ATEA

Corporate Responsibility & Sustainability Report 2020

RESOLUTE

PLATINUM Top1%
2020
ecovadis
Sustainability
Rating

NASDAQ ESG TRANSPARENCY PARTNER
Nasdaq

Corporate
Responsibility Prime
rated by
ISS-oekom

What this report is about

This is Atea's annual Corporate Social Responsibility (CSR) report. It identifies the sustainability and responsible business-development initiatives our company undertook throughout 2020. This document is also a progress report, presenting our performance in relation to Atea's 2030 plan and the targets we have 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. Our sustainability report covers the entire Atea Group. All data and activities reported occurred between January 1, 2020 and December 31, 2020, 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.

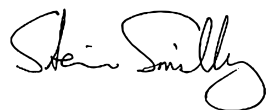# CONTEXT

Message from the CEO

Among the many lessons learned from today's global pandemic is that humanity's choices today determine our future out-comes. In the area of sustainability (and elsewhere), we can always make better choices. And with technology, we have a powerful lever to make those better choices feasible. Thus, we must all show willingness to embrace this kind of change. Starting in 2020 — and building on 10 years of sustainability work — we have embarked on a bold journey that will provide year-on-year momentum towards a circular, carbon neutral and healthy future with the help of IT. We do this because we should and because we can. Our position in the ecosystem — at the intersection between Nordic buyers and the global IT industry — entails both an opportunity and a responsibility to take the lead. Leveraging the combined purchasing power of our market on the one hand, and the solutions of the global industry on the other.

You see proof in our sustainability-focused accomplishments highlighted in this report, all in alignment with our short-, medium- and long-term strategies.

In 2020, that includes:

- having earned platinum status (top 1% of all companies) by EcoVadis
- recognition by the Government of Latvia as recipient of its prestigious Sustainability Index Fair Trade Award
- significant year-over-year reductions in carbon emissions within our operations since 2018
- achieving a record 453,210 units reused/recycled using Atea's Goitloop concept
- ongoing implementation of our ambitious 2030 plan, which includes making Atea one of the first companies worldwide to report on avoided emissions

By sharing this report, we continue our ongoing work of engaging in meaningful dialogue with our stakeholders and promoting a transparent process for steady improvement. Our sustainability goals are ambitious and our resolve is deep, because this is where we excel consistently: building the future with IT.

Steinar Sønsteby, 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

Atea is the leading supplier of IT infrastructure and system integration in the Nordic and Baltic regions. We deliver IT products from leading vendors and help our customers with specialist competencies within IT infrastructure services. Since 2010, Atea 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*.

Atea is also a member of the Responsible Business Alliance. With over 7,000 employees located in 84 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 2020, Atea had revenue of 40 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

1st
market leader in
IT infrastructure in the
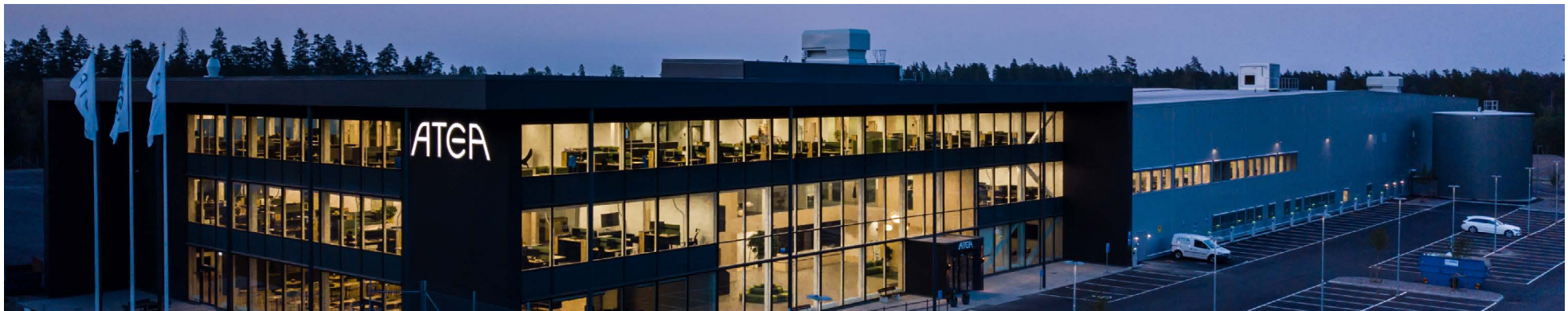Nordic and Baltic regions

3rd
largest IT infrastructure
company in Europe

20%
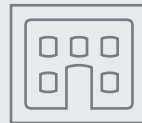share of the Nordic
and Baltic market

7,337
employees (FTE)

30,000
customers (public & private)

84
offices

+130
countries served

39.5
billion in
revenue
for 2020

↓**28.9**%
CO$_2$ emissions
since 2019

453,210
units reused/recycled using
Atea's Goitloop in 2020
– a new all time high

100%
of Atea's core business is
ISO 14001 certified

71%
of our revenue during 2020 can
be considered to be clean*

1,524,041
tons of CO$_2$e emissions
were avoided during 2020

95%
of supply chain is monitored
by Atea for compliance

YES
UN Global Compact Signatory
(since 2010)

6
identified SDGs where our
business has the greatest impact

3,500+
tons of CO$_2$ have been
climate offset

ALL
employees need to take the
mandatory training for compliance
with our Code of Conduct

Highlights

In brief, here are Atea's Corporate Social Responsibility achievements for 2020:

- Atea launched our new 2030 plan, which will provide guidance for the coming decade in the area of sustainability.

- Atea was awarded the highest rating in environmental and social performance by EcoVadis (**Platinum**), a highly respected evaluator of supplier sustainability, including ethics in that assessment. This achievement ranks Atea in the top 1% of all suppliers evaluated under a collaborative platform used by more than 65,000 companies today

- Atea retained its certificates within ISO ensuring Atea is in full compliance with best practices and business standards in the IT industry. All ISO certificates are posted on atea.com.

- Recognized by the Government of Latvia as recipient of its prestigious Sustainability Index Fair Trade Award.

- Won the award "best data cleaner in the industry" by IT-Branschen in Denmark, a competition with the aim of reducing CO$_2$ emissions.

- Certified as a Nasdaq ESG Transparency Partner.

* 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 71% of our revenue can be considered to be clean.

APPROACH

How Atea embraces the challenge of sustainability in terms of governing its operations, mitigating risks and engaging in stakeholder dialogue.

Governance

Sustainability is deeply integrated into the way Atea governs its operations. It's a vital part of running a responsible business and being a good corporate citizen. 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.

The Group Function Corporate Responsibility is accountable for developing and deploying strategies, policies, 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 *Code of Conduct for Suppliers* – all of which reflect Atea's commitments to and requirements on its stakeholders, reinforced by awareness and training programs.

The Atea *Code of Conduct* summarizes fundamental group policies and directives and includes requirements to ensure that 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.

During 2020, we took an important step in further integrating sustainability into our business by adding a sustainability committee. This has strengthened our corporate governance. The sustainability committee will provide assistance to the Board of Directors (the Board) as well as the senior management in fulfilling its responsibility for oversight of relevant sustainability and corporate social responsibility policies, risks, strategies and programs within Atea. The sustainability committee reports to the Board annually (or more often if needed).

Furthermore, Atea has chosen to adopt a standard methodology when assessing and mitigating risks — enterprise risk management. During 2020, we also performed a risk analysis to better understand our climate-related risks and opportunities.

