



PÓSTURINN

# Sustainability Statement 2024

Iceland Post



Íslandspóstur ohf.  
Sustainability Statement

2024

Íslandspóstur ohf.  
Reg. 7012966139

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## Statement by the board of directors and CEO

Íslandspóstur's sustainability statement for the year 2024 reflects the ESG guidelines issued by Nasdaq Iceland and Nasdaq Nordic in 2019. These guidelines are based on recommendations made in 2015 by the United Nations, the Sustainable Stock Exchange Initiative, and the World Federation of Exchange. Reference is also made to the GRI Standard (Global Reporting Initiative, GRI100-400) and the Ten Reporting Principles of the UN Global Compact.

Íslandspóstur uses the Klappir Sustainability Platform to ensure the traceability, transparency, and efficiency in data collection and processing and dissemination of environmental information. The board and CEO hereby confirm the company's sustainability statement for the period from January 1, 2024, to December 31, 2024.

### **Board**

Halldóra Lóa Þorvaldsdóttir

Gísli Sigurjón Brynjólfsson

Guðný Hrund Karlsdóttir

Baldvin Örn Ólason

Sara Sigurðardóttir

### **CEO**

Þórhildur Ólöf Helgadóttir

*The Sustainability Statement of Íslandspóstur ohf. is electronically signed by the board and CEO.*

## Assessment Statement

Klappir Green Solutions hf. (Klappir) has assisted &nbsp;Íslandspóstur ohf. ("Íslandspóstur"), with its sustainability statement. The sustainability statement contains information on environment, social and governance.

### **Responsibility of the board of directors and CEO for the sustainability statement**

The board of directors and CEO are responsible for reporting non-financial information, including information on environmental, social and governance matters, in accordance with Article 66 d of Act no. 3/2006 (Icelandic companies).

### **Confirmation by Klappir**

We have planned and conducted our work in accordance with the principles of the Greenhouse Gas Protocol standards: Relevance, Accuracy, Completeness, Consistency and Transparency. By signing below, I hereby confirm that the data provided by Íslandspóstur and its suppliers for the company's sustainability statement has been reviewed and assessed by Klappir's sustainability specialists. Information relating to social and governance matters was not reviewed by Klappir. Klappir is not responsible and bears no liability for any investment decisions made by any party based on the information presented in this statement.

Jón Ágúst Þorsteinsson, CEO

### **Klappir Green Solutions hf.**

*The Sustainability Statement of Íslandspóstur ohf. is electronically signed by Klappir Green Solution hf.*

# Statement

## Operational Parameters

Operational Parameters	Notes	Unit	2024	2023	2022	2020
Net revenue (from financial statement)		ISK m	7,640.2	7,109.0	7,168.3	7,457.4
Total assets (balance sheet)		ISK m	6,503.2	6,190.2	6,275.7	6,971.8
Total Equity (unlisted organizations)		ISK m	3,821.5	3,634.1	3,599.6	3,307.1
Number of employees (from financial statement)		FTEs	452.0	472.0	513.0	626.0
Total space for own operation		m <sup>2</sup>	16,858.0	18,997.0	19,345.0	22,082.0

GhG emission intensity	Notes	Unit	2024	2023	2022	2020
GhG emissions per megawatt-hour consumed	1	kgCO <sub>2</sub> e/MWh	193.6	244.1	203.9	168.7
GhG emissions per full-time equivalent (FTEe) employee		kgCO <sub>2</sub> e/FTEs	5,491.1	6,597.4	5,560.8	4,158.0
GhG emissions per assets		kgCO <sub>2</sub> e/ISK	381.66	503.05	454.56	373.35
GhG emissions per unit of revenue		kgCO <sub>2</sub> e/ISK	324.86	438.03	397.96	349.04
GhG emissions per unit of equity		kgCO <sub>2</sub> e/ISK	649.5	856.9	792.5	787.1
GhG emissions per unit of space (m <sup>2</sup> )		kgCO <sub>2</sub> e/m <sup>2</sup>	147.2	163.9	147.5	117.9

