



ESG REPORT 2024

GYLLING TEKNIKK AS

This report follows the VSME standard's basic and comprehensive modules. It is prepared on an individual basis, limited to information on Gylling Teknikk AS.

CONTENTS

GENERAL INFORMATION	3
Certifications	4
Business model & sustainability	5
Policies, practices and future initiatives	6
ENVIRONMENT	8
Energy use	9
GHG emissions, targets and climate risks	10
Pollution, biodiversity, water and land use	14
Resource use, circular economy and waste management	15
SOCIAL	16
Own workforce	17
Remuneration, collective bargaining and training	18
GOVERNANCE	19
Gender diversity in governance body	20



GENERAL INFORMATION

Legal form: Aksjeselskap (Private limited liability undertaking)

NACE classification code: 46.52 Wholesale of electronic and telecommunications equipment and parts

Size of balance sheet (NOK): 91 419 620

Turnover (NOK): 133 746 NOK

Number of employees: 24

Country of primary operations: Norway

Sites	Adress	Postal code	City	Country	Coordinates
Office/Warehouse (leased)	Rudssletta 71	1351	Rud	Norway	59.90942°, 10.49035°

CERTIFICATIONS

ISO 14001:2015 is a standard for environmental management systems. It helps create processes to improve the environmental impact. It is internationally recognized and certified by third parties to ensure that an efficient EMS is in place. In line with the ISO standard, we have started to track the scope 1 and 2 emissions as well as put new practices into place to reduce these emissions.

Date of issue: 29.01.2024. Issued by Scandinavian Certification AS.

ISO 9001:2015 is an internationally recognized standard related to quality management. It requires that an efficient quality management system be in place. This certification helps us to prove our commitment to quality and meet customer needs and demands. Having this certification means that we have trained staff to deliver products of the highest quality and have put in place processes to continually improve.


Date of issue: 29.01.2024. Issued by Scandinavian Certification AS.

BUSINESS MODEL & SUSTAINABILITY

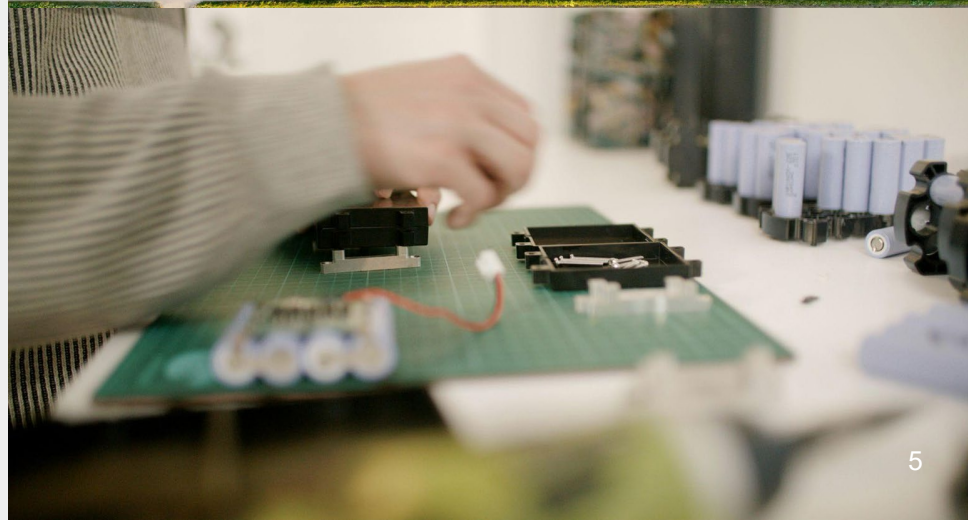
Our product offering is divided into two main product groups; electrical components and batteries. Key sub-categories include emergency lighting batteries, lead-acid batteries and power conversion equipment. The product range includes products such as smart battery solutions, solar panels and EV chargers for sustainable and electrified operations. We operate in the B2B market, offering quality products to businesses and the public sector. The majority of our customers are located in Norway. Sales are conducted through two distribution channels, our website and direct sales. Direct sales is the main distribution channel and accounts for the majority of the sales.

