



Fact booklet: Sustainability at Posten



Attachment to
Integrated Annual Report 2022

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Introduction

THIS IS POSTEN NORGE

Business, governments and individuals are becoming increasingly aware of what is needed to ensure the sustainable development of companies and the world as a whole. Posten Norge has worked systemically on sustainability since 2010 and reports annually on the most significant areas. You can read about our initiatives and results from the last year in the Integrated Annual Report 2022 and in this fact booklet, which is a supplement with detailed tables, guidelines and responsibilities.

ABOUT POSTEN NORGE

The Group had an annual turnover of NOK 23 429 million. Total capital is NOK 19 143 million, with an equity ratio of 29.9 percent. There are 12 750 employees in 11 countries in the Group. In addition to having its own employees, services are also purchased from partners such as Post in Shops and subcontractors of transport services. The report is based on the materiality analysis from 2020, where our stakeholders identified 11 areas where we can make a difference (See page 5),

in addition to the value creation model prepared in 2022 (See page 15 in the Integrated Annual Report).

ABOUT THE REPORTING

Reporting is conducted in accordance with GRI Standards and the period covered is from 1 January to 31 December 2022. Reporting takes place annually and this year's report will be published on 31 March, after being reviewed by the Board of Directors on 30 March 2023. It is made available at postennorge.no. The English edition will be available from 6 May 2023. The 2021 report was published on 25 March 2022 after being reviewed by the Board of Directors on 24 March 2022.

For financial reporting purposes, the Group has split operations into two segments, Mail and Logistics. This division is not used in the GRI report, instead we report for the Group as a whole.

Posten Norway participates in the following external initiatives: UN Global Compact Global Reporting

Initiative Standards, Zero, Nordic CEOs, Digital Norway, Industry for Climate, Nordic Circular Hotspot, 2030 Secretariat and NHOs Grønt Landtransport Program. Posten is a member of the following associations: International Post Corporation, PostEurop, Nordic Swan Purchasing Club and Grønt Punkt.

We have divided the 2022 reports as follows:

- **Integrated Annual Report:** How we work on our value creation and what we have achieved
- **Fact booklet:** Detailed tables, guidelines and responsibilities

In addition, we have the following independent reports:

- **Executive Remuneration Report:** On salary policy and remuneration of Group management.
- **Green bonds:** About the Group's work on green bonds.

The point of contact for questions for the report is Ida Aamodt-Hansen, ida.aamodt-hansen@posten.no.

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5 of the UNs 17 Sustainable Development Goals that are material for us

Goal 8: Decent work and economic growth

8.2) Increase economic productivity through diversification, technological modernisation and innovation, including an emphasis on profitable and labour-intensive sectors.

8.5) Achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and achieve equal pay for equal work by 2030.

8.8) Protect workers' rights and promote a safe and secure working environment for all workers, including immigrants and especially female immigrants, as well as workers in difficult working conditions.

Goal 9: Industry, Innovation and Infrastructure

9.4) By 2030, upgrade infrastructure and restructure business to become more sustainable, with more efficient use of resources and greater use of clean and environmentally friendly forms of technology and industrial processes, where

all countries make an effort based on their own ability and capacity.

Goal 11: Sustainable Cities and Communities

11.6) By 2030, reduce the negative impact on the environment in metropolitan areas measured per capita, among other things by placing special emphasis on air quality as well as public and other forms of waste management.

Goal 13: Climate Action

13.3) Strengthen the ability of individuals

and institutions to counteract, adapt and mitigate the consequences of climate change and their ability to provide early warnings, and to strengthen knowledge and awareness of this.

Goal 17: Partnership for the Goals

17.17) Multi-stakeholder partnerships: Stimulate and promote well-functioning partnerships in the public sector, between the public and private sectors and in civil society based on the partners' experiences and resource strategies.



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Our stakeholders

We have a broad stakeholder group that has differing requirements and expectations. They help set the framework for our sustainability work. The material topics we report on are defined on the basis of where our stakeholders believe we have most significant impact.

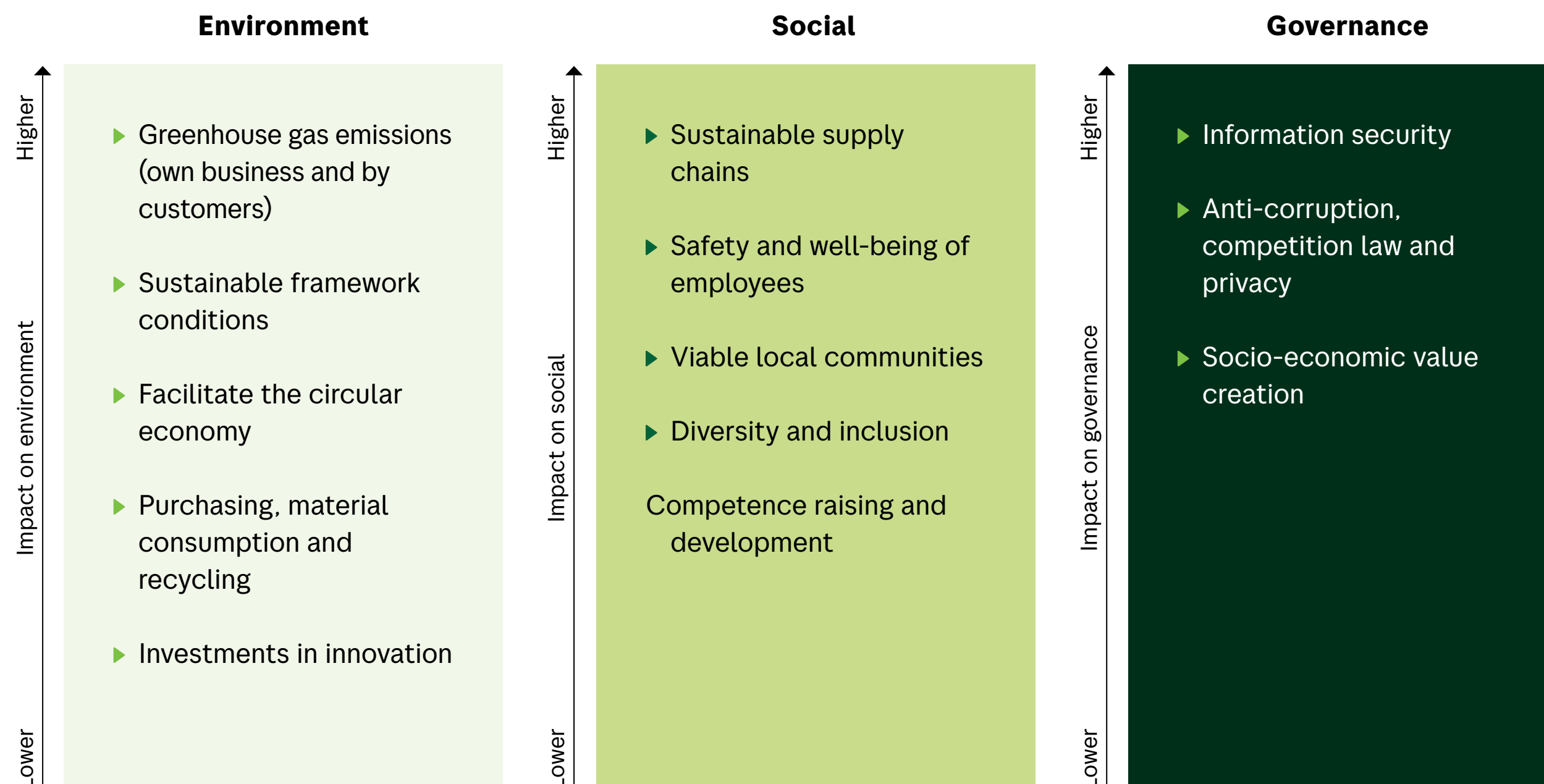
<p>Authorities and politicians Demands on value creation in society, high-quality service delivery, reduction of the environmental footprint and employee care.</p>	<p>Recipients and private individuals High expectations of availability, quality, customer service, digital and simple customer solutions.</p>	<p>Capital market Concerned with the financial results of environmental plans, in addition to cost savings and lower risk premiums as a result of good HSE work.</p>
<p>Owner Requirement to deliver targeted return on invested capital, within sustainable frameworks.</p>	<p>Employees Want a safe and attractive workplace.</p>	<p>Business customers Demands on supplier management, integrity and the environment.</p>
<p>Suppliers Focused on predictability in processes for completion and tenders.</p>	<p>Local communities High expectations of availability and quality. Be a partner for other societal actors and facilitate local business development.</p>	<p>Local communities Fragmented groups that place demands on, for example, the environment and universal design.</p>

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The areas where we can make a difference

One of the fundamental principles of GRI Standards is that companies shall design their sustainability reporting based on the sustainability topics that are most material to the company. A material topic is defined as “a topic that reflects the organisation’s most material impact on the economy, the environment and people, including its impact on human rights”. Stakeholder dialogue has been an important part of the process of identifying a material topic. In the autumn of 2020, the Group conducted a materiality analysis¹ which is the basis for the sustainability reporting for 2022. Stakeholder dialogue, market analysis and interviews with internal professionals were an important part of the process in identifying materiality topics. The impacts are summarised in material areas within the categories of environment, people and corporate governance.



¹ Changes from 2021: "Sustainable framework conditions" have been removed from "greenhouse gas emissions" and are a separate major topic in 2022. "Material consumption and recycling" has been changed to "Purchasing, material consumption and recycling". "Purchasing and investments in innovative companies, assets and real estate" has been changed to "Investments in innovation". "Safety, development and well-being of employees" is divided into two main themes: "Safety and well-being of employees" and "Competence raising and development".

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Security and well-being of employees



WHY IS THE TOPIC MATERIAL?

Employee safety and well-being is about our responsibility to keep employees safe and for them to develop in the workplace. This means working with employees' well-being and commitment, developing good leaders, and increasing competence in health, safety and the working environment.

GUIDELINES

The Group has numerous and diverse tasks that affect the laws and regulations that apply specifically to the individual unit. We undertake to comply with applicable laws and regulations and to act in accordance with the applicable cooperation arenas. Targets for sickness absence, disability, personal injuries and near misses are determined and reported. We have procedures for reporting cases of harassment and discrimination.

HOW WE WORK WITH HSE

HSE is high on the agenda in all management and Board meetings, which helps to maintain awareness of the topic throughout the Group. Our goal is to ensure an optimal working environment

for our most important resource - our employees. We facilitate a health-promoting work environment, which also helps to increase well-being and to reduce the costs associated with absenteeism and turnover. If employees become ill or are injured, it is important that we have the best processes to follow up. When people are at work, productivity and quality of services increases, employee satisfaction improves, and we achieve major cost savings.