Nasdaq: E2|UNGC: P7, P8|GRI: 305-4 |SDG: 13|SASB: General Issue / GHG Emissions, Energy Management

Energy Intensity	Notes	Unit	2024	2023	2022	2020
Energy per full-time equivalent (FTEe) employee		kWh/FTEs	28,362.2	27,028.8	27,269.1	24,653.3
Energy per unit of revenue		kWh/ISK m	1,677.9	1,794.6	1,951.5	2,069.5
Energy per square meter		kWh/m <sup>2</sup>	760.5	671.6	723.1	698.9

E4|UNGC: P7, P8|GRI 302-3|SDG: 12|SASB: General Issue / Energy Management

Waste intensity	Notes	Unit	2024	2023	2022	2020
Total waste per full-time equivalent (FTEe) employee		kg/FTEs	210.2	210.5	176.2	206.6
Total waste per unit of revenue		kg/ISK m	12.4	14.0	12.6	17.3

## Environmental

<b>Greenhouse Gas Emissions</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Scope 1		tCO <sub>2</sub> e	1,065.5	1,467.6	1,607.1	1,691.6
Scope 2 (location-based)	2	tCO <sub>2</sub> e	63.3	64.5	69.8	79.9
Scope 2 (market-based)	3	tCO <sub>2</sub> e	1,370.4	1,238.4		
Total Scope 1 and 2 (location based)		tCO <sub>2</sub> e	1,128.8	1,532.1	1,676.9	1,771.5
Total Scope 1 and 2 (market-based)		tCO <sub>2</sub> e	2,436.0	2,706.0		
Scope 3		tCO <sub>2</sub> e	1,353.2	1,581.9	1,175.8	831.4
Total Scope 1, 2 & 3 emissions (location-based)		tCO <sub>2</sub> e	2,482.0	3,114.0	2,852.7	2,602.9
Total Scope 1, 2 & 3 emissions (market-based)		tCO <sub>2</sub> e	3,789.2	4,287.9		

ESRS E1-6, paragraph 44, 48 (a, b), 49 (a, b), 52 (a, b), 51, AR 39, AR 43 - AR 45, AR 47

<b>Carbon offset</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total emissions offset		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
Of which verified carbon credits		tCO <sub>2</sub> e				
Of which non-verified offsetting projects		tCO <sub>2</sub> e				

<b>Scope 1 - Details</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total Scope 1 emissions		tCO <sub>2</sub> e	1,065.5	1,467.6	1,607.1	1,691.6
Stationary fuel combustion		tCO <sub>2</sub> e	6.4	6.4	6.2	6.7
Mobile fuel combustion	4	tCO <sub>2</sub> e	1,058.8	1,461.2	1,600.9	1,684.9
Fugitive emissions		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0

ESRS E1-6, AR 52

<b>Scope 2 - Details</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total Scope 2 emissions		tCO <sub>2</sub> e	63.3	64.5	69.8	79.9
Electricity		tCO <sub>2</sub> e	19.1	23.6	23.3	23.9
Heating		tCO <sub>2</sub> e	44.2	40.9	46.5	55.9

ESRS E1-6, AR 52

<b>Scope 3 - Upstream emissions</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
<i>Category 1: Purchased goods and services</i>						
Total emissions	5	tCO <sub>2</sub> e	82.0	150.3	47.3	14.3
Electronics	6	tCO <sub>2</sub> e	1.5	5.8	0.0	0.0
Food		tCO <sub>2</sub> e	69.3	144.6	0.0	0.0
Packaging		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
Construction Materials		tCO <sub>2</sub> e	0	0	0	0
Other		tCO <sub>2</sub> e	11.2	0.0	47.3	14.3
<i>Category 2: Capital goods</i>						
Total emissions		tCO <sub>2</sub> e	584.8	698.3	391.2	90.3
Structures		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
Vehicles		tCO <sub>2</sub> e	480.0	580.2	294.8	9.2
Machinery	7	tCO <sub>2</sub> e	104.8	118.1	96.3	81.1
<i>Category 3: Fuel- and energy-related activities</i>						
Total emissions		tCO <sub>2</sub> e	309.3	360.2	325.7	404.7
Purchased fuels		tCO <sub>2</sub> e	286.2	342.9	325.3	404.7
Purchased electricity		tCO <sub>2</sub> e	0.1	0.1	0.1	0.1
Transmission and distribution (T&D) losses		tCO <sub>2</sub> e	23.0	17.2	0.4	0.0
Generation of purchased electricity that is sold to end users		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
<i>Category 4: Upstream transportation and distribution</i>						