Key suppliers include Concorde Battery Group, BST Power HongKong Limited, Haze Power Company Limited, Omnitron Griesse GMBH, Brady N.V. In total we work with around 70 suppliers globally, spanning countries such as China, the United States, Norway and the rest of Europe.

Key customers include OVUN AS, Glamox AS, Electrical wholesalers.



"A goal of combining sustainability and technological development, without compromising the high technical quality we already deliver."



POLICIES, PRACTICES AND FUTURE INITIATIVES

At Gylling Teknikk, we are committed to making a positive impact and have therefore established a set of policies, practices, and future initiatives. Our focus is on the areas that are most relevant to our business and where our operations have the greatest potential to influence positive change. On the following page, you can find more detailed information about each policy, practice, and initiative.

● = YES

	Are there policies, practices, or future initiatives?	Publicly available?	Do the policies have targets?
Climate change	●		
Pollution	●		
Water and marine resources			
Biodiversity and ecosystems			
Circular economy	●	●	
Own workforce			
Workers in the value chain	●	●	
Affected communities			
Consumers and end-users			
Business Conduct	●	●	

POLICIES, PRACTICES AND FUTURE INITIATIVES

Climate change



Practices: Together with Gylling Eiendom, our lessor, we installed solar panels, smart radiators and LED fixtures to reduce scope 2 emissions by reducing energy usage and purchased energy. We changed entrance mats, which are cleaned locally. No need for transport and strong chemicals.

Future initiative: The goal is to transition to a fully electric vehicle fleet, purchasing only electric vehicles.

Circular economy



Practice: Encourage customers to recycle batteries and collect the old batteries for recycling.

Future initiatives: Recycling all waste generated at the office to reduce the need for new materials.

Workers in the value chain



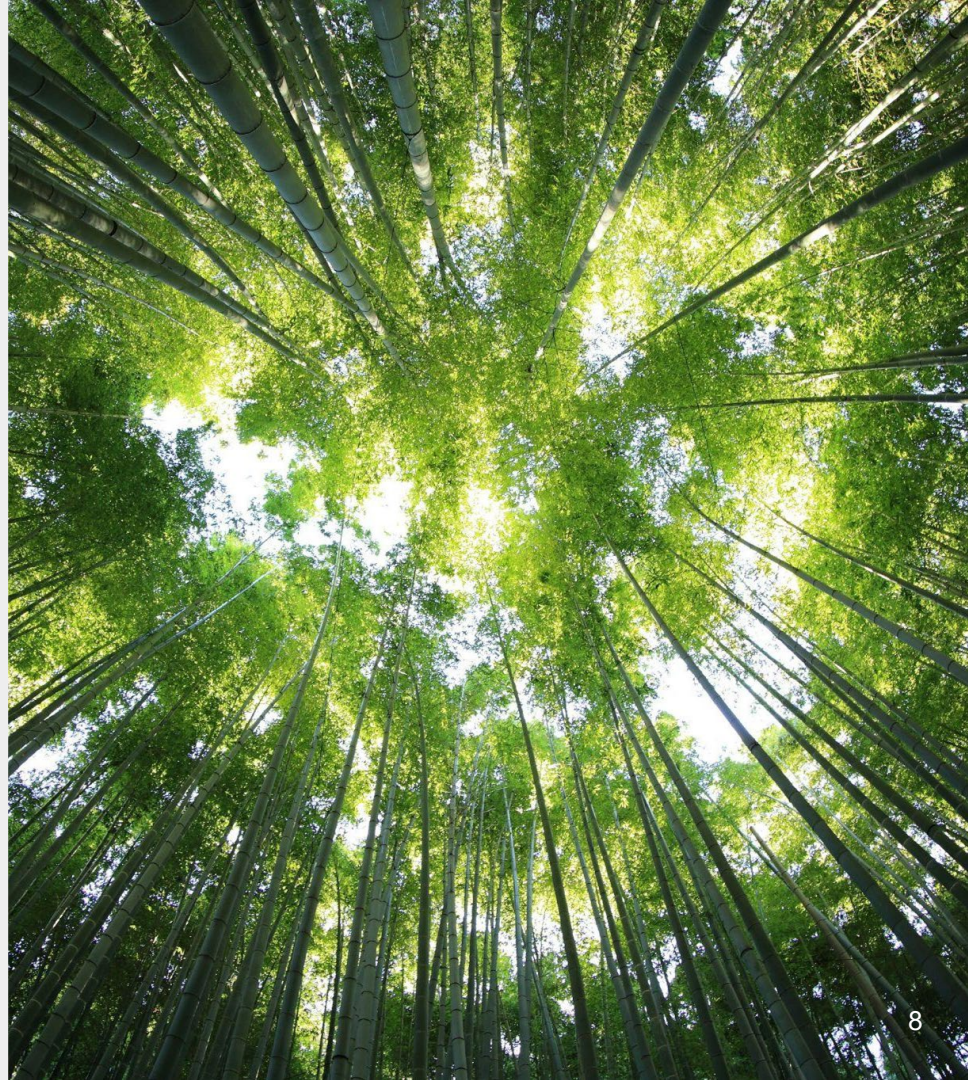
Policies: Code of conduct applied on suppliers to ensure human rights, workers rights, sustainable solutions and good business practices.