Compliance

At Atea, our vision is to be a place where employees, customers and technology partners collaborate to build the future with IT. This collaboration can only succeed if we 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 *Code of Conduct for Suppliers* (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 handled 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.

Atea ASA Board
- Overall responsible for corporate governance.
- Annual review of compliance function.
- Approves changes to *Code of Conduct.*

Atea ASA Audit Committee
- Oversees group compliance function, on behalf of the Board.
- Receives reports from Compliance Committee on compliance events and whistleblower cases.
- Recommends changes to *Code of Conduct* (to the Board).

Group Compliance Committee
- Responsible for ongoing assessment of compliance programs and their communication / effectiveness.
- Final line of guidance to employees.
- Reviews reports from local compliance officers on compliance events, and reports to Audit Committee.
- Follows up on whistleblower events and reports to Audit Committee.

Local Compliance Officers
- Responsible for following up that local organizations. (country BU + service centers) are acting in compliance with *Code of Conduct.*
- Second line of guidance to employees with questions on *Code.*
- Reports ongoing compliance events and risk factors to the group (quarterly report).

Local Management
- First line of guidance to employees with questions on the *Code of Conduct*, and how it applies to specific situations.

Anti-bribery

Atea takes a zero-tolerance approach to bribery and cor-ruption and we are committed to conducting business in an honest and ethical manner. Atea has an anti-bribery and corruption program and we aim at ensuring ISO 370001-compliance (global anti-bribery management system) within all countries where we operate, including key elements from U.S. *Sentencing Guidelines* and the UK *Bribery Act Adequate Procedures.*

Data privacy

At Atea, we value the privacy of our customers and our privacy specialists are devoted to maintaining our internal procedures and processes to protect the privacy of the people who use our products. As a responsible IT company, we are aware that we have a direct impact on our customer's privacy and we have therefore developed a robust program that will be further improved in 2021.

We work in compliance with national laws of the countries in which we operate, as well as with EU *General Data Protection Regulation*, which came into effect during the spring of 2018. The overall responsibility for the data security is the CISO (Chief Information Security Officer) at the Atea Group.

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.

Did you know: Atea Denmark, Sweden and the Baltics have attained the highest international anti-bribery certification, ISO 37001:2016. This relates to and covers both the UK *Bribery Act* and the American *FCPA*.
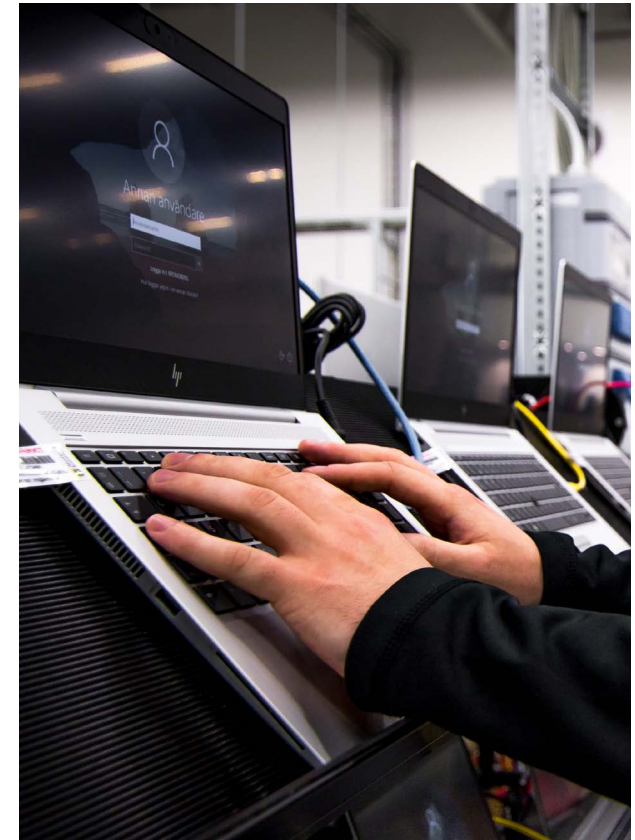
Outcomes in 2020

- Atea was awarded the highest rating in environmental and social performance by EcoVadis; a highly respected evaluator of supplier sustainability, including ethics in that assessment. This achievement ranks Atea in the top 1% of all suppliers evaluated under a collaborative platform used by more than 65,000 companies today.

- Atea Norway and Finland conducted work to prepare for the certification of its anti-bribery management system according to ISO 37001 (Denmark, Sweden and the Baltics have already completed this certification).

- Atea's *Code of Conduct* was reviewed during 2020 and updates will be made during 2021.

- Atea had five reports to the whistleblower system, of which zero were considered to be actual whistleblower cases.

- 99 % of Atea's workforce has completed new training in support of the *Code of Conduct*.

- Our company developed an all-new Sustainability Committee for its governance structure, helping fortify informed decision making. This group provides assistance to the Board, as well as the senior management in fulfilling its responsibility for oversight of relevant sustainability and corporate social responsibility policies, risks, strategies and programs within Atea.

- Atea retained its certificates within ISO ensuring Atea is in full compliance with best practices and business standards in the IT industry. All ISO certificates are posted on atea.com.

- In 2021, we will ensure Atea is in alignment with the new EU taxonomy. That is a classification system with a list of environmentally sustainable economic activities: an important enabler to scale-up sustainable investment and implement the European Green Deal.

- Atea has 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.
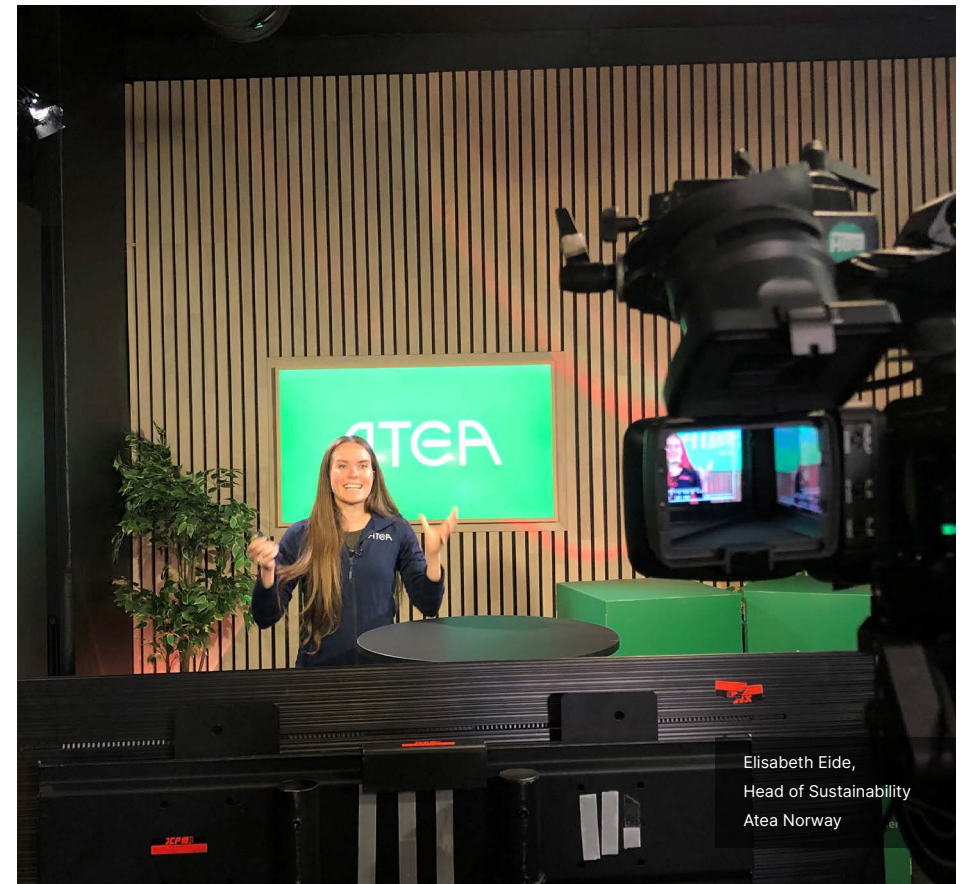
Elisabeth Eide,
Head of Sustainability
Atea Norway

Stakeholder dialogue and Materiality Assessment

At Atea, we believe that continuous dialogue with our stake-holders in the IT sector — and beyond — is crucial for enabling inclusive and sustainable growth. Without the feedback of our stakeholders, we 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. During 2020, we implemented several initiatives, such as interactive events and customer dialogues to stay in contact with our stakeholders, despite the COVID-19 pandemic.

