



WESTCONTROL

*- making your ideas real -*

# Sustainability Report

Westcontrol Group 2025

# Sustainability and Westcontrol – A Message from our CEO

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We proudly present our second sustainability report for the Westcontrol Group.

Sustainability is an integral part of how we run our business, and this year we have worked to strengthen our routines and improve our data foundation. Regulatory developments and increasing expectations from customers and other stakeholders continue to influence our priorities, and we experience constructive cooperation with customers as an important driver for improvement.

The industries in which we operate are characterized by complex value chains. A significant share of environmental and social impacts occurs upstream, where we have limited direct control. This requires systematic follow-up of suppliers, clear requirements, and ongoing assessments of risk. During the reporting year, we have further developed our due diligence processes and strengthened our focus on transparency and documentation. Open dialogue with stakeholders remains important in order to identify challenges and implement relevant measures.

This report provides a comprehensive update on our policies, implemented measures, and performance related to environmental, social, and governance (ESG) matters. It outlines how we work systematically to manage risks, reduce negative impacts, and strengthen responsible practices across the Group.

I would like to thank our employees across the Group for their contributions and engagement. Sustainable development requires consistent effort over time, and we will continue to build on the progress made as we move forward.



Leif Petter Skaar  
Group CEO

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# Sustainability at Westcontrol

## B1\*

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In 2025, Westcontrol Group continued to strengthen and mature its commitment to sustainability. This commitment is reflected in concrete initiatives such as energy efficiency projects and ISO 14001 certification, demonstrating our ongoing efforts to make sustainability both operationally actionable and strategically integrated. Sustainability reporting is an important tool for achieving our targets, including reducing our environmental footprint and meeting broader ESG objectives across the Group.

Our approach combines practical, day-to-day sustainability decisions with structured reporting aligned with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME). By reporting on both the Basic and Comprehensive Modules, we provide a thorough overview of our work across environmental initiatives, social engagement, governance, and supply chain responsibility. Reporting is conducted at the Group level, covering the parent company Westcontrol AS as well as its subsidiaries Westcontrol Robertson AS and Westcontrol Berget AS, to ensure a consistent and comprehensive picture of our sustainability performance.

\*References (e.g., B1, C2) correspond to the relevant sections of the VSME standard.

To support our reporting and broader sustainability efforts, we conducted a double materiality analysis. This analysis identifies the sustainability topics that are most relevant both in terms of how our operations impact society and the environment and how environmental, social, and governance factors financially affect our business. The results are presented on page -- and provide a foundation for prioritizing our efforts and ensuring that our reporting focuses on what matters most.

It is important to note that as a supplier without product ownership, our direct influence on the products we manufacture and the materials we use is limited. Where we do have influence, we make every effort to select the most sustainable options.

This report consolidates sustainability-related activities across Westcontrol Group, reflecting our values, compliance with national and international frameworks, and ongoing dedication to continuous improvement. Through this report, we aim to provide stakeholders, customers, employees, and partners with transparent insights into our actions, progress, and guiding principles, demonstrating our commitment to a sustainable and responsible future.



# Company information

B1

Sites	Address	Postal Code	City	Country	NACE sector classification codes	Size of the balance sheet (NOK 1 000)	Turnover (NOK 1 000)	Number of employees in headcount
Headquarters / Production site: Westcontrol Tau AS (WET) Private limited liability undertaking	Teknologivegen 7	4120	Tau	Norway	27.900 - Manufacture of other electrical equipment	439 458	587 084	206
Subsidiary / Production site: Westcontrol Robertson AS (WER) Private limited liability undertaking	Nyåskaiveien 2	4374	Egersund	Norway	26.510 - Manufacture of instruments and appliances for measuring, testing and navigation	60 232	123 403	46
Subsidiary / Production site: Westcontrol Berget AS (WEB) Private limited liability undertaking	Semsvegen 51	3676	Notodden	Norway	25.620 – Machining 27.320 - Manufacture of other electronic and electric wires and cables 26.110 - Manufacture of electronic components	221 006	307 187	195
Subsidiary / Production site: Westcontrol Berget AS (WEB) Private limited liability undertaking	Høgåsvegen 99	3684	Notodden	Norway	Consolidated with above	Consolidated with above	Consolidated with above	Consolidated with above
<b>Consolidated group level:</b>						687 234	995 662	447

# Strategy – Business model and Sustainability – related initiatives

## C1

Westcontrol develops, manufactures, and assembles a wide range of electronic products, cables and fine mechanics, from mass-produced consumer electronics to robust, custom-built solutions designed for use in demanding environments. Our operations are guided by our core values: brave, innovative, and precise.

Our key departments and areas of expertise:

- Research & Development department develops both software and firmware.
- New Product Introduction (NPI) team specializes in prototyping and industrialization.
- Production department handles surface mount technology (SMT), through-hole assembly, final assembly, and testing.
- Fine mechanics department with expertise in precision machining both turning and milling.
- Cable department that specializes in building cables, cable harnesses and fiber optic cables.

