

GRI NUMBERS

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT 2023	AMOUNT 2022	AMOUNT 2021
GRI 2-7 Employees					
GRI 2-7a	FTE Group	Number	1127	1107	1072
GRI 2-7a	FTE Sarpsborg	Number	816	798	768
GRI 2-7a	FTE Rothschild, USA	Number	102	98	98
GRI 2-7a	FTE Fernandina Beach, USA	Number	55	61	55
GRI 2-7a	FTE Maxau, Germany	Number	39	38	40
GRI 2-7a	Total number of employees Group	Number	1166	-	
GRI 2-7a	Total number of female employees	Number (and %)	301 (25.8%)	-	
GRI 2-7a	Total number of male employees	Number (and %)	865 (74.2%)	-	
GRI 2-7a	Number of female employees Sarpsborg	Number	205	193	
GRI 2-7a	Number of male employees Sarpsborg	Number	647	629	
GRI 2-7a	Number of female employees EMEA	Number	30	28	
GRI 2-7a	Number of male employees EMEA	Number	62	65	
GRI 2-7a	Number of female employees Americas	Number	46	45	
GRI 2-7a	Number of male employees Americas	Number	123	125	
GRI 2-7a	Number of female employees Asia	Number	20	18	
GRI 2-7a	Number of male employees Asia	Number	33	30	
GRI 2-7b	Number of permanent employees Sarpsborg	Number	833	810	
GRI 2-7b	Number of permanent female employees Sarpsborg	Number	194	188	
GRI 2-7b	Number of permanent male employees Sarpsborg	Number	639	622	
GRI 2-7b	Number of temporary employees Sarpsborg	Number	3	12	
GRI 2-7b	Number of temporary female employees Sarpsborg	Number	1	5	
GRI 2-7b	Number of temporary male employees Sarpsborg	Number	2	7	
GRI 2-7b	Number of non-guaranteed hours employees Sarpsborg	Number	21	11	

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT 2023	AMOUNT 2022	AMOUNT 2021
GRI 2-7b	Number of non-guaranteed hours female employees Sarpsborg	Number	10	6	
GRI 2-7b	Number of non-guaranteed hours male employees Sarpsborg	Number	11	6	
GRI 2-7b	Number of full-time employees Sarpsborg	Number	813	790	
GRI 2-7b	Number of full-time female employees Sarpsborg	Number	190	182	
GRI 2-7b	Number of full-time male employees Sarpsborg	Number	623	608	
GRI 2-7b	Number of part-time employees Sarpsborg	Number	18	20	
GRI 2-7b	Number of part-time female employees Sarpsborg	Number	5	6	
GRI 2-7b	Number of part-time male employees Sarpsborg	Number	13	14	
GRI 2-7b	Number of permanent employees EMEA	Number	90	93	
GRI 2-7b	Number of permanent female employees EMEA	Number	28	28	
GRI 2-7b	Number of permanent male employees EMEA	Number	62	65	
GRI 2-7b	Number of temporary employees EMEA	Number	2	0	
GRI 2-7b	Number of temporary female employees EMEA	Number	2	0	
GRI 2-7b	Number of temporary male employees EMEA	Number	0	0	
GRI 2-7b	Number of non-guaranteed hours employees EMEA	Number	0	0	
GRI 2-7b	Number of non-guaranteed hours female employees EMEA	Number	0	0	
GRI 2-7b	Number of non-guaranteed hours female employees EMEA	Number	0	0	
GRI 2-7b	Number of full-time employees EMEA	Number	85	87	
GRI 2-7b	Number of full-time female employees EMEA	Number	23	22	
GRI 2-7b	Number of full-time male employees EMEA	Number	62	65	
GRI 2-7b	Number of part-time employees EMEA	Number	7	6	
GRI 2-7b	Number of part-time female employees EMEA	Number	7	6	
GRI 2-7b	Number of part-time male employees EMEA	Number	0	0	
GRI 2-7b	Number of permanent employees Americas	Number	169	170	
GRI 2-7b	Number of permanent female employees Americas	Number	46	45	
GRI 2-7b	Number of permanent male employees Americas	Number	123	125	
GRI 2-7b	Number of temporary employees Americas	Number	0	0	
GRI 2-7b	Number of temporary female employees Americas	Number	0	0	
GRI 2-7b	Number of temporary male employees Americas	Number	0	0	