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

One process in which our stakeholders play a crucial part is in the development of Atea's sustainability strategy and reporting. 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
- Suppliers

During the fall of 2020, Atea's Materiality Assessment was updated. Sustainability topics included in the process 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.

Outcomes
- 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 consitute 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.

Interest to stakeholders

Importance to Atea

● **Economic**
1. Business ethics

● **Environmental**
2. Climate change
3. Energy
4. Circularity
5. Water use
6. Handprint

● **Miscellaneous**
7. Responsible sourcing

● **Social**
8. Health & safety/ Employee wellbeing
9. Training & education
10. Diversity, inclusion & equal opportunity
11. Customer privacy & data security
12. Freedom of association and collective bargaining
13. Technology in society
14. Ethics related to AI

Collaboration

Through collaboration and partnerships we aim to create innovative solutions — with lasting results — to the pressing issues of our time. Our membership in the Responsible Business Alliance (RBA) gives us a tool to improve the social conditions throughout our value chain, in which we know human rights are at risk of violation (read more on p. 27). Atea Sustainability Focus is a platform where we can connect with customers and peers to improve sustainability within the IT industry (read more on p. 17). We are also members of the UN Global Compact Nordic Network.

We also base our work on international frameworks, such as the UN Global Compact, the UN Guiding Principles on Business and Human Rights, ISO 26000 and the UN Sustainable Development Goals. Read more about our approach to the SDGs on page 19.

Atea Sustainability Focus

Atea Sustainability Focus (ASF) was established in 2017. Featuring a report produced annually, ASF provides the 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 Nordic countries. 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 RBA to focus its resources and progress faster to close that gap.

Chiara Selvetti,
Head of Sustainability
Atea Sweden

Process overview of the Atea Sustainability Focus

Stakeholder dialogue
• Nordic IT buyers identify key sustainability aspects through an online survey and dialogues.
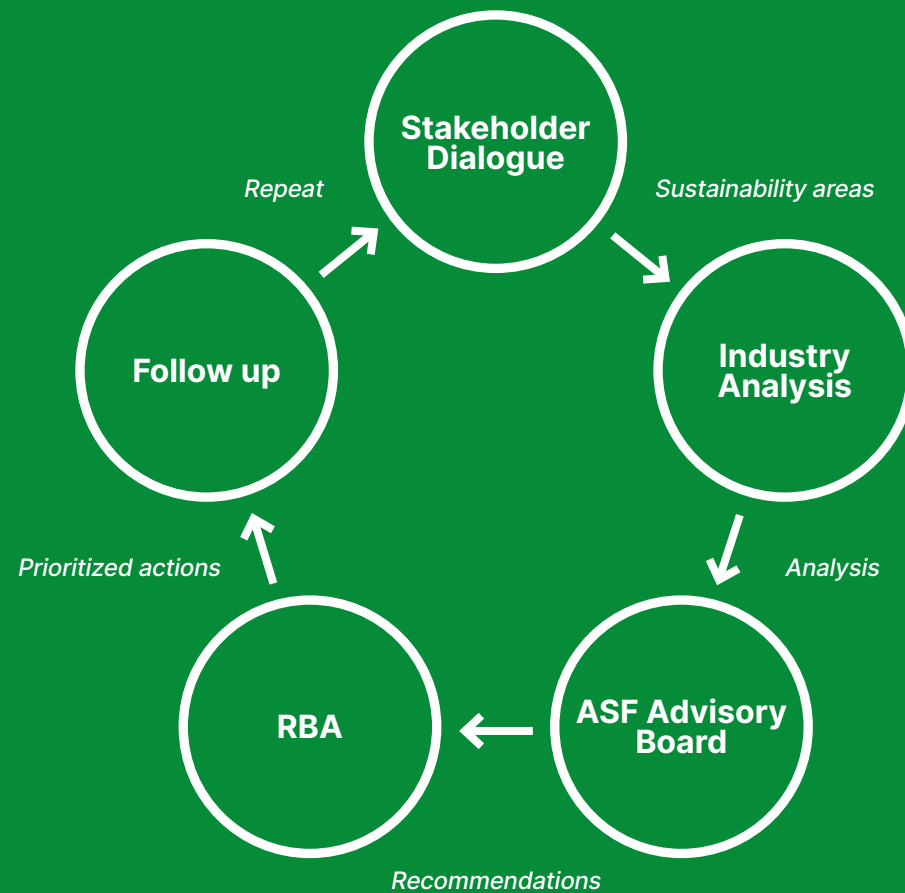
Industry analysis
• Sustainability experts conduct an industry analysis of the top three areas selected. The analysis covers risk and opportunities, including the business potential that lies within each area, and is performed on the full value chain with the brands operations as Scope 1 in definition.

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.

Stakeholder Dialogue

Repeat

Sustainability areas

Industry Analysis

Analysis

Follow up

Prioritized actions

RBA

ASF Advisory Board

Recommendations

LEADERSHIP FOR CHANGE

ATEA SUSTAINABILITY FOCUS

Atea Leadership for Change

During 2020 Atea launched ASF Leadership for Change. The initiative brings together leading IT buyers who are committed to driving change through the way they procure IT. Members adopt a manifesto with a set of principles that guide how sustainability can guide their procurement practices and create a market for sustainable IT solutions.

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.

PROGRESS TOWARD 2030

The 2030 plan

The global challenges we face require a bold vision, clear commitments and meaningful action. IT will play a vital role in addressing the potentially irreversible impact of climate change and the massive social shifts of the next decade. To be a force for good, the IT industry needs to address social, environmental and ethical challenges of its own.

This is why we launched Atea's 2030 long term sustainability plan. 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

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 CO_2 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+

Educate and inspire more than 1 million people on the role of IT meeting local and global challenges.

