ESG Objectives

Sola Bredbånd AS

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## 1. Scope & Governance

These ESG objectives apply to the legal entity of Sola Bredbånd AS.

The objectives have been adopted by the Board of Directors of Sola Bredbånd AS, who is responsible for annual implementation review including the review of whether objectives should be updated.

## 2. ESG Objectives

Sola Bredbånd has defined specific and actionable ESG objectives for the organization. The objectives help the organization to identify material issues and integrate these in overall day-to-day management practices. This fosters alignment between management of sustainability issues and the overall strategy of the organization and demonstrates commitment to monitoring and improving ESG performance.

**Environmental objectives:** Sola Bredbånd has the objective of undertaking environmentally friendly asset operations. This is systematically reported upon by the organization i.e., by providing and managing annual figures for total energy consumed and scope 1 and 2 GHG emissions.

**Social objectives:** Sola Bredbånd has the objective to maintain a healthy and safe work environment for individuals working for the organization. This is systematically reported upon by the organization i.e., by providing and managing annual figures for employee lost time rate and recordable injury rate.

**Governance objectives:** Sola Bredbånd has the objective to maintain good organizational governance practices. This is achieved through the implementation of internal governance policies and procedures, including regular assessment of governance-related risks for Sola Bredbånd and partner organizations.

**Diversity, equity and inclusion (DEI) objectives:** Sola Bredbånd has the objective to maintain good organizational practices for diversity, equity and inclusion. This is achieved through a zero-tolerance policy for discrimination e.g., based on gender, age, race, religion, disability and/or sexual orientation.