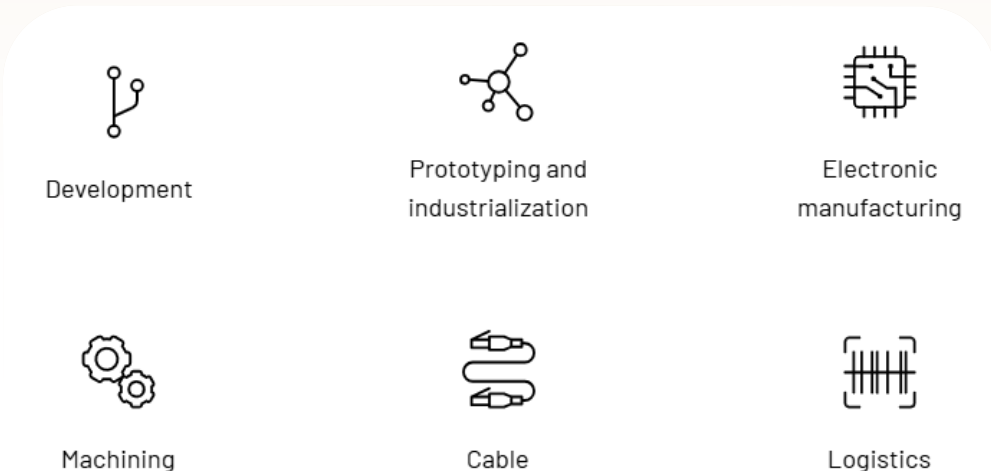
We also have in-house capabilities for EMC testing, and we offer component alternatives for high-pressure high-temperature (HPHT) and hazardous (EX) environments.

We operate exclusively within the business-to-business (B2B) segment, and our main customer sectors include the oil and gas industry, consumer electronics, medical industry and the defense industry. Our business model relies on long-term, collaborative relationships.

We work closely with our customers, particularly those operating in highly regulated sectors, and maintain active engagement with our suppliers to ensure product quality, innovation, and compliance with sustainability standards.

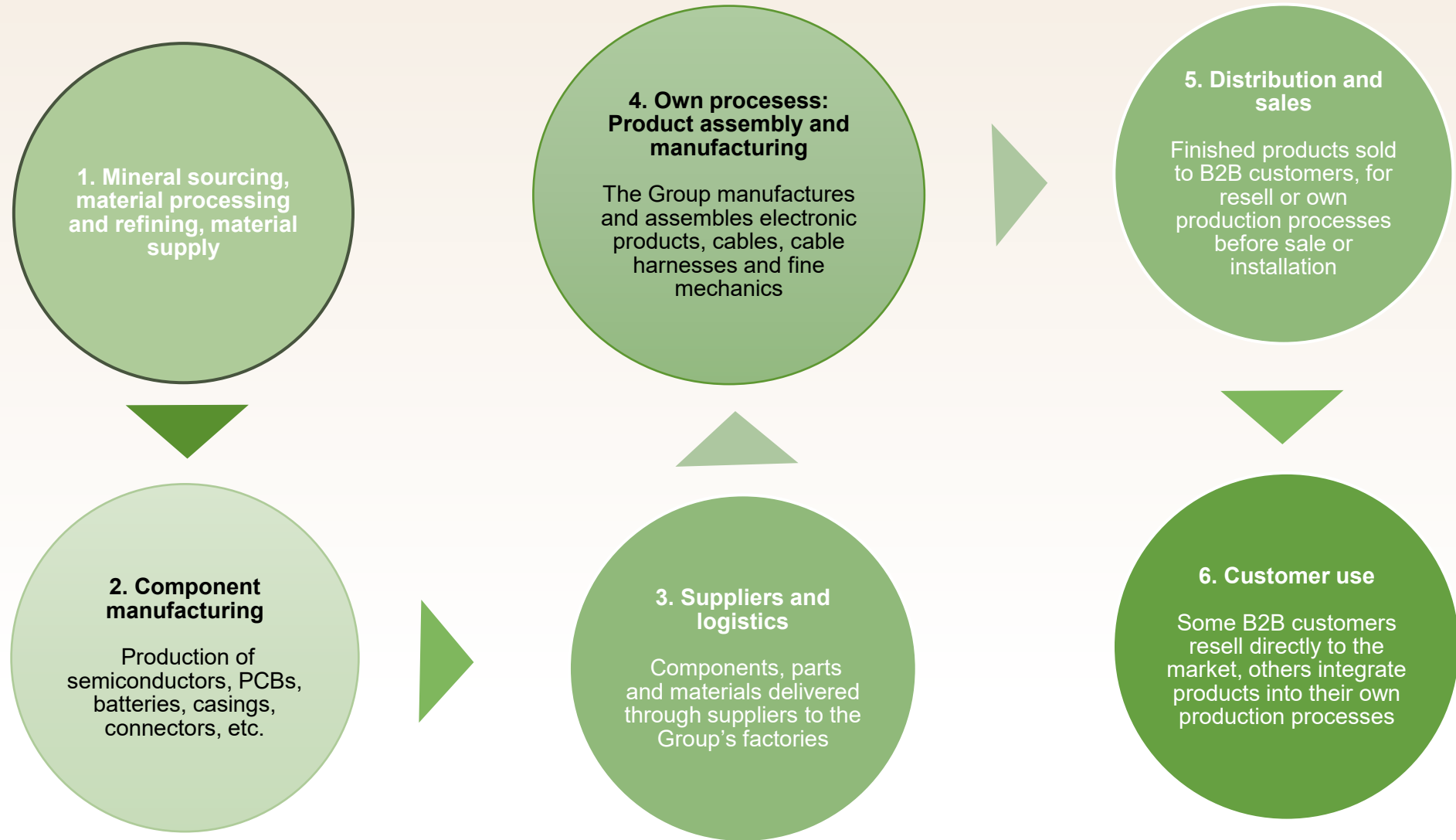
Sustainability is a key part of our business strategy. We are focused on reducing our environmental impact by improving resource efficiency and minimizing waste. At the same time, we strive to strengthen our social responsibility across the value chain. This includes working continuously to increase transparency in supply chain due diligence, addressing human rights risks, particularly in upstream sourcing, and promoting social inclusion through employment and training opportunities. These priorities are embedded in our operations and support our ambition to be a responsible and forward-looking partner in the industries in which we operate.