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.
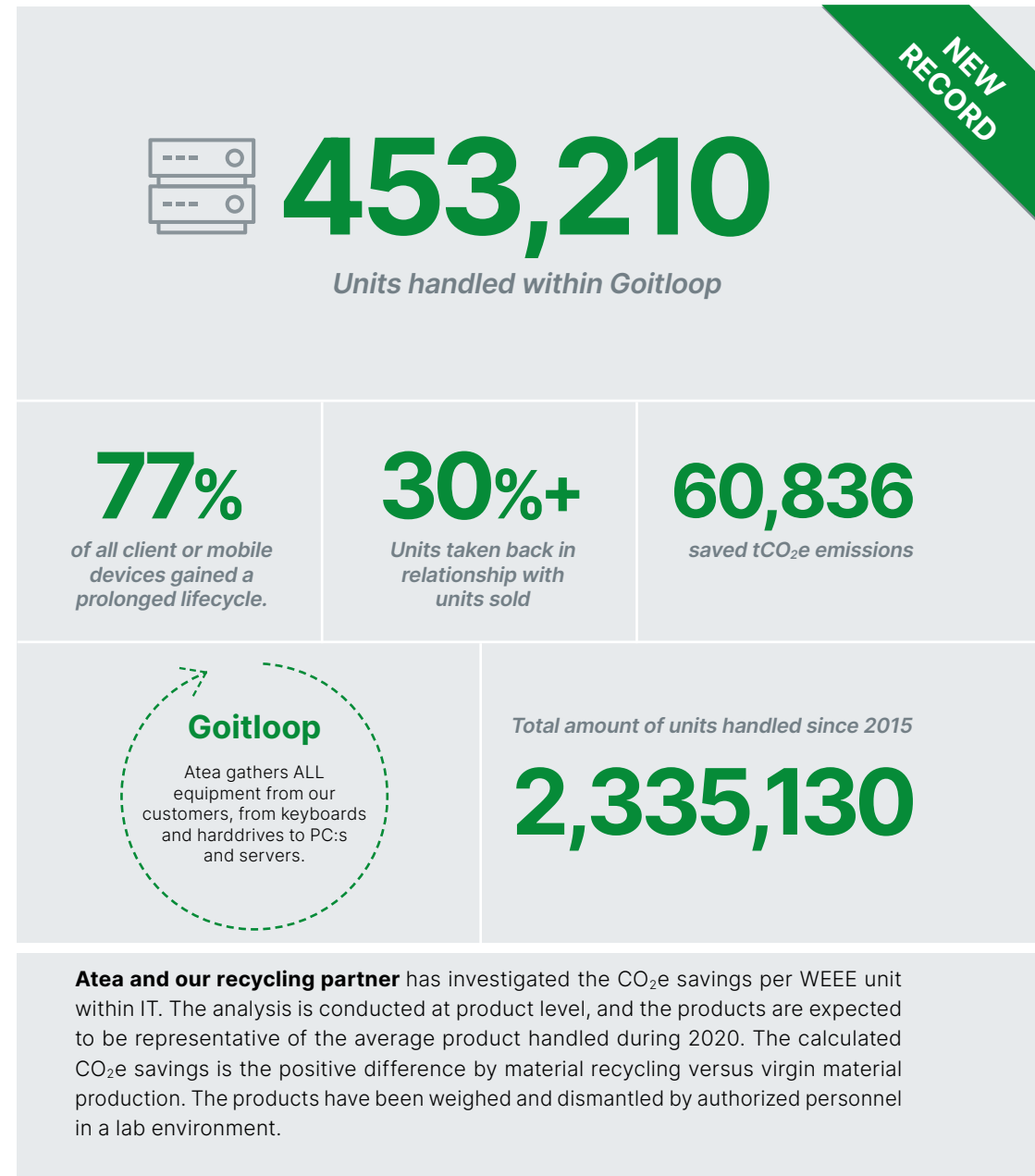
1:1

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Atea is on-track to achieve a 1:1 ratio between IT units sold vs those that are recovered. Doing so extends the lifespan of products and preserves resources. The solution powering this undertaking is Atea's Goitloop concept, the cornerstone of our approach on circularity. In over a decade, it's grown to become the largest reuse-and-recycle program in Northern Europe. Recycling initiatives are now in effect in all the countries Atea serves.

Outcomes in 2020

- Today, 77 % of all client or mobile devices collected through Goitloop gained a prolonged lifecycle.
- Atea created a "100 % club," currently being rolled out in the countries where we operate, to recognize 1:1 compliance.
- There were 453,210 units reused/recycled using Atea's Goitloop in 2020.
- Program updates were done to ensure compliance with EU regulations relating to e-waste.

NEW RECORD

453,210
Units handled within Goitloop

77%
of all client or mobile devices gained a prolonged lifecycle.

30%+
Units taken back in relationship with units sold

60,836
saved tCO$_2$e emissions

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

Total amount of units handled since 2015

2,335,130

Atea and our recycling partner has investigated the CO_2e 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 2020. The calculated CO_2e 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.
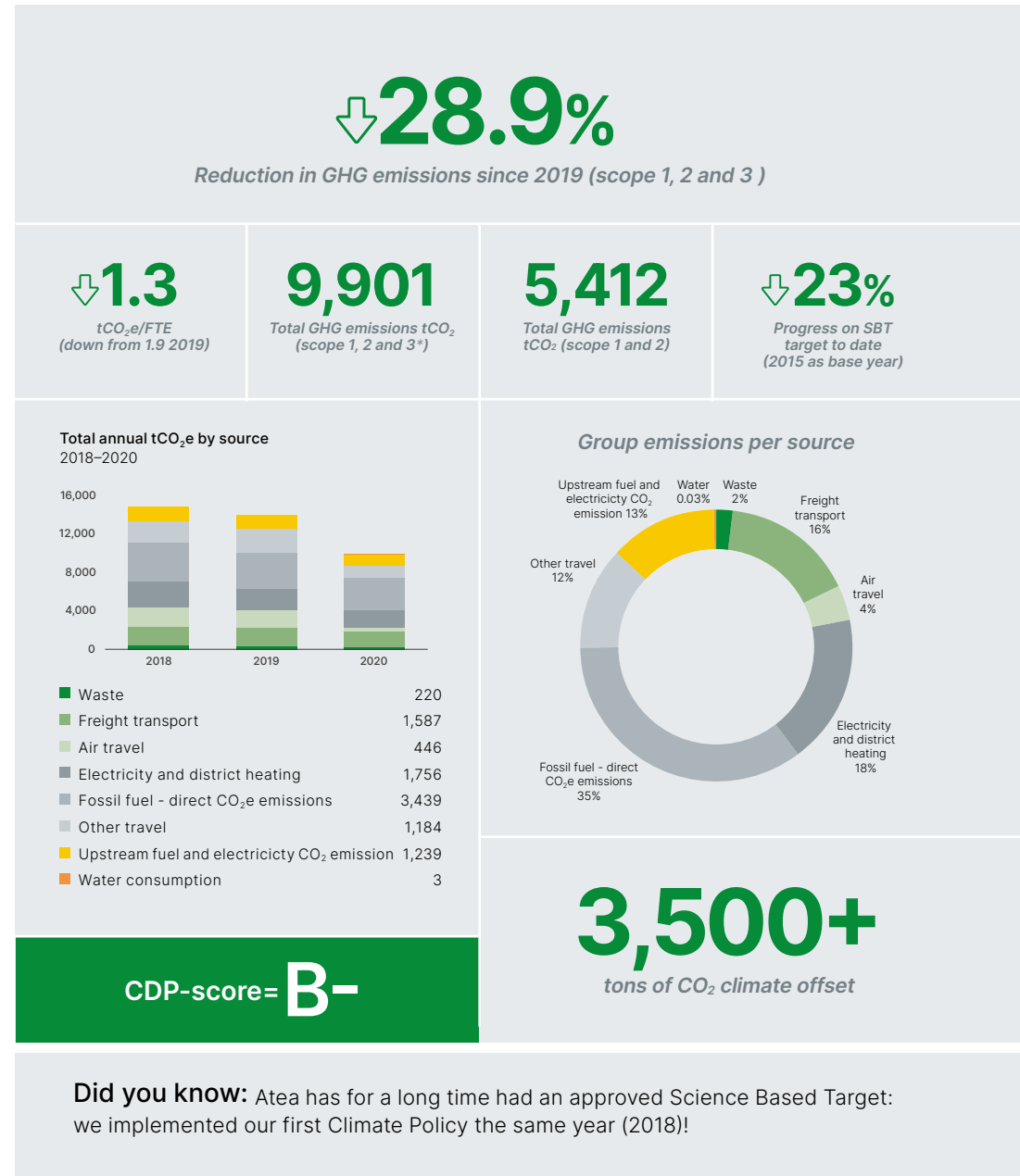
⬇50%

13 CLIMATE ACTION

We aim to achieve—at minimum—a 50 % reduction in CO_2 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 and updated during 2020. 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 2020

- Atea attained a 28.9 % CO_2 reduction in 2020 (and has done so consistently since 2018).
- We have reported our company's annual carbon emissions since 2008 — visit atea.com/corporate-responsiblity to see our latest carbon footprint report.
- We intentionally chose strict targets designed to decrease emissions, not taking into account ongoing investments in various climate projects globally.
- 3,500 tons of CO_2 were offset within company operations, all climate projects we engage in are certified by an external third party.
- Atea published the second version of its climate policy.

