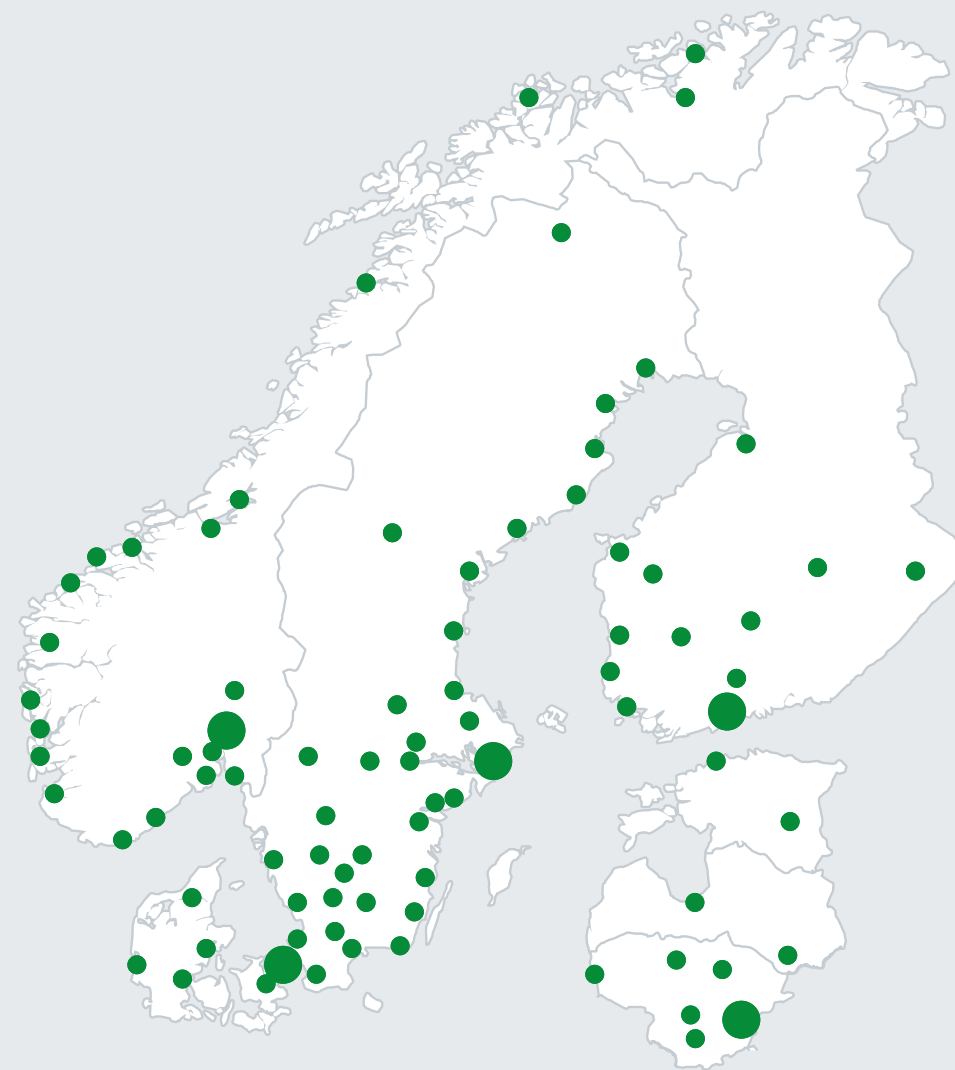
billion in revenue

At Atea, our mission is to “build the future with IT”. We believe that information technology, combined with knowledge and creativity, can improve productivity and living standards across society.

However - to fully realize our mission, it's not enough for Atea to offer world-class IT solutions. We must design and implement a strategy for the long-term sustainability of our business.

Atea is the market leader in IT infrastructure for businesses and public-sector organizations in Europe's Nordic and Baltic regions. We deliver IT products from leading vendors and serve our customers with specialist competencies within IT infrastructure services. Atea is consistently recognized as being among corporate leaders worldwide in sustainability.

Since 2010, our company has been a reporting member of the UN's Global Compact Initiative. As part of that work, we support and uphold the eight Core Conventions of International Labor Organization, the UN Guiding Principles on Business and Human Rights, and the guidelines of the OECD. Atea's *Code of Conduct* is aligned with the Global Compact's *Code of Conduct*. We are also a member of the Responsible Business Alliance. With over 7,500 employees located in 85 cities in seven European countries — Norway, Sweden, Finland, Denmark, Lithuania, Latvia and Estonia — Atea combines a unique breadth of competence in IT infrastructure with a powerful local presence in each market we serve. In 2021, Atea had revenue of 41.3 billion (NOK). We are listed on the Oslo Stock Exchange (ticker: ATEA) and submit all reports as required under the *Norwegian Accounting Act*.



● National office ● Regional office



#1

market leader in IT infrastructure
in the Nordic and Baltic regions

85

offices

7,658

total number
of employees

7

European countries
Atea located in



44,300

customers
(public & private)

130+

countries
served

41.3

billion in revenue
for 2021

85

cities Atea located in

Highlights



In brief, here are Atea's Corporate Social Responsibility achievements for 2021:

- Ranked as the world's most sustainable company in the IT Services Division, as assessed by research and media company Corporate Knights (*Global 100 Index*). It was also ranked 51st overall in that same assessment from among some 7,000 corporations with more than \$1B in revenue.
- The prestigious *Financial Times* and data powerhouse *Statista* ranked Atea among a select group of European companies that have made the greatest progress in curbing their greenhouse gas emissions.
- Atea was again awarded a Platinum rating (top 1% of 85,000 organizations globally) in environmental and social performance by EcoVadis: a highly respected evaluator of supplier sustainability. Previously, Atea earned a Gold rating²⁾ (2017, 2018 and 2019).
- Received an A-rating for ESG Reporting at the Oslo Stock Exchange (Governance Group).
- Atea attended the Fall 2021 United Nations Climate Change Conference (COP26) in Glasgow. At the summit Atea raised IT and technology as a part of the solution in the fight against the climate crisis, working towards a more sustainable future.
- Atea is in the process of aligning the company's non-financial reporting in accordance with Task Force on Climate-related Financial Disclosures (TCFD) and EU Taxonomy. Since 2008, we have been measuring and reporting on our carbon emissions. Carbon-reduction targets and risk-mitigation plans are in place in all countries where Atea operates.
- Retained all ISO certificates, ensuring Atea is in full compliance with best practices and business standards in the IT industry. All ISO certificates are posted on atea.com.
- Atea completed a transition to adopting a security risk-management approach to IT services across the company. The scope of this work involves all IT services delivered within Atea and to our customers.

436,399

units recovered using
Atea's Goitloop in 2021

↘ 42%

emission reduction in scope 1&2
(Since 2019)

67%

of our revenue during 2021 can
be considered to be clean¹⁾

1,413,219

tons of CO₂ emissions were
avoided during 2021

¹⁾ The definition of "green" or "clean" revenue varies between different stakeholders. Atea has chosen to adopt the methodology provided by Corporate Knights. Based on this taxonomy, a conservative estimate is that 67% of our revenue can be considered to be clean.

²⁾ Highest rating at that time

APPROACH

Governance

Atea's Code of Conduct

As the source of governance for all decision making across the company, Atea's *Code of Conduct* sets the principles with which personnel work together and with outside stakeholders. It provides guidelines for our business practices, which must be followed by all Atea personnel. It summarizes fundamental group policies and directives and includes requirements to ensure business is conducted with a strong sense of integrity. The *Code* is applicable to the company's workforce and it reflects its commitment to the UN Global Compact's Ten Principles and the UN Guiding Principles on Business and Human Rights. Furthermore, the *Code* is reviewed on a regular basis by the Compliance Committee and employees and others performing work for Atea must comply to it and acknowledge that they have read and understood it. Everyone working for Atea has an individual responsibility to ensure that business practices adhere to the *Code*. The *Code* is available in all

languages where Atea conduct business to ensure that it is understood across the entire workforce.

Corporate Responsibility

The Group Function Corporate Responsibility is responsible for developing and deploying strategies, directives, targets, processes and tools for sustainability and corporate responsibility. Atea has sustainability and corporate responsibility related Group policies and directives. These include the *Code of Conduct* and group steering documents concerning sustainability, information security, diversity and equality, non-discrimination, privacy, climate, anti-corruption and the *Supplier Code of Conduct* – all of which reflect Atea's commitments to and requirements on its stakeholders, reinforced by awareness and training programs.

Sustainability Committee

This committee, formed in 2020, helps to further integrate sustainability into our business, thus bolstering our corporate governance. The sustainability committee provides assistance to the Steering Group (senior management) in fulfilling its responsibility for oversight of relevant sustainability and corporate social responsibility policies, risks, strategies and programs within Atea. It reports to the Board annually (or more often if needed).

Compliance

At Atea, our vision is to be a place where employees, customers and technology partners collaborate to build the future with IT. That can only be achieved if we first have a trusted relationship with the people who bind us together with a commitment to social responsibility.

Our compliance organization was established back in 2015, and the overall structure is as shown in the illustration to the right.

Atea's employees, suppliers and other external parties are encouraged to report suspected violations of law, according to the Atea *Code of Conduct* or *Supplier Code of Conduct* (collectively "compliance concerns"). Compliance concerns may relate to corruption, fraud, questionable accounting, deficiencies in the internal controls, auditing, environmental, occupational health and safety, human rights matters, or other matters that could constitute a breach of law, seriously affect vital interests of the Company or personal health and safety. Employees are encouraged to report compliance concerns directly to their manager, manager's manager or the Chief Compliance Officer. Compliance concerns can also be reported via the Atea Whistleblower Hotline. Any report sent through the hotline is received by a third-party law firm which handles all reports discretely and confidentially, giving the reporter total anonymity. The Whistleblower Hotline is available 24/7 and 365 days a year.



Reported compliance concerns are handled and monitored by the Atea Compliance Committee, which consists of the Chief Compliance Officer (Group CFO), the Director of Corporate Responsibility (Group) and the Compliance Officers from Sweden and Denmark.

Anti-bribery

Atea takes a zero-tolerance approach to bribery and corruption and we are committed to conducting business in an honest, ethical manner. Atea has an anti-bribery and corruption program and we aim at ensuring ISO 37001 compliance (global anti-bribery management system) within all countries where we operate, including key elements from the U.S. *Sentencing Guidelines* and the UK *Bribery Act Adequate Procedures*.

Data privacy

At Atea, we value the privacy of our customers: our privacy specialists are devoted to maintaining our internal procedures and processes to protect the privacy of the people who use our services and products. As a responsible IT company, we have a direct impact on our customer's privacy. Thus, we have developed a robust program. We work in compliance with national laws of the countries in which we operate, as well as with EU General Data

Protection Regulation. The overall responsibility for the data security is the CISO (Chief Information Security Officer) at the Atea Group.

