

# GRI-index



# Statement of use

Brunvoll has reported in accordance with the GRI Standards (GRI 1: Foundation 2021) for the period 1 January 2025 to 31 December 2025. For a complete description of the individual disclosures, please see GRI's website ([www.globalreporting.org](http://www.globalreporting.org))

GRI standard	Disclosure	Reference and/or response 2025
General  GRI 2: General Disclosures 2021	2-1 organisational details	Brunvoll Holding AS, Privately-owned company, Main office in Molde – Norway
	2-2 Entities included in the organisation's Sustainability Reporting	Brunvoll AS, Brunvoll Volda AS and Brunvoll Mar-EI AS (all operational companies within Brunvoll Holding AS Group)
	2-3 Reporting period, publication date, frequency and contact point	2025, 30.04.2026, annual, <a href="mailto:silvia.stranden@brunvoll.no">silvia.stranden@brunvoll.no</a>
	2-4 Restatements of information	<p>Key figures for employees (own) have been amended due to miscalculations. Three employees in Brunvoll Holding AS were not included in the total number of employees in 2022 and 2024.</p> <p>Key figures for employees (hired) for 2022 contained a typing error in the 2024 report and have been corrected to a total of five. In 2024, a minor calculation error affected the total number of employees and gender representation; these figures have been corrected and the corresponding percentages have been updated accordingly.</p> <p>In this report, certain emission factors within Scope 2 have been revised. The emission factor for purchased electricity has been updated to include both import and export of electricity and is now based on data from the Norwegian Water Resources and Energy Directorate (NVE), providing a more accurate representation of production in Norway. Previous reports applied an emission factor from the International Energy Agency (IEA). For district heating at Brunvoll AS, the emission factor has been updated to reflect the local factor for Molde. In previous reports, the emission factor for the Ålesund location was used.</p>
	2-5 External assurance	NA
	2-6 Activities, value chain and other business relationships	Sustainability Report 2025, pp. 5, 11
	2-7 Employees	Sustainability Report 2025, pp. 51–52
	2-8 Workers who are not employees	Sustainability Report 2025, p. 51
	2-9 Governance structure and composition	Sustainability Report 2025, p. 10. The shareholders of Brunvoll are the Brunvoll family, 100% since the founding of the company in 1912. They represent the highest governing body of the company. The General Meeting selects the Board members based on input from the Nomination Committee where diversity is one important criterion. The Board of Directors of the operational companies in the Group consists of seven members from the shareholders and four members from the employees. The Board of Directors oversees the Group CEO and the Management Team through a corporate framework for governance and control.

GRI standard	Disclosure	Reference and/or response 2025
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	The General Meeting selects the Board Members based on a recommendation from the Nomination Committee, where diversity is an important criterion. The Nomination Committee work is described in an instruction approved by the General Meeting on a yearly basis. The committee is responsible for providing a recommendation ensuring that the Board of Directors has the necessary experience, competence and capacity to perform its duties. In addition, the committee shall place emphasis on diversity, ensuring that both genders are represented.
	2-11 Chair of the highest governance body	The chair of the Board of Directors is not a senior executive in the organisation.
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report 2025, p. 10
	2-13 Delegation of responsibility for managing impacts	Sustainability Report 2025, p. 10
	2-14 Role of the highest governance body in Sustainability Reporting	Sustainability Report 2025, p. 10
	2-15 Conflicts of interest	The Group has a Corporate Governance document in place for the shareholders, which is approved annually by the General Meeting. This document is based on “The Norwegian Code of Practice for Corporate Governance” (NUES) and regulates all known potential conflicts of interest. This includes cross-board memberships and the owners’ impact on the daily operation of the Group.
	2-16 Communication of critical concerns	The Group has a whistleblowing policy which outlines communication of critical concerns. The Group Management is responsible for communicating such critical concerns to the Board of Directors. No such critical concerns were communicated or identified in the current reporting year.
	2-17 Collective knowledge of the highest governance body	ESG presentation at the Annual General Meeting and regular Board of Directors meetings.
	2-18 Evaluation of the performance of the highest governance body	The Board of Directors annually carries out an individual evaluation of the Board of Directors’ work and the cooperation with the Group CEO. The result of this evaluation is included as an item on the agenda at a Board Meeting, where targets are defined to improve performance.
	2-19 Remuneration policies	<p>Remuneration for the Board of Directors is set annually by the General Assembly and consists of a fixed amount stated in the Group’s Annual Report.</p> <p>The Group CEO’s remuneration is set by the Board of Directors annually. The compensation consists of the following elements:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Fixed salary</li> <li><input type="checkbox"/> Variable pay (short- and long-term incentives) capped at 50% of the fixed salary based on financial performance of the Group</li> <li><input type="checkbox"/> Misc. other</li> </ul> <p>Further information regarding the compensation can be found in Brunvoll Holding AS’s Annual Report.</p>
	2-20 Process to determine remuneration	<p>Remuneration policies are established to ensure that the remuneration arrangements help recruit, motivate, and retain the senior executives and other employees.</p> <p>Remuneration policies further support the organisation’s strategy and contribution to sustainable development and align with stakeholders’ interests.</p>
2-21 Annual total compensation ratio	In its Annual Report, each company in the Group with employees provides a statement on equality according to Norwegian law. This includes an analysis and statement on salary between male and female employees in the Group.	