Total emissions		tCO <sub>2</sub> e	202.7	192.5	203.5	263.6
Air transportation		tCO <sub>2</sub> e	0.4	0.5	1.0	0.0
Marine transportation		tCO <sub>2</sub> e	0.1	0.3	0.1	0.1
Road transportation	8	tCO <sub>2</sub> e	202.2	191.7	202.5	263.6
Rail transportation		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
Storage of purchased goods		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
<i>Category 5: Waste generated in operations</i>						
Total emissions		tCO <sub>2</sub> e	4.3	7.7	13.0	46.0
Transport, disposal and treatment of waste		tCO <sub>2</sub> e	4.3	7.7	13.0	46.0
Wastewater treatment		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
<i>Category 6: Business travel</i>						
Total emissions		tCO <sub>2</sub> e	20.4	16.0	15.8	1.1
Air travel		tCO <sub>2</sub> e	17.6	11.3	15.3	1.1
Rail travel		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
Road travel		tCO <sub>2</sub> e	0.00	0.00	0.00	0.00
Marine travel		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
Hotel nights		tCO <sub>2</sub> e	2.8	4.7	0.5	0.0
<i>Category 7: Employee commute</i>						
Total commuting emissions		tCO <sub>2</sub> e	146.0	148.8	169.8	0.0
Air commute		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
Rail commute		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
Bus commute		tCO <sub>2</sub> e	23.6	11.6	8.6	0.0
Car commute		tCO <sub>2</sub> e	122.5	137.2	161.2	0.0
Marine commute		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
On foot / Bicycle		tCO <sub>2</sub> e	0	0	0	0
Remote working		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
<i>Category 8: Upstream leased assets</i>						
Total emissions		tCO <sub>2</sub> e	3.8	8.0	9.5	11.4
Mobile fuel combustion		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
Stationary fuel combustion		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0
Electricity		tCO <sub>2</sub> e	1.1	0.5	1.3	1.3
Heating		tCO <sub>2</sub> e	2.7	7.5	8.2	10.1
Fugitive emissions		tCO <sub>2</sub> e	0.0	0.0	0.0	0.0

ESRS E1-6, AR 52

<b>Energy consumption</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total energy consumption		kWh	12,819,730	12,757,600	13,989,064	15,432,941
Fossil fuels		kWh	4,190,839	5,783,287	6,337,507	6,693,088
Bio fuels		kWh	491,577	59,004.3	135,289	139,719
Electricity		kWh	2,237,684	2,293,719	2,263,619	2,279,650
Heating		kWh	5,899,629	4,621,589	5,252,649	6,320,484
Direct energy consumption		kWh	4,682,416	5,842,292	6,472,795	6,832,807
Indirect energy consumption		kWh	8,137,314	6,915,308	7,516,268	8,600,134

Nasdaq: E3|UNGC: P7, P8|GRI: 302-1, 302-2|SDG: 12|SASB: General Issue / Energy Management

<b>Energy mix</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total energy consumption		kWh	12,819,730	12,757,600	13,989,064	15,432,941
Fossil fuel		%	32.7%	45.3%	45.3%	43.4%
Renewables		%	67.3%	54.7%	54.7%	56.4%
Nuclear		%	0.0%	0.0%	0.0%	0.0%
Unknown		%	0.0%	0.0%	0.0%	0.3%