* During 2021, we will continue to assess and analyze our scope 3 emissions.

⬇28.9%

Reduction in GHG emissions since 2019 (scope 1, 2 and 3)

⬇1.3	9,901	5,412	⬇23%
tCO$_2$e/FTE (down from 1.9 2019)	Total GHG emissions tCO$_2$ (scope 1, 2 and 3*)	Total GHG emissions tCO$_2$ (scope 1 and 2)	Progress on SBT target to date (2015 as base year)

Total annual tCO$_2$e by source
2018–2020

■ Waste	220
■ Freight transport	1,587
■ Air travel	446
■ Electricity and district heating	1,756
■ Fossil fuel - direct CO$_2$e emissions	3,439
■ Other travel	1,184
■ Upstream fuel and electricicty CO$_2$ emission	1,239
■ Water consumption	3

Group emissions per source

- Upstream fuel and electricicty CO$_2$ emission 13%
- Water 0.03%
- Waste 2%
- Freight transport 16%
- Air travel 4%
- Electricity and district heating 18%
- Fossil fuel - direct CO$_2$e emissions 35%
- Other travel 12%

CDP-score= B−

3,500+

tons of CO$_2$ climate offset

Did you know: Atea has for a long time had an approved Science Based Target: we implemented our first Climate Policy the same year (2018)!

TP2B

5 GENDER EQUALITY

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 2020

- Atea prevents discrimination as prescribed in the *Anti-Discrimination Act* and it is our policy not to discriminate against any employee because of age, national origin, religion, sexual orientation or disability.
- We follow Norwegian law, ensuring women comprise at least 40 % of our company's board.
- We continue to encourage more women to work in the IT industry by arranging activities to promote gender balance.
- We continued our integration and inclusivity projects in 2020, such as job-matching for people who have attained asylum status.
- Approximately 90 % of Atea employees are covered by collective bargaining agreements and/or universally binding collective agreements.

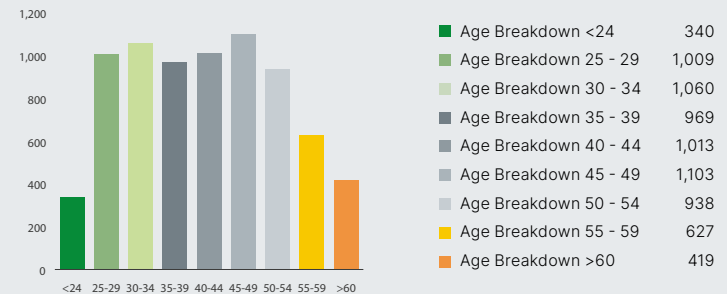**7,337**
Total number of full-time employees

23%
female employees

77%
male employees

Age Breakdown Atea Group

Age Breakdown <24	340
Age Breakdown 25 - 29	1,009
Age Breakdown 30 - 34	1,060
Age Breakdown 35 - 39	969
Age Breakdown 40 - 44	1,013
Age Breakdown 45 - 49	1,103
Age Breakdown 50 - 54	938
Age Breakdown 55 - 59	627
Age Breakdown >60	419

**40% women
60% men**
Gender distribution of Board of Directors

2.1%
Sick leave in per cent of employees

0
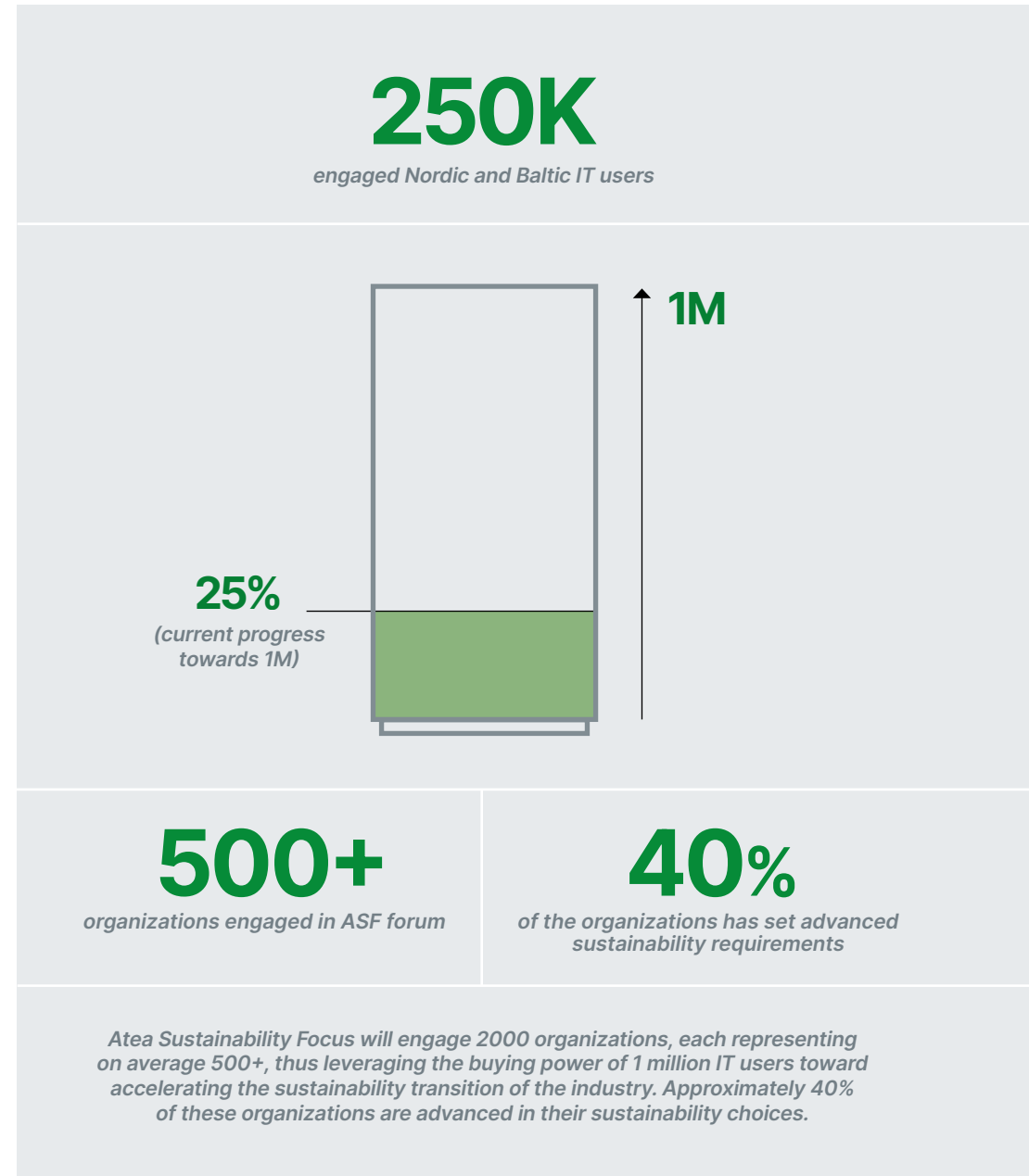*occupational health injuries*

1M+

8 DECENT WORK AND ECONOMIC GROWTH
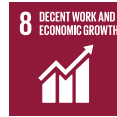
Our position in the ecosystem — as the intersection point between Nordic buyers and the global IT industry — entails both an opportunity and a responsibility to take the lead on sustainability. We help IT buyers own their digitalization journey and navigate millions of possibilities, maximizing the value they generate. For this to be a force for good in society, we take on the responsibility to help them understand the full impact of their IT choices, both locally and globally.