The Group works continuously to follow up employees with the highest sickness absence with the aim of getting them back to work. In addition, systematic follow-up of everyone on sick leave contributes to predictable processes for those involved and a faster return to the workplace. The model for sickness absence follow-up is used for the entire business in Norway and supports our working in a purposeful and solution-oriented manner on the follow-up of sickness absence. The model emphasises preventive interviews to prevent potential sickness absence.

Increased sickness absence in 2022

In 2022, sickness absence has increased sharply, ending at 6.9 percent, from 6 percent in 2021. The figures and fluctuations are the same as national figures for the labour market in Norway, where sickness absence was higher than normal in 2022. The increase in absence due to illness is largely due to the coronavirus pandemic and other respiratory diseases.

The mandatory HSE management training in 2022 was conducted throughout the Group and dealt with mental health and substance abuse. A good working environment is the best medicine for everyone - also for those who have mental or substance abuse-related challenges. Posten and Bring want to facilitate the creation of a culture of openness, security, good dialogue and discussions. This helps to underpin and strengthen us as a responsible and attractive employer.

Management system

Our management system for health, safety and the environment is based on

GRI indicators

- 401-1:** New employments and staff turnover
- 403-1:** Management system
- 403-2:** Hazard identification, risk assessment and incident investigation
- 403-3:** Occupational health service
- 403-4:** Employee participation in HSE work
- 403-5:** HSE training
- 403-6:** Promotion of employees' health
- 403-7:** Prevention and reduction of health and safety issues in the workplace
- 403-9:** Work-related injuries

the Working Environment Act and associated regulations. The system includes all employees, including subcontractors and hired temporary staff who perform work under our management. Reporting of personal injuries is conducted in accordance with the Federation of Norwegian Industries' standards. In addition to legal requirements, the management system is also based on the require-

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ments in ISO 9001 and the Group's own "Safety Standard HSE". This has been established on the basis of regulatory requirements and risk factors identified in the business.

HSE organisation, responsibilities, authority and tasks

- The CEO has the overall responsibility for the work on health, safety and the environment (HSE) in the company.
- The CEO has delegated responsibility and authority for HSE work to all managers with personnel responsibility.

The individual manager is responsible for:

- Health, safety and the environment (HSE) for the unit/units under the manager's responsibility and has the authority to prioritise and finance work environment measures in accordance with current budget authorisations, and the "Routine description for the WEC".
- Implementing HSE measures in accordance with HSE plans/SMART plans and our HSE routines.
- Following up on HSE in accordance with our management system.
- Ensuring active participation by employees and their representatives in accordance with the Routine description for the WEC. In places with the co-location of multiple operational lines or divisions, the overall HSE responsibility is clarified between the lines.

Authority and responsibility

- Corporate staff People and Organisation provides technical assistance to the CEO, Group Management and the divisions.
- Corporate staff HR and Organisation has professional responsibility for the company's HSE policy, HSE development concepts, internal regulations and routines for HSE work, including professional contact with the divisions on policy issues, overall plans and divisional or company requirements that arise.
- Corporate staff People and Organisation is a professional driving force and has a special task in contributing to collaboration across the Group and to developing policy and best practice.
- Corporate staff delivers a separate HSE report every month which shows the company's HSE results compared to this year's goals.

RESPONSIBILITY

All managers at all levels in the organisation have a responsibility for this area. HSE-related problems must be solved on an ongoing basis by the immediate manager.

In the divisions, there are also professional resources that provide support in this field.

Hazard identification, risk assessment and incident investigation

Several different instruments are used in the work of mapping risk and preventive safety work. This is described in the document "Best practices in safety work".

Compliance with this shall contribute to the construction and maintenance of a solid safety culture. The identification of risk factors in the business is carried out in many different ways:

- A. Risk assessments in the HSE area shall ensure that we systematically consider what could cause injury or illness in the workplace, and ensure that preventive measures are implemented. The manager is responsible for ensuring that risk assessments are carried out.
- B. Safety inspections: All units in the company carry out an annual safety inspection with a set theme to be reviewed. All improvement points are followed up through a separate action plan (Smart plan).
- C. The registration of near-accidents is an important tool in mapping risk factors. Incidents that could have led to injury are registered and followed up with measures.
- D. Investigations: Serious incidents are investigated. The purpose is to uncover underlying causes and ensure learning to prevent recurrence.

- E. Audits and self-evaluations: A separate "HSE Safety Standard" has been prepared and applies to all operating units in the Group. The standard is used for conducting audits and for the annual self-evaluations conducted by each unit.
- F. All employees can report deviations from the current Health, Safety and the Environment regulations through the Group's whistleblowing service. Whistleblowing can be undertaken anonymously and employees will be protected from retaliation.

Occupational health service

Posten has established an occupational health service to assist in preventive health and working environment work. It shall also provide managers with professional HSE advice and assistance prior to and during decision-making processes that affect the working environment.

The occupational health service provides important professional health assessments in sickness absence cases. They can assist employers, employees and their representatives regardless of the type of working environment issue in question.

Employee participation in HSE work

Employee participation in the systematic HSE work is important and is ensured in several ways:

- Individual safety interviews with

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- each employee in all operational departments.
- Local collaborative groups consisting of a leader, safety representative and employee representative, eight to ten meetings per year.
 - Three-party meetings (manager, safety representative and employee representative + HSE resource) at the regional and divisional level, eight to ten meetings per year.
 - Central working environment committee.

HSE training

All employees must have sufficient knowledge and skills in the systematic HSE work. They should be aware of possible risks and problems associated with the performance of their own work tasks. This is ensured through various instruments:

- Annual internal HSE training for managers.
- HSE basic training with the necessary refresher course for safety representatives and members of the 3-party collaboration.
- Training in sickness absence, job security, emergency preparedness and crime for 1st line managers.
- Training in first aid.
- Ergonomic training for terminal workers, drivers and delivery staff.
- E-learning - a Group-wide module for security.
- Training on work equipment and

- machinery.
- Training for participants in industrial protection.

Health-promoting measures

We have a number of measures that employees can use to achieve health benefits. Good health gives them more energy at work and both efforts and well-being can be improved. It is also profitable for the company that employees come to work fit and healthy.

Examples of measures:

- Courses and advice for activities from the occupational health service.
- Grants at the individual level for special needs (psychology classes, up to 5 hours of physiotherapy etc.).
- Gym on our premises.
- The use of gyms with which we have a company agreement (not sponsored).
- The use of so-called "Energy breaks" so that anyone who wants to can exercises in the office, in their own living room or outdoors. These can be carried out when it suits them, specifically adapted to those sitting in their home office.
- Welfare services for employees; sports teams, choirs, marching bands etc. Financial support can be given to teams and associations of a social or cultural nature run by or for the employees of the company.
- Offering healthy food in the canteen; subsidy schemes from the employer.

Prevention of health and safety impact in the workplace

The prevention of health hazards is achieved through risk assessments at the local level, by carrying out safety inspections and by the comprehensive registration of near-accidents and adverse events. These are incidents that under slightly different circumstances could have led to personal injury. These registrations are communicated in writing or orally to the manager who registers the incident and describes measures to prevent its recurrence. All registered incidents are followed up in collaboration meetings in the individual department.

Work-related injuries

The year 2022 has also been characterised by larger volumes and more pressure on many units than before the coronavirus pandemic. On the other hand, it seems that most units have managed to adapt to a more hectic everyday life, so that this is now perceived more as "normal". This is also shown in the injury statistics for 2022. The number of injuries has decreased and is now back to 2020 levels. There are still most injuries in the three winter months, and most are still fall injuries.

The frequency of personal injuries had a negative trend in 2021, but in 2022 the trend has turned in a positive direction. The LT12 rate of 7.0 is 30 percent lower than in 2021. The Group target for LT12

was 7.6 in 2022. Last year's HSE management training, with the concept "From words to actions" – risk management in everyday life, may have contributed to fewer injuries in 2022. However, the training was delayed due to Covid-19 restrictions. The concept has now been rolled out and essentially completed in 2022. In recent years, there have been major changes in the employees' working day. A postman who previously only delivered letters in the mailbox will now deliver different products, use digital aids, use different routes and deliver both in the mailbox, to the door and in an outdoor cushion box. This change has increased the need to make individual employees more aware of risk in their own working day. The change means that the individual employee must be even more aware of risk at work.

Risk of injury with serious consequences

The systematic registration and follow-up of all personal injuries shows that the most serious dangers are associated with our road transport. In addition, the driving of forklift trucks in terminals poses a significant risk. In 2022, neither these nor other risk factors have led to incidents with serious consequences.

A total of 79 investigations have been carried out in which measures to prevent recurrence have been described.

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Work-related injuries (403-9)

Divided by type of employee

Work-related injuries	2021		2022	
	Own employees	External employees ¹	Own employees	External employees
Number of fatalities	0	0	0	0
Number of high-risk injuries	0	3	0	0
H1 value	5.3	17.5	4.0	12.2
H2 value	9.3	22.5	7.0	19.7
Number of injuries (H2)	200	9	141	8
Million hours worked	21.5	0.4	20.0	0.41

¹ Applies to hired temporary staff in Posten Norge AS

Injuries, fatalities and sickness absence (403-9)

Divided by organisation

	H1	H2	Fatalities	Sickness absence as %
Posten Group	4.0	7.0	0	6.9
Posten Norge AS	4.1	7.1	0	7.4
Nordic Network	4.7	7.9	0	7.8
International logistics	0.0	5.2	0	4.6
Mail	0.0	4.3	0	5.4
E-commerce and logistics	5.2	7.6	0	5.9
Next	0.0	0.0	0	3.4

Posten Norge AS		
	Women	Men
Sickness absence	9.1%	6.6%
H1	4.2	4.1
H2	8.0	6.7

Number of permanent and temporary employees in the Group (2-7 and 2-8)

Divided by country and gender

Country	Permanent		Temporary		Total
	Women	Men	Women	Men	
Norway	3 329	7 102	140	334	10 905
Sweden	429	767	33	141	1 370
Denmark	8	256	2	7	273
The Netherlands	17	38		15	70
The United Kingdom	17	26			43
Finland	12	22		2	36
Poland	17	12			29
Greece	6	5			11
Germany	1	5			6
Belgium		4			4
Hong Kong	2	1			3
Total	3 838	8 238	175	499	12 750

Number of full-time and part-time employees (2-7)