Nasdaq: E5|GRI: 302-1|SDG: 7|SASB: General Issue / Energy Management

<b>Fuel consumption</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total fuel consumption		kg	392,474	490,697	542,260	572,494
Biodiesel		kg	31,481.6	0.0	0.0	0.0
Diesel fuel off road		kg	96.0	0.0	0.0	0.0
Methane		kg	7,847.7	3,901.9	8,946.5	9,239.5
Gasoline or Petrol		kg	2,426.6	2,926.4	5,446.5	5,078.2
Diesel fuel		kg	350,622	483,869	527,867	558,176

<b>Water consumption</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total water withdrawal		m <sup>3</sup>	111,322	84,440.3	95,229.6	113,750
Cold water		m <sup>3</sup>	9,604.2	4,757.7	4,666.7	4,775.8
Hot water		m <sup>3</sup>	101,718	79,682.6	90,562.9	108,974
Reused water (if applicable)		m <sup>3</sup>				
Reclaimed water (if applicable)		m <sup>3</sup>				

Nasdaq: E6|GRI: 303-5|SDG: 6|SASB: General Issue / Water & Wastewater Management

<b>Electricity mix</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total electricity consumption		kWh	2,237,684	2,293,719	2,263,619	2,279,650
Fossil fuels		%				
Renewables		%	100.0%	100.0%	100.0%	100.0%
Nuclear		%				

<b>Upstream transportation and distribution</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total transportation and distribution		tonne	925.1	927.7	912.4	901.1
Air transportation		tonne	1.6	1.4	0.0	0.0
Marine transportation		tonne	329.7	320.5	325.5	290.1
Road transportation		tonne	593.8	605.8	586.9	611.0
Rail transportation		tonne	0.0	0.0	0.0	0.0

<b>Waste treatment</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total waste generation		kg	94,999	99,347	90,393	129,310
Sorted waste		kg	60,620	67,521	57,051	78,069
Unsorted waste		kg	34,379	31,826	33,342	51,241
Recovered waste		kg	84,439	86,560	64,809	80,057
Disposed waste		kg	10,560	12,787	25,584	49,253
Percentage of waste sorted		%	63.8%	68.0%	63.1%	60.4%
Percentage of waste recovered		%	88.9%	87.1%	71.7%	61.9%

<b>Business travel</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total distance travelled		km	124,800	91,954.9	142,774	9,252.0
Air travel		km	124,800	91,954.9	142,774	9,252.0
Rail travel		km	0.0	0.0	0.0	0.0
Road travel		km	0	0	0	0
Marine travel		km	0	0	0	0

<b>Hotel nights</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total overnight stays		no.	180	167	0	0

<b>Employee commuting</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total commuting distance		km	1,243,843	1,241,762	1,281,219	0
Air commute		km	0	0	0	0
Rail commute		km	0	0	0	0
Bus commute		km	217,145	113,632	83,920	0
Car commute		km	857,330	1,016,365	1,126,646	0
Marine commute		km	0	0	0	0
On foot / Bicycle commute		km	169,368	111,765	59,072.0	0.00

<b>Paper management</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total weight of printed papers		kg	1,970	2,673	3,779	6,634
Total amount of printed paper		pages	316,382	401,749	600,095	1,122,483
of which color print		pages	132,041	133,945	157,196	207,028
of which black/white print		pages	184,341	267,804	442,899	915,455
Color print		%	42.0%	33.0%	26.0%	18.0%
Black/white print		%	58.0%	67.0%	74.0%	82.0%

<b>Environmental management</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Does your company follow a formal Climate Management Plan?		yes/no	Yes	Yes	Yes	No
Does your company follow specific waste, water, energy, and/or recycling policies?		yes/no	Yes	Yes	Yes	No
Does your company use a recognized energy management system?		yes/no	No	No	No	No

Nasdaq: E7|GRI: 103-2|SASB: General Issue / Waste & Hazardous Materials Management

<b>Climate oversight</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Does your Senior Management manage climate-related risks?		yes/no	Yes	Yes	Yes	No
Does your Board of Directors oversee climate-related risk?		yes/no	Yes	Yes	Yes	No

Nasdaq: E8, E9|GRI: 102-19, 102-20, 102-29, 102-30, 102-31|SASB: General Issue / Business Model Resilience, Systematic Risk Management|TCFD: Governance (Disclosure A/B)