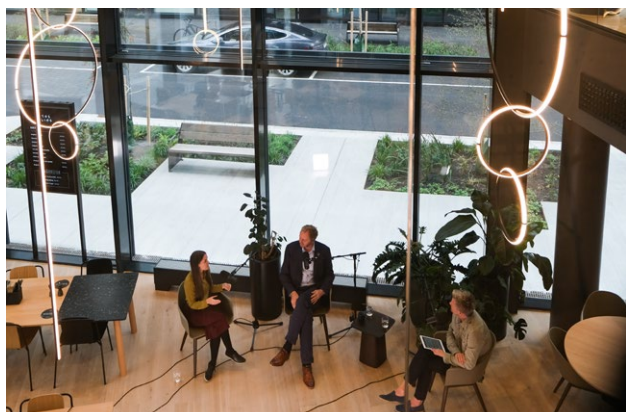
EU Taxonomy

The EU Taxonomy is a tool to help investors, companies, issuers and project promoters navigate the transition to a low-carbon, resilient and resource-efficient economy. It is one of the most significant developments in sustainable finance and has wide-ranging implications for investors and issuers working in the EU and beyond. The final Taxonomy Regulation introduced a new disclosure requirement for companies already required to provide a non-financial statement under the Non-Financial Reporting Directive (NFRD).

National implementation varies, but NFRD covers—at a minimum—large public-interest companies with more than 500 employees, including listed companies, banks and insurance companies.

The EU Taxonomy has not yet been implemented in Norway. However, Atea has begun the process of adapting to the taxonomy and is prepared for the new legislation.





Disclosure on economic activities covered by the EU Taxonomy

All companies subject to this requirement will include a description of how—and to what extent—their activities are associated with Taxonomy-aligned activities. For non-financial companies, the disclosure for 2021 must include:

- the proportion of turnover aligned with the Taxonomy; and
- capex and, if relevant, opex aligned with the Taxonomy.

Turnover gives a clear picture of where a company currently is relative to the Taxonomy. It allows investors to report the percentage of their fund invested in Taxonomy-aligned activities. Capex, in contrast, gives investors a clear sense of a company's direction of travel.

In 2021, Atea performed an assessment of its annual economic activities and concluded that parts of our activities within our data centers meets the existing technical criteria. Data centers implementing a comprehensive set of energy practices are considered to make a substantial contribution to climate change mitigation.

The total turnover that aligned with the Taxonomy was NOK 445 million in 2021, or 1.1% of total turnover for the Group. The capex was NOK 71 million.

Disclosure on economic activities not yet covered by the EU Taxonomy

Atea conducted an assessment of economic activities that may be able to make a substantial contribution to climate change mitigation or adaption, but technical screening criteria have not yet been developed. In 2021, 66% of all clients and mobile devices gained a prolonged lifecycle. We achieved a record of 436,399 units recovered using Atea's Goitloop concept. Atea also runs the 100% club initiative, which has 533 member organizations from both the public and private sector. The goal for all member organizations is to become 100% circular in their use of digital devices. It is currently being rolled out in all countries where Atea operates to recognize 1:1 compliance.

GDPR compliance

Atea is fully GDPR compliant. That means we have in place governance, processes, security shields, and control of personal information in our systems and services.

Find out more

For more information visit us at atea.com/trust

Taking Action on Climate Change

Innovative mitigation, new solutions and continued research: these are among the key steps we must take to seriously address climate change. At Atea, we believe IT plays a vital role in helping face the potentially irreversible impact of climate change and its subsequent societal shifts. That's why we launched Atea's 2030 long-term sustainability plan. This plan will allow us to be a step ahead and lead the change in building a sustainable tomorrow. In doing so, we fully embrace what we do best: building the future with IT.

Launched two years ago, the 2030 plan includes an ambitious target curbing our emissions related to Scope 1, 2 and 3. Our climate target was previously approved in 2018 by the Science Based Target Initiative: at which time, Atea published its first Climate Policy. That Policy stressed the importance of urgent climate actions and it publicly expressed our support of the Paris Agreement under the United Nations Framework Convention on Climate Change.

In 2020, Atea joined the Exponential Roadmap Initiative: supporting the 1.5°C Business Playbook, an ecosystem of frontline organizations committed to halving

emissions by 2030. The Playbook, produced by leading experts and business stakeholders, provides a framework for all companies to reach net-zero emissions rapidly through the adoption of an exponential trajectory of at least halving their greenhouse gas emissions every decade to approach net zero by 2050.

Innovative solutions support and inspire us, as well the customers we serve. We are committed to minimizing carbon emissions within our operations, including our supply chain. During the coming year, we will also keep improving our current practices relating to climate risks and overall climate reporting, among other areas.

For more information and overall progress, see our separate Carbon Footprint Report ²⁾ verified by a third party and/or under the "progress section" within this report (-50% target).

Climate risks

Atea has identified several climate-related risks and their potential business impacts, and these are monitored through our Enterprise Risk Management process (ERM). The original review of the company's climate risks was completed in August 2020 and has been updated

continuously, as we continue to align our efforts within this area to the recommendations set by the Financial Stability Board's Task Force on Climate-Related Financial Disclosures ¹⁾ (TCFD). In 2022, Atea will conduct a third-party review of our current efforts relating to climate-related risks and opportunities, based on the TCFD framework. The outcome of this review will be publicly available in a separate report.

Examples of identified risks and impacts:

- i. **Physical risks**, such as extreme weather conditions that potentially could cause disruptions in our supply chain and/or damaged physical assets;
- ii. **Regulatory risks**, such as carbon tax and product-oriented regulations that could result in increased liability and/or compliance costs;
- iii. **Reputational risks**, relating to our business activities potentially causing damage to our brand value and/or lost revenue;
- iv. **Market risks**, such as changes in customer and investor behavior that could impact the viability of our business model; and
- v. **Technology**, products, services and assets may become obsolete and/or linked technological breakthroughs and disruptions.

¹⁾ The Task Force on Climate-Related Financial Disclosures (TCFD) was created in 2015 by the Financial Stability Board (FSB) to develop consistent climate-related financial risk disclosures for use by companies, banks, and investors in providing information to stakeholders.

²⁾ Atea has since 2007/2008 measured and reported on our carbon emissions using the latest GHG Protocols. Atea has also reported progress to CDP since 2010 and through our Corporate Sustainability Report since 2015 (GRI).

^{***} The climate risks are monitored by the Sustainability Committee (quarterly from 2022) with support from the Group Risk and Control function, if deemed necessary risks and/or suggested risk mitigation efforts are raised to senior management.



Outcomes in 2021:

- Atea's *Code of Conduct* has been reviewed and updated. During the year, the training module was updated and will be put in use during Q1 2022.
- Atea conducts three mandatory trainings - Atea's *Code of Conduct*, GDPR and Security Awareness - which must be completed by ALL Atea's workforce.
- Atea had 7 reports to the whistleblower system, of which 3 were considered to be actual whistleblower cases.
- Sustainability Committee evaluated both sustainability performance and climate risks specifically. [It noted] that Atea is well-positioned to take advantage of business opportunities relating to climate change (e.g., a growing demand for solutions that help reduce our customers carbon footprint, including Atea Digital Workplace and Goitloop).
- Atea retained its certificates within ISO ensuring Atea remains [fully compliant] with best practices and business standards in the IT industry. All ISO certificates are posted on atea.com.
- Atea has begun the process of adapting to the current EU Taxonomy and continues to monitor and respond to new developments.
- [Implemented] an environmental and quality management system, accredited according to ISO 14001 and 9001: an efficient process-oriented way of working together. We are also certified for ISO 20000-1 and ISO 27001, ensuring compliance with best practices and business standards in the IT industry.
- Atea Finland completed the certification process for its anti-bribery management system according to ISO37001, while Atea Norway has prepared for certification and is expected to complete the process in Q1 2022.



Stakeholder dialogue and Materiality Assessment

Continuous dialogue with Atea stakeholders in the IT sector—and beyond—is crucial for inclusive, sustainable growth. Without feedback of our stakeholders, we'd risk missing out on valuable insights and opportunities for improvement. We interact with our stakeholders as often as we can: through customer and partner meetings, employee- and customer-satisfaction surveys, as well as at company events, job fairs, joint audits and on social media.

In 2021, we implemented several initiatives, such as interactive and hybrid events and customer dialogues to maintain contact with our stakeholders, despite the COVID-19 pandemic.

Our sustainability strategy and reporting process each plays a crucial part in maintaining this communications loop. To prioritize sustainability topics, Atea regularly conducts a stakeholder dialogue and materiality assessment in which we capture perspectives and opinions of various stakeholders in relation to our operations. Atea's most important stakeholders are: customers, employees, investors, media, NGOs, society and suppliers.

Atea's recently updated Materiality Assessment includes sustainability topics that were selected based on previous

assessments, current industry and reporting trends, benchmarks and the reporting framework GRI Standards.

The results of employee surveys for several markets were analyzed, along with the latest Atea Sustainability Focus report, in which a wide range of customers are represented.

To further gain insight into the views and opinions of our stakeholders, a number of interviews were conducted, including with investors and Atea management. Based on the findings, internal workshops were held which resulted in the identification of Atea's material sustainability focus areas, which can be seen in the materiality graph.

These topics will be at the core of Atea's sustainability reporting moving forward, and are closely connected to the Atea 2030 plan and to our five overarching sustainability targets.

Find out more

Visit us at atea.com/corporate-responsibility to find all previous sustainability reports, carbon footprint reports, ISO certificates and more.

Outcomes 2021:

- Data security and customer privacy were found to be an increasing priority from both Atea's and our stakeholders' perspective.
- Other sustainability topics which were emphasized by our stakeholders include Atea's impact on climate change, which is closely connected to the matter of circularity.
- Identified material topics: Business Ethics (1), Climate Change (2), Circularity (4), Handprint (6), Responsible Sourcing (7), Customer Privacy (11) and Technology in Society (13).

These material topics relate to our overall 2030 plan and constitute the scope for this report. To ensure the relevance of our sustainability strategy and reporting, Atea aims to update the materiality assessment every second year.

Identified material topics from 2020



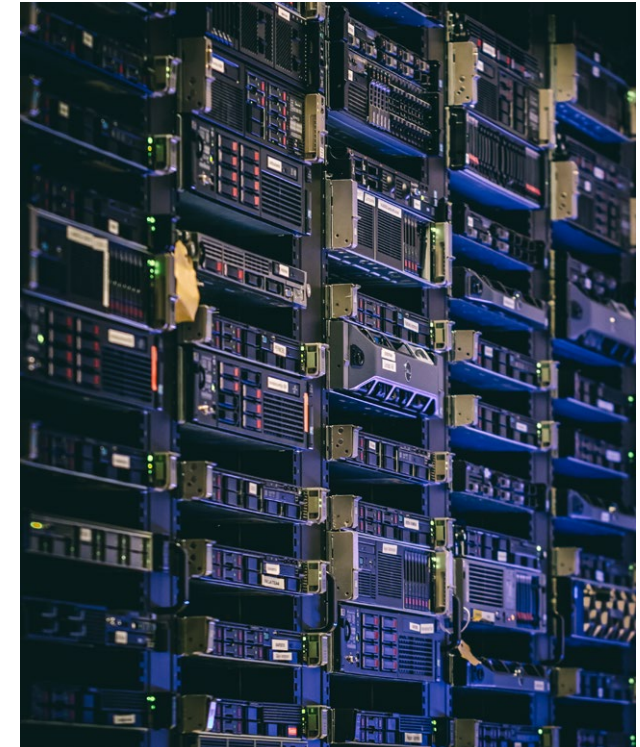
Cyber/IT Security

Atea monitors both our own infrastructure and the internet regularly for possible breaches and works organized with employee security education to improve awareness and to minimize incidents. Security is another challenge and is the cornerstone of technical infrastructure in a digitized world. Today, cyber defense is protecting valued properties. Since the European General Data Protection Regulation (GDPR) has taken effect, Atea has taken a leadership position in explaining how it applies to our work and why such initiatives help protect people. By being on the frontline for our customers in the digital realm on a daily basis, we also regularly participate in governmental advisory boards in regard to supporting national cyber security.