Divided by gender

Number of employees						
	Women	Women as %	Men	Men as %	Total	Total as %
Full-time	2 970	74%	7 347	84 %	10 317	81%
Part-time	1 043	26%	1 390	16%	2 433	19%
Total	4 013	100%	8 737	100%	12 750	100%

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New employees as a percentage (401-1)

Total number and percentage of new employees, by age groups, gender and region,
- compared to the total number of employees in the Group

The Group						
Age range	Number of women	Women as %	Number of men	Men as %	Total number	Number as %
Under 30 years	187	1%	412	3%	599	5%
30 to 50 years	186	1%	412	3%	598	5%
Over 50 years	24	0%	78	1%	102	1%
Total	397	3%	902	7%	1 299	10%

In Norway						
Age range	Number of women	Women as %	Number of men	Men as %	Total number	Number as %
Under 30 years	138	1%	298	3%	436	4%
30 to 50 years	137	1%	296	3%	433	4%
Over 50 years	18	0%	68	1%	86	1%
Total	293	3%	662	6%	955	9%

Outside Norway						
Age range	Number of women	Women as %	Number of men	Men as %	Total number	Number as %
Under 30 years	49	3%	114	6%	163	9%
30 to 50 years	49	3%	116	6%	165	9%
Over 50 years	6	0%	10	1%	16	1%
Total	104	6%	240	13%	344	19%

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Resignation in number and turnover as a percentage (401-1)

Total number and percentage of turnover - by age groups, gender and region, permanent employees
- compared to the total number of permanent employees

The Group						
Age range	Number of women	Women as %	Number of men	Men as %	Total number	Number as %
Under 30 years	97	1%	202	2%	299	2%
30 to 50 years	132	1%	366	3%	498	4%
Over 50 years	182	2%	276	2%	458	4%
Total	411	3%	844	7%	1 255	10%

In Norway						
Age range	Number of women	Women as %	Number of men	Men as %	Total number	Number as %
Under 30 years	81	1%	171	2%	252	2%
30 to 50 years	101	1%	304	3%	405	4%
Over 50 years	178	2%	260	2%	438	4%
Total	360	3%	735	7%	1 095	10%

Outside Norway						
Age range	Number of women	Women as %	Number of men	Men as %	Total number	Number as %
Under 30 years	16	1%	31	2%	47	3%
30 to 50 years	31	2%	62	4%	93	6%
Over 50 years	4	0%	16	2%	20	1%
Total	51	3%	109	7%	160	10%

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Competence raising and development

WHY IS THE TOPIC MATERIAL?

The Group works continuously to develop the competence and ability to adapt of our employees and managers. This is primarily achieved through dialogue between employees and their manager in daily work, but also through competence measures such as courses, subject-specific competence programs and digital learning. We also collaborate with external actors to develop tailor-made training pathways for our own professional roles, such as drivers.

GUIDELINES

The target vision for 2023 indicates that we will be a competence-driven and attractive employer. This entails that we must retain and develop employees through competence development and an attractive and interdisciplinary working environment

Our competence strategy emphasises employees and their competence as an important enabler in achieving the goals we have set. Placing competence highly

gives the Group a common direction and guidelines for the importance of working with competence development in all parts of our company.

Corporate staff HR and Organisation is responsible for long-term strategic work within HSE and competence development. The corporate staff is also responsible for operationalising the competence strategy, in close collaboration with managers and HR employees in the rest of the organisation.

Overview of programmes and scope (404-2)

Programme	Number of participants
E-learning, including nano and micro-learning	24 089
Apprentices	59
Scholarship	49
Trainees	7



GRI indicators

- 404-2:** Programmes for employee competence raising and realignment
- 404-3:** Proportion of employees who have regular assessment and development reviews

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Diversity and inclusion

WHY IS THE TOPIC MATERIAL?

At Posten and Bring, we work actively to increase diversity and to ensure equal opportunities and rights for our employees. As well as being a legal requirement, we believe that diversity and inclusion pay off. Employees who feel included and a sense of belonging are happier and more committed. And committed employees are important for innovation and value creation for our customers. The Group's overall goal is to reflect society's diversity in our employees. Furthermore, the goal is to increase the proportion of women in the Group as a whole and among managers in particular.

Increasing diversity among our employees is only one aspect of the work. Equally important for us is working with inclusion and belonging. Employees should have equal opportunities to use and develop their unique competence, and their differences should be valued and considered a strength.

RESPONSIBILITIES, GUIDELINES AND INDICATORS

All managers at all levels must work to ensure that their employees have equal

opportunities at work, regardless of an individual's background. HR departments across the Group work with different processes and measures to increase diversity and ensure inclusion. The specialist manager in Corporate Staff HR and Organisation has an overall professional responsibility and works continuously to identify risks, define goals, implement initiatives and evaluate results.

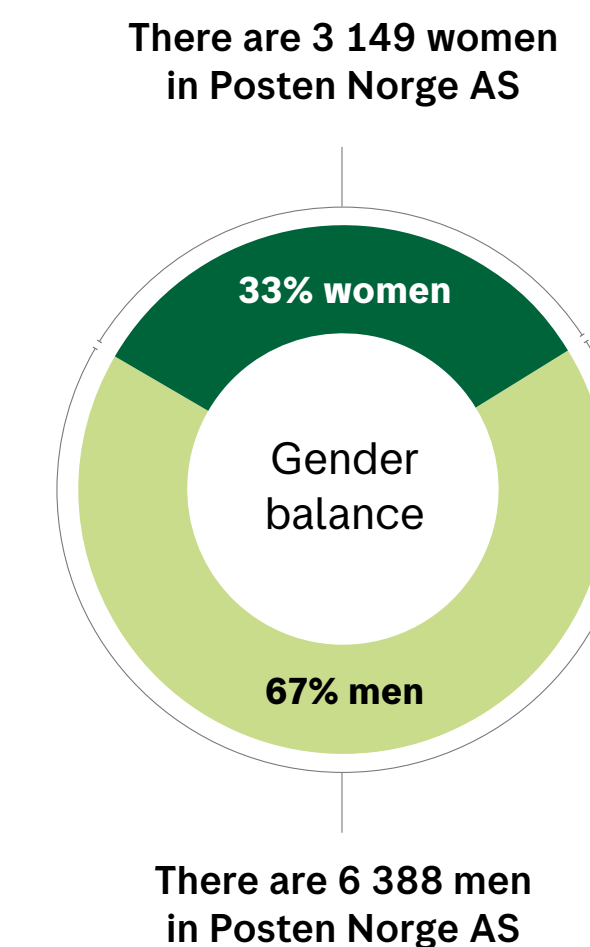
We report on compliance through guidelines and requirements in the activity duty, with a gender equality report and an account of our work for equal opportunities and against discrimination. In addition, we follow the GRI framework.

GENDER EQUALITY REPORT

In this report we present the actual state of gender equality in our activities. The report includes a survey of gender balance as a whole and distributed by working family, documentation of wages, the proportion of temporary and part-time employees, a survey of involuntary part-time work and the proportion on parental leave.

1. Gender balance in the business

Posten Norge AS employed 3 149 women and 6 388 men at the end of 2022. This means a female proportion of 33 per cent, which is equal to the proportion in 2021. We work to attract and develop employees of all genders and we have an ambitious goal to increase the proportion of women in the company. We must continue to invest in this work if we are to achieve our goal of being an attractive employer for women.



GRI indicators

- 405-1:** Diversity in management bodies and among employees
- 405-2:** Relationship between base salary and remuneration of women in relation to men by category of employee
- 406-1:** Number of incidents of discrimination and measures initiated in connection with these

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2. Gender distribution in different job families (405-1)

Below is a survey of the number of women and men distributed among 12 job families in Posten Norge AS.

	Women	Men	Total	Proportion of women
Distribution	1 258	1 686	2 944	43%
Operations and traffic management	114	376	490	23%
First-line managers	96	237	333	29%
Customer care	161	54	215	75%
Management level 1-3	24	34	58	41%
Apprentices and young workers	13	36	49	27%
Middle managers	83	113	196	42%
Production	849	1 886	2 735	31%
Sales	33	50	83	40%
Staff and support	400	477	877	46%
Teknisk	3	70	73	4%
Transport	115	1369	1484	8%
Total	3 149	6 388	9 537	33%

With a female proportion of 33 percent, there will naturally be a preponderance of men in most working families. Nevertheless, we see an almost equal gender balance in several large job families, such as distribution and staff and support. The groups where we have the furthest to go when it comes to gender balance are customer care, with a relatively high proportion of women, and the groups technical and transport, with very few women.

We work continuously to increase the proportion of women in the Group, and especially among the groups where the gender imbalance is greatest. In recent years, we have focused on attracting more women to transport through internal and external campaigns, highlighting our talented and proud female drivers. In 2022, the proportion of female professional drivers was five percent, the same proportion as the previous year.

Gender distribution of employees and managers (405-1)

Posten Group	Women	Men	Total	Proportion of women in %	Proportion of men in %
Senior Executives ¹	37	120	157	23.6%	76.4%
Other managers ²	245	548	790	30.6%	69.4%
Employees	3 734	8 069	11 803	31.6%	68.4%
Total employees	4 013	8 737	12 750	31.5%	68.5%

¹ Executives who are part of group management at PNAS, or in the local senior management teams of the subsidiaries

² The figures include professional managers without personnel responsibility



Age distribution of employees sorted by gender in Posten Group (405-1)

Posten Group	Women	Men	Total
Under 30 years	713	1 523	2 236
30 to 50 years	1 447	3 732	5 179
Over 50 years	1 853	3 482	5 335
Total employees	4 013	8 737	12 750

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3. Salary documentation by work family (405-2)

	Women's salary as a share of men's		
	Base salary	Gross salary	Gross salary with additions
Distribution	99.46%	100.06%	100.53%
Operations and traffic management	97.02%	96.83%	95.45%
First-line managers	98.22%	98.90%	98.56%
Customer care	99.52%	99.66%	100.50%
Management level 1-3	104.32%	105.26%	105.36%
Middle managers	92.64%	92.94%	93.19%
Production	100.15%	100.45%	99.14%
Sales	89.10%	88.83%	90.47%
Staff and support	93.15%	93.66%	93.69%
Technical	95.73%	95.12%	95.55%
Transport	100.38%	101.42%	101.50%
Total	102.1%	103.3%	102.7%

Posten and Bring have a long tradition of equal pay for equal work. We adhere to the collective agreement, have good cooperation between the parties, and a gender neutral salary system. This means that there is little pay differential between women and men employed in similar positions.