<b>Climate risk mitigation</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total annual investment in climate-related infrastructure, resilience, and product development	9	ISK m	100.2	293.8	287.1	0.0

Nasdaq: E10|UNGC: P9|SASB: General Issue / Physical Impacts of Climate Change, Business Model Resilience|TCFD: Strategy (Disclosure A)

## Social

<b>CEO Pay Ratio</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
CEO Salary & Bonus (X) to median FTE Salary		X:1	4.6	4.7	4.8	5.5
Does your company report this metric in regulatory filings?		yes/no	Yes	Yes	Yes	Yes

S1|UNGC: P6|GRI 102-38

<b>Gender Pay Ratio</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Median total compensation for men (X) to median total compensation for women		X:1	1.1	1.1	1.1	1.1
Outcome of equal pay certification		%	-0.1%	-0.1%	0.1%	0.8%

S2|UNGC: P6|GRI: 405-2 | SASB: General Issue / Employee Engagement, Diversity & Inclusion

<b>Employee Turnover</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
<i>Full-time Employees</i>						
Year-over-year change for full-time employees		%	18.6%	19.6%	20.2%	29.0%
Dismissal		%	6.2%	6.6%	6.0%	14.3%
Retirement		%	12.2%	13.0%	14.0%	14.4%
Job transition		%	0.0%	0.0%		
Death		%	0.2%	0.0%	0.2%	

<i>Part-time Employees</i>						
Year-over-year change for part-time employees		%	6.4%	3.6%	3.8%	11.7%
Dismissal		%	4.9%	1.7%	1.2%	7.4%
Retirement		%	1.5%	1.9%	2.6%	4.3%
Job transition		%	0.0%	0.0%		
Death		%	0.0%	0.0%		

<i>Contractors and/or consultants</i>						
Year-over-year change for contractors and/or consultants		%				
Dismissal		%				
Retirement		%				
Job transition		%				
Death		%				

<i>Gender</i>						
Men		%	24.2%	29.6%	28.5%	44.0%
Women		%	29.7%	17.7%	22.9%	34.8%

<i>Age</i>						
<20		%	25.0%	111.1%	36.4%	200.0%
20-29		%	64.6%	33.0%	36.4%	58.0%
30-39		%	34.1%	20.4%	35.3%	38.1%
40-49		%	17.6%	25.0%	22.2%	30.9%
50-59		%	13.0%	12.0%	3.5%	29.0%
60-69		%	35.9%	21.3%	20.4%	28.1%
70+		%	200.0%	0.0%	100.0%	133.3%

S3|UNGC: P6|GRI: 401-1b|SDG: 12|SASB: General Issue / Labor Practices

<b>Gender Diversity</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
<i>Enterprise Headcount</i>						
Percentage of women in enterprise		%	40.0%	44.0%	46.0%	48.0%
Women		no.	245	273	289	355
Men		no.	342	338	343	385
<i>Entry- and Mid-level Positions</i>						
Percentage of women in entry- and mid-level position		%	38.0%	42.0%	45.0%	47.0%
Women		no.	199	217	258	314
Men		no.	320	298	320	357
<i>Senior- and Executive-level Positions</i>						
Percentage of women in senior- and executive-level positions		%	56.0%	61.0%	57.0%	59.0%
Women		no.	25	30	31	41
Men		no.	20	19	23	28

S4|UNGC: P6|GRI: 102-8, 405-1|SASB: General Issue / Employee Engagement, Diversity & Inclusion

<b>Temporary Worker Ratio</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total enterprise headcount held by part-time employees		%	4.3%	4.1%	38.0%	3.0%
Total enterprise headcount held by contractors and/or consultants		%				

S5|GRI: 102-8|UNGC: P6

<b>Non-Discrimination</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Does your company follow a sexual harrassment and/or non-discriminatory policy?		yes/no	Yes	Yes	Yes	Yes

S6|UNGC: P6|GRI: 103-2 (see also: GRI 406: Non-Discrimination 2016)|SASB: General Issue / Employee Engagement, Diversity & Inclusion