In 2021, Atea completed a transition to adopting a security risk-management approach to IT services across the company. The scope of this work involves all IT services delivered within Atea and to our customers. The outcome means greater user confidence, high performance and greater value—both in terms of operations within Atea and in our work with customers and partners. As Jan Erik Isaksson (Group CISO) explains: “In IT, the security landscape is always changing, so it’s imperative that we continually improve safeguards, including enhanced information-handling techniques.”

Going forward, this modern risk-management approach entails:

- All Atea-managed services are now ISO 27001 certified (Finland was added in 2021).
- Transformation of the company’s security focus from compliance to a risk management framework.
- Implementation of digital footprint measures to assess Atea’s security level from an outsider’s perspective.
- Continuing the development and implementation of data privacy measures according to GDPR, Schrems II and EDPB guidelines.



“In IT, the security landscape is always changing, so it’s imperative that we continually improve safeguards, including enhanced information-handling techniques.”

Jan Erik Isaksson, Group CISO

Diversity and Inclusion

Atea actively works to prevent discrimination in our workplace. As stipulated in the *Anti-Discrimination Act*, our company adheres to a policy that forbids discrimination against any employee because of age, national origin, religion, sexual orientation or disability.

We create ideal working conditions for women and men to have the same opportunities for career advancement. This includes the practice of always presenting at least one female candidate for all vacant leadership positions.

In 2021, Atea continued to develop its competence-based recruitment process and coached all managers accordingly. Further, we create professional meeting places to engage and retain women within the company.

Among next steps in Atea's 2024 diversity and inclusion strategy, we held a workshop on the topic in 2021, which was attended by the company's management team in Sweden.

At Atea, we know that having an inclusive workplace is the foundation on which we continue to build a diverse talent pool of dynamic professionals and a highly profitable organization. That work takes planning. As Lisa Eklöf (HR Chief, Atea Sweden) explains: "We've been working hard on this issue—especially over the last three years—toward the goal of increasing the number of women employees at Atea Sweden. We've seen an increase...and we want more. Thus, for the next three years, our plan will focus on inclusion."



"We've been working hard on this issue—especially over the last three years—toward the goal of increasing the number of women employees at Atea Sweden. We've seen an increase...and we want more. Thus, for the next three years, our plan will focus on inclusion."

Lisa Eklöf, HR Chief, Atea Sweden

“There is interest in versatility in information technology. Every new work day is a new adventure. I get to challenge myself and learn something new. By my own example, I want to show that women are doing really well in the IT industry. It brings a new perspective and dynamism to the industry, also violating traditional norms in the male industries.

Relevant moments in my own career path were when, in my first IT job, a woman gave me feedback that I have the potential to grow big if I dare to challenge and develop myself. Also, when I applied for my current position and realized that I have all the prerequisites for that role.

I currently live my professional dream, but I want to challenge myself every day and learn new things. As a people leader, I want to develop even more and act as an inspiration and pioneer for other women!”

Petra Berg,
CIO & Head of Atea Digital Services Finland

Read more

about Women in IT Path: <https://www.atea.fi/ura-ateassa/atean-naiset-kertovat-urastaan/>



Atea Sustainability Focus

Atea Sustainability Focus (ASF) was established in 2017. Featuring a report produced annually, ASF provides the Responsible Business Alliance (RBA) and fellow members with an annual focus and a set of recommendations. The focus is agreed on by a large group of IT buyers throughout the Nordic region. The recommendations are assembled by an advisory board that collects examples of sustainability and IT excellence from across the region. The specific recommendations provide a balance between deep ambition and what's achievable. This annual approach helps the industry to focus its resources and progress faster to close that gap.

Stakeholder dialogue

Nordic IT buyers identify key sustainability aspects through an online survey and dialogues.

Industry analysis

Sustainability experts conduct an industry analysis to identify the gaps between the expectations of the Nordic buyers and current status.

Recommendations

The ASF Advisory Board, comprising leading IT and sustainability professionals from Nordic companies, municipalities and organizations selects a focus area and formulates recommendations.

Handover to industry

RBA and its member companies decide on specific activities to implement the recommendations from the ASF Advisory Board.

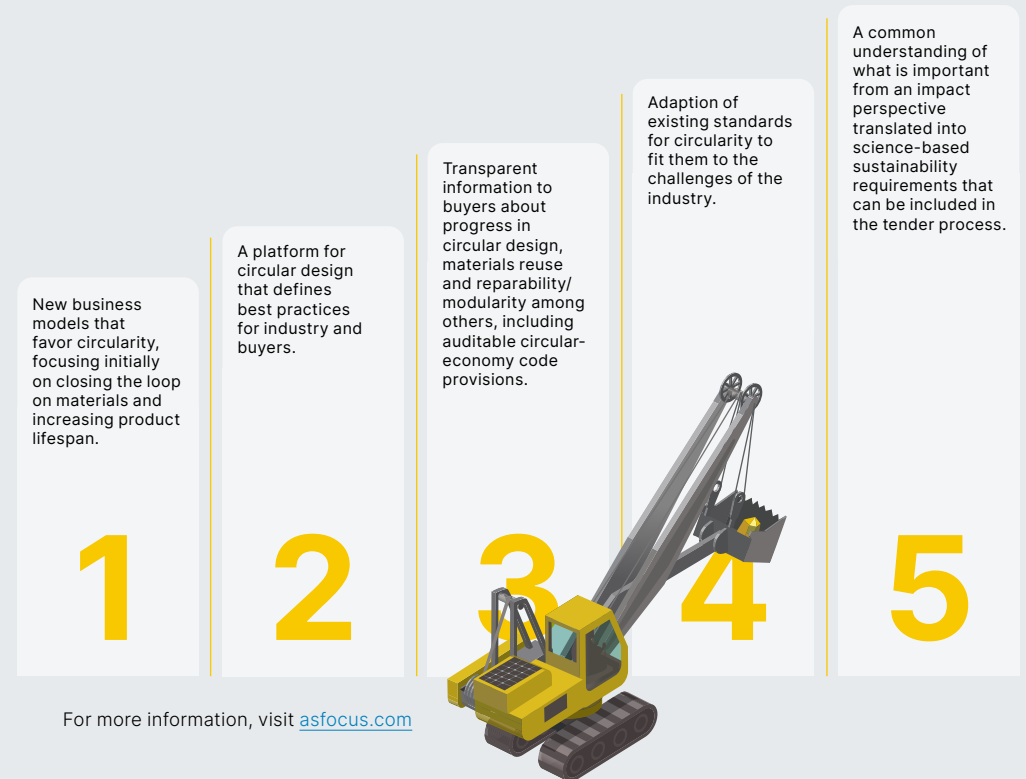


Highlights from the 2021 ASF report “Faster, together”

In 2021, ASF published a progress report, entitled “Faster, together.” It looked at sustainability recommendations from Nordic IT buyers as well as the IT sector’s contributions to the Sustainable Development Goals. And it concluded the sector is not moving fast enough to meet its 2030 goals. To succeed all actors of the value chain need to accelerate activities and collaborate more.

Key points:

- Respondents want industry to focus on products with longer lifespans, but don’t seem to value their own contribution. When asked what’s the most important thing they can do to contribute to more sustainable IT: “Demand recycled content in new products” ranked higher than “Circulate equipment internally.”
- Many respondents want to see products with low carbon footprint (22%) but only 10% prioritize reducing GHG emissions in production. It could be that buyers are unaware of the climate impact of the production of IT.
- Buyers list two main challenges for prioritizing sustainability in procurement of IT: difficulty in determining effects of sustainable procurement and in comparing/evaluating sustainability performance of manufacturers, products and solutions.
- To help accelerate results, the ASF Advisory Board engaged the industry’s sustainability coalition Responsible Business Alliance (RBA) and leading IT brands in dialogue that started in Spring 2021 and continued in early 2022. In the sessions we explore how new business models can be scaled. A framework for circular procurement and how to create effective feedback loops for evolution and measurement were also explored.



For more information, visit asfocus.com

“The ASF reports provide excellent insights and analysis and serve as important market signals that help inform our work...As embodied by the ASF, collaboration is the prerequisite to impactful solutions for the pressing challenges of protecting the environment and human rights globally. The RBA is committed to enabling that and looks forward to continuing this journey with the ASF community.”

—Rob Lederer
CEO, The Responsible Business Alliance

Q&A with Chiara Selvetti-Backéus, Director of Sustainable Business, Atea Sweden

Q What are you most excited about this year?

ONE Atea is really exciting and transformative! For the first time, all seven Nordic and Baltic countries are united behind common long-term goals, and sustainability has a central place in the joint business strategy for 2024. It means we're working as ONE team, leveraging our competences and harnessing our considerable energy across the company.

Q What are the most important trends you're seeing in the area of sustainability?

The whole industry can expect much tougher requirements from buyers in the coming year as they incorporate best practices in their tenders. Today, Nordic IT decision makers are very clear about the role sustainability plays in their respective organizations. IT and digitalization are well-positioned to support that important transition in all sectors in a way that's sustainable, circular, climate-neutral, fair and just.

Q Let's talk more about the coming year: what will be your focus area for 2022?

We have a very ambitious goal to 2030, that is to prolong the life of every product we put on the market. We have a long journey ahead of us, both within Atea and in supporting customers and partners in this journey towards circularity. This is why the main focus for 2022 is to set a joint plan for achieving this goal.

Q So much of corporate sustainability is about taking responsibility. What's your best advice to buyers who want to take on that kind of work?

There are three important steps. **First step:** set a sustainable IT strategy. You can find inspiration within the 100% club, by joining Leadership for Change and by using our "Requirements Guide." ¹⁾ **Second step:** engage with other IT buyers from across the Nordic and Baltic regions. Learn from each other and talk about the most urgent sustainability aspects to address in this industry. ASF Forum ²⁾ and the ASF Dialogue are great places to start. **Third step:** reach out to the sustainability managers within Atea and join the movement!