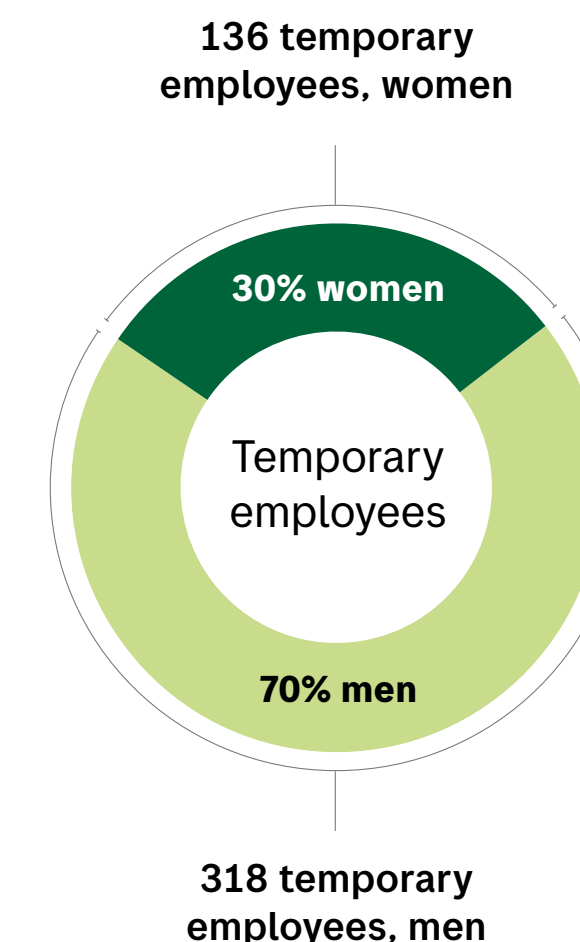
The table above shows that women as a whole have somewhat higher pay on average than men in Posten Norge AS. Excluding management levels 1-3, women overall have somewhat lower

salaries than men on average.

The wage survey has shown that the largest pay gap between women and men is in sales, where women's pay is 90 percent of men's wages. Behind each working family, there are different types of positions and levels of responsibilities that are a likely explanation for these differences. When we find major gender differences in pay, we will investigate whether there are any systematic imbalances, and consider possible measures to correct this.

4. Temporary employees

At the end of 2022, there were 454 employees in temporary positions. The proportion of women was 30 percent, which is approximately the same as the proportion of women in the rest of the business. We are pleased that the number of temporary employees has decreased from a total of 568 employees in 2021. We strive at all times to have the lowest possible proportion of temporary workers, but in periods with significantly higher workloads, temporary roles are necessary to meet operational needs.

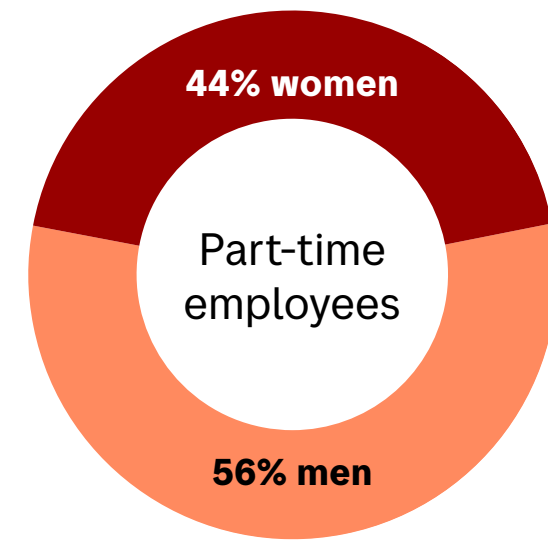


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5. Part-time and involuntary part-time work

At the end of 2022, there were just under 2 100 part-time employees in the Norwegian part of the Group. 56 percent of these are men and 44 percent are women.



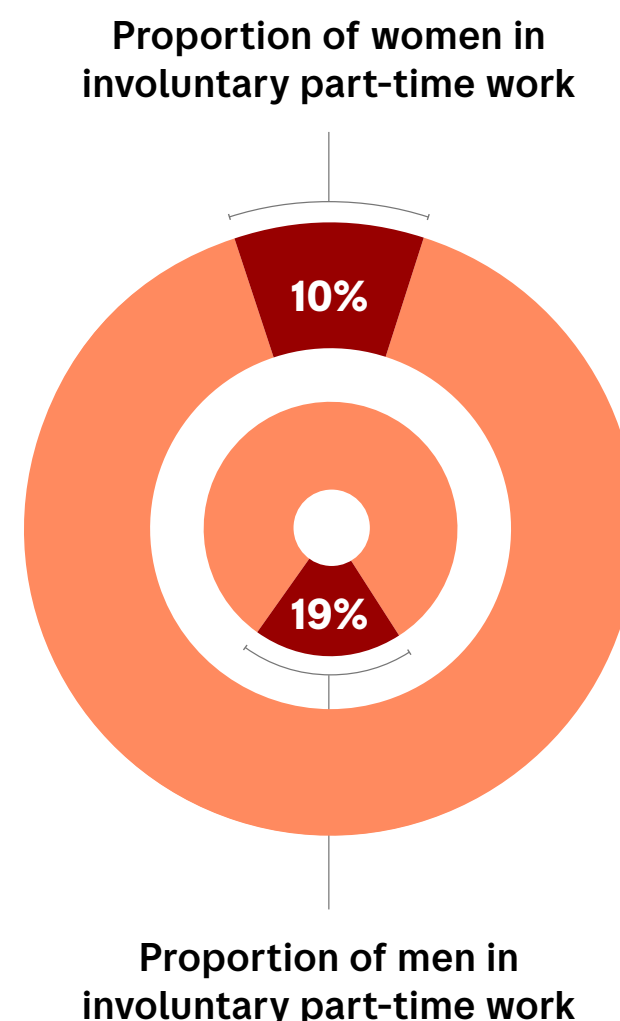
We have conducted a survey of involuntary part-time work. Through a short survey, part-time employees answered why they work part-time and whether they want to work more than they do today. The survey has shown that the most common reason why an employee works part time is reduced work capacity as a result of poor health. 26 percent of part-time employees cite this as one of the reasons why they do not work full time, and the proportion is somewhat higher among women.

38 percent of part-time employees state that they want to work more than they do today. In order to assess the proportion that can be considered as carrying out involuntary part-time work, we have

isolated those who state that they want to work more, and have also responded:

- that they have never said no to a full-time position,
- that they keep track of job advertisements that are posted,
- and that they are willing to work at another location or with other tasks to increase their percentage of full-time work.

On this basis, the results show that 14 percent of part-time employees in the Norwegian part of the Group work carry out involuntarily part-time work. Broken down by gender, we see that 10 percent of female part-time employees and 19 percent of male part-time employees belong to this group.



The company's operations indicate that we are dependent on a certain proportion of part-time positions, and we employ many people who, for various reasons, want to work part-time. At the same time, on the basis of this survey, we see that we have a group of part-time employees who would like a higher percentage of full-time work.

We will continue to work to promote a full-time culture in our business by highlighting vacancies and safeguarding the preferential rights of part-time employees.

6. Caring for young children

Number of weeks on parental leave (on average)

Women	Men
25 weeks	14 weeks

Among Posten employees who took parental leave in 2022, women took out 25 weeks on average, and men 14 weeks on average. We see that this unequal distribution of leave is typical of how parents divide the leave among themselves in society as a whole. In heterosexual relationships, it is most common for mothers to be away from work longer than fathers, and that fathers' use of parental leave is closely aligned with the father's quota.

This indicates that we need to work on fostering a culture where all parents are encouraged to take the time they want and need with their children, regardless of whether they are a mother or a father.

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WORK FOR EQUAL OPPORTUNITIES AND AGAINST DISCRIMINATION

Posten and Bring comply with Section 26 of the Equality and Anti-Discrimination Act, which deals with the activity duty of employers. We work actively to prevent discrimination on the basis of gender, pregnancy, leave due to birth or adoption, caregiving duties, ethnicity, religion, belief, disability, sexual orientation,

gender identity, gender expression, or combinations of these grounds. Furthermore, we work to prevent harassment, sexual harassment and gender-based violence. Our work on gender equality and against discrimination includes the areas of recruitment, pay and working conditions, promotion and development opportunities, facilitation and the possibility of combining work and family life.

In the organisational survey, four percent of the respondents answered yes to questions about whether they had been subjected to bullying or harassment at the workplace in the past twelve months. One percent answered yes to questions about whether they had experienced unwanted sexual attention. Procedures have been drawn up for handling cases of bullying and

harassment. The Group has handled one case related to discrimination or sexual harassment in 2022.

Below we highlight some examples of our ongoing work in the field of diversity and inclusion, divided into four of the areas mentioned above; recruitment, development opportunities, facilitation and sexual harassment.

1. Recruitment

What is the risk:

There is little functional diversity among those who apply for positions in Posten and Bring. This applies to both candidates who have visible functional disabilities and those who state that they have invisible functional disabilities. This may indicate that we do not appear to be an attractive employer for candidates with various disabilities. Furthermore, we have identified a risk in the design of our career pages, which could be a possible reason for fewer applicants with disabilities if the pages have not been accessible enough.

What is being done:

We are developing new recruitment methodology and run training across the organisation. This will professionalise our recruitment processes and ensure that appointments are based on competence and potential, and to the least possible extent characterised by unconscious attitudes.

We must also ensure that our career pages meet current legal requirements for universal design. All candidates regardless of functional disabilities must be able to apply for positions with us through our channels. Going forward, we will work more proactively to attract candidates with different functional disabilities to apply for positions with us.

Goals and responsibilities:

We want to be an accessible and attractive employer for candidates who represent a diversity of abilities. Our aim is to adapt our recruitment processes so that we can increase the proportion of employees with functional disabilities so that we better reflect society's diversity.

Recruitment advisers in the Corporate staff HR and Organisation are responsible for strategy and methodology that will increase diversity in recruitment processes. Together with the specialist responsible for inclusive design, the recruitment advisers are responsible for ensuring that the career pages are universally designed and can be used by all potential candidates.

2. Development opportunities

What is the risk:

Among our employees in operational roles, many have a minority background, and in particular many have a multicultural background. We are aware that there are employees in operations who have higher formal skills that they cannot use fully in their current position. There is thus a risk that a group of employees will not receive sufficient development opportunities. At the same time, we consider it a risk for the business not to use the professional expertise that exists among our employees.