<b>Injury Rate</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total number of injuries and fatalities, relative to the total workforce		%	4.2%	4.1%	4.1%	3.1%

S7|GRI: 403-9|SDG: 3|SASB: General Issue / Employee Health & Safety

<b>Global Health &amp; Safety</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Does your Company publish and follow an occupational health and/or global health & safety policy		yes/no	Yes	Yes	Yes	Yes
Total absence from work (X) to total working hours of all employees		X:1	5.120	5.070	5.870	5.110
Absence from work due to long-term illness (X) to total working hours of all employees		X:1	2.000	1.800	2.300	2.300
Absence from work due to short-term illness (X) to total working hours of all employees		X:1	2.600	3.000	3.300	1.800

S8|GRI: 103-2 (See also: GRI 403: Occupational Health & Safety 2018)|SDG: 3|SASB: General Issue / Employee Health & Safety

<b>Child &amp; Forced Labor</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Does your company follow a child labor policy?		yes/no	Yes	Yes	Yes	Yes
Does your company follow a forced labor policy?		yes/no	Yes	Yes	Yes	Yes
If yes, do your child and/or forced labor policy cover suppliers and vendors?		yes/no	No	No	No	No

S9|GRI: 103-2 (See also: GRI 408: Child Labor 2016, GRI 409: Forced or Compulsory Labor, and GRI 414: Supplier Social Assessment 2016)|UNGC: P4, P5|SDG: 8|SASB: General Issue / Labor Practices

<b>Human Rights</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Does your company publish and follow a human rights policy?		yes/no	No	No	No	No
If yes, does your human rights policy cover suppliers and vendors?		yes/no	No	No	No	No

S10|GRI: 103-2 (See also: GRI 412: Human Rights Assessment 2016 & GRI 414: Supplier Social Assessment 2016)|UNGC: P1, P2|SDG: 4, 10, 16| SASB: General Issue / Human Rights & Community Relations

## Governance

<b>Board Diversity</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total board seats occupied by women (as compared to men)		%	60.0%	60.0%	60.0%	40.0%
Committee chairs occupied by women (as compared to men)		%				

G1|GRI 405-1|SDG: 10|SASB: General Issue / Employee Engagement, Diversity & Inclusion (See also: SASB Industry Standards)

<b>Board Independence</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Does the company prohibit CEO from serving as board chair?		yes/no	Yes	Yes	Yes	Yes
Total board seats occupied by independents		%	100%	100%	100%	100%

G2|GRI: 102-23, 102-22

<b>Incentivized Pay</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Are executives formally incentivized to perform on sustainability		yes/no	No	No	No	No

G3|GRI: 102-35

<b>Collective Bargaining</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Total enterprise headcount covered by collective bargaining agreements (X) to the total employee population		%	100.0%	100.0%	100.0%	100.0%

G4|UNGC: P3|SDG: 8|GRI: 102-41|SASB: General Issue / Labor Practices (See also: SASB Industry Standards)

<b>Supplier Code of Conduct</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Are your vendors or suppliers required to follow a Code of Conduct	10	yes/no	No	No	No	No
If yes, what percentage of your suppliers have formally certified their compliance with the code		%				

G5|UNGC: P2, P3, P4, P8|GRI: 102-16, 103-2 (See also: GRI 308: Supplier Environmental Assessment 2016 & GRI 414: Supplier Social Assessment 2016)|SDG: 12|SASB General Issue / Supply Chain Management (See also: SASB Industry Standards)

<b>Ethics &amp; Anti-Corruption</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Does your company follow an Ethics and/or Anti-Corruption policy?		yes/no	Yes	Yes	Yes	Yes
If yes, what percentage of your workforce has formally certified its compliance with the policy?		%				

G6|UNGC: P10|SDG: 16|GRI: 102-16, 103-2 (See also: GRI 205: Anti-Corruption 2016)

<b>Data Privacy</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Does your company follow a Data Privacy policy?		yes/no	Yes	Yes	Yes	Yes
Has your company taken steps to comply with GDPR rules?		yes/no	Yes	Yes	Yes	Yes