Business conduct



Policies: The supplier code of conduct address corruption and overall good business practices. Our ethical guidelines ensure good business practices within our own workforce and operations by addressing issues such as influencer trading and conflicts of interest.

ENVIRONMENTAL



ENERGY USE

	Renewable	Non-renewable	Total
Purchased electricity in MWh	415 066	0	415 066
Self-generated electricity from leased office (solar panels) in MWh			
Fuels	0	0	0
Total	415 066		415 066

Solar panels were installed during 2024.

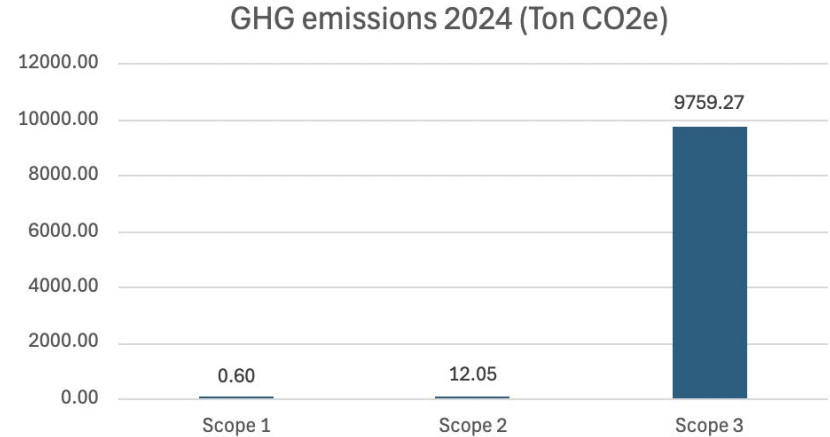


GHG EMISSIONS

Our scope 1 emissions concern our company owned hybrid car fuel emissions. We own no other fuel burning equipment or processes and we have no fugitive emissions.

Scope 2 emissions concern our purchased electricity and the emission calculations are based on the nordic energy mix.

Scope 3 emissions are calculated using primary data where available. Categories such as transportation and distribution, and end-of-life treatment include supplier-provided data. For other categories, emissions are estimated using spend-based and mass based emission factors. Emissions from the use of sold products focus on rechargeable batteries, which are considered the most relevant. The sold batteries are divided up by chemical composition. Emission calculations are based on the characteristics of the most sold battery type within each composition.



GHG
intensity
Scope 1&2:

0.0946

GHG
intensity
total:

73.06

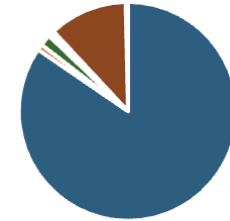
GHG intensity = GHG emissions/Turnover

GHG EMISSIONS

Purchased goods and services represent our largest emissions category. As supplier-specific data is not yet available, estimates are currently based on emission factors from CaDI. Our supplier code of conduct encourages more sustainable practices, marking an initial step toward reductions. However, meaningful improvements will be difficult to track until product specific data becomes available.