What is being done:

At the end of 2022, we launched "Together we make the difference". This is a development programme for employees with a minority background who have experience or education in areas of expertise that are important to the Group, which they cannot use in their current role. During a period of 12 months, the participants in the programme will have the opportunity to work in an internship in another department in the Group, where they will be able to utilise and further develop their skills in the desired direction. After completing the programme, they also get the opportunity for further career development and employment in a new role.

Goals and responsibilities:

The programme aims to ensure development opportunities for employees with minority backgrounds. Furthermore, the aim is to increase diversity and bring in new perspectives across the organisation. The Talent and Learning department in the Corporate Staff HR and Organisation is responsible for running this programme.

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3. Facilitation

What is the risk:

We lack insight into the number of employees with disabilities in the Group. We do not know how many people need facilitation as this is currently decentralised. Without this insight, it is difficult to know what is needed to create an inclusive workplace.

What is being done:

In the autumn of 2022, insight work was carried out to see if today's employees are getting the facilitation they need. There was a focus on both physical and mental impairments, where employees who expressed an interest were interviewed anonymously as part of a qualitative methodology.

Through this insight, we learned that we are good at facilitating when needed, but that something reactive can often happen, such as physical availability at our terminals, which have a mix of employees in office and production environments.

Goals and responsibilities:

The aim of the work is to be able to work on facilitation in a more insight-based manner. The responsibility for the insight work lies with the specialist responsible for inclusive design and the specialist responsible for diversity and inclusion.

4. Sexual harassment

What is the risk:

A need has been identified for clearer guidelines in relation to sexual harassment and unwanted sexual attention. Both for employees who experience or witness sexual harassment, and for managers who receive notification in whistleblowing cases.

What is being done:

In 2022, we have carried out an overall Group-wide risk assessment to better understand where and why cases of unwanted sexual attention occur. Based on this, we have created a separate brochure with, among other things, guidelines to be shared across the Group and made available in Norwegian, Danish, Swedish and English. The aim is for employees and managers to become more aware of what sexual harassment is, how those who experience this should be taken care of, and what the consequences are. Furthermore, we have worked with local preventive measures such as management training for handling whistleblowing, and workshops with dilemma training methodology.

Goals and responsibilities:

Posten and Bring have zero tolerance for sexual harassment, and our aim is that no employee in our business should experience this type of harassment. We place particular emphasis on preventive work to prevent sexual harassment from occurring. In our annual employee survey, questions are asked about whether employees have experienced unwanted attention in the workplace. In this way, we can assess whether our preventive work is having the desired effect, and assess whether other measures should be implemented.

It is HSE in Corporate Staff HR and Organisation, together with the specialist responsible for diversity and inclusion, which is responsible for running this work. The work is carried out in close collaboration with HR managers and subject managers in the divisions. In addition, all managers have a responsibility in their units.

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Investments in innovation

WHY IS THE TOPIC MATERIAL?

To contribute to increased innovation, Posten Norge has established a Corporate Venture Capital Unit (CVC) - Bring Ventures. Bring Ventures invests directly in startup companies, and is one of the Group's tools for reaching a growing universe of entrepreneurial companies that drive innovation relevant to the Group. As one of the Nordic region's largest mail and logistics companies, we possess capabilities and resources that can contribute to the development of these businesses. At the same time, the companies can contribute to the Group's adaptability and pace of innovation by investigating opportunities and developing solutions that can complement the Group's current operations faster. A venture investment can create new business models and income streams that strengthen and create synergies for the current business.

The Group's venture strategy shall contribute to realising the Group's long-term strategy by actively using minority ownership and agreement-based partnerships to build ecosystems. We are loo-



A venture investment can create new business models and income streams that strengthen and create synergies for the current business

king for companies that contribute with market insight and/or volume to the core business in the short and long term, and that can strengthen the customer offering and can become a natural part of our ecosystem.

In September 2022, Bring Ventures became part of a new division in the Group; Next. In addition to Bring Ventures, Next consists of the in-house startups Glow and Amoi, the business area Bring Courier and Express, the holding company Y3-Gruppen, Next Studio, a department for innovative partnerships and a department for M&A. Together, the various parts of the division provide good tools

and opportunities for the Group to drive innovation.

Bring Ventures' role in the division is to be a value-adding investor through building close relationships, exchanging capabilities, expertise, customers and volumes. We shall exert influence through board positions, while the portfolio companies themselves handle their strategic work. To get in touch with the most relevant start-up companies and become part of an ecosystem, we also collaborate with external networks/accelerators. In 2022, we have collaborated with StartupLab, Startup Norway, Antler and Cleantech Scandinavia, among others.



GRI indicators

Text reporting and/or separate indicator

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In order to continue winning customers, we must constantly adapt and ensure that Posten and Bring are also relevant brands in the future. There is a lot of exciting innovation and service development within the Group, but in order to run faster and succeed in meeting new customer requirements it is also important to create good collaborations and solutions together with other players.

Through investments in external companies, Posten Norge can also have a positive impact on society as a whole, by contributing, for example, to the development of new jobs, and the development of technology and

solutions that can contribute to a more sustainable society.

GUIDELINES:

Posten Norge's Group corporate action rule for investments and sales is owned by the CFO in the Group. Together with the Group's requirements for ethics and integrity and the Group policy for corporate social responsibility, this rule sets the guidelines for which investments we can carry out. Potential new investments must, for example, be assessed according to strategic anchoring, opportunities for return, risk factors and ability to implement, as well as compliance with the Code of Conduct. In addition, we have defined and prioritised six

verticals for direct investment, which describe which areas are of interest for us to invest in:

- Circular economy
- Sustainability technology
- Last-mile innovation
- LogTech
- E-commerce
- Platform economy

CONTACT WITH STAKEHOLDERS

Both internal and external stakeholders are involved in the work on existing and possible future portfolio companies. In order to determine whether there is strategic anchoring, internal stakeholders are involved, for example in assessing how a company can comple-

ment the Group's existing solutions and customer offers in the longer term. This contributes to more efficient investment decisions.

In the same way, stakeholders are involved in various parts of the business in collaboration with existing portfolio companies. The pilot project with Aviant is an example of how this has been done in 2022. When it comes to external stakeholders, collaboration partners such as StartupLab, Startup Norway, Antler and Cleantech Scandinavia have made it possible for Bring Ventures to take part in networks with both investors and start-up companies, as well as relevant industry insight.

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Information security

WHY IS THE TOPIC MATERIAL?

Information security is essential to ensure the Group's delivery capacity and quality. We must have the ability to prevent, detect and limit the consequences of undesirable incidents.

GUIDELINES

The management system consists of corporate policies, corporate action rules and a set of guidelines to support implementation.

RESPONSIBILITY

A separate security organisation has been defined where the CEO has overall responsibility. The Chief Security Officer (CSO) is responsible for managing the Group's security requirements and strategy, to ensure that information and technology are adequately protected. Compliance responsibility lies with line management.

The work on information security follows the Group's corporate governance and an information security management system, which is based on a recognised

international standard. In monthly meetings, security coordinators at our main suppliers have provided the status on their work on information security. Updated risk assessments and the status of the follow-up of safety measures are the basis for this reporting.

CONTACT WITH STAKEHOLDERS

The security work is essentially carried out in divisions and corporate staff, and there is good cooperation between these and the security environments. In both the preparation of the Group strategy and the follow-up of the measures, the divisions and corporate staff are in close dialogue with Group Security.

There is also good cooperation with the police and security authorities in Norway, professional forums and other relevant external stakeholders in the security area.



GRI indicators

418-1: Confirmed complaints concerning violation of customer privacy

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Sustainable supply chains

WHY IS THE TOPIC MATERIAL?

The transport industry has a number of challenges related to wages and working conditions, not least in the van segment. The Group is a significant buyer of van services. The commercial vehicle industry has seen significant growth in recent years and in Norway the industry is not publicly regulated, as heavy goods transport is. It is known that the van industry in Norway has challenges with rogue players, as well as poor pay and working conditions. In Sweden and Denmark, the industry is regulated by the authorities.

The Group is a serious player and has a stated goal of taking a leading role in the follow-up of social responsibility in the supply chain. This is also the expectation we get from our stakeholders. Our corporate customers demand that we have an ethical standard for suppliers and that we monitor and carry out checks on suppliers' compliance with this. They also carry out checks on us. As the owner, the Norwegian state expects us to be a leader in our industry in terms of working conditions, health,

safety and the environment in our own business and in the supply chain. In 2022, the media has shown great interest in conditions in the van industry, especially in Norway.

ANCHORING AND GUIDELINES

Anchoring, guidelines and requirements for suppliers

The Group's work is anchored in the company's strategy and governing documents for the work. This includes "Group policy - Sustainability", "Code of Conduct for Suppliers", "Corporate action rule for ethics in the supply chain with associated process descriptions" and "Group Policy - Purchasing". The Board was last informed about the status of the work on the Transparency Act in June 2022.

Relevant legal regulations

The new Norwegian law "Act on business transparency and work with basic human rights and decent working conditions (Transparency Act)" came into force on 1 July 2022 and is the strongest external guidance the Group

now has within the field. The Norwegian "Regulations on the obligation to provide information, the obligation to ensure compliance, and the right of inspection" also obliges us to check pay and working conditions at our transport suppliers. In Sweden, we are also required to have control over whether the suppliers' employees have a work permit.

Roles and responsibilities

The responsibility for ensuring compliance with the Code of Conduct for suppliers is integrated into the purchasing work in various parts of the Group. This means that it is the contract owners in the divisions and Corporate staff who themselves have this responsibility. Corporate staff Purchasing enters into Group-wide agreements. Suppliers with Group-wide agreements must be followed up by the agreement owner in Corporate staff or the divisions.

Follow-up of the transport providers in the divisions takes place in a collaboration between the division coordinator and the operational units that coopera-



GRI indicators

- 414-1:** New suppliers that were assessed on social criteria
- 414-2:** Negative social impact in the supply chain
- 308-1:** New suppliers that were assessed on environmental criteria
- 308-2:** Negative environmental impact in the supply chain and measures implemented

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te with the suppliers. The organisation of this will vary between different divisions and companies. The Corporate staff's own professional team for ethics in the supply chain has overall professional and coordinating responsibility. The team develops governing documents and tools and assists with competence development for Corporate staff and divisions. The team must also ensure that the Group and the Group's companies have a management system for supplier management regarding the Code of Conduct for suppliers and check internal compliance with the Corporate action rule. The divisions' work is otherwise supported with contributions from other Group functions such as Group Legal, HR, HSE and Corporate staff Purchasing.