G7|GRI: 418 Customer Privacy 2016|SASB: General Issue / Customer Privacy, Data Security (See also: SASB Industry Standards)

<b>ESG Reporting</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Does your organization publish a sustainability report?		yes/no	Yes	Yes	Yes	No
If Yes: does the Sustainability Report disclose environmental, social and governance matters?		yes/no	Yes	Yes	Yes	No
Is sustainability data included in your regulatory filings?		yes/no	Yes	Yes	Yes	No

G8|UNGC: P8

<b>Disclosure Practices</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Does your company provide sustainability data to sustainability reporting frameworks?		yes/no	Yes	Yes	Yes	-
Does your company focus on specific UN Sustainable Development Goals (SDGs)?		yes/no	Yes	Yes	Yes	No
Does your company set targets and report progress on the UN SDGs?		yes/no	No	No	No	No

G9|UNGC: P8

<b>External Assurance</b>	<b>Notes</b>	<b>Unit</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2020</b>
Are your sustainability disclosures assured or validated by a third party?		yes/no	No	No	No	No

G10|UNGC: P8|GRI: 102-56

# Organizational and Operational Boundaries

## **Organizational boundaries**

The "Operational Control" methodology has been chosen in order to define the organizational scope of Íslandspóstur's emission accounting. According to the "Operational Control" methodology, companies should account for 100 percent of greenhouse gas emissions from operations under their control. They should not account for greenhouse gas emissions from operations that it has no control over, even though it has a vested interest in their operations. The following companies are covered in the statement:

- Íslandspóstur ohf.

## **Operational boundaries**

### **Scope 1**

Mobile fuel consumption Fully included  
Stationary fuel combustion Fully included  
Fugitive emissions Not applicable  
Industrial processes Not applicable

### **Scope 2**

Electricity Fully included  
Heating Fully included  
Cooling Not applicable  
Steam Not applicable

### **Scope 3**

Category 1: Purchased goods and services Partially included  
Category 2: Capital goods Partially included  
Category 3: Fuel and energy related activities Fully included  
Category 4: Upstream transportation and distribution Fully included  
Category 5: Waste from operations Fully included  
Category 6: Business travel Fully included  
Category 7: Employee commute Fully included  
Category 8: Upstream leased assets Fully included  
Category 9: Downstream transportation and distribution Not counted  
Category 10: Processing of sold products Not applicable  
Category 11: Use of sold products Not counted  
Category 12: End-of-life treatment of sold products Not applicable  
Category 13: Downstream leased assets Not counted  
Category 14: Franchises Not applicable  
Category 15: Investments Not counted

# Definitions

## **Carbon credits**

A carbon credit is a convertible and transferable instrument representing GHG emissions that have been reduced, avoided or removed through projects that are verified according to recognised quality standards. Carbon credits can be issued from projects within (sometimes referred to as insets) or outside the undertaking's value chain (sometimes referred to as offsets).

## **Non-verified offsetting projects**

Non-verified offsetting projects are defined as offsetting projects that do not generate carbon credits in accordance with the definition above.

## **Emission intensity**

Emission intensity figures are based on combined Scope 1, Scope 2 and Scope 3. Emission intensity is calculated by dividing GHG emissions by a selected operational parameter unit, and is reported as tCO<sub>2</sub>e per unit (such as tCO<sub>2</sub>e per revenue unit). Emission intensity indicators are used to measure and compare the company's emissions relative to its operational scale.

## **Direct and indirect energy consumption**

Total energy consumption includes all energy consumed by the company including combustion of fuels by the company (direct energy) and energy consumed through electricity and heating (indirect energy). The energy consumption is reported in kilowatt hours (kWh).

## **Energy intensity**

Energy intensity is calculated by dividing the total energy consumption by a selected operational parameter unit, and is reported as kWh per unit (such as kWh per full-time equivalent employee (FTEe)). Energy intensity indicators are used to measure the efficiency of energy usage and compare the company's energy consumption relative to its operational scale.