¹⁾ Atea's guide to sustainable procurement of IT

²⁾ ASF Forum - Let's make IT circular and transparent | Atea

Sustainable Development Goals

Agenda 2030 was established by the United Nations in 2015 as a universal call to action to end poverty and set the world on a path of peace, prosperity and opportunity for all on a healthy planet. The agenda consists of 17 Sustainable Development Goals (SDGs) and 169 underlying targets to be achieved by the end of this decade. It has been adopted by all UN member states.

At Atea, we are committed to leverage our knowledge and business to contribute to the transformations needed in order to achieve the SDGs. We have identified six primary goals where our efforts have the greatest potential for impact. These are based on an assessment of the underlying targets to each SDG and their link to our identified material sustainability topics.



Charitable Efforts

Here are highlights of charity-based activities undertaken by Atea and its employees over the past several years:

Plastpiratene

Atea Norway collaborates on a volunteer charity, called “Plastpiratene” (The Plastic Pirates). The group’s goal is to help reduce plastics and other harmful debris from the world’s oceans. Throughout the year, employees of Atea Norway engaged with Plastpiratene across the country. Peter Bjerkeseth (COO Atea Norway) took part in a clean-up operation in September 2021: “I had great pleasure of having the opportunity to be with the Plastpiratene out in the Oslo Fjord, and I was shocked by the amount of plastic we found. I think I speak for everyone who participated that day when I say that I have deep respect for the work Andreas Brandvoll and his colleagues in the Plastpiratene do.”

Active outdoors

All Atea Norway employees receive one annual, paid day to perform volunteer work: that’s the equivalent of 9,142 work hours every year. An example of what employees spend it on includes DNT: The Norwegian Tourist Association, which is the country’s largest outdoor organization and a technology partner of Atea. DNT promotes active, versatile and environmentally friendly outdoor life. It has developed a sustainability strategy to improve its own operations and to inspire others to embrace outdoor life in Norway.

Atea Helping Hands (AHH)

Employees at Atea Sweden make monthly contribution to this important group that’s devoted to making positive

change in the world. Over the years, AHH has provided support relief in areas that have suffered natural disasters. It has also built schools and support women’s entrepreneurship in Kenya. During the Summer of 2021, AHH donated funds via UNICEF to support a COVID-19 vaccination program in vulnerable countries around the world. This helped ensure more than 30,000 people received two vaccine doses. It also ensured that vaccines were procured, transported, stored, that nurses were trained, and that syringes and protective equipment were purchased.

Cycling in Finland

Employees at Atea Finland enroll in Finnish Red Cross annual cycling competition where companies across Finland compete against each other. In 2021, they rode an impressive 24,600 km in total: saving the equivalent of 1,722 liters of gasoline and 4,305 kg in CO₂. Atea also launched “employee bikes,” which is a bicycle benefit for our employees. Lastly in 2021, Atea Finland cooperated with Hope.ry, Jouluapua.fi and Hyvä Joulumieli, helping several families to enjoy a better Christmas by bringing food and gifts to them.

Denmark Coding Class

Coding Class Copenhagen is part of a national initiative in which the IT industry, in collaboration with several companies and municipalities, gives more than 7,000 school children the opportunity to learn how to code and solve real technological challenges. This bold initiative seeks to inspire young Danish students to get interested in IT and digitalization. Atea has participated in these coding classes since 2016.



PROGRESS

1:1

Achieve a 1:1 ratio between IT units sold vs recovered. For each one we put on the market, we'll take back at least one unit — extending IT lifespan and preserving resources.

50%

Achieve at minimum a 50% reduction in CO₂ emissions at Atea. This includes phasing out fossil fuels, reducing air travel, halving transport emissions and using 100% renewable energy.

TP2B

Achieve Atea's vision as The Place to Be. This entails being an industry leader by continuing to build a diverse, gender-equal workforce where we build the future with IT together.

1M+

Continue accelerating on the journey toward sustainable IT by leveraging the purchasing power of 1 million IT users. This by increasing the commitment of entire organizations, including ourselves, through our collaboration platforms.

100:1

Make our innovation handprint 100 times larger than our carbon footprint, by leveraging the power of IT, especially in the areas of Digital Workplace, Hybrid Cloud and Information Management.

The 2030 plan



A look at how Atea defines the risk of climate change and is implementing sustainability-focused solutions

2021 was the second year of Atea's bold ten-year plan for a long term sustainability. We believe that IT will play a vital role in helping to face the potentially irreversible impact of climate change and societal shifts. This is why we have launched Atea's 2030 long-term sustainability plan in 2020.

We are confident that this plan will allow us to be a step ahead and lead the change. In doing so, we hope to fully embrace what we do best - building the future with IT.

Atea believes the IT sector must take a leadership role and address social, environmental and ethical challenges. At the intersection between the Nordic buyers and the global IT industry, we choose to leverage Nordic buying power and the transformative solutions of the global industry to achieve three sustainable transitions:

- the transition toward sustainably produced IT;
- the transition toward IT circularity; and
- the transition to a carbon-neutral future through IT.

We are confident that this plan, **with its five overarching targets**, will allow us to be a step ahead and lead the change. In doing so, we hope to fully embrace what we do best: building the future with IT.



1:1



Atea continues to be on track to achieve a 1:1 ratio between IT units sold versus those that are recovered. This is important work. It extends the lifespan of products and preserves resources. Powering this undertaking is Atea's Goitloop concept: our continued successful execution here is how we're making circularity become the "new normal" of doing business in the IT sector. In less than a decade, it's grown to become the largest reuse-and-recycle program in Europe.

Outcomes in 2021

- Today, 66% of all clients and mobile devices collected through Goitloop gained a prolonged lifecycle.
- The 100% club now in effect in all countries where Atea operates.
- There were 436,399 units recovered using Atea's Goitloop in 2021.
- From reuse achievements alone, the total potential savings in greenhouse-gas emissions in 2021 was calculated to be the equivalent of 49,492 tons of CO₂.
- Recycling initiatives are now in effect in all the countries Atea serves. During 2021, there was a slight decline in handled units compared with previous years. This was because so many offices have been temporarily closed due to the global pandemic.
- The 100% Club experienced continued growth in 2021 since its initial launch in 2018. The Club today has 533 members and has a common goal: 100% reuse or recycling of all IT equipment among members. In 2021, Club-focused webinars and one-on-one dialogues were held.



436,399

Units recovered within Goitloop in 2021



128,792

Laptops recovered



30,036

Smart phones recovered



24,110

Tablets recovered

66%

Clients and mobile units gained a prolonged lifecycle



The 100% club now in effect in all countries where Atea operates

49,492

saved tCO₂e emissions

Goitloop

Atea gathers all IT equipment from our customers, from keyboards and harddrives to PC:s and servers.

2,764,339

Total amount of units recovered since 2015

Atea and our recycling partner has investigated the CO₂e savings per WEEE unit within IT. The analysis is conducted at product level, and the products are expected to be representative of the average product handled during 2021. The calculated CO₂e savings is the positive difference by material recycling versus virgin material production. The products have been weighed and dismantled by authorized personnel in a lab environment.

Did you know: If the lifespan of all laptops in the EU were increased by one year, it would decrease the CO₂ emissions with around 1.6 megatons, equal to taking 870,000 cars off the road for one year.
Reference: Laurenti & Stenmarck, 2015

Goitloop - where computers and smartphones are given a second life.

Worldwide, hundreds of millions of computers, tablets and mobile phones are bought every year. More people want to help improve our environment and also boost their IT budgets by recycling and selling used IT products. Atea Logistics is the largest provider of recovery services in the Nordic region.



1 Goitloop is Atea's concept embracing circularity and a prolonged lifespan of IT products. It all starts with an order of a packaged service at Atea eShop.

2 Secured delivery. The ordered LOOP-service will be delivered, different sizes of load carriers can be ordered, and you keep the carrier for 10 working days. Then you order a pickup for transport of your IT equipment in the locked load carrier to Atea.



3 Registration and sorting. At Atea's Nordic Logistics center in Växjö (Sweden), all units are registered and sorted on arrival. Atea handles all kinds of IT equipment and the entire operation meets all the necessary requirements when it comes to asset recovery services.

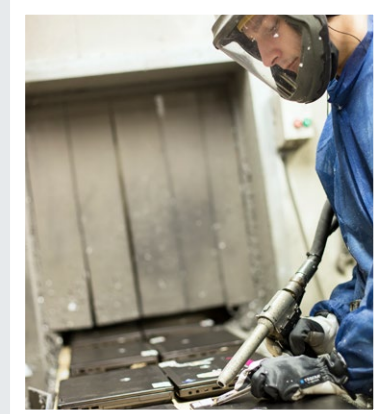


4 Data sanitization. The data sanitization process is one of the central parts of the production process. This is where we ensure that the devices that may contain sensitive data are handled through either software data erasure or physical destruction.



5 Deidentification. In order for a unit to be sold, it must be anonymized by removing signs of previous owners. Visually, it is about removing customer unique markings.

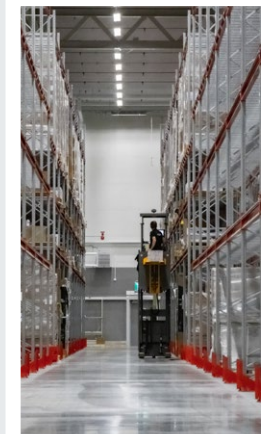
6 Diagnostics. For the units identified as suitable for reuse, a test process is performed with a diagnostics tool in order to identify defective products. This is to ensure that the second life cycle of the product will be pleasant for the user.



7 Reporting. All handled units are reported in detail together with the positive climate effects achieved by prolonging the lifespan of the products.

8 Embrace the loop! More and more IT departments choose to save time by having Atea configure and deliver new IT products and take care of their old replaced products. One of the services offered by Atea combines an unpackaged delivery of new equipment with using the same load carrier to transport the replaced products to Atea where we ensure a secure and sustainable process for reuse and recycling.

The loop is closed!





50%



We aim to achieve—at minimum—a 50% reduction in CO₂ emissions at Atea. This includes phasing-out fossil fuels, reducing air travel, halving transport emissions and using 100% renewable energy. That is reflected in our climate policy, first published in 2018. Atea recognizes the impact our operations have on the environment and we are determined to take the necessary actions to reduce our impact.

Outcomes in 2021

- Atea's emission data for Scope 1, 2 and 3 was collected by our offices in Denmark, Finland, Norway, Sweden, the Baltics, as well as by Atea Logistics and Atea Global Services.
- Emission data for Scope 3 gathered on a group level previously has been disclosed in the CDP report. From 2021, all scope 3 data will also be disclosed in the Carbon Footprint Report. The new categories for the Carbon Footprint report are hence: purchased goods and services, upstream transportation (previously only downstream transportation was included) and commuting.
- 228,720 kWh were produced by solar power at our Logistics Center in Växjö, Sweden.
- Atea began the process of updating the SBTi target to reflect our ambition that is in line with the 1.5C target, as well as developing a net-zero target.
- 78% of energy consumption by Atea Group is from renewable energy sources.
- Atea has focused on reducing its emissions with targeted actions such as electrifying the carfleet, promoting sustainable means of travel and ensuring the transition towards renewable energy (through Guarantee of Origin).