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT 2023	AMOUNT 2022	AMOUNT 2021
GRI 2-7b	Number of non-guaranteed hours employees Americas	Number	0	0	
GRI 2-7b	Number of non-guaranteed hours female employees Americas	Number	0	0	
GRI 2-7b	Number of non-guaranteed hours female employees Americas	Number	0	0	
GRI 2-7b	Number of full-time employees Americas	Number	169	170	
GRI 2-7b	Number of full-time female employees Americas	Number	46	45	
GRI 2-7b	Number of full-time male employees Americas	Number	123	125	
GRI 2-7b	Number of part-time employees Americas	Number	0	0	
GRI 2-7b	Number of part-time female employees Americas	Number	0	0	
GRI 2-7b	Number of part-time male employees Americas	Number	0	0	
GRI 2-7b	Number of permanent employees Asia	Number	53	48	
GRI 2-7b	Number of permanent female employees Asia	Number	20	18	
GRI 2-7b	Number of permanent male employees Asia	Number	33	30	
GRI 2-7b	Number of temporary employees Asia	Number	0	0	
GRI 2-7b	Number of temporary female employees Asia	Number	0	0	
GRI 2-7b	Number of temporary male employees Asia	Number	0	0	
GRI 2-7b	Number of non-guaranteed hours employees Asia	Number	0	0	
GRI 2-7b	Number of non-guaranteed hours female employees Asia	Number	0	0	
GRI 2-7b	Number of non-guaranteed hours female employees Asia	Number	0	0	
GRI 2-7b	Number of full-time employees Asia	Number	52	47	
GRI 2-7b	Number of full-time female employees Asia	Number	19	17	
GRI 2-7b	Number of full-time male employees Asia	Number	33	30	
GRI 2-7b	Number of part-time employees Asia	Number	1	1	
GRI 2-7b	Number of part-time female employees Asia	Number	1	1	
GRI 2-7b	Number of part-time male employees Asia	Number	0	0	
GRI 2-8 Workers who are not employees					
GRI 2-8	Number of workers who are not employees Sarpsborg	Number	64	64	
GRI 2-8	Number of workers who are not employees EMEA	Number	0	1	
GRI 2-8	Number of workers who are not employees Americas	Number	2	3	
GRI 2-8	Number of workers who are not employees Asia	Number	8	6	

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT 2023	AMOUNT 2022	AMOUNT 2021
GRI 205 -2 Anti-corruption training and communication					
GRI 205-2	Total number of percentage of governance body (The Board) members that the organisation policies and procedures have been communicated to	Total %	100%	100%	100%
GRI 205-2	Total number of percentage of governance body members that the organisation policies and procedures have been communicated to (region)	Total % members Europe	100%	100%	0%
GRI 205-2	Total number of percentage of governance body members that the organisation policies and procedures have been communicated to (region)	Total % members Asia	100%	100%	0%
GRI 205-2	Total number of percentage of governance body members that the organisation policies and procedures have been communicated to (region)	Total % members Americas	100%	100%	0%
GRI 205-2	Total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to	Total number employees	0*	481	0%
GRI 205-2	Total number and percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to	Number	86 suppliers	113 suppliers	101 suppliers
GRI 205-2	Total number and percentage of governance body members that have received training on anti-corruption	Total number employees and %	0*	100 (30%)	0% new training initiated in 2022
GRI 205-2	Total number and percentage of employees that have received training on anti-corruption	Total number employees and %	57 (5%)*	465	New training initiated in 2022
GRI 205-2	Total number and percentage of employees that have received training on anti-corruption	Total number new employees and %	46 (4%)	56	41 employees (3.73%) new training conducted in 2022