MAPPING AND ASSESSMENT OF RISK

Mapping the supply chains and business relationships

The Group has an overview of suppliers from whom we buy goods and services, i.e. where Posten and Bring are contractual parties. For transport services in the Nordic region, we know in most cases, but not always, which other companies are involved in the transport assignment. For other high-risk categories, a complete mapping of the supply chains down to the production site has not yet been carried out.

Risk analysis

The Group has conducted an overall analysis of the suppliers to assess which suppliers have significant environmental and social impact. We also identify high-risk categories for human rights violations and workers' rights in particular. The category "Transport services" is considered to be the category with the greatest risk in terms of climate risk and risk with regard to wages and working conditions. Other categories of suppliers which are considered to have a high risk include: Workwear and protective equipment, vehicles, inventory and equipment for construction, contractor services, cleaning services and equipment, IT hardware, service and repair of transport equipment as well as the miscellaneous transport and forwarding category.

COMMUNICATION WITH STAKEHOLDERS AND INFORMATION ABOUT THE WORK ON THE TRANSPARENCY ACT

The dialogue with stakeholders is an important part of the systematic work around ethics in the supply chain. In 2022, we have had a dialogue about ethics in the supply chain with, among others, these: Business customers in Norway, Denmark and Sweden, the Norwegian Ministry of Trade and Industry (owner dialogue), employees (in Norway, at Fagforbundet), the Norwegian police, the Norwegian Tax Administration, the

capital market (regarding green bonds), the media, the labour inspectorates (in Denmark, Norway and Sweden) and NHO (Norway). The stakeholders have somewhat different expectations, but what they all have in common is that they express a clear expectation of systematic work to ensure decent wages and working conditions in the supply chain.

Stakeholders who have questions about how Posten Norge AS safeguards fundamental human rights and decent working conditions, send an email to apenhetsloven@posten.no.

Enquiries by mail can be sent to: Posten Norge AS, Postboks 1500 Sentrum, 0001 Oslo.

The statement on the Transparency Act is also available here: <https://www.postennorge.no/baerekraft/leverandorer/apenhetsloven>

REMEDATION AND COMPENSATION WHERE REQUIRED

Posten and Bring have not identified cases of remediation or compensation related to wages and working conditions in the supply chain.

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Sustainable framework conditions

WHY IS THE TOPIC MATERIAL?

Posten is perceived as a serious logistics player and must conduct its business in accordance with the regulations we are subject to. Stricter regulation of the working conditions for employees in the industry, in line with the responsibility we already take, will create more equal competitive conditions. Another case of important government dialogue is related to the regulation of other industries that affect our ability to achieve established greenhouse gas emission targets, such as the need for more freight by rail and emission-free logistics in cities.

Both governments and customers have increased expectations that we will adopt new and better technology and support measures to accelerate the green shift. Our partners and other initiatives such as “Næring for klima”, SHIFT and WWF also expect Posten to contribute to more sustainable framework conditions related to the transport sector.

GUIDELINES

- The Ministry of Transport and Communications (SD) is responsible for the postal legislation in Norway, including the scheme for the government procurement of statutory postal services.
- The Norwegian Communications Authority (Nkom) monitors whether the Group is fulfilling its imposed obligations as set out in the Postal Services Act, regulations and licenses.
- We also deal with other relevant authorities (for example, the Ministry of Local Government and Regional Development) that are important to our business.
- The Group is influenced by regulations adopted internationally, including by the EU and by the Universal Postal Union (UPU).

RESPONSIBILITY

The Group has a separate entity that is responsible for the work on regulatory conditions for the postal business. The

work takes place both nationally and internationally, and includes, inter alia:

- Dialogue with SD on overarching framework conditions.
- Dialogue with SD and Nkom concerning specific matters.
- Reporting to Nkom, including delivery times and annual product accounts.
- Active participation in the Universal Postal Union and industrial organisations at EU level.
- Membership and participation in Spekter and NHO Logistics and Transport, as well as their European organisations.
- Consultation responses and other contributions on political matters of importance to the Group.

GRI indicators

Text reporting and/or separate indicator



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Anti-corruption, competition law and privacy

WHY IS THE TOPIC MATERIAL?

Violations of anti-corruption and competition rules are serious forms of economic crime. Economic crime can have significant adverse effects on society, both for the public sector and the private sector.

The Group is a trusted player, which entails a duty of care in all markets in which the Group operates. Violation of anti-corruption and competition laws can have serious consequences for the Group and the individuals involved, in the form of administrative and legal sanctions as well as loss of reputation. The Group has zero tolerance for violations of the legislation in these areas. The Group works actively to ensure that employees carry out their work in an ethical and justifiable manner, in accordance with legislation and internal guidelines.

Failure to comply with the privacy rules can have negative consequences for

the privacy of individuals who use the Group's services and for employees in the Group. For the Group, breaches of the privacy rules, like breaches of anti-corruption and competition legislation, can result in sanctions and loss of reputation.

GUIDELINES

The overall principles for integrity-related work are outlined in the Group's Code of Conduct, an integrity handbook and in separate Group policies. These principles are put into operation via regulations and Group-wide tools, such as instructions.

The Group has developed an integrity program in which the integrity standard, including the topics of anti-corruption and competitive practices, is expressed. All of the Group's operations are obliged to implement the programme to ensure that managers and employees safeguard the integrity standard. The Group's manuals and policies are tools in the

ongoing work to ensure integrity. The Code of Conduct and integrity handbook are available in Norwegian, Swedish and Danish. The Code of Conduct is also available in English.

In order to ensure that employees have sufficient knowledge of and comply with the competition regulation, we have prepared a separate competition law programme consisting of comprehensive and topic-based guidelines. The competition law programme is available on the intranet.

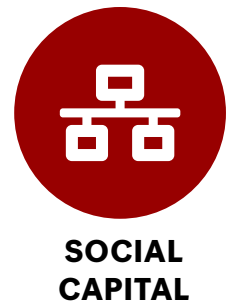
The privacy management consists of a separate Group action rule, which stipulates overall objectives and intercompany roles for privacy work, as well as a number of routines and procedures. These are also available on the intranet.

RISK ANALYSIS

The Group's governing documents state that the Board shall review the Group's most important risk areas annually.

GRI indicators

- 205-1:** Operations assessed for corruption risk
- 205-2:** Communication about and training in policies and procedures for anti-corruption
- 205-3:** Confirmed corruption incidents and implemented measures
- 206-1:** Judicial reactions to anti-competitive practices and anti-trust and monopolistic practices



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A risk analysis is prepared in connection with the Board's review that sets out risk factors and the measures that have been implemented to manage and control the risks.

The purpose of the risk analysis is to provide the Board with insight into the Group's risks and a basis for assessing whether there are adequate measures in place. The risk analysis covers the Group as a whole. As part of this analysis, assessments related to the risk of corruption and other financial irregularities are also included during the assessment of legal risk, as well as the risk of breaching competition law and privacy regulations.

WHISTLEBLOWING SCHEME

The whistleblowing scheme is of central importance for prevention and clarification of violations of anti-corruption and competition rules. All notifications related to potential violations of anti-corruption and competition legislation shall be sent to the whistleblowing scheme for processing.

The whistleblowing scheme was established in 2008 and applies regardless of the country and company with which the whistleblower is associated. Notifications received from external parties are processed in line with the notification scheme's guidelines to the extent appropriate.

The legal director is responsible for administering and operating the Group-wide whistleblowing scheme. The legal director reports under the whistleblowing scheme to the CEO and can - when deemed necessary - report directly to the Chair of the Board of Directors. Furthermore, the Group's whistleblowing scheme reports semi-annually to the Board of Directors' audit committee, to the internal control committee and to the CEO. The reports detail the number and type of cases received, the results of these as well as the measures and activities taken into effect and implemented.

If anyone experiences, discovers or suspects questionable conditions, they are encouraged to notify their immediate superior. Where this is not possible or feels too difficult, all employees of the Group may contact the whistleblowing scheme. It is possible to make an anonymous report.

In the event of a specific suspicion of a breach of anti-corruption legislation, the employee is obliged to inform the whistleblowing system. This is expressly stated in the Code of Conduct and in the training that has been provided.

Managers have special responsibility to lead by example and to create a culture where employees can share dilemmas and dare to report breaches

or unacceptable behaviour they become aware of. The Group has appointed resource persons in all parts of the business, who can assist the central unit for misconduct when needed in individual cases, and help to make the scheme known to the Group's employees.

The scheme is readily accessible to all of the Group's employees and can be contacted by e-mail, phone or post. Procedures have been put in place to ensure proper case handling with regard to both the whistleblower and the matter or person that is the subject of the disclosure. An important part of these procedures is ensuring that the whistleblower will not be subject to retribution following disclosure.

Surveys conducted show that the whistleblowing scheme is well known in the Group.

REPORTING SECURITY BREACHES

The Group has established internal procedures and a separate internal reception point for internal reporting of breaches of personal data security. The procedures also safeguard statutory reporting to the supervisory authorities.

Responsibility for compliance

Compliance responsibility lies with line management. The Code of Conduct and dilemma training are also part of the

Group's management training, which will contribute to such compliance.

The legal director has overall responsibility for ensuring that the integrity standard has the proper content and that it is known within the Group. This involves creating and maintaining Group-wide instruments, such as guidelines, e-learning programmes, manuals and training courses. The instruments should contribute to increased understanding of and compliance with the standard.

A network of local resources in each division and subsidiary ensures that there is adequate information about Group-wide measures and that these are implemented locally.

Posten Norge AS has its own data protection officer who will help to ensure compliance with the data protection regulations. The data protection officer reports on a fixed half-yearly basis directly to the CEO and to the Group's internal control committee. In addition, certain other Group companies have their own privacy representatives.

In 2022, as in previous years, the legal director has reported every six months to Group Management on the status of the work on the management systems for the areas of anti-corruption, competition law, privacy and notification.

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Greenhouse gas emissions

WHY IS THE TOPIC MATERIAL?

The UN Intergovernmental Panel on Climate Change's Sixth Assessment Report states that the climate crisis is occurring at a faster pace and is more intense than previously observed by scientists. Never before have greater amounts of man-made greenhouse gas emissions been registered than in the previous decade. The consequence of this is increased greenhouse gases in the atmosphere beyond the natural cycle, which in turn causes changes in the climate. Among other things, climate change exacerbates humanitarian crises, causes extreme weather and natural disasters, and disrupts ecosystems, which in turn leads to a large loss of biological diversity. The panel also states that the transport sector is responsible for 23 percent of global energy-related carbon gas emissions, and that the industry must go through significant changes if the world is to reach the Paris Agreement's long-term climate goals.