GRI standard	Disclosure	Reference and/or response 2025
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Sustainability Report 2025, p. 4
	2-23 Policy commitments	Sustainability Report 2025, p. 10
	2-24 Embedding policy commitments	Supplier Code of Conduct is shared with all our business partners. New employees are made familiar with policies and Ethical Guidelines in our onboarding programme.
	2-25 Processes to remediate negative impacts	Sustainability Report 2025, pp. 46–47
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report 2025, pp. 46–47
	2-27 Compliance with laws and regulations	No non-compliance was registered in 2025.
	2-28 Membership associations	iKuben, GCE Blue Maritime, Norsk Industri, Næringslivets Hovedorganisasjon, Maritimt Forum, Norsk Forening for Elektro og Automatisering (NFEA), Norsk Forum for Autonome Skip (NFAS), Norwegian Maritime Exporters (NME), Molde Næringsforum, Volda næringsforum, NCE Maritime CleanTech, Vest Telemark Næringsforum, Hurtigbåtforbundet
	2-29 Approach to stakeholder engagement	Stakeholder: Engagement and double materiality assessment Owners: Yearly General Assembly Board of Directors: 5–7 Board Meetings annually Employees: Quarterly meetings with all employees, meetings with union representatives, monthly employee pulse surveys, yearly appraisal interviews Business partners: Physical and digital meetings, fairs and events, communication, customer surveys Industry association and Norwegian innovation clusters: physical and digital meetings, conferences, participation, dialogue and communication Research and education institutions: R&D projects with public funding, lectures and courses, dialogue
Material topics GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report 2025, pp. 18–20
	3-2 List of material topics	Sustainability Report 2025, p. 19
Anti-corruption GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025, pp. 10, 19–20, 28, 46
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	None reported in 2025

GRI standard	Disclosure	Reference and/or response 2025
<b>Environment</b>	3-3 Management of material topics	Sustainability Report 2025, pp. 10, 19–20, 28, 46
Energy GRI 3: Material Topics 2021 GRI 302: Energy 2016	3-3 Management of material topics	Sustainability Report 2025, pp. 10, 49
	302-1 Energy consumption within the organisation	Sustainability Report 2025, p. 49
	302-3 Energy intensity	Sustainability Report 2025, pp. 15, 49
	302-4 Reduction of energy consumption	Increased energy consumption since baseline year 2019: 8.4% due to higher activity and production. Sustainability Report 2025, p. 49
	302-5 Reductions in energy requirements of products and services	R&D efforts continuously ongoing to develop more energy- and resource-efficient products
Emissions GRI 3: Material Topics 2021 GRI 305: Emissions 2016	3-3 Management of material topics	Sustainability Report 2025, pp. 10, 49
	305-1 Direct (Scope 1) GHG emissions	Own emission factors, based on input from DEFRA and Norwegian legislation on minimum content of biofuel in fossil fuels
	305-2 Energy indirect (Scope 2) GHG emissions	District heating: 64.9 tCO <sub>2</sub> e Electricity, location-based: 94 tCO <sub>2</sub> e Electricity, market-based: 4,244.5 tCO <sub>2</sub> e
	305-3 Other indirect (Scope 3) GHG emissions	Air travel: 828 tCO <sub>2</sub> e. The emission factor for air travel applied in the Group's climate accounting system includes both well-to-wheel (WTW) and radiative forcing (RF). However, our travel agency does not provide emission data related to radiative forcing. Waste: 96 tCO <sub>2</sub> e Transportation of goods: 2,639 tCO <sub>2</sub> e Purchased goods: 19,843 tCO <sub>2</sub> e
	305-4 GHG emissions intensity	8.6 tCO <sub>2</sub> e/mNOK revenue (GHG emissions from scope 3: Air travel, waste and purchased goods)
	305-5 Reduction of GHG emissions	Reduction in Scope 1 and 2 emissions since baseline year 2019: 45.0% Emissions reduction in Scope 1 since baseline year 2019: 85.2% Emissions increased in Scope 2 since baseline year 2019: 39.4%

GRI standard	Disclosure	Reference and/or response 2025
Waste GRI 3: Material Topics 2021 GRI 306: Waste 2020	3-3 Management of material topics	Sustainability Report 2025, pp. 10, 16, 49
	306-3 Waste generated	Sustainability Report 2025, pp. 16, 49
	306-4 Waste diverted from disposal	Sustainability Report 2025, p. 16
	306-5 Waste directed to disposal	Sustainability Report 2025, p. 16
Supplier environmental assessment GRI 3: Material Topics 2021 GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	Sustainability Report 2025, pp. 10, 28
	308-1 New suppliers that were screened using environmental criteria	All new suppliers are screened with environmental criteria (ISO 14001)
<b>Social</b>	3-3 Management of material topics	Sustainability Report 2025, pp. 10, 51–52
Employment GRI 3: Material Topics 2021 GRI 401: Employment 2016		401-1 New employee hires and employee turnover

GRI standard	Disclosure	Reference and/or response 2025
Occupational health and safety GRI 3: Material Topics 2021 GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Sustainability Report 2025, pp. 10, 38, 53
	403-1 Occupational health and safety management system	Sustainability Report 2025, pp. 10, 38
	403-3 Occupational health services	Sustainability Report 2025, p. 38
	403-5 Worker training on occupational health and safety	Sustainability Report 2025, p. 38
	403-6 Promotion of worker health	Sustainability Report 2025, p. 38
	403-8 Workers covered by an occupational health and safety management system	All workers
	403-9 Work-related injuries	Sustainability Report 2025, pp. 38, 53
Training and education GRI 3: Material Topics 2021 GRI 404: Training and Education 2016	3-3 Management of material topics	Sustainability Report 2025, pp. 10, 30, 37–39, 43
	404-1 Average hours of training per year per employee	Data not collected for 2025
	404-3 Percentage of employees receiving regular performance and career development reviews	All workers receive annual appraisal interviews
Diversity and equal opportunity GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2025, p. 46
<b>Governance</b>	3–3 Management of material topics	Sustainability Report 2025, pp. 10, 47
Customer privacy GRI 3: Material Topics 2021 GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None reported in 2025