Outcomes in 2020

- More than 500 organizations responded to Atea Sustainability Focus stakeholder dialogue and engaged in ASF Forum, the platform through which we gather the voices of IT buyers and engage in meaningful buyers-industry dialogue on sustainable IT. This means we already today have the potential to reach 250,000 IT users through this platform.
- We launched ASF Leadership for Change, with the objective of creating an hotspot for sustainable IT procurement practices and thus increase the reach and the effect of the sustainable IT message.

250K
engaged Nordic and Baltic IT users

1M

25%
(current progress towards 1M)

500+
organizations engaged in ASF forum

40%
of the organizations has set advanced sustainability requirements

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.

100:1

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

We will make our handprint larger than our carbon footprint, reaching a 100:1 ratio by 2030, by leveraging the exponential force of IT to support a positive transformation of our society. 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.
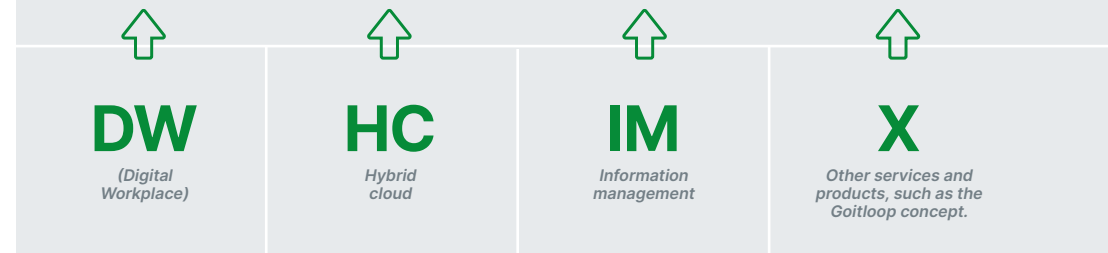
Outcomes in 2020

- Atea adopted a conservative approach in calculating this handprint-to-footprint ratio, focusing on services and products within Digital Workplace, Information Management and Hybrid Cloud.
- Sparked by the global pandemic in 2020, Atea saw massive growth in demand of services within its Digital Workplace. This has opened new discussions on how IT solutions contribute to solving both public health and sustainability challenges.
- During 2021, Atea will continue to develop the assessment and analyzis of its scope 3 emissions.
- 71% of Atea's revenue can be considered to be clean, according to a conservative estimate done in 2020 with the Corporate Knights methodology.

* 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 71% of our revenue can be considered to be clean.

1,524,041

tons CO$_2$ emissions were avoided during 2020

⬆	⬆	⬆	⬆
DW	**HC**	**IM**	**X**
(Digital Workplace)	*Hybrid cloud*	*Information management*	*Other services and products, such as the Goitloop concept.*

71%
of our revenue is considered to be clean *

5.2B+
Amount of meeting minutes (billions) powered by Atea Digital Workplace

125M+
Amount of virtual meetings done through Atea Digital Workplace

1,300,000+
Amount of virtual conferences through Atea Anywhere

Our solutions

The range of solutions Atea provides to its customers can be categorized in three major areas, "Hybrid Platforms," "Digital Workplace" and "Information Management."

"Hybrid Platforms" are the data center and network infrastructure through which organizations process, store, and distribute information from applications and databases.

"Digital Workplace" consists of all the devices and software through which users conduct work, access data and applications, and interact with each other. Examples include PCs, mobile phones and tablets, audio/video and conferencing solutions, smart displays, printers, and more.

"Information management" consists of all the tools through which organizations collect data, and then extract intelligence or automate processes from this information. This is a relatively new growth area for Atea.

By offering a range of solutions across these three areas, Atea can help customers significantly improve their productivity and redefine how work is completed in their organizations.

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 nor conduct business with organizations that are complicit in human rights abuses. Furthermore, we ensure that 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

Ensuring responsible sourcing of IT components is a core value at Atea. Not only does that entail having a deep understanding of the social and environmental impact of our supply choices, it also means building meaningful relationships with others who are linkage points in that supply chain.

Atea is an active member of the Responsible Business Alliance: the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. Since continuous dialogue with our suppliers is important to us, we've made it a priority to ensure our prioritized suppliers have RBA membership—or demonstrate equivalency —by the end of 2021.

Outcomes in 2020

- Working within the RBA, Atea joined forces with others to implement a major change in its member *Code of Conduct* that will take effect in 2021. This means all members and their suppliers must set reduction targets for greenhouse gas emissions at both corporate and factory level and to be accountable for them.

Assurance Program

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

- Atea actively monitored its supply chain for the use of "conflict minerals" from areas where human rights violations may occur.
- Atea's employees, suppliers and other external parties are encouraged to report suspected violations of law, the Atea *Code of Conduct* or *Code of Conduct for Suppliers*. Such compliance concerns can be related to corruption, fraud, accounting, deficiencies in the internal controls, auditing, environmental, occupational health and safety, human rights, or other matters that could constitute a breach of law, seriously affect Atea's vital interests or personal health and safety.
- 95 % of our suppliers were assessed on their social and environmental impacts in the supply chain.
- 24 in-depth assessments of suppliers performed, either because of specific allegations on how they manage social impacts or issues with transparency and management systems.
- During this period, there were 0 pauses or termination in our commercial relationship following suppliers' investigations.

Our suppliers operate in some of the highest risk countries in the world, we therefore work to continuously improve conditions in these locations. Our supply chain is complex and involves many steps. It is a challenge to have full control of working conditions, including excessive working hours, violations of freely-chosen employment, the existence of child labor, environmental pollution and business ethics. Nevertheless, we remain committed to being at the forefront of ethical and sustainable production. 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.

Due diligence on conflict minerals is an integral part of Atea supply chain sustainability program, although we recognize the challenges involved in assessing how impacts are handled several layers into the supply chain. In line with the OECD guidelines for responsible mining from conflict affected areas, we have identified the Original Equipment manufacturers–our suppliers –as the key point in our supply chain where we should focus our traceability and due diligence activities.

Our strategy is embedded in Atea's *Code of Conduct*, which sets out that our suppliers shall deliver goods manufactured in accordance with the RBA *Code of Conduct*–the industry standard supported by more than 110 member companies and over 6,000 suppliers. We have adopted the RBA code as our *Supplier Code of Conduct*. All new suppliers and existing suppliers of commercial relevance are assessed on their compliance with and adherence to the *Code*. When joining the RBA, we also joined the Conflict Free Sourcing Initiative–which is dedicated to auditing and certifying smelters that work with conflict minerals, to strengthen our due diligence and keep abreast progress upstream in our supply chain.