As a major Nordic transport and logistics supplier, Posten and Bring are aware

that we are responsible for significant greenhouse gas emissions through our activities, both directly and indirectly. In addition, our customers, owners, consumers and the society around us are increasingly making demands and expectations that we deliver services and operate with regard to climate and environmental challenges.

GUIDELINES

One of the three main goals in the Group strategy is to be the best at sustainable value creation because. Climate and environmental work is an integral part of this strategy, and a strategically important focus area. This is underpinned by a separate environmental policy in which we commit to proactively improve our environmental performance through targets, plans, and reporting.

- Long-term climate targets have been developed in line with the latest climate science, following the Science Based Targets (SBT) framework, and have been approved and verified by the Science Based Targets initiative (SBTi).

- Climate risk is reported twice a year in line with the Taskforce on Climate-related Finance Disclosure (TCFD) framework, where the risk is also quantified.
- All significant direct and indirect greenhouse gas emissions are reported annually in accordance with the GHG Protocol, through a reporting system. This is attested by an external third party.
- Climate and environmental work is followed up in quarterly reports on the Group's and management's KPI map, and is anchored in the management processes.
- The Board of Directors and Group Management are continuously updated on the status, risk profile and ongoing initiatives within climate and environmental work.
- Energy consumption and energy efficiency measures are monitored at each location and in collaboration with Corporate Staff Property.
- Bring Ventures makes direct investments in start-ups that create solutions for sustainable technology.

GRI indicators

- 305-1:** Direct emissions of greenhouse gases (CO₂e)
- 305-2:** Energy – indirect emissions of greenhouse gases
- 305-3:** Other indirect greenhouse gas emissions
- 305-4:** Greenhouse gas emissions intensity
- 305-7:** Nitrogen oxides (NO_x), sulphur oxides (SO_x), and other significant emissions to air

Text reporting



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Department Sustainability in Corporate staff Strategy, sustainability and communication ensures a systematic and holistic approach to climate and environmental work. Sustainability officers in the divisions ensure that operations operate in accordance with the climate and environmental strategy and ambitions of the business. A Group-wide environmental and procurement network consisting of resource persons from the divisions and Corporate Staff Purchasing and Property, further ensures that the Group shares experience and best practices across the business, and that we appear unified towards the supplier market. Regular follow-up meetings are held with sustainability managers in the

divisions, and there is continuous cooperation with Corporate Staff Economics and Finance and Corporate Staff HR and Organisation. The action plans are followed up by the divisions, reported quarterly and revised annually.

TARGETS AND INDICATORS:

We have established quantitative Group-wide climate and environmental targets in line with the Paris Agreement, in accordance with the SBT framework. These targets were approved and revised by SBT in November 2021.

The objective here is twofold:

1. We have set out an absolute reduction target for owned transport and

will reduce our absolute emissions by 42 percent by 2030, compared to the baseline year of 2020 (in line with the SBTi 1.5°C scenario)

2. We have set an intensity target for leased road transport and will reduce emissions by 32 percent per tonne kilometre by 2030 compared to the baseline year of 2020 (in line with the “well below” 2°C scenario)

Furthermore, we have set targets to reach net zero emissions for road transport by 2040 and net zero emissions for the rest of our operations by 2050. The SBT targets are also in line with the expectations of the owners, where they set requirements to have set science-based targets.

The Group monitors the proportion of vehicles on renewable fuel in the total vehicle fleet via a Group-wide KPI. The divisions set percentage targets for the year based on market prospects, technological development and action plans, where progress is reported quarterly. From the start of the KPI in Q1 2020 until Q4 2022, we have gone from having a renewable share of 22.8 percent to 43.9 percent.

CONTACT WITH STAKEHOLDERS

By taking measures to reduce our direct and indirect greenhouse gas emissions, we also contribute to

reducing our customers' CO emissions. The Group has carried out a value chain analysis which revealed that Posten and Bring's impact on greenhouse gas emissions includes reducing our customers' transport needs and greenhouse gas emissions to a greater extent. Several of our business customers set rigid requirements for emission reductions and frequent reporting of the proportion of renewables. We believe it is important that stakeholders have ambitious expectations for us to cut our greenhouse gas emissions. For example, Bring collaborated with IKEA in 2022 to put in place 100 percent electric home delivery in Oslo.

The Group has a broad stakeholder group consisting of, among other things, customers, authorities, consumers, local communities and employees. In our stakeholder analysis, the stakeholders have defined that our business has a great opportunity to exert influence by reducing greenhouse gas emissions. We are increasingly experiencing that customers, municipalities and collaborative partners are requesting detailed reports and information on greenhouse gas emissions. The commitment among our stakeholders emphasises that our measures and strategy to be the greenest logistics provider are in accordance with their expectations.

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Climate accounts (GRI 305-1/2/3) in tonnes ¹

Posten Group (CO ₂ e (t))		
Emissions are converted to tonnes of CO ₂ equivalents ²	2021	2022
Refrigerant (R-452A)	642	247
Own cars/trucks	62 248	50 293
Total Scope 1 Group	62 890	50 539
District heating	3 955	2 524
Electricity (market-based)	-	-
Electricity (location-based)	1 493	1 111
Total Scope 2 (market-based)	3 955	2 524
Waste	250	258
Buildings (district heating/natural gas)	939	646
Sea	24 931	27 125
Own vehicles/trucks	17 466	13 598
Air	35 418	40 738
Business travel	1 658	2 228
Rented vehicles/trucks	163 919	154 146
Commuting	9 465	9 804
Rail	14 255	15 805
Total Scope 33 (market-based)	268 302	264 348
Total emissions Group (market-based)	335 147	317 411
Total emissions Group (location-based) ⁴	337 167	318 915
Outside scope ⁵	79 208	57 033

¹ The CO₂ gases included in the accounts are CO₂ (carbon dioxide), N₂O (nitrous oxide), and CH₄ (methane). This covers all emissions from sources defined in the Greenhouse Gas (GHG) Protocol

² Sources for emissions factors are the Department for Environment, Food & Rural Affairs' (DEFRA) collection of emissions factors, adjusted for national variations in revenue requirements for biofuel in diesel. For "location-based electricity", a 3-year average factor from the IEA and an annual factor from the Norwegian Water Resources and Energy Directorate (NVE) are used for consumption in Norway. Emission factors are Well-to-Wheel (WTW) for our fuel consumption.

³ Includes the following Scope 3 categories defined by the GHG protocol: 3, 4, 5, 6, 7.

⁴ This includes location-based electricity Scope 2 (TTW) and location-based electricity in Scope 3 (WTT and T&D).

⁵ Outside of scopes is the direct CO₂ effect of the combustion of biofuel. Emissions included in 'outside of scopes' are quickly absorbed by bioenergy sources during their lifetime. 'outside of scopes' is included to ensure comprehensive accounts for the emissions arising from the combustion of biofuels. Biogenic emissions are associated with the consumption of biofuels.

CO: carbon monoxide
NM VOC: volatile organic compounds except methane
NOx: nitrogen oxides
PM: particulate matter
SOx: sulphur oxides

Nitrogen oxides, sulphur oxides, and other significant emissions to air (305-7) in tonnes

Emissions of CO ₂ e					
Gases ¹	CO	NM VOC	NOx	PM	SOx
Sea	38	43	589	54	362
Own vehicles/trucks	38	2	73	1	0
Air	13	7	88	4	21
Rented vehicles/trucks	62	4	151	2	1
Rail	162	41	233	143	137
Total	314	96	1 135	205	521

¹ Sources for emissions factors are the Department for Environment, Food & Rural Affairs' (DEFRA) collection of emissions factors.

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Purchasing, material consumption and recycling of fixed assets and property



WHY IS THE TOPIC MATERIAL?

Posten and Bring's size and range of services means that the Group has a significant level of annual purchasing. The purchases can be decisive for developing new technology, products and services.

We are not a production-intensive company. We nevertheless handle a large amount of waste that arises from transshipment and packaging of incoming and outgoing letters, parcels and goods. Waste is also generated directly through daily operations at terminals, canteens, distribution points, post offices and at our office buildings.

Good purchasing processes and routines for waste management will have a positive impact on the company's finances, the environment, employees and suppliers.

GUIDELINES

To ensure that the purpose is adhered to, Group Purchasing has the following processes/instruments:

- Best practice purchasing process
- Group-wide purchasing policy
- Group-wide regulation
- Code of Conduct for suppliers

In those cases where the procurement is above the threshold value of NOK 4.5 million (applies to purchasing covered by the Act on Public Procurement) and/or Group-wide/strategic to the Group, it must go through a strategic purchasing process run by Group Purchasing.

Group Purchasing is responsible for meeting the Group's needs based on the divisions' input. Group Purchasing has a proven purchasing process that is intended to ensure predictability for the stakeholders involved. Purchasing is carried out through a structured process that is predictable for the suppliers and which ensures competition in the market. Several procurement cases have a focus is on simplifying and/or improving solutions rather than exerting price pressure. In other cases, the suppliers have innovated with regards to

their goods or services. This is uncovered by the Group through dialogue with the market (RFI), which is an important part of the purchasing process.

Most of Posten's units are Eco-Lighthouse certified. Thus, we follow the guidelines for the waste plan, the preparation of an environmental report, and facilitate source sorting in the office landscape and production premises in accordance with the guidelines given by Eco-Lighthouse. The Group sorts according to the fractions that apply to each municipality. The most important fractions are wood, paper, cardboard, food waste, EE waste, plastic, packaging plastic, glass and metal.

Waste and management (306)¹

	Total waste	Energy recovery	Recycling	Landfill
Hazardous waste	77	77	0	0
Non-hazardous waste	13 330	4 250	9 022	58

¹ Figures in tonnes of waste for the entire Group. In previous years, we have shown figures for Norway. Figures for energy recovery include combustion and anaerobic decomposition. Recycling includes composting food waste.

GRI indicators

306-1: Waste generated and significant waste-related impact

306-2: Management of waste-related impact

306-3: Waste generated

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Facilitate the circular economy

WHY IS THE TOPIC MATERIAL?

Circular economy is about reducing the pressure on material and natural resources by designing products that have a long shelf life, can be reused, repaired, shared and recycled to a greater extent. By facilitating more efficient use of resources in production and reducing consumption, it will be possible to reduce greenhouse gas emissions, slow down the loss of biodiversity, reduce pollution and contribute to the development of new business areas that are necessary for a low-emission society.

The topic is important to us because an increased circular economy will reduce the production of new goods, which is a central part of our shipping volumes. Increased demands for circularity will also place new demands on our handling of materials, such as vehicles and buildings. The circular economy is also important because it represents a potential income opportunity for the Group through new services where we can facilitate increased circularity by removing the friction that transport and logistics can represent.