**Our product groups and services are:**



# Value chain

C1



# Double Materiality Analysis

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Our sustainability reporting is grounded in a double materiality analysis, providing valuable insights into both our impact on society and the environment, as well as how sustainability factors affect our business financially.

As part of this process, we engaged in structured stakeholder dialogues with key external actors, including customers, banks, and insurance providers, to better understand their expectations and concerns.

Internally, we facilitated workshops to broaden our understanding of our operations across the organization. The assessment was further supported by research, including competitor benchmarking, media analysis, and reviews of reports from relevant stakeholder organizations.

This comprehensive process strengthened our understanding of our full value chain and formed a solid basis for identifying the most material topics for our business. It enabled us to prioritize our efforts and communicate our actions with greater relevance and clarity.

The outcome was a list of Impacts, Risks, and Opportunities, referred to as IROs. Impacts were primarily non-financial, addressing how our activities affect the environment and society over the short, medium, and long term. These were mostly negative in nature, as is common in our sector. The majority of them arose from our upstream value chain.

Risks and opportunities focused on potential financial effects, including sustainability-related factors that may influence our performance and resilience on short-, medium- and long-term time periods.

We are grateful for the openness and constructive input received from our customers and partners. Their engagement helps shape our strategic direction, sharpen our focus, and strengthen our commitment to act responsibly and collaboratively.

## Results of the Analysis

As part of our IRO (Impacts, Risks, and Opportunities) assessment, we have evaluated and scored each of them to determine their material relevance for reporting purposes. This report focuses on the IROs identified as material, in accordance with the double materiality principle.

### Environmental

Our environmental impacts primarily arise from activities across our value chain, including the sourcing of minerals and the manufacturing of electronic components. These processes contribute to negative environmental impacts such as greenhouse gas emissions, both directly from our own operations and indirectly through our upstream suppliers. As such, climate change was identified as a highly material topic.

Circular economy is also considered a material topic, particularly due to the waste generated at our production facilities. This includes potentially hazardous waste associated with electronic components, printed circuit boards, and the production processes themselves.

In terms of financial materiality, climate change stands out due to increasing regulatory pressure, particularly from EU legislations and the Green Deal framework, which impact us directly and indirectly via our customers. Additionally, physical climate risks may require further adaptation by us and our suppliers.

### **Social**

Due to the complexity of the value chain in our sector, there is a risk of hidden negative social impacts. These may occur at the earliest stages of mineral sourcing, where the potential for human rights violations exists, and in the manufacturing of components, often carried out in regions with challenging labor conditions.

A key positive impact identified is our potential to create social value through our own operations. This includes supporting individuals with reduced work capacity to re-enter the workforce, contributing to youth development by hosting apprentices annually and offering flexible working hours.

### **Governance**

Good and transparent business conduct is fundamental, particularly for companies based in Europe and engaged in international markets. While we have a solid governance framework supported by established policies, we also recognize opportunities for improvement. One positive governance-related impact identified is our protection of whistleblowers, supported by a formal policy and defined procedures. Looking ahead, we see potential to strengthen this further by continuing to lower barriers for reporting and ensuring an open and supportive environment for whistleblowers.



# Practices, policies and future initiatives for transitioning towards a more sustainable future

## B2, C2

We apply a structured approach to managing key environmental, social and governance (ESG) topics. This is guided by our Code of Conduct, ISO 14001 and ISO 9001 certifications (all locations), and ISO 45001 certification (WEB location), as well as compliance with national and international standards. The table below provides a high-level overview of our current practices, policies and planned initiatives across key sustainability areas.