## **Waste intensity**

Waste intensity is calculated by dividing the total amount of waste generated by a selected operational parameter unit, and is reported as kg per unit (such as kg per full-time equivalent employee (FTEe)).

## **Scope 2 (location-based)**

Emissions in scope 2 (location-based) are indirect emissions from generation of consumed energy, where emissions from energy consumption is estimated based on the average emissions from generation onto the energy network.

## **Scope 2 (market-based)**

Market-based scope 2 emissions reflect the emissions from the electricity that a company is purchasing (often spelled out in contracts or instruments) which may be different from the electricity that is generated locally.

## **Fugitive emissions**

Emissions resulting from intentional or unintentional releases, e.g., equipment leaks from joints, seals, packing, and gaskets; methane emissions from coal mines and venting; hydrofluorocarbon (HFC) emissions during the use of refrigeration and air conditioning equipment; and methane leakages from gas transport.

## **Purchased goods and services**

Extraction, production, and transportation of goods and services purchased or acquired by the reporting company in the reporting year, not otherwise included in Categories 2 - 8

## **Capital goods**

Extraction, production, and transportation of capital goods purchased or acquired by the reporting company in the reporting year.

**Fuel- and energy related activities**

Includes emissions related to the production of fuels and energy purchased and consumed by the reporting company in the reporting year that are not included in scope 1 or scope 2.

**Upstream transportation and distribution**

Transportation and distribution of products purchased in the reporting year, between a company. Third party transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics and third-party transportation and distribution between a company's own facilities.

**Waste generated in operations**

Emissions from third-party disposal and treatment of waste in the reporting year.

**Business travel**

Emissions from the transportation of employees for business related activities in the reporting year.

**Employee commuting**

Emissions from the transportation of employees between their homes and their worksites.

**Upstream leased assets**

Operation of assets leased by the reporting company (lessee) in the reporting year and not included in scope 1 and scope 2 – reported by lessee.

**Downstream transportation and distribution**

Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company).

**Processing of sold products**

Processing of intermediate products sold in the reporting year by downstream companies (e.g., manufacturers)

**Use of sold products**

End use of goods and services sold by the reporting company in the reporting year.

**End-of-life treatment of sold products**

Waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.

**Downstream leased assets**

Operation of assets owned by the reporting company (lessor) and leased to other entities in the reporting year, not included in scope 1 and scope 2 – reported by lessor.

**Franchises**

Operation of franchises in the reporting year, not included in scope 1 and scope 2 – reported by franchisor.

**Investments**

Operation of investments (including equity and debt investments and project finance) in the reporting year, not included in scope 1 or scope 2.

**Energy management system**

Energy management systems such as ISO 50001.

## Notes

- [1] The emission intensity of energy increased in 2023 due to investments in vehicles (mainly electric vehicles) but decreased again in 2024. The same trend applied to the emission intensity of other categories.
- [2] Because of a change in methodology by the Environmental Agency of Iceland, there is a significant decrease in the coefficient between years. <https://ust.is/loft/losun-grodurhusalofrttegunda/losunarstudlar/>
- [3] Starting from 2023, emissions must be calculated using market-based measures. Market-based measures from previous years are not calculated.
- [4] Fuel consumption decreased between years as biofuel (HVO100) was used in five of the largest transport trucks from mid-2024 onwards.
- [5] Data from 2022 has been corrected from the previous report. Emission figures have increased as data availability has improved compared to previous years.
- [6] Data on electronic devices for 2023 has been corrected after review.
- [7] Data on parcel lockers has been added to the statements of previous years.
- [8] Due to an error in the data extraction, the figures for outsourced transport and distribution were significantly higher in the published report for 2023 (i.e., 9,311.5 instead of 191.7 tons).
- [9] Investments in parcel lockers are now presented as investments in climate-related infrastructure (2022-2024), along with the purchase of electric vehicles.
- [10] In previous reports, this question was answered affirmatively, but such rules are not in place.

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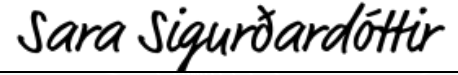
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