GUIDELINES

The European Commission's action plan for a circular economy under the EU's European Green Deal aims for climate neutrality by 2050, and a society where economic growth occurs without increasing the use of resources. Ambitious legislation is being developed which, among other things, provides new design requirements for products that will ensure sustainable products. This includes, among other things, increased durability requirements, requirements for reuse, repair, reduced content of chemicals, reduced energy and resource use in products, more use of recycled materials and a ban on the destruction of unsold products.

The requirements from the EU's Green Deal will also affect Norwegian legislation through the EEA agreement and, among other things, there will be stricter requirements for textile recycling at the municipal level.

The EU's taxonomy, the very foundation of the EU's action plan for sustainable finance, and the EU Sustainability

Directive (CSRD) will increase the pressure on companies to report on how they are working towards a transition to a circular economy in the years to come. In Norway, the government presented a national strategy for a greener, circular economy in 2021. The strategy emphasises that Norway can become more circular, especially within the bioeconomy, construction, process industry and trade and service industries.

CONTACT WITH STAKEHOLDERS

Posten is a member of Nordic Circular Hotspot, a professional network for companies that want to work to accelerate the transition to a circular economy in the Nordic region. Among other things, we were invited to give lectures during Circular Week 2022 and in Sweden at the Nordic Circular Summit 2022.



GRI indicators

Text reporting and/or separate indicator

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GRI index

Posten Norge reports in accordance with GRI Standards 2021.
The period covered is from 1.1.2022-31.12.2022.

IR: Integrated Annual Report 2022
FB: Fact Booklet: Sustainability at Posten
GB: Green bonds
ER: Executive Remuneration Report

Title - general indicators	Location
2-1 Information about the organisation	IR 10, FB 2
2-2 Units included in the company's sustainability reporting	IR 7
2-3 Reporting period and frequency and point of contact	FB 2
2-4 Change in previously reported information	IR 4, FB 5
2-5 External audit	FB 36
2-6 Activities, supply chain, and other business associates	IR 7 , IR 8 , IR 61 ,
2-7 Employees	IR 7, FB 9
2-8 Workers that are not employees	FB 9
2-9 Management structure and organisation	IR 10, IR 27, IR 30
2-10 Nomination and selection for the organisation's supreme decision-making body	IR 30
2-12 Supreme decision-making body	IR 22
2-12 The role of the supreme decision-making body in managing the company's social impact	IR 23, IR 30
2-13 Delegation of responsibility for managing the company's social impact	IR 30
2-14 The role of the supreme decision-making body in sustainability reporting	IR 28, IR 30, IR 199
2-15 Conflicts of interest	IR 32

Title - general indicators	Location
2-16 Communication of critical matters	IR 33
2-17 The supreme decision-making body's collective knowledge	IR 22
2-18 Processes for evaluating the work of the supreme decision-making body	IR 27
2-19 Policies for determining wages and benefits	IR 34, ER
2-20 Processes for determining wages and benefits	IR 34,
2-21 Remuneration ratios	LR 13
2-22 Statement of the company's strategy for sustainable value creation	IR 12
2-23 Company obligations	IR 30
2-24 Anchoring of the company's obligations	IR 30
2-25 Processes to rectify negative effects	IR 36, FB 25
2-26 Mechanisms for receiving advice on and addressing matters of concern	FB 7 , FB 26
2-27 Compliance with laws and regulations	IR 33, IR 66
2-28 Membership of associations	FB 2 , FB 32
2-29 Approach to stakeholder engagement	FB 4
2-30 Collective agreements	IR 47

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Title - Topic indicators	Location
3-1 Process to determine material topics	IR 16, FB 4 , FB 5
3-2 List of significant topics	IR 16, FB 5
Greenhouse gas emissions	
GRI 3 Material topics 2021	
3-3 Management of the topic	IR 70, FB 27
GRI 305 Emissions 2016	
305-1 Direct emissions of greenhouse gases (CO2e)	FB 29
305-2 Energy - indirect emissions of greenhouse gases	FB 29
305-3 Other indirect greenhouse gas emissions	FB 29
305-4 Greenhouse gas emission intensity	IR 70
305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant emissions to air 1	FB 29
Safety and well-being of employees	
GRI 3 Material topics 2021	
3-3 Management of the topic	IR 43, FB 6
GRI 401 Employments 2016	
401-1 New employments and staff turnover	FB 10 , FB 11
403 - Health, safety and the environment 2018	
403-1 Management system	FB 6
403-2 Hazard identification, risk assessment and incident investigation	FB 7
403-3 Occupational health service	FB 7
403-4 Employee participation in HSE work	FB 7
403-5 HSE training	FB 8

Title - Topic indicators	Location
403-6 Promotion of employees' health	FB 8
403-7 Prevention and reduction of health and safety impact in the workplace	FB 8
403-9 Work-related injuries 2	IR 44, FB 8 , FB 9
Competence raising and development	
GRI 3 Material topics 2021	
3-3 Management of the topic	IR 45, FB 12
GRI 404 Training and education 2016	
404-2 Programmes for employee competence raising and realignment	FB 12
404-3 Proportion of employees who have regular assessment and development reviews 3	IR 47
Information security	
GRI 3 Material topics 2021	
3-3 Management of the topic	IR 58, FB 21
GRI 418 Privacy	
418-1: Confirmed complaints concerning violation of customer privacy	IR 59
Sustainable supply chains	
GRI 3 Material topics 2021	
3-3 Management of the topic	IR 61, FB 22
GRI 414 Social assessment of suppliers 2016	
414-1 New suppliers that were assessed on social criteria	IR 61
414-2 Negative social impact in the supply chain and measures implemented	IR 61
GRI 308 Environmental assessment of suppliers 2016	

¹ The Group does not report on the emissions of persistent organic pollutants (POP), volatile organic compounds (VOC) and harmful air pollution (HAP). The Group has no activities that cause significant emissions of these, and this part of the indicator is therefore not relevant.

² The number of million hours for external employees is not available. Reporting only quantity, not frequency.

³ The Group's follow-up review solution does not register gender or employee category, and the proportion of employees is not available. No changes are planned for this.

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Title - Topic indicators	Location
308-1 New suppliers that were assessed on environmental criteria	IR 61
308-2 Negative environmental impact in the supply chain and measures implemented	IR 61
Socio-economic value creation	
GRI 3 Material topics 2021	
3-3 Management of the topic	IR 88
GRI 201 Economic Performance 2016	
201 Direct financial value generated and distributed 2016	IR 94
Anti-corruption, competition law and privacy	
GRI 3 Material topics 2021	
3-3 Management of the topic	IR 66, FB 25
GRI 205 Anti-corruption 2016	
205-1 Operations assessed for corruption activities	IR 67
205-2 Communication about and training in policies and procedures for anti-corruption	FB 25 , FB 26
205-3 Confirmed corruption incidents and implemented measures	IR 67
GRI 206 Anti-competitive practices 2016	
206-1 Judicial reactions to anti-competitive practices and antitrust and monopolistic practices	IR 67
Diversity and inclusion	
GRI 3 Material topics 2021	
3-3 Management of the topic	IR 48, FB 13
GRI 405 Diversity and equal opportunities 2016	
405-1 Diversity in management bodies and among employees	IR 49, FB 14

Title - Topic indicators	Location
405-2 Relationship between base salary and remuneration of women in relation to men by category of employee 4	FB 15
GRI 406 Non-discrimination 2016	
406-1 Number of incidents of discrimination and measures initiated in connection with these	IR 48, FB 17
Viable local communities	
GRI 3 Material topics 2021	
3-3 Management of the topic	IR 52
Sustainable framework conditions	
GRI 3 Material topics 2021	
3-3 Management of the topic	IR 64, FB 24
Investments in innovation	
GRI 3 Material topics 2021	
3-3 Management of the topic	IR 56, FB 19
Purchasing, material consumption and recycling	
GRI 3 Material topics 2021	
3-3 Management of the topic	IR 75, FB 30
306 - Waste 2020	
306-1 Waste generated and significant waste-related impact	FB 30
306-2 Management of waste-related impact	IR 77, FB 30
306-3 Waste generated	FB 30
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GRI 3 Material topics 2021	
3-3 Management of the topic	IR 78, FB 31

⁴ Section 26 of the Equality and Anti-Discrimination Act does not provide a legal basis for registering ethnicity

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INDEPENDENT ACCOUNTANT'S ASSURANCE REPORT

To the board of directors in Posten Norge AS

Scope

We have been engaged by Posten Norge AS to perform a limited assurance engagement, as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on Posten Norge AS's sustainability reporting as defined in the Posten Norge AS's GRI Index on page 33-35 in "Fact booklet sustainability at Posten 2022" (the "Subject Matter") as of 31 December 2022 and for the period from 1 January to 31 December 2022.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Annual report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Posten Norge AS

In preparing the Subject Matter, Posten Norge AS applied the relevant criteria from the Global Reporting Initiative (GRI) sustainability reporting standards (the "Criteria"). The Criteria can be accessed at globalreporting.org and are available to the public. Such Criteria were specifically designed for companies and other organizations that want to report their sustainability impacts in a consistent and credible way. As a result, the Subject Matter information may not be suitable for another purpose.

Posten Norge AS's responsibilities

The Board of Directors and Group Chief Executive Officer (management) are responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000'). This standard requires that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

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

Our Independence and Quality Control

We are independent of the company in accordance with the requirements of the relevant laws and regulations in Norway and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. Our firm applies International Standard on Quality Control 1, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained if a reasonable assurance engagement had been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was

Independent accountant's assurance report - Posten Norge AS 2022

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not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information and applying analytical and other appropriate procedures.

Our procedures included:

- Conducted interviews with key personnel to understand the business and the reporting process
- Conducted interviews with key personnel to understand the process for collecting, collating and reporting the Subject Matter during the reporting period
- Checked on a sample basis the calculation Criteria against the methodologies outlined in the Criteria
- Performed analytical review procedures of the data
- Identified and tested the assumptions supporting the calculations
- Tested, on a sample basis, the underlying source information
- Checked the presentation requirements outlined in the Criteria

We believe that our procedures provide us with an adequate basis for our conclusion. We also performed such other procedures as we considered necessary in the circumstances.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Subject Matter as of 31 December 2022 and for the period from 1 January 2022 to 31 December 2022 in order for it to be in accordance with the Criteria.

Oslo, 30 March 2023
ERNST & YOUNG AS

(This translation from Norwegian has been made for information purposes only.)

Petter Frode Larsen
State Authorised Public Accountant