Topic:	Sustainability practices, policies and future initiatives:	Are they publicly available? (Yes/No):	Do the policies have any targets? (Yes/No):
Climate change	<p>Practices:</p> <ul style="list-style-type: none"> <li>Solar panels and geothermal wells at the WET site.</li> <li>Solar panels at the WEB site.</li> <li>Smart ventilation and heating systems to improve energy efficiency at the WET and WEB locations.</li> </ul> <p>Policies:</p> <ul style="list-style-type: none"> <li>Our Code of Conduct addresses environmental protection and the reduction of climate impact.</li> <li>Environmental policy.</li> </ul> <p>Targets:</p> <ul style="list-style-type: none"> <li>Self-produced solar energy covers up to 25% of our annual electricity consumption. During periods of high solar yield, electricity generation exceeds on-site consumption at the WET site.</li> <li>The WEB site has an annual target to reduce energy consumption per employee.</li> </ul>	Our Code of Conduct is publicly available on our website.	Yes

Topic:	Sustainability practices, policies and future initiatives:	Are they publicly available?:	Do the policies have any targets? (Yes/No):
Pollution	<p>Practices:</p> <ul style="list-style-type: none"> <li>• Maintain an up-to-date chemical inventory and ensure compliance with RoHS and REACH regulations.</li> <li>• Continuous efforts are made to substitute hazardous substances with safer alternatives.</li> </ul> <p>Policies:</p> <ul style="list-style-type: none"> <li>• Our Code of Conduct addresses compliance with applicable laws and regulations regarding the prohibition or restriction of specific substances in products and manufacturing, including but not limited to RoHS and REACH.</li> </ul>	Our Code of Conduct is publically available on our website.	No
Water and marine Resources	Our operations are certified under ISO 14001. However, no significant water-related risks or dedicated initiatives have yet been identified for reporting.	No	No
Biodiversity and Ecosystems	Biodiversity is included in our ISO 14001 environmental management system. No current material risks or actions have been identified, but we continue to monitor our impact.	No	No
Circular Economy	<p>Practices:</p> <ul style="list-style-type: none"> <li>• Our soldering tin is up to 90% recycled.</li> </ul> <p>Policies:</p> <ul style="list-style-type: none"> <li>• Our Code of Conduct addresses waste handling, disposal and recycling.</li> </ul> <p>Targets:</p> <ul style="list-style-type: none"> <li>• Minimum waste sorting rate of 80% at all our locations in 2026.</li> </ul>	Our Code of Conduct is publically available on our website.	Yes
Own Workforce	<p>Practices:</p> <ul style="list-style-type: none"> <li>• Reporting og etterlevelse av the Norwegian Transparency act</li> <li>• Onboarding routines</li> <li>• Internal training and career development are emphasized, particularly through internal recruitment and promotion opportunities, complemented by in-house training initiatives and certification programs.</li> </ul>	The report for Norwegian Transparency act and our Code of Conduct are publically available on our website.	Yes

Topic:	Sustainability practices, policies and future initiatives:	Are they publicly available?:	Do the policies have any targets? (Yes/No):
Own Workforce	<ul style="list-style-type: none"> <li>Flexible working hours in most positions.</li> <li>Collaboration with NAV to offer job opportunities for individuals re-entering the workforce.</li> </ul> <p>Policies:</p> <ul style="list-style-type: none"> <li>Code of Conduct that addresses ethics and health and safety</li> </ul> <p>Targets:</p> <ul style="list-style-type: none"> <li>Support workforce development by maintaining annual apprenticeship positions at our WEB and WET locations.</li> </ul>	Our Code of Conduct is publicly available on our website.	Yes
Workers in the value chain & Affected Communities	<p>Practices:</p> <ul style="list-style-type: none"> <li>Annual mapping of actual and potential risks in our value chain by scoring suppliers based on geography, sector, and other relevant factors.</li> <li>Annual mapping of conflict minerals in our value chain.</li> <li>Annual reporting on our work with the Norwegian Transparency Act.</li> <li>Employee awareness of sustainability issues in the value chain.</li> </ul> <p>Policies:</p> <ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Policy on conflict minerals</li> </ul> <p>Targets:</p> <ul style="list-style-type: none"> <li>Supplier engagement above 60% based on annual CMRT reporting on conflict minerals.</li> <li>Further mapping of high-risk smelters (where they are located, etc.) and reduction of the use of components sourced from high-risk smelters.</li> </ul>	The report on the Norwegian Transparency Act and our Code of Conduct and policy on conflict minerals are publicly available on our website.	Yes

Topic:	Sustainability practices, policies and future initiatives:	Are they publicly available?:	Do the policies have any targets? (Yes/No):
Consumers and end-users	Practices and practices: <ul style="list-style-type: none"> <li>While we do not sell directly to end-users, our Code of Conduct sets expectations for ethical and responsible business practices throughout the value chain. In this way, we contribute to ensuring that final products reaching consumers meet standards for sustainability, ethics, and compliance.</li> </ul>	Our Code of Conduct is publically available on our website.	No
Business conduct	Practices: <ul style="list-style-type: none"> <li>Norwegian Transparency Act report.</li> </ul> Policies: <ul style="list-style-type: none"> <li>Code of Conduct</li> </ul>	Our Code of Conduct is publically available on our website.	No

# Sustainability Governance Structure

C2

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The Board of Directors holds the ultimate responsibility for sustainability within the Group. The Board has delegated oversight of sustainability-related reporting and compliance to the Group CFO, ensuring appropriate governance, control, and alignment with regulatory requirements.