⇓ **42%**

*emission reduction
in scope 1&2
(Since 2019)*

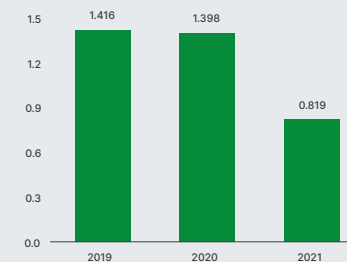
⇓ **71%**

*emission reduction
in business travel
(Since 2019)*

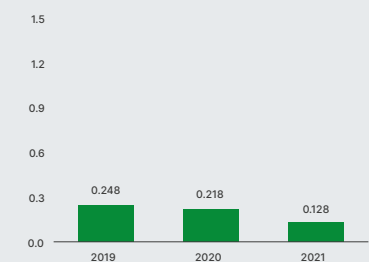
CDP-score= B

*improved from
B- in 2020*

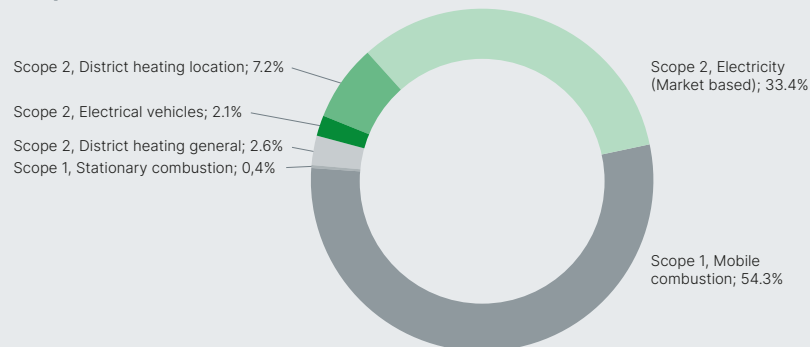
tCO₂e emissions per full time employee



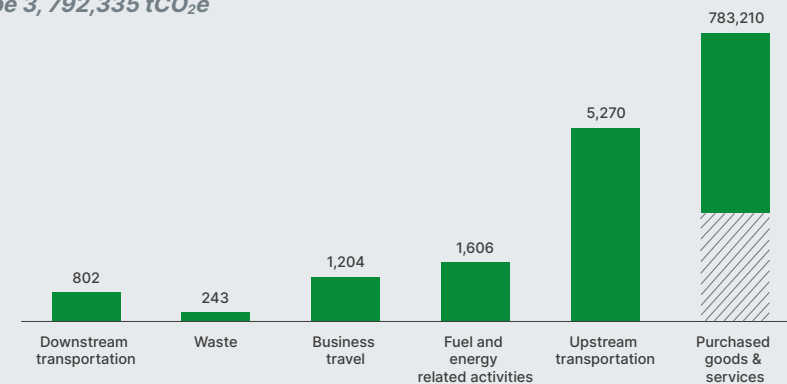
tCO₂e emissions per revenue in MNOK



Scope 1&2, 6,222 tCO₂e



Scope 3, 792,335 tCO₂e



Visit atea.com/corporate-responsibility/resources to see our latest carbon footprint report

TP2B



People are central to Atea's vision of being "The Place to Be" for employees, customers and vendors. We strive to attract the best to create remarkable solutions. To get there, Atea ensures that it provides healthy, safe conditions in the workplace, and that it gives everyone an equal opportunity to succeed and thrive within its corporate culture. We actively seek to promote gender balance in our staffing, along with greater empowerment and wellness for all our people.

Outcomes in 2021

- As stipulated in the Anti-Discrimination Act, our company adheres to a policy that forbids discrimination against any employee because of age, national origin, religion, sexual orientation or disability.
- We continue to encourage more women to work in the IT industry by arranging activities to promote gender balance.
- We invest in our employee's development with a range of different training efforts and certifications to build competence within relevant areas and increase their chances of even more interesting assignments with our customers.
- Atea collaborates with external training providers to deliver high quality leadership training to leaders in Atea.
- All employees have yearly performance appraisals where we also follow up on the work environment and wellbeing.
- Employee health and wellbeing is a central and important issue for us at Atea. During the year, various activities were carried out to support the employees in coping with everyday issues before they become overwhelming.

7,658

Total number of full-time employees

2.3%

Sick leave in percent of employees

0

occupational health injuries

16.7%

turnover

Employee split
by gender per
division

■ Female ■ Male



Norway



Sweden



Denmark



Finland



The Baltics



Shared Services



40% female
60% male

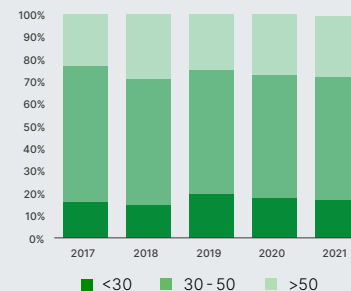
Gender distribution of
Board of Directors



29% female
71% male

Gender distribution
of managers

Employees by age group



25% female
75% male

Gender distribution
of employees

1M+



We will accelerate the journey towards sustainable IT by leveraging the purchasing power of 1 million IT users. This by increasing the commitment of entire organizations, including ourselves, through our collaboration platforms. Our thesis is that increased commitment and cooperation of many will lead to actual development. We strive to make organizations to commit and engage with the industry and their peers, within ASF, the 100%-club and the supply chain assurance program.

Outcomes in 2021

- Our thesis is that increased commitment and cooperation of many will lead to actual development. We strive to make organizations to commit and engage through our collaboration platforms, such as ASF, Leadership for Change, the 100%-club and in the supply chain assurance program.
- Atea's Sustainability Focus continues to thrive as a platform where we can connect with customers and peers to improve sustainability within the IT industry. By leveraging IT solutions we were able to engage IT buyers and keep the dialogue going throughout the pandemic in various digital forums.
- Throughout 2021 we have seen a higher level of maturity and engagement across the Nordics as a whole.
- Number of respondents to ASF Dialogue has significantly increased in both – count and geographic coverage to provide better industry analysis.
- 59% of respondents from organizations 500+ says sustainability is of high or very high priority when procuring IT.
- Looking forward, we are excited to once again physically arrange the ASF Forum - the largest sustainable IT event in the Nordics.
- Atea attended the Fall 2021 United Nations Climate Change Conference (COP26) in Glasgow. At the, summit Atea raised IT and technology as a part of the solution in the fight against the climate crisis, working towards a more sustainable future.

To learn more about the ASF process and its results, see pages [22-23](#) and visit asfocus.com



[Faster together!](#)



[Closing the loop on materials](#)



[Circular economy](#)



[Transparency](#)

57%

(current progress towards 1M of engaged IT buyers in Nordic and Baltic regions)

38%

of the organizations has set advanced sustainability requirements

634

organizations engaged in ASF dialogue

317,000

engaged Nordic and Baltic IT users in 2021

Atea Sustainability Focus will engage 2000 organizations, each representing on average 500+, thus leveraging the buying power of 1 million IT users toward accelerating the sustainability transition of the industry. Approximately 40% of these organizations are advanced in their sustainability choices.

The journey continues

To move forward in sustainability work, we can't just keep doing things according to old collaboration structures. We need to think new in how we work within Atea, with our partners and how we can help our customers with sustainability issues.



Atea employees in Sweden chose to challenge themselves and each other in the spirit of sustainability with initiative "The journey of discovery". Together they have completed 240 different sustainability deeds which resulted in 39000 deeds in total. They have avoided emissions corresponding to 43 tons of carbon dioxide, as much as is emitted by 20,000 km on the plane or 129,000 hours of cleaning with a vacuum cleaner. But these numbers are just what can be measured. The result is much more far-reaching than that

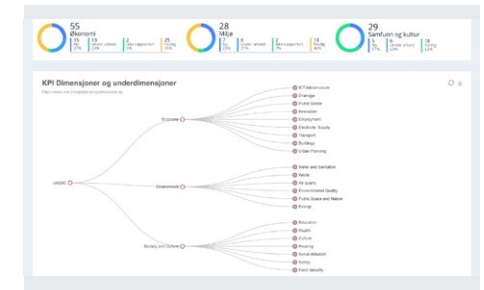
"You do not have to be able to do a life cycle analysis to make a difference. You can contribute in so many different ways. The dialogues you start today can affect colleagues, partners and customers far into the future. " says Hanna Tilly, Sustainability specialist at Atea Sweden.



Atea continues to work on a project together with the Norwegian Natural History Museum where the goal is to build an insect hotel that contains cameras and sensor technology. The data will provide more information about wild bees in order to better know how to take care of them and their pollination. The new high-tech insect hotel will be located in the Botanical Garden in Oslo.



Atea holds two positions in the board of goforIT, an initiative by ICT Norway which helps to bring sustainability into IT educations across Norway. The project is interdisciplinary and is a collaboration between private business and academia. It has grown rapidly and is one of the largest initiatives Atea have taken part in during 2021.



Atea has in collaboration with the UN, created a data-platform to put data collection and automation in the UN program "Smart and Sustainable Cities" into system. Previously the reporting was based on Excel spreadsheets which was both time consuming and didn't enable data to be compared. Today 50% of the data is being automatically collected from open data sources and the latter 50% can be added through a user-friendly interface. The platform is built for global rollout and will work just as well abroad as in Norway. Currently 62 cities and municipalities in Norway are ready to start using the platform.

100:1



By 2030, we will make our handprint larger than our carbon footprint, reaching a 100:1 ratio. We will do this by leveraging the exponential power and compounding effect of IT. While accelerating our efforts to spearhead the digitalization of the society, we will also make it our job to help customers drastically reduce their emissions of their IT infrastructure and help them harness the potential of IT to avoid emissions in their business.

Outcomes in 2021

- Achieving our overall 100:1 target means we must make our handprint that much larger than our carbon footprint. We will get there by leveraging the exponential power and compounding effect of IT. To that end, sustainability training programs for our employees are carried out throughout the group. This will help us to continue moving forward in the digitalization of our society and help customers reduce their emissions.
- Atea adopted a conservative approach in calculating this handprint-to-footprint ratio, especially regarding services and products within our Digital Workplace. Atea will continue to develop methods (with a third-party consultant) to calculate our carbon handprint relating to Information Management and Hybrid Cloud services.
- During 2021, meetings held using Atea Digital Workplace increased by 60.5%, compared to 2020.
- 67% of Atea's revenue is considered clean, according to an estimate conducted using Corporate Knights' methodology.