We assess our partners against their commitment to uphold the RBA Code in their own operations and supply chain; against the maturity of their management system; and against the level of transparency reached in documenting their efforts. We leverage the tools and processes developed by RBA, of which Atea became a member in 2016, to facilitate the assessment. Where specific risks are found, suppliers are followed-up through dialogue and documentation gathering. This may involve an assessment of relevant sub-suppliers' documentation as well as site-visits and audits. A corrective action plan is formulated depending on the severity of eventual issues found. If risk reduction measures were to be found inadequate, or if major breaches against social and ethical demands occur and are not addressed within agreed timeframes, the business relation could be terminated completely.

Did you know: Atea has been a member of the UN Global Compact since 2010, Responsible Business Alliance since 2016, and Responsible Minerals Initiative since 2017.

HIGH-IMPACT AREAS

Where sustainability aspects have an elevated impact on our supply chain

Risk assessment

During 2019, audit and consultancy firm KMPG performed an overall supply chain risk assessment, which was updated in 2020. The assessment included both hardware and software and provides Atea with valuable insights on an aggregated level and a base for developing our processes. A renewed risk assessment is done by a third party every three years.

Increase positive impact

General aspect
Governance: Transparency and traceability

Conflict minerals:
• Increase the supply of sustainable minerals

Working conditions:
• Freedom of association and collective bargaining

Working conditions:
• Freedom of association and collective bargaining

Product:
• Sustainable design

| *Resource extraction* | *Smelters* | *Simple components* | *Complex components* | *Assembly* | *Brands* |

ATEA

Conflict minerals:
• Conflict financing and impact on local communities

Environment:
• Reduced CO_2 emissions

Working conditions:
• Forced labor (highest risk)
• Fair working conditions for migrant workers and people with uncertain forms of employment (highest risk)

Working conditions:
• Forced labor
• Fair working conditions for migrant workers and people with uncertain forms of employment

Environment:
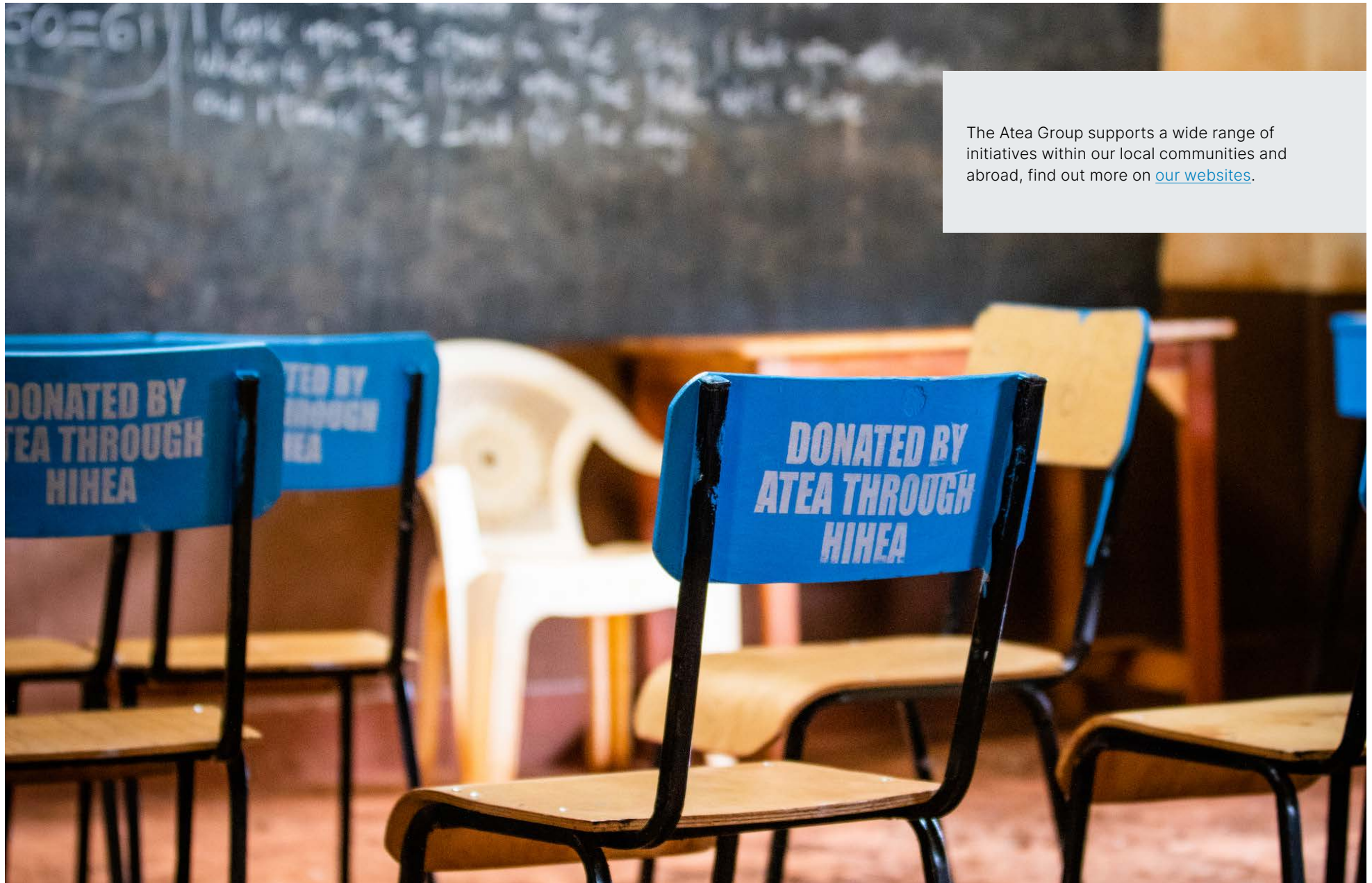• Reduced CO_2 emissions
• Reduced water usage

Working conditions:
• Forced labor
• Fair working conditions for migrant workers and people with uncertain forms of employment

Product:
• Minimization of hazardous substances and chemicals in products

Minimize negative impact

The Atea Group supports a wide range of initiatives within our local communities and abroad, find out more on our websites.

Ahead

How are we going to cut CO_2 emissions in half within a decade? Simply put: by using the tools we have on hand and not wait for new ones that may (or may not) appear in the future.

I adopt the same approach at a personal level when solving for the future. I ask: is this path forward the right one? Will my choice yield multiple benefits? We apply that thinking to Atea's 2030 sustainability plan for the coming decade: one that's partly emerged against the backdrop of scientific consensus that all must be done to limit global warming to less than 2 degrees Celsius.

I'm confident this is the right way forward. It addresses our key issues, including circularity and climate change. It recognizes we must do all we can to cut emissions with the goal of getting to zero as soon as possible.

To achieve all of this, we must deploy the fastest possible climate solutions. For Atea, this means ensuring our customers both understand and choose the products and services that make a difference—both in terms of increased productivity and improved sustainability performance. There is no contradiction here.

Efforts to improve our carbon "handprint" (the 100:1 target) will most likely be our largest and most important contribution in the coming decade.

At the same time, we will continue to reduce our own emissions and work relentlessly toward a more sustainable supply chain, ensuring the products we sell are produced in a responsible way. We also will continue to develop Gotiloop, which has now been operational for a decade and scored a new, all-time high recycling goal in 2020.

Given our track record to date, I'm fully confident we will succeed.