The practical implementation and coordination of sustainability initiatives are managed by the CQO (WET & WER location) and QHSE manager (WEB location), together with a designated sustainability coordinator. In addition, a Group-level sustainability committee supports cross-functional collaboration, follow-up of initiatives, and continuous improvement across the organization.

Senior management holds overall accountability for the execution of sustainability initiatives and for integrating ESG considerations into operational and strategic decision-making.



# Energy

B3

	Renewable MWh:	Non-renewable MWh:	Total MWh:
Electricity consumption – purchased	437,21	4 420,72	4 857,94
Fuels	0	0	0
Electricity consumption from on-site solar panels	332,62	0	332,62
<b>Total</b>	<b>769,83</b>	<b>4 420,72</b>	<b>5 190,56</b>

The electricity consumption presented in the energy mix table is based on the market-based electricity mix. According to data published by the NVE, the Norwegian residual mix consists of approximately 9% renewable energy, with the remaining share derived from non-renewable sources and nuclear power. As the Group has not purchased Guarantees of Origin in 2025, the residual market mix has been applied for the purpose of illustrating the electricity composition in the energy table.

Solar panels are an integrated part of the energy supply at our WET facility, contributing an increasing share of our total energy consumption. Solar energy accounted for 2% in 2023, rising to 6% in 2024 and 21% in 2025. In addition, we use energy wells to store excess heat, further reducing our environmental impact.

With these measures, up to 25% of the company's total energy consumption is expected to come from renewable sources in the future.

In 2025 we have installed a smart ventilation and heating system (SD system) to further improve energy efficiency and reduce Scope 2 emissions in our facilities at WET. This upgrade has improved energy efficiency and reduced Scope 2 emissions, resulting in a 10–15% decrease in energy consumption.

At our WEB site, solar power is already in use at one of the two facilities. Looking ahead, we plan to install heat pumps to lower electricity consumption and provide a more stable indoor climate.

# Greenhouse Gas Emissions

B3, C2

Scope:	Category:	Emissions in tCO2e 2023 (baseyear):	Emissions in tCO2e 2024:	Emission in tCO2e 2025:	Calculation method 2025:
Scope 1	Direct emissions	0,80	4,57	4,76	100% Activity
Scope 2	Electricity location-based	79,22	74,90	57,81	100% Activity
Scope 2	Electricity market-based	3 163,33	2 991,19	2599,00	100% Activity
Scope 3	Purchased goods and services	53 586,29	35 310,00	32 913,71	100% Spend
Scope 3	Upstream transportation and distribution	159,09	57,42	110,22	100 % Activity
Scope 3	Waste generated in operations	-	-	1,05	100% Activity
Scope 3	Employee commuting	98,18	95,87	91,98	100% Average
Scope 3	Downstream transportation and distribution	23,77	8,58	15,30	100% Activity

**Total emissions:**

**2023:**  
53 947,35 tCO2e

**2024:**  
35 551,34 tCO2e

**2025:**  
33 194,82 tCO2e

The total emissions are calculated using the location-based method for Scope 2.

# Greenhouse Gas Emissions

B3, C2

## Scope 1

The direct emissions result from mobile combustion and fugitive emissions within our own operations.

## Scope 2

In this report, we present both the location-based and market-based methods for Scope 2 emissions. The market-based calculation uses the European Residual Mix to reflect emissions from electricity not covered by guarantees of origin. However, since we have not actively purchased green electricity or certificates, the location-based method provides a more representative view of our actual emissions and is therefore used as our primary reporting approach.

## Scope 3

In this report, five of the fifteen Scope 3 categories defined by the GHG Protocol have been included. The category *Waste generated in operations* has not been included in the GHG inventory for the reporting years 2023 and 2024 and has been incorporated into the inventory from 2025 onwards.

The company will continue to improve the completeness of its GHG inventory over time. Future efforts will focus on further mapping and expanding the coverage of Scope 3 emissions, as these represent the largest share of the company's total greenhouse gas emissions.

## Key Changes in Greenhouse Gas Emissions

The overall reduction in emissions from 2024 to 2025 is primarily attributable to a continued decrease in Scope 3 emissions, particularly within *purchased goods and services*, which remains the most significant emission category. Reduced procurement volumes at group level have contributed materially to this development, reflecting lower overall activity compared to the previous year. Electricity-related emissions (Scope 2) declined during the reporting period, driven by both reduced energy consumption and improvements in energy efficiency.

At the same time, certain Scope 3 categories increased, most notably *upstream transportation and distribution*, which more than doubled compared to 2024. This increase is primarily linked to improved data quality and expanded reporting coverage, resulting in more comprehensive accounting of transport-related emissions.

Scope 1 emissions increased slightly, mainly due to fugitive emissions associated with refrigerant refilling at one of our locations.