1,413,219

tons CO₂ emissions were avoided during 2021

⌞
DW
*Digital
Workplace*

⌞
HC
*Hybrid
cloud*

⌞
IM
*Information
management*

⌞
X
*Other services and
products, such as the
Goitloop concept.*

67%

*of our revenue is
considered to be clean **

1.7B+

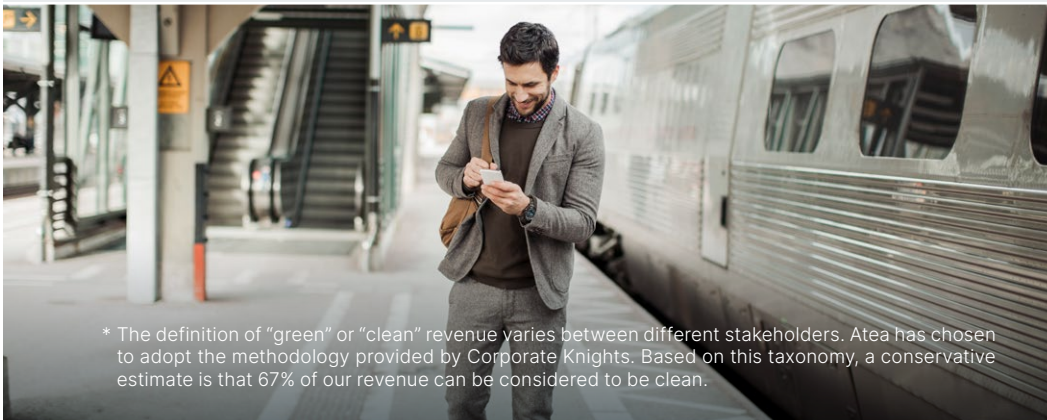
*Amount of minutes spent
in meetings powered by
Atea Digital Workplace*

38M+

*Amount of virtual meetings done
through Atea Digital Workplace*

45.2 min

Average length of meetings



* The definition of "green" or "clean" revenue varies between different stakeholders. Atea has chosen to adopt the methodology provided by Corporate Knights. Based on this taxonomy, a conservative estimate is that 67% of our revenue can be considered to be clean.

RESPONSIBLE SOURCING

Responsible Sourcing

Atea respects and supports internationally proclaimed human rights, including the Universal Declaration of Human Rights adopted by the United Nations. We do not condone or conduct business with organizations that are complicit in human rights abuses. Furthermore, we ensure Atea's *Code of Conduct* applies to our workforce, and that it reflects fully our commitment to the UN Global Compact's Ten Principles and the UN Guiding Principles on Business and Human Rights.



Responsible Business Alliance

Since responsible sourcing of IT products is a core value at Atea, we need a deep understanding of the risks associated with the supply chain for those products, plus the impact our choices have on the world we share. We get there by actively seeking out new knowledge and building meaningful relationships with others in this sector—particularly those who have similarly deep commitment to sustainability in the supply chain.

Atea is an active member of the Responsible Business Alliance (RBA): the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. That organization includes standards that are adhered to by every member of this rapidly growing group (190+ members). The RBA has its own code of conduct, along with tools and best practices. These form the basis of dialogue with prioritized suppliers. For Atea, this means we expect that our suppliers work in accordance with the RBA framework (or equivalency).

Outcomes in 2021

- Two suppliers joined the RBA after extensive engagement with Atea and are working towards full compliance with the RBA's framework.
- Atea attended the RBA's first regional stakeholder roundtable on IT procurement. This event gathered 55 attendees from a wide range of public and private buyers to discuss sustainable procurement of IT products, learn about the industry and give input to the RBA and its members.
- Atea organized meetings between the RBA and several key customers in the Nordics to have in-depth dialogues on due diligence challenges in the supply chain.



Responsible Business Alliance
Formerly the Electronic Industry Citizenship Coalition
Advancing Sustainability Globally

Understanding the supply chain

The supply chain for IT products is complex. Not only are there many steps between resource extraction and the customer, the full supply chains for specific. Both manufacturing and resource extraction also largely takes place in high-risk countries. This creates challenges when it comes to seeking full control of sustainability issues, such as environmental considerations and ensuring ethically-sound working conditions. As an example, responsible sourcing of minerals remains one of the key challenges for the electronics and other industries—as increasing global demand, coupled with poor governance, poverty and sometimes outright conflict in the regions where minerals are extracted, exacerbate the potential for human rights abuses.

That's why Atea encourages increased transparency in our ongoing conversations with suppliers and the RBA. In our supplier assessments we expect information about the supply chain of the products we purchase. This process can be time-consuming but has considerable impact - especially when performed in collaboration with our customers. Several suppliers that were initially hesitant have since become increasingly transparent, both in private dialogues and through their public communication channels. Additionally, Atea has been a proponent of public information about the membership categories of RBA members, something that is published in 2022.



Assurance program

Atea's Assurance Program is the core of our management system. Through it, we focus on continuous improvement, industry engagement, partnerships and customer engagement. All these steps combined have a ripple effect that influences the whole IT ecosystem in which we operate.

Atea's *Supplier Code of Conduct* stipulates that our suppliers must deliver goods manufactured in accordance with the RBA Code of Conduct. Prioritized suppliers are assessed for their commitment to uphold the RBA Code in their own operations and supply chain, the maturity of their management systems for due diligence, and the transparency in documenting and communicating their efforts. As outlined in the RBA Code, they are also expected to cascade these requirements deeper into the supply chain. Their work is initially assessed by evaluating their public policies, sustainability reporting and other relevant documentation, as well as their RBA membership category. That's followed by in-depth dialogue, where additional material is reviewed and documentation connected to their implementation of RBA standards in the supply chain is requested. This may include supplier agreements, risk assessment results, audits, non-public policies and other documentation. Where potential or actual deviations are found, suppliers are expected to investigate and establish a corrective action plan, depending on the severity. If risk reduction measures are found to be inadequate—or if major breaches against social and ethical demands occur and remain unaddressed—the business relationship could be terminated.

Responsible sourcing of minerals remains one of the key challenges for the electronics and other industries—as increasing global demand, coupled with poor governance, poverty and sometimes outright conflict in the regions where minerals are extracted, exacerbate the potential for human rights abuses.

As an integral part of Atea supply chain sustainability program, we actively monitor our suppliers' work on responsible sourcing of minerals, and we also recognize the challenges involved in assessing how impacts might be handled several layers down in a supply chain. Consistent with OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Atea has identified the IT brands (i.e., our suppliers) as key points in our supply chain where we can focus our traceability and due diligence activities, and we assess their work based on the five steps outlined in that guidance.



Outcomes in 2021

- During this period, there were two pauses or terminations in our commercial relationship following external allegations and supplier investigations conducted by Atea.
- Atea underwent two extensive customer audits by public buyers in Norway and Sweden, focused on sustainability in the supply chain, and completed both without deviations.
- Two new suppliers demonstrated compliance with our expectations.
- Two suppliers joined the RBA after extensive engagement with Atea and are working towards full compliance with the RBA's framework.
- Based on results from previous supplier assessments and increasing stakeholder expectations, a new methodology for in-depth assessments of suppliers was developed and implemented to gain a deeper understanding about their adherence to our Supplier Code of Conduct.
- Seventeen in-depth assessments of suppliers were performed according to the new methodology.
- Version 2.0 of Atea's Guide to Sustainable Procurement of IT was launched at <https://www.atea.se/atea-sustainability-focus/guide-to-sustainable-procurement-of-it/>. It is based on our collected knowledge of the IT industry and its supply chains. It contains helpful information on how the effect of sustainability procurement criteria can be maximized.

Preparing for the next level of sustainability

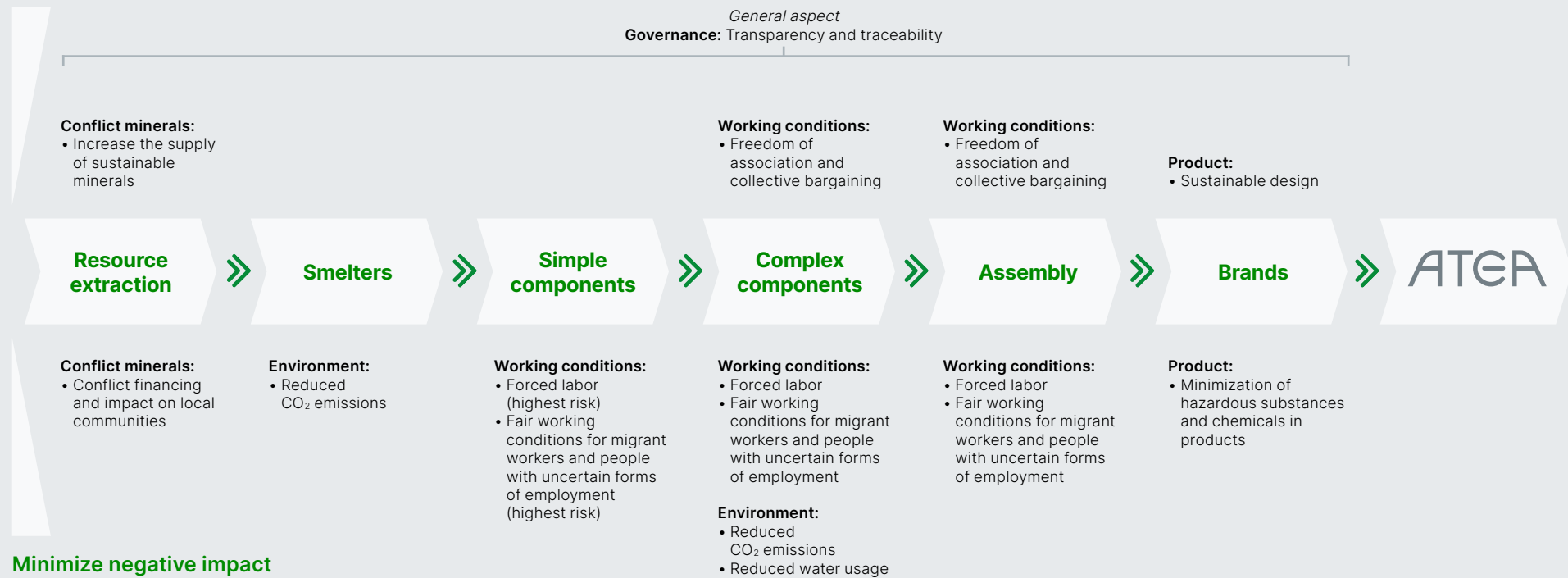
- New criteria for suppliers were developed to reflect rising stakeholder expectations and to provide increased clarity internally and externally. The criteria will be rolled out starting in Q1 2022.
- The Supplier Code of Conduct was reworked and updated. A new Code will launch in 2022.
- A new organizational structure was launched at the end of 2021, bringing additional resources into the supplier assessment process at the group level.
- Atea is part of a reference group for the Swedish National Agency for Public Procurement, and has provided input and participated in workshops connected to their project to revise their procurement criteria for sustainable supply chains that is used by a large number of public procurement actors.

High-impact areas in supply chain

Risk assessment

During 2019, audit and consultancy firm KMPG performed an overall supply chain risk assessment, which was updated in 2021. The assessment included both hardware and software and provides Atea with valuable insights on an aggregated level and a base for developing our processes. It builds our understanding of the high-impact areas of the supply chain where efforts are needed to minimize negative impacts or increase positive impacts. A renewed risk assessment is done by a third party every three years.