**new training to a selection of employees will be provided in 2024*

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT 2023	AMOUNT 2022	AMOUNT 2021
GRI 401 - Employment					
GRI 401-1	New employees	< 30 years (Sarpsborg)	35	32	33
GRI 401-1	New employees	< 30 years (USA)	14	10	6
GRI 401-1	New employees	< 30 years (RoW)	2	2	1
GRI 401-1	New employees	< 30 years (Total)	51	44	40
GRI 401-1	New employees	< 30 years (Women)	16	7	10
GRI 401-1	New employees	< 30 years (Men)	35	37	30
GRI 401-1	New employees	30-50 years (Sarpsborg)	23	23	22
GRI 401-1	New employees	30-50 years (USA)	13	24	10
GRI 401-1	New employees	30-50 years (RoW)	10	9	1
GRI 401-1	New employees	30-50 years (Total)	46	56	33
GRI 401-1	New employees	30-50 years (women)	10	18	12
GRI 401-1	New employees	30-50 years (men)	36	38	21
GRI 401-1	New employees	> 50 years (Sarpsborg)	5	9	5
GRI 401-1	New employees	> 50 years (USA)	8	12	5
GRI 401-1	New employees	> 50 years (RoW)	2	0	1
GRI 401-1	New employees	> 50 years (total)	15	21	11
GRI 401-1	New employees	> 50 years (women)	4	5	4
GRI 401-1	New employees	> 50 years (men)	11	16	7
GRI 401-1	New employees	Total (Sarpsborg)	63	64	60
GRI 401-1	New employees	Total (USA)	35	46	21
GRI 401-1	New employees	Total (RoW)	14	11	3
GRI 401-1	New employees	Total	112	121	84
GRI 401-1	New employees	Total (women)	30	30	26
GRI 401-1	New employees	Total (men)	82	91	58
GRI 401-1	New employees	Total % women	27%	24.8%	
GRI 401-1	New employees	Total % men	73%	75.2%	

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT 2023	AMOUNT 2022	AMOUNT 2021
GRI 401-1	Total turnover	Total Turnover Group	7.2%	8%	8.3%
GRI 401-1	Total turnover	Total Turnover Sarpsborg	5%	4.7%	6.1%
GRI 401-1	Total turnover	< 30 years (Sarpsborg)	11	16	7
GRI 401-1	Total turnover	< 30 years (USA)	1	7	3
GRI 401-1	Total turnover	< 30 years (RoW)	0	1	0
GRI 401-1	Total turnover	< 30 years (Total)	12	24	10
GRI 401-1	Total turnover	< 30 years (Women)	2	9	2
GRI 401-1	Total turnover	< 30 years (Men)	10	16	8
GRI 401-1	Total turnover	30-50 years (Sarpsborg)	10	6	14
GRI 401-1	Total turnover	30-50 years (USA)	19	11	13
GRI 401-1	Total turnover	30-50 years (RoW)	4	8	11
GRI 401-1	Total turnover	30-50 years (Total)	33	25	38
GRI 401-1	Total turnover	30-50 years (women)	8	6	12
GRI 401-1	Total turnover	30-50 years (men)	25	19	26
GRI 401-1	Total turnover	> 50 years (Sarpsborg)	22	17	27
GRI 401-1	Total turnover	> 50 years (USA)	16	20	12
GRI 401-1	Total turnover	> 50 years (RoW)	1	5	4
GRI 401-1	Total turnover	> 50 years (total)	39	42	43
GRI 401-1	Total turnover	> 50 years (women)	8	7	10
GRI 401-1	Total turnover	> 50 years (men)	31	35	33
GRI 401-1	Total turnover	Total (Sarpsborg)	43	39	48
GRI 401-1	Total turnover	Total (USA)	36	38	28
GRI 401-1	Total turnover	Total (RoW)	5	14	15
GRI 401-1	Total turnover	Total	84	91	90
GRI 401-1	Total turnover	Total (women)	18	22	24
GRI 401-1	Total turnover	Total (men)	66	69	67