## Greenhouse gas intensity:

The Group's GHG intensity per turnover:	Scopes included:	Calculation method:
0,0000001 tCO <sub>2</sub> e	Scope 1 & scope 2	Gross GHG emissions: 62,57 tCO <sub>2</sub> e / 995 662 334 MNOK
0,00003 tCO <sub>2</sub> e	Scope 1, scope 2 & scope 3	Gross GHG emissions: 33 194,82 tCO <sub>2</sub> e / 995 662 334 MNOK

# Climate risks

## C4

As part of our double materiality assessment, we identified potential climate-related risks that are relevant to both our own operations and our value chain. These risks were evaluated based on a financial materiality scoring system, using predefined thresholds in NOK to reflect actual financial impact. Each identified risk and opportunity was assessed against these thresholds, which allowed us to prioritize the most significant issues based on their potential economic consequences. This structured approach resulted in a list of climate-related risks deemed financially material.

Following risks were identified as having the highest scores and are therefore considered material for reporting purposes:

### **Climate-related hazards**

Climate change and the resulting instability in weather patterns represent potential financial risks for our operations and production facilities. Through our assessment, we identified both acute and chronic climate hazards relevant to our locations and value chain.

### **Chronic hazards**

A key long-term risk relates to potential sea level rise. This risk is particularly relevant for our locations in Egersund and Tau, both situated along the coast. Among these, Egersund is assessed as having the highest exposure, as it has previously experienced temporary flooding due to extreme rainfall.



Such chronic hazards are especially important when considering long-term physical climate risks (time horizon: >5 years), which are projected to intensify under continued climate change.

### **Acute hazards**

An example of acute climate-related risk is the flooding incident at our Notodden site, where infrastructure disruptions prevented employees from accessing the facility, leading to a full-day production halt. This highlights our vulnerability to infrastructure-related interruptions caused by extreme weather.

In both cases; acute and chronic, there is also a risk of indirect impacts, such as disruptions in supply chains and logistical delays, which may further amplify financial consequences.

To date, no formal adaptation plans have been implemented at our sites. However, we acknowledge that as climate-related physical risks increase, the need for adaptation measures becomes more urgent. In addition to operational interruptions, we may also face higher insurance premiums due to our exposure, further contributing to the long-term financial risk landscape.

## Climate related transition events

### Risks

Policy-, legal- and reputation-based transition risks are becoming increasingly relevant due to tightening regulations and evolving stakeholder expectations. These developments may lead to increased administrative and operational costs, particularly during the implementation phase of new sustainability requirements.

We anticipate that the costs of adopting new practices, systems, and reporting routines will rise, especially for sites with older buildings and outdated technology, where investments in low-emission alternatives are likely to be necessary.

We continuously monitor developments in both EU and national legislation, particularly those related to the European Green Deal, as well as other requirements that may indirectly affect us through our customers. By integrating regulatory expectations into our daily operations and long-term strategy, we aim to turn compliance into a value-creating process rather than an administrative burden.

Overall, transition risks are currently assessed as a medium-term financial risk (1-5 years), with the potential to grow depending on the speed and scope of regulatory changes and technological advancements.

### Opportunities

Some of our customers operate in sectors that develop products and technologies that contribute directly to the green transition. As these markets are experiencing growing demand and increased policy support, our position in their value chains offers strategic growth potential.

As a contract manufacturer, we maintain high operational flexibility, enabling us to adapt to shifting customer preferences and changing market dynamics. This flexibility enhances our competitiveness, allowing us to align with innovations that support a low-carbon economy. As our customers launch new technologies and products aimed at reducing emissions, the demand for our production capabilities is likely to increase.

We also benefit from cross-sector access due to our production versatility. The rising demand for electrification and energy efficiency across sectors places us in a favorable position. In this way, we contribute indirectly to decarbonization by supporting the value chains of companies transitioning to greener technologies.

Furthermore, our operations are located in Norway, a country recognized for its stable, clean energy mix and advanced competence in technology-driven sectors. This is further enhanced by our own renewable energy production through solar panels, the use of geothermal energy wells and energy-efficient machinery. This strengthens our appeal to existing and potential clients that prioritize low-emission production partners.

These factors combined are considered medium-term opportunities (1-5 years), with a strong potential to drive revenue growth through increased demand for low-carbon products and services.

# Resource use, circular economy and waste management

B7

## Product design and customer specifications

As a subcontractor, we deliver products according to customer-defined specifications. This means that choices regarding product design, materials, and composition are made by the customer. While we do not have direct influence over the product's design phase, we recognize the importance of circular principles and actively seek to apply them in the areas we do control, particularly within our own production and waste handling.

## Use of recycled materials: reused soldering tin

In our production processes, we make targeted efforts to increase material circularity. A key example is our use of soldering tin. The tin we use for wave soldering and selective soldering consists of approximately 85–88% recycled tin, sourced from a specialized supplier. Additionally, we collect leftover tin residues from our soldering equipment and return them to the same supplier for reprocessing and reuse. This closed-loop system helps reduce raw material extraction and extends the lifespan of valuable metals in line with circular economy principles.

## Waste reduction and continuous improvement

As part of our ISO 14001-certified environmental management system, we have established a clear target to achieve a minimum waste sorting rate of 80% at all our locations. This target supports our broader ambition to move from linear waste handling towards more circular resource management practices, reducing residual waste and increasing the recovery of valuable materials.