Increase positive impact



Minimize negative impact

AHEAD

Message from our Director of Corporate Responsibility

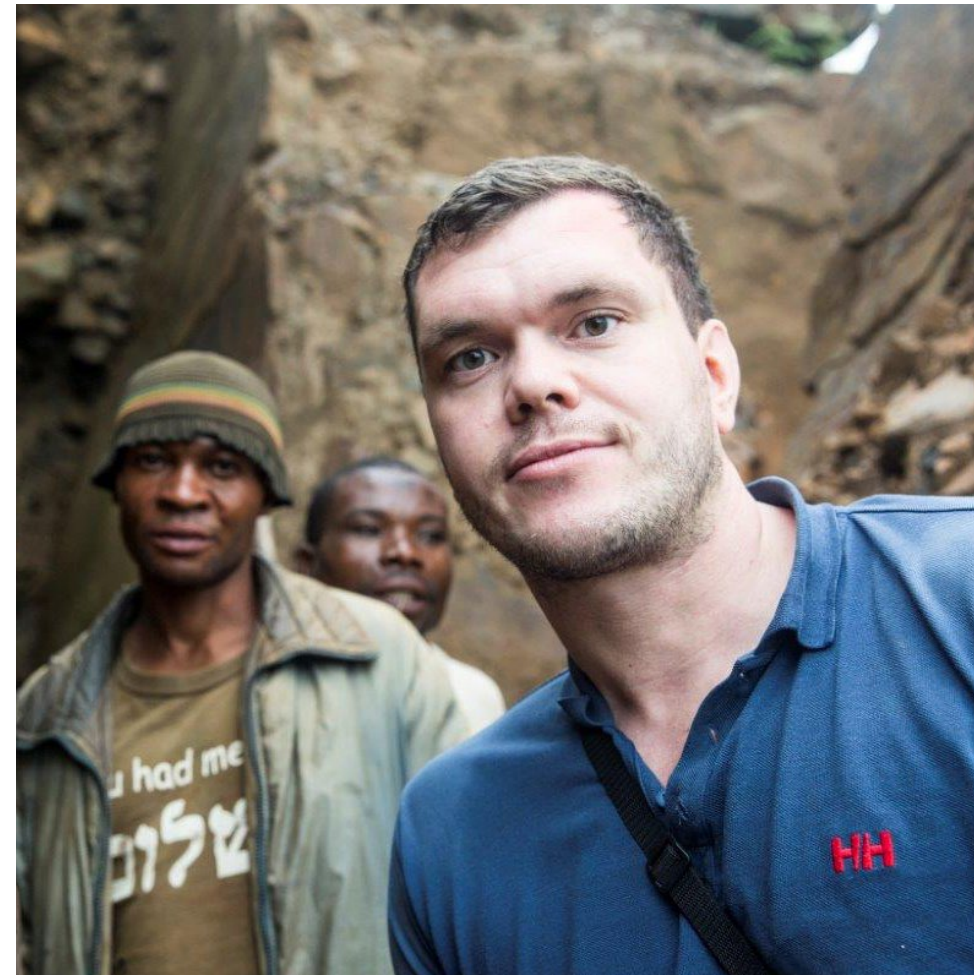
The theme of this year's report pays homage to the spectacular natural environment in the Nordic and Baltic regions. Nature is our constant reminder that we have a duty to protect the planet with sustainable ways of doing business. It matters today. And it matters for future generations.

Responsibilities in that regard can feel daunting. There's no shortage of new regulations, taxonomies, customer requirements and standards to adhere to. But important things take work to protect. So we welcome the task at hand to meet all of Atea's 2030 sustainability targets and goals, as well as our collective COP26 commitments.

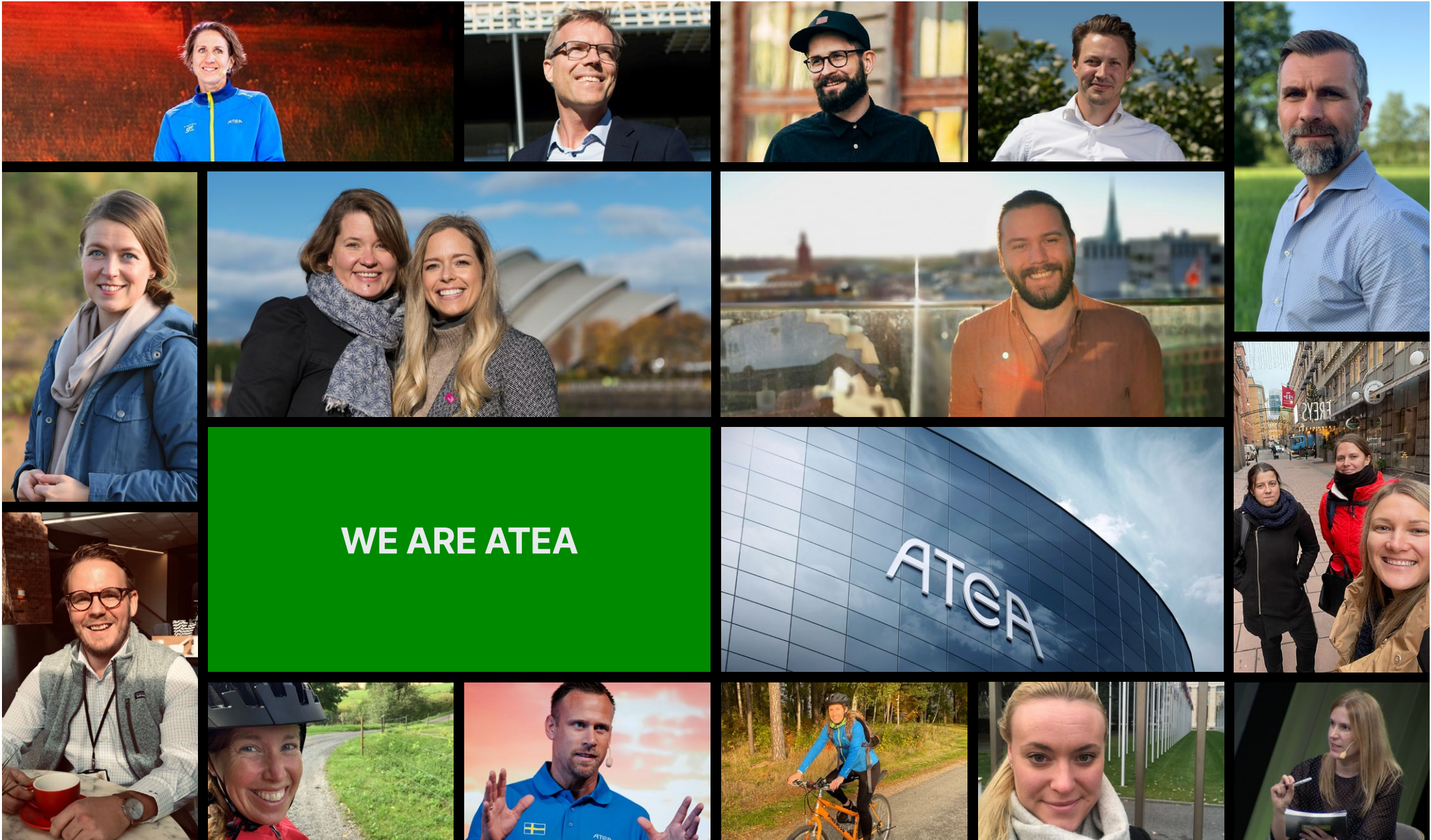
Yes, achievements to date have been encouraging. Recognition by EcoVadis and earning a place among the Global 100 sustainable companies is important. So too is our current work to earn a group ISO certification, along with compliance training, preparations for the largest IT sustainability event in the Nordics, and aligning our processes with Norway's new Transparency Act. But all of these measures are each just a single step in a longer journey.

To all the employees throughout the Atea Group: your engagement and dedication helps our business walk an extra mile daily on the path to greater sustainability. On a personal level, I am especially grateful for the opportunity to work with such a talented team of sustainability experts, and the work we keep doing together building the future with IT in a sustainable way.

Our targets are ambitious, I am certain we will achieve them all.



Andreas Antonsen Director of Corporate Responsibility, Atea ASA.
Andreas joined Atea Sweden AB in 2012 as Head of Quality and Environment. He holds MSc and BSc degrees from Luleå University of Technology.



DATA

GRI content index

GRI Standard	Disclosure	Omission	Page number	Relevant SDG	Comment
General Disclosures					
GRI 102: General Disclosures 2016	102-1	Name of the organization	3		
	102-2	Activities, brands, products, and services	7, 28		
	102-3	Location of headquarters	Corporate website		Atea HQ (Atea ASA) is located in Oslo
	102-4	Location of operations	7		
	102-5	Ownership and legal form	7		Parent company is Atea ASA. Information about ownership can be found at atea.com/investors/financial-reports/ (see latest financial report)
	102-6	Markets served	7		
	102-7	Scale of the organization	7, 35		
	102-8	Information on employees and other workers	35		
	102-9	Supply chain	42, 43, 44		
	102-10	Significant changes to the organization and its supply chain			No significant changes during 2021
	102-11	Precautionary Principle or approach	Annual Report		Atea applies to the precautionary principle
	102-12	External initiatives	19, 25, 42, 44		
	102-13	Membership of associations	19, 42		
	102-14	Statement from senior decision-maker	5		
	102-16	Values, principles, standards, and norms of behavior	7, 11, Annual Report		
	102-18	Governance structure	12		
	102-40	List of stakeholder groups	17		
	102-41	Collective bargaining agreements	34		
	102-42	Identifying and selecting stakeholders	17		
	102-43	Approach to stakeholder engagement	17		
	102-44	Key topics and concerns raised	18		
	102-45	Entities included in the consolidated financial statements	Annual report		
	102-46	Defining report content and topic Boundaries	3		
	102-47	List of material topics	17		
	102-48	Restatements of information			No restatements of information
	102-49	Changes in reporting	17		We calibrated our materiality assessment and the structure of the report has been aligned with the 2030 plan.
	102-50	Reporting period	3		
	102-51	Date of most recent report			15.03.2021
	102-52	Reporting cycle	3		Calendar year

GRI content index

GRI Standard	Disclosure	Omission	Page number	Relevant SDG	Comment
General Disclosures cont.					
GRI 102: General Disclosures 2016	102-53	Contact point for questions regarding the report	48		Andreas Antonsen, Director of Corporate Responsibility andreas.antonsen@atea.com
	102-54	Claims of reporting in accordance with the GRI Standards	3		This report has been prepared in accordance with the GRI Standards: Core option
	102-55	GRI content index	50		
	102-56	External assurance			This report has been assured by RSM (limited assurance)
Material Topics					
Business Ethics					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	13		The Code of Conduct is reviewed on a regular basis by the Compliance Committee, and the Atea ASA audit committee oversees group compliance function. See Code of Conduct and/or Corporate Governance, available at atea.com
	103-2	The management approach and its components	11 , 12		The Code of Conduct is reviewed on a regular basis by the Compliance Committee, and the Atea ASA audit committee oversees group compliance function. See Code of Conduct and/or Corporate Governance, available at atea.com
	103-3	Evaluation of the management approach	11		Atea Sweden and the Baltics were awarded the ISO 37001 certificate during 2019. Atea Denmark attained this in 2017
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	42		
	205-2	Communication and training about anti-corruption policies and procedures	16		Mandatory training for all employees.
	205-3	Confirmed incidents of corruption and actions taken	45		No confirmed incidents of corruption during 2021.