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT 2023	AMOUNT 2022	AMOUNT 2021
GRI 401-3 Parental leave					
GRI 401-3	Parental leave	Total (Sarpsborg)	28	25	25
GRI 401-3	Parental leave	Total (USA)	0	0	1
GRI 401-3	Parental leave	Total (Sarpsborg)	28	25	25
GRI 401-3	Parental leave	Total (USA)	0	0	1
GRI 401-3	Parental leave	Total (RoW)	4	3	3
GRI 401-3	Parental leave	Total (total)	32	28	29
GRI 401-3	Parental leave	Total (men)	21	19	11
GRI 401-3	Parental leave	Women (Sarpsborg)	9	7	14
GRI 401-3	Parental leave	Women (USA)	0	0	1
GRI 401-3	Parental leave	Women (RoW)	2	2	3
GRI 401-3	Parental leave	Women (total)	11	9	18
GRI 401-3	Parental leave	Men (Sarpsborg)	19	18	11
GRI 401-3	Parental leave	Men (USA)	0	0	0
GRI 401-3	Parental leave	Men (RoW)	2	1	0
GRI 401-3	Parental leave	Men (total)	21	19	11
GRI 401-3	Total number of employees that were entitled parental leave by gender	Men	865	849	828
GRI 401-3	Total number of employees that were entitled parental leave by gender	Women	301	284	271
GRI 401-3	Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Men	21	19	11
GRI 401-3	Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Women	11	8	17
GRI 401-3	Total number of employees that returned to work after parental leave ended that were still employed 12 month after their return to work, by gender	Men	16	11	7
GRI 401-3	Total number of employees that returned to work after parental leave ended that were still employed 12 month after their return to work, by gender	Women	9	17	5
GRI 401-3	Return to work of employees that took parental leave, by gender	Men	100%	100%	100%
GRI 401-3	Return to work of employees that took parental leave, by gender	Women	100%	100%	94%

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT 2023	AMOUNT 2022	AMOUNT 2021
GRI 401-3	Retention of employees that took parental leave, by gender (12 months after returning to work)	Men	84.2%	100%	87.5%
GRI 401-3	Retention of employees that took parental leave, by gender (12 months after returning to work)	Women	100%	94%	100%
GRI 404-1 Employee training					
GRI 404-1	Average training hours per employee per year	Number	17		
GRI 404-1	Average training hours per female employee	Women	13		
GRI 404-1	Average training hours per male employee	Men	18		
GRI 404-3	Total number of employees who received a regular performance and career development review	Total number and percentage	876 (90%)		
GRI 404-3	Percentage of total employees who received a regular performance and career development review	Total men number and percentage	641 (74%)	71.7%	76%
GRI 404-3	Percentage of total employees who received a regular performance and career development review	Total women number and percentage	235 (78%)	81%	79%
GRI 405- 1 Diversity and gender equality					
GRI 405-1	a. Governance body	Number of women in Board of Directors (%)	4 (44%)	44%	44%
GRI 405-1	a. Governance body	Number of men in Board of Directors (%)	5 (56%)	56%	56%
GRI 405-1	a. Governance body	Number <30 years in Board of directors	0 (0%)	0%	0%
GRI 405-1	a. Governance body	Number between 30-50 years in Board of directors	0 (0%)	0%	14%
GRI 405-1	a. Governance body	Number >50 years in Board of Directors	9 (100%)	100%	86%
GRI 405-1	b. Employee category	Number of employees <30 years	165 (14%)		
GRI 405-1	b. Employee category	Number of employees 30 - 50 years	482 (41%)		
GRI 405-1	b. Employee category	Number of employees >50 years	519 (45%)		
GRI 405-2	Ratio of basic salary remuneration of women to men	Basic salary and remuneration of women to men	104%	103%	102%

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT 2023	AMOUNT 2022	AMOUNT 2021
Status of gender equality, annually		Parental leave in amount of weeks, women	141	147	331
Status of gender equality, annually		Parental leave in amount of weeks, men	240	279	100
Status of gender equality, every other year		Amount of women on level 1 (%)	0 (0%)	0	0
Status of gender equality, every other year		Amount of women on level 2	2 (25%)	2	2
Status of gender equality, every other year		Amount of women on level 3	13 (30%)	12	10
Status of gender equality, every other year		Amount of men on level 1	1 (100%)	1	1
Status of gender equality, every other year		Amount of men on level 2	6 (75%)	7	7
Status of gender equality, every other year		Amount of men on level 3	30 (70%)	30	31

SOURCES

HR system CatalystOne

Payroll system Zalaris

E-learning platform Crossknowledge