We work continuously to improve sorting practices, increase material recovery rates, and reduce the total volume of waste sent to landfill or incineration. An overview of total waste volumes is presented in the table below, divided into non-hazardous and hazardous waste.

## Waste management data 2025\*

	Waste diverted to recycle or reuse in kg:	Waste directed to disposal in kg:
Non hazardous waste	104 209	35 900
Hazardous waste	-	29 236

\*The figures include estimates due to limited granularity in the available data on waste treatment methods.

# Social metrics - Workforce

B8, B9, C5

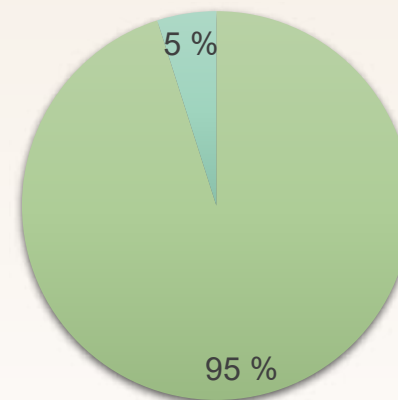
We consider our workforce to be at the core of our commitment to social sustainability. For us, this means creating a safe, inclusive, and supportive work environment where people can thrive and grow. By setting clear expectations, promoting diversity and equal opportunities, and fostering participation and skills development, we build the foundation for responsible operations and long-term value creation.

At our WEB location, the occupational health and safety management system is certified according to ISO 45001, supporting our systematic approach to health and safety.

## Employee headcount by gender

Gender	Number of employees in headcount
Male	231
Female	216
Other	0
Not reported	0
<b>Total employees</b>	<b>447</b>

## Employee headcount by type of employment



■ Permanent: 425 ■ Temporary: 22

## Female-to-male ratio at management level for the reporting period

At the management level, the gender ratio (female-to-male) is 1:2,4, which corresponds to women representing 29% of the total management team. The gender ratio indicates the proportion of women to men in management.

## Employee rate turnover in reporting year

9,4%

## Health and safety

We recorded no serious work-related accidents and no work-related fatalities during the reporting period.

The company is committed to being a workplace characterized by genuine equality and equal opportunities. We strive to ensure that women and men enjoy the same possibilities for pay, career development, and recruitment. Gender equality is considered a core value and a foundation for building an inclusive and supportive work environment where everyone can thrive.

In line with the Equality and Anti-Discrimination Act, we also work actively, purposefully, and systematically to promote equality, secure equal rights, and prevent discrimination based on ethnicity, national origin, descent, skin color, language, religion, or belief. Furthermore, we are dedicated to being a workplace free from discrimination on the grounds of disability. We take concrete steps to design and adapt our physical environment so that it can be accessed and used by as many people as possible.

Our ambition is to create a culture of fairness, respect, and inclusion, where diversity is seen as a strength and all employees are empowered to contribute to the company's success.

**Remuneration**

The employees receive pay that is above the minimum wage in Norway as determined by the national minimum wage law. The company also ensures equal pay for equal work, regardless of gender or other factors, in line with our commitment to fairness and equality.

**Percentage gap in pay between our female and male employees**

	<b>Production</b>	<b>Administration</b>
Gender pay gap	4% more than women	17% more than women

The differences observed are largely a result of variations in competence and seniority. Within administration, differences also reflect the diversity of roles and responsibilities.

**Collective bargaining**

The percentage of employees covered by collective bargaining agreements is 100%. The reported coverage reflects that collective bargaining agreements apply to all employees, regardless of union membership.

# Human rights

C6, C7

## Human rights policies and processes

Westcontrol Group has adopted a Code of Conduct which functions as our human rights and labor rights policy for our own workforce. The Code sets clear expectations for ethical and responsible behavior across the organization and is aligned with internationally recognized frameworks.

The Code applies to all employees and business partners and is communicated across the organization and to relevant stakeholders.

## Severe negative human rights incidents

We have not identified or confirmed any incidents within our own workforce related to child labour, forced labour, human trafficking, discrimination, or other severe human rights violations. We are likewise not aware of such cases in our value chain, among affected communities, consumers, or end-users.

We also recognize the underlying human rights risks associated with the industries in which we operate. We therefore continue to monitor our supply chains closely and work systematically to prevent and address potential violations.

For more detailed information regarding human and labour rights, please refer to our Transparency Act Report, available on our website.

## Human rights policy areas and commitments

Policy area	Commitment	Details
Child labour	Prohibited	No person under legal minimum age may be employed.
Forced labour	Prohibited	All work must be voluntary, with freedom to leave employment.
Human trafficking	Prohibited	Recruitment or transport of persons through coercion or fraud is not allowed.
Non-discrimination	Ensured	Workplace free from harassment and discrimination on any basis.
Equal pay	Ensured	All employees receive equal pay for equal work and qualification.
Health & safety	Ensured	Provide a safe workplace and take responsibility for protecting the health and safety of workers.
Freedom of association	Respected	Employees have the right to unionize and engage in collective bargaining.
Whistleblower protection	Ensured	Confidential channels in place; no retaliation permitted.