Andreas Antonsen Director of Corporate Responsibility, Atea ASA, and Acting Head of Sustainability, Atea Denmark. 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		2		
	102-2	Activities, brands, products, and services		5, 27		
	102-3	Location of headquarters		Corporate website		
	102-4	Location of operations		5		
	102-5	Ownership and legal form		5		
	102-6	Markets served		5		
	102-7	Scale of the organization		5, 24		
	102-8	Information on employees and other workers		24		
	102-9	Supply chain		28, 29		
	102-10	Significant changes to the organization and its supply chain				No significant changes during 2020
	102-11	Precautionary Principle or approach		Annual Report		
	102-12	External initiatives		16, 19, 28, 29		
	102-13	Membership of associations		16, 37		
	102-14	Statement from senior decision-maker		4		
	102-16	Values, principles, standards, and norms of behavior		5, 10, Annual Report		
	102-18	Governance structure		11		
	102-40	List of stakeholder groups		14		
	102-41	Collective bargaining agreements		24		
	102-42	Identifying and selecting stakeholders		14		
	102-43	Approach to stakeholder engagement		14		
	102-44	Key topics and concerns raised		15		
	102-45	Entities included in the consolidated financial statements		Annual report		
	102-46	Defining report content and topic Boundaries		2		
	102-47	List of material topics		14		
	102-48	Restatements of information				No restatements of information
	102-49	Changes in reporting		14		We calibrated our materiality assessment and the structure of the report has been aligned with the 2030 plan.
	102-50	Reporting period		2		
	102-51	Date of most recent report				15.03.2020
	102-52	Reporting cycle		2		Calendar year
	102-53	Contact point for questions regarding the report		31		Andreas Antonsen, Director of Corporate Responsibility andreas.antonsen@atea.com
	102-54	Claims of reporting in accordance with the GRI Standards		2		This report has been prepared in accordance with the GRI Standards: Core option
	102-55	GRI content index		34		

GRI Standard	Disclosure		Omission	Page number	Relevant SDG	Comment
Material Topics						
Business Ethics						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		12		Code of Conduct
	103-2	The management approach and its components		10, 11		Code of Conduct
	103-3	Evaluation of the management approach		10		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		28		
	205-2	Communication and training about anti-corruption policies and procedures		13		Mandatory training for all employees.
	205-3	Confirmed incidents of corruption and actions taken		28		
Climate change						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		23		
	103-2	The management approach and its components		10, 11		
	103-3	Evaluation of the management approach		10		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions		Carbon Footprint Report		
	305-2	Energy indirect (Scope 2) GHG emissions		Carbon Footprint Report		
	305-3	Other indirect (Scope 3) GHG emissions		Carbon Footprint Report		
	305-5	Reduction of GHG emissions		23		

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		22		
	103-2	The management approach and its components		10, 11		
	103-3	Evaluation of the management approach		10		
GRI 306: Topic-specific Management approach disclosures 2020	306-1	Waste generation and significant waste-related impacts		22		
	306-2	Management of significant waste-related impacts		22		
GRI 306: Waste 2020	306-3	Waste generated		Carbon Footprint Report		
Atea Specific Disclosure: Circularity	ASD-1	Number of units recycled within Goitloop		22		
Handprint						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		26, 32		
	103-2	The management approach and its components		26		
	103-3	Evaluation of the management approach		26		
Atea Specific Disclosure: Handprint	ASD-2	Avoided emissions (scope 4)		26, 32		
Responsible sourcing						
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		28		
	103-2	The management approach and its components		10, 11		
	103-3	Evaluation of the management approach		10		
GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria		28		
	308-2	Negative environmental impacts in the supply chain and actions taken		29		
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria		28		
	414-2	Negative social impacts in the supply chain and actions taken		29		

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		12		
	103-2	The management approach and its components		10, 11		
	103-3	Evaluation of the management approach		10		
GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer				In 2020, 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		19		
	103-2	The management approach and its components		19, 21		
	103-3	Evaluation of the management approach		25, 26		

Communication on progress

This 2020 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 14-16	• *Code of Conduct* • Supplier *Code of Conduct*
	2. Businesses should make sure that they are not complicit in human rights abuses.	Page 28-29	
Labor Rights	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Page 19, 24, 28-30	• *Code of Conduct* • Supplier *Code of Conduct*
	4. Businesses should uphold the elimination of all forms of forced and compulsory labor.	Page 28-30	
	5. Businesses should uphold the effective abolition of child labor.	Page 28-30	
	6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Page 19, 24, 28-30	
Environment	7. Businesses should support a precautionary approach to environmental challenges.	Page 19, 21-27	• *Code of Conduct* • Environmental policies
	8. Businesses should undertake initiatives to promote greater environmental responsibility.	Page 19, 21-27	
	9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	Page 19, 21-27	
Anti-corruption	10. Businesses should work against corruption in all forms, including extortion and bribery.	Page 12-13	• *Code of Conduct* • 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 (2016-2020)

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

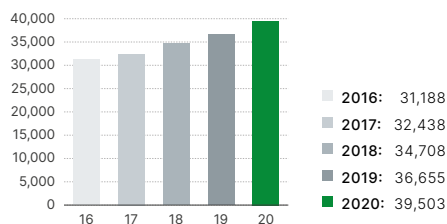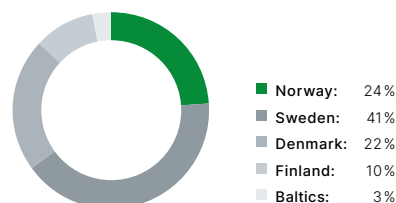| NOK in million (unless stated otherwise)	2016	2017	2018	2019	2020
Revenue	31,188	32,438	34,708	36,655	39,503
Gross profit	6,939	7,218	7,534	7,758	8,236
Gross margin (%)	22.2	22.3	21.7	21.2	20.8
Operating profit (EBIT)	677	799	690	747	854
EBIT-margin (%)	2.2	2.5	2.0	2.0	2.2
Earnings per share (NOK)	4.87	5.10	4.33	4.84	5.37
Diluted earnings per share (NOK)	4.80	5.00	4.26	4.78	5.32
Dividend per share (NOK)	6.50	6.50	6.50	6.50	5.00
Net financial position	-350	102	-17	657	1,067
Cash flow from operations	1,404	1,238	946	1,897	1,388
Liquidity reserve	2,362	3,065	2,669	3,995	4,808
Adjusted equity ratio (%)	23.8	22.6	22.0	22.4	22.4
Number of full-time employees at the year end	6,882	6,904	7,385	7,585	7,337
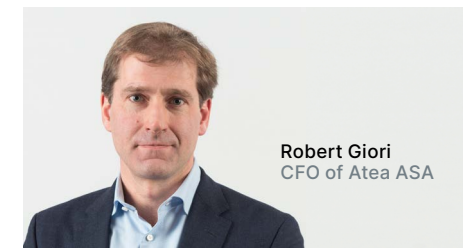
Robert Giori
CFO of Atea ASA

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.
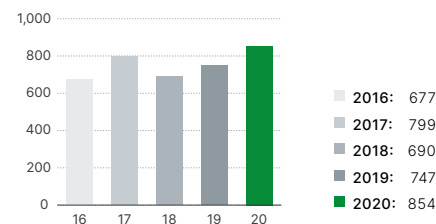
Revenue
2016–2020 (NOK in million)

2016:	31,188
2017:	32,438
2018:	34,708
2019:	36,655
2020:	39,503

Revenue per country
2020

Norway:	24%
Sweden:	41%
Denmark:	22%
Finland:	10%
Baltics:	3%

EBIT
2016–2020 (NOK in million)

2016:	677
2017:	799
2018:	690
2019:	747
2020:	854

TP2B

THE PLACE TO BE

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