GRI content index

GRI Standard	Disclosure	Omission	Page number	Relevant SDG	Comment	
Climate change						
GRI 103: Management Approach 2021	103-1	Explanation of the material topic and its Boundary		13		Atea changed based year to 2019, and intend to update the current Science Based Target (approved in 2018) during 2022.
	103-2	The management approach and its components		11, 12		
	103-3	Evaluation of the management approach		11		Annual follow-up on set climate targets by the Sustainability Committee, which reports to the Steering Group (Members of the senior management group). Atea follows the principles set in the Greenhouse Gas Protocol, and uses the operational control approach when defining the boundaries of its GHG inventory. This includes Atea ASA and its operations in Norway, Sweden, Finland, Denmark and Baltics/Atea Group in addition to Atea Logistics and Atea Global Services. This deviates from our financial reporting, where Atea Logistics and Atea Global Services are not included in reported revenue. Atea Logistics has been included in the Carbon Footprint report since 2008. Atea Global Services has been included starting this year, with data from previous years (2019 & 2020) updated accordingly. The Carbon Footprint Report has been verified by an external third part (DNV).
GRI 305: Emissions 2021	305-1	Direct (Scope 1) GHG emissions		Carbon Footprint Report		See Carbon Footprint Report for details.
	305-2	Energy indirect (Scope 2) GHG emissions		Carbon Footprint Report		Atea has decided to use the market-based method, as it better reflects emissions from electricity the company has actively chosen (REC). See Carbon Footprint for details.
	305-3	Other indirect (Scope 3) GHG emissions		Carbon Footprint Report		See Carbon Footprint Report for details.
	305-5	Reduction of GHG emissions		32		

GRI content index

GRI Standard	Disclosure	Omission	Page number	Relevant SDG	Comment
Circularity					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	29		
	103-2	The management approach and its components	11, 12		
	103-3	Evaluation of the management approach	11		
GRI 306: Topic-specific Management approach disclosures 2020	306-1	Waste generation and significant waste-related impacts	29		
	306-2	Management of significant waste-related impacts	29		
GRI 306: Waste 2020	306-3	Waste generated	Carbon Footprint Report		
<i>Atea Specific Disclosure: Circularity</i>	ASD-1	Number of units recycled within Goitloop	30		
Handprint					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	39, 48		
	103-2	The management approach and its components	39		
	103-3	Evaluation of the management approach	39		
<i>Atea Specific Disclosure: Handprint</i>	ASD-2	Avoided emissions (scope 4)	40, 48		
Responsible sourcing					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	42		
	103-2	The management approach and its components	11, 12		
	103-3	Evaluation of the management approach	11		
GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria	42		
	308-2	Negative environmental impacts in the supply chain and actions taken	45		
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	45		
	414-2	Negative social impacts in the supply chain and actions taken	45		

GRI content index

GRI Standard	Disclosure		Omission	Page number	Relevant SDG	Comment
Customer privacy & data security						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		13		
	103-2	The management approach and its components		11 , 12		
	103-3	Evaluation of the management approach		11		
GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer				In 2021, Atea did not receive complaints from outside partners or from regulatory bodies concerning breaches of customer data. There were no identified leaks of customer data or privacy data during the review period.
Technology in society						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		17		
	103-2	The management approach and its components		19 , 28		
	103-3	Evaluation of the management approach		37 , 40		

Communication on progress

This 2021 Corporate Sustainability & Responsibility Report, signed by our CEO — together with the information about sustainability found on Atea's webpages — serves as our **Communication on Progress**. Our self-assessment work to that end has been submitted on the UN Global Compact website.

Area	Principle	In this report	Atea Policies & Guidelines
Human Rights	1. Businesses should support and respect the protection of internationally proclaimed human rights.	Page 17-20	<ul style="list-style-type: none"> • <i>Code of Conduct</i> • <i>Supplier Code of Conduct</i>
	2. Businesses should make sure that they are not complicit in human rights abuses.	Page 42-44	
Labor Rights	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Page 25, 34, 42-46	<ul style="list-style-type: none"> • <i>Code of Conduct</i> • <i>Supplier Code of Conduct</i>
	4. Businesses should uphold the elimination of all forms of forced and compulsory labor.	Page 42-46	
	5. Businesses should uphold the effective abolition of child labor.	Page 42-46	
	6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Page 25, 34, 42-46	
Environment	7. Businesses should support a precautionary approach to environmental challenges.	Page 25, 28-40	<ul style="list-style-type: none"> • <i>Code of Conduct</i> • Environmental policies
	8. Businesses should undertake initiatives to promote greater environmental responsibility.	Page 25, 28-40	
	9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	Page 25, 28-40	
Anti-corruption	10. Businesses should work against corruption in all forms, including extortion and bribery.	Page 13-16	<ul style="list-style-type: none"> • <i>Code of Conduct</i> • Governance documents for the companies in the Atea Group (including Ethical Guidelines)

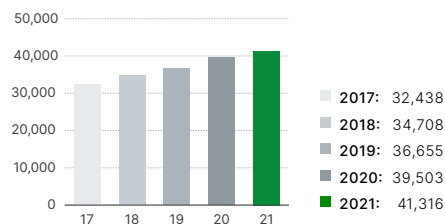
Atea supports the UN Global Compact and its 10 principles in the areas of human rights, labor rights, environment and anti-corruption. We operationalize the principles through guidelines, policies, reporting and internal/external trainings and seminars.

Key figures group (2017-2021)

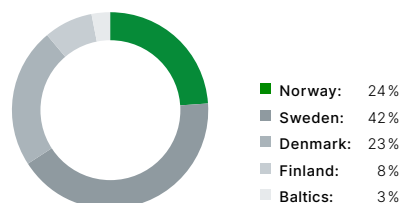
Atea's objective is to provide a competitive long-term return for shareholders, relative to the underlying risk of the company's operations.

NOK in million (unless stated otherwise)	2017	2018	2019	2020	2021
Revenue	32,438	34,708	36,655	39,503	41,316
Gross profit	7,218	7,534	7,758	8,236	8,446
Gross margin (%)	22.3	21.7	21.2	20.8	20.4
Operating profit (EBIT)	799	690	747	854	1,046
EBIT-margin (%)	2.5	2.0	2.0	2.2	2.5
Earnings per share (NOK)	5.10	4.33	4.84	5.37	6.86
Diluted earnings per share (NOK)	5.00	4.26	4.78	5.32	6.70
Dividend per share (NOK)	6.50	6.50	6.50	5.00	5.00
Net financial position	102	-17	657	1,067	822
Cash flow from operations	1,238	946	1,897	1,388	1,096
Liquidity reserve	3,065	2,669	3,995	4,808	4,972
Adjusted equity ratio (%)	22.6	22.0	22.4	22.4	24.0
Number of full-time employees at the year end	6,904	7,385	7,585	7,337	7,658

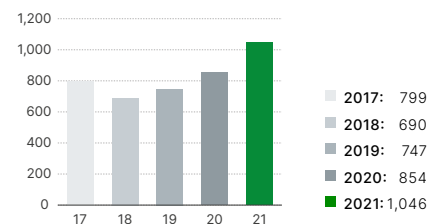
Revenue
2017-2021 (NOK in million)



Revenue per country
2021



EBIT
2017-2021 (NOK in million)



Robert Giori
CFO of Atea ASA

Robert Giori joined Atea as Chief Financial Officer in 2014. He has extensive experience in financial management for public companies within the IT industry. Prior to joining Atea, Robert spent over five years as Chief Financial Officer of Nordic Semiconductor ASA. He has also worked as Chief Financial Officer of TeleComputing ASA and as Finance Director for Dell's operations in Norway. In addition, he has previously been a consultant with McKinsey & Company.

Robert Giori has an MBA from Harvard University and a Bachelor degree from Stanford University. He has completed the Certified Public Accountant (CPA), Certified Management Accountant (CMA) and Chartered Financial Analyst (CFA) examinations in the United States.



RSM Norge AS

To the Board of Directors of Atea ASA

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Independent auditor's assurance report on Atea ASA's sustainability report for 2021

We have undertaken a limited assurance engagement of the Atea ASA's ("The Company") Corporate Responsibility & Sustainability Report for 2021 ("the Report"), approved by the Board of Directors of Atea ASA 17 March 2022.

Management's responsibilities

The management of Atea ASA is responsible for the preparation and presentation of the Report prepared in accordance with the reporting criteria described in the Report, including GRI Standards, level Core. The management is also responsible for establishing such internal controls that they determine are necessary to ensure that the information is free from material misstatement, whether due to fraud or error.

Our Independence and Quality Control

We are independent of the Company as required by laws and regulations, and we have fulfilled our other ethical responsibilities in accordance with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants. We apply the International Standard on Quality Control (ISQC 1) and maintain a comprehensive system for quality control including documented policies and procedures that complies with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditor's Responsibilities

Our objective is to express a conclusion on the presentation of the Report based on the evidence we have obtained. We conducted our work in accordance with the International Standard on Assurance Engagements ISAE 3000 – "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information". This standard requires us to plan and perform our procedures to obtain limited assurance about whether, in all material respects, the Report is presented in accordance with the GRI Standards, level Core, and to issue a limited assurance report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

Considering the risk of material misstatement, our work included analytical procedures, inquiries and interviews with individuals responsible for the preparation of the Report, as well as a review on a sample basis of evidence supporting the information in the Report. Our work did not include procedures to test management assertions about the effectiveness and completeness of the management's systems and processes.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

THE POWER OF BEING UNDERSTOOD
AUDIT | TAX | CONSULTING

RSM Norge AS is a member of the RSM network and trades as RSM. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm which practices in its own right. The RSM network is not itself a separate legal entity in any jurisdiction.

RSM Norge AS er medlem av/ is a member of Den norske Revisorforening.

*Limited assurance conclusion*

Based on our work, nothing has come to our attention causing us not to believe that:

- Atea ASA has applied procedures to identify, collect, compile and validate information for 2021 to be included in the Report, as described in the Report.
- Information presented for 2021 is consistent with data accumulated as a result of these procedures and appropriately presented in the Report.
- Atea ASA has applied a reporting practice for its GRI report aligned with the Global Reporting Initiative (GRI) Standards' reporting principles.
- The Report fulfils the GRI Standards, Core option, and appropriately provides information, or refers to information, on each of the reported disclosures of the GRI Standards.

Oslo, 17 March 2021

RSM Norge AS

Marius Gjengstø
State Authorised Public Accountant

TP2B

THE PLACE TO BE

This document is provided as is. Information and views expressed in this document may change without notice. You may copy and use this document for your internal reference process.

Consider the environment before printing this report.

Holding

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