# Governance metrics

B11, C8, C9

## Convictions and fines for corruption and bribery

There have been no convictions or fines during the reporting period related to corruption or bribery. Westcontrol Group maintains a zero-tolerance approach towards corruption, bribery, and other unethical business practices. Preventive measures include a strong Code of Conduct, clear reporting channels, and ongoing monitoring of compliance.

## EU reference benchmarks

Westcontrol Group is not excluded from any EU reference benchmarks aligned with the Paris Agreement. This means that the company is considered eligible for inclusion in sustainable investment benchmarks within the EU, reflecting that our operations are not linked to sectors or practices that conflict with climate goals or responsible business conduct.

## Gender diversity ratio in the governance body

At the board level, the gender ratio (female-to-male) is 1:2,25. The gender ratio indicates the proportion of women to men in the governance bodies.



This report has been reviewed and approved by the Board of Directors of Westcontrol AS, Westcontrol Berget AS and Westcontrol Robertson AS, as a reflection of our sustainability work for the reporting year.

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## Pål Skadberg

Board member Westcontrol Robertson

Serienummer: bankid.no no\_bankid:9578-5997-4-361092

IP: 213.236.xxx.xxx

2026-03-26 06:04:18 UTC



QES



## Arnstein Frømyr

Board member Westcontrol Berget

Serienummer: bankid.no no\_bankid:9578-5995-4-134037

IP: 92.220.xxx.xxx

2026-03-26 06:05:45 UTC



QES



## Rasmus Nordbø

Styreformann Westcontrol Berget

Serienummer: bankid.no no\_bankid:9578-5994-4-1486580

IP: 185.80.xxx.xxx

2026-03-26 06:09:51 UTC



QES



## Rasmus Nordbø

Chairman of the board Westcontrol

Serienummer: bankid.no no\_bankid:9578-5994-4-1486580

IP: 185.80.xxx.xxx

2026-03-26 06:10:46 UTC



QES



## Leif Petter Skaar

Board member Westcontrol Berget

Serienummer: bankid.no no\_bankid:9578-5997-4-229532

IP: 46.250.xxx.xxx

2026-03-26 06:49:27 UTC



QES



## Leif Petter Skaar

Chairman of the board Westcontrol Robertson

Serienummer: bankid.no no\_bankid:9578-5997-4-229532

IP: 46.250.xxx.xxx

2026-03-26 06:50:26 UTC



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## Leif Petter Skaar

CEO Westcontrol Robertson

Serienummer: bankid.no no\_bankid:9578-5997-4-229532

IP: 46.250.xxx.xxx

2026-03-26 06:51:19 UTC



QES



## Kristine Lindrum Solhaug

Board member Westcontrol Berget

Serienummer: bankid.no no\_bankid:9578-5995-4-1653782

IP: 77.16.xxx.xxx

2026-03-26 06:51:48 UTC



QES



## Leif Petter Skaar

CEO Westcontrol

Serienummer: bankid.no no\_bankid:9578-5997-4-229532

IP: 46.250.xxx.xxx

2026-03-26 06:52:13 UTC



QES



## Christian Pagaard Junker

Board member Westcontrol

Serienummer: 7e7f1bcf-ebb1-4b72-b8d9-63e9dd2d6fff

IP: 194.182.xxx.xxx

2026-03-26 07:25:43 UTC



## Therese Neverdahl Nordbø

Board member Westcontrol Robertson

Serienummer: bankid.no no\_bankid:9578-5994-4-740880

IP: 89.11.xxx.xxx

2026-03-26 07:54:07 UTC



QES



## Therese Neverdahl Nordbø

Board member Westcontrol Berget

Serienummer: bankid.no no\_bankid:9578-5994-4-740880

IP: 89.11.xxx.xxx

2026-03-26 07:56:02 UTC



QES



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## Andre Nodland Stenberg

Board member Westcontrol Robertson

Serienummer: bankid.no no\_bankid:9578-5997-4-4178476

IP: 213.236.xxx.xxx

2026-03-26 08:02:35 UTC



QES

bankID



## Elisabeth Tønnesland

Board member Westcontrol Berget

Serienummer: bankid.no no\_bankid:9578-5995-4-1163537

IP: 51.174.xxx.xxx

2026-03-26 08:07:47 UTC



QES

bankID



## Arne Johannes Loftsgarden

Board member Westcontrol Berget

Serienummer: bankid.no no\_bankid:9578-5995-4-134457

IP: 79.161.xxx.xxx

2026-03-26 10:14:52 UTC



QES

bankID



## Tommy Aakre Mydland

Board member Westcontrol

Serienummer: bankid.no no\_bankid:9578-5997-4-384045

IP: 46.250.xxx.xxx

2026-03-26 12:51:24 UTC



QES

bankID



## Inge Flaten

CEO Westcontrol Berget

Serienummer: bankid.no no\_bankid:9578-5999-4-1193433

IP: 92.220.xxx.xxx

2026-03-28 14:57:39 UTC



QES

bankID



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