Use of sold products represents another significant Scope 3 category, primarily due to the nature of our rechargeable batteries. Based on battery type, we estimate product life spans to range from 500 to 2 000 charge cycles. While rechargeable batteries typically result in higher use-phase emissions compared to non-rechargeable alternatives, they also offer a substantially longer lifespan. This extended usability reduces the need for frequent production and replacement, thereby lowering overall environmental impact over time. Our aim is to have as long lasting products as possible.

Scope 3



- Purchased goods & services
- Capital goods
- Transport and distribution
- Waste management
- Business Travel
- Commuting
- Upstream leasing
- Use of sold products
- End of life treatment
- Investments

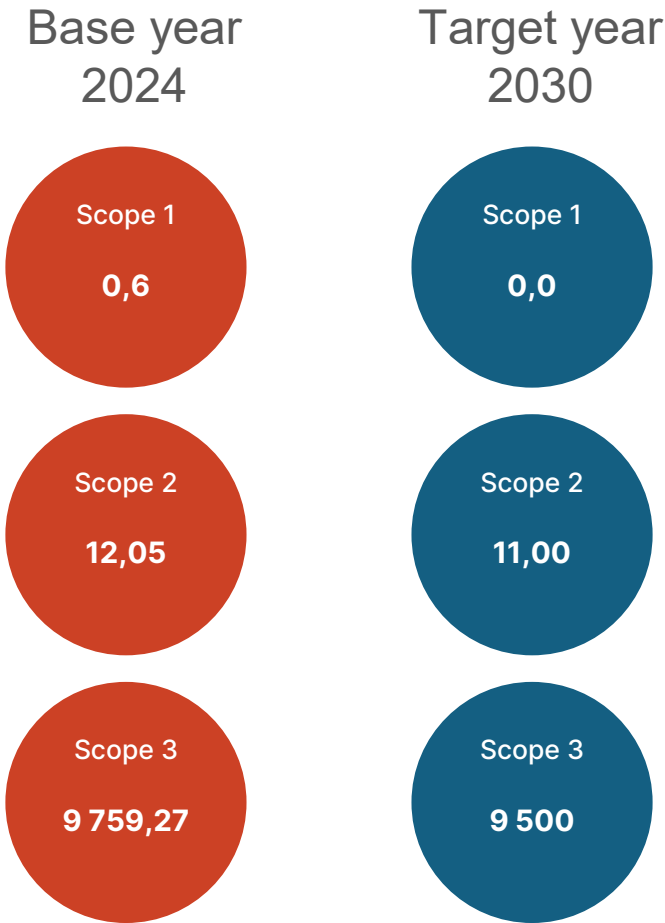
GHG REDUCTION TARGETS AND TRANSITION

We operate in NACE code 46.52 which is considered a high climate impact sector. Gylling Teknikk AS has yet to adopt a transition plan for climate change mitigation. Separate actions have been implemented already and we aim to adopt a comprehensive and detailed transition plan during 2025.

Scope 1 emission targets concern the use of a company owned hybrid car. Scope 2 emissions targets are aimed at the purchased energy for powering company owned cars. Scope 3 targets mainly include purchased goods and services.

Main actions:

- Remove any fuel combustion vehicles
- Reduce energy consumption further by electricity usage at the office through the smart radiators and LED lights
- Increase production of solar energy by having more fully functioning solar panels.
- Encourage sustainable practices from our suppliers and increase the number of certified suppliers.



Units used is metric tons.

CLIMATE RISKS

We have identified risks related to climate change that impact our operations and supply chain. Physical risks include extreme weather events that may disrupt logistics, delay deliveries, or damage our own assets. This is particularly concerning given that many of our suppliers are located in high-risk regions such as the US and China. Transition risks arise from increasing demands for traceability and emissions data from both customers and regulators. Future policies, such as carbon tariffs on high-emission products like batteries and electronics, could further impact our operations.

Our dependency on suppliers in climate-vulnerable areas makes our supply chain highly exposed to disruptions, delays, and rising costs. In addition, increasing expectations for sustainability data and regulatory compliance could place pressure on internal resources and administration since lack of compliance may weaken our competitive position in the market.

To address these challenges, we have begun:

- Collecting climate-related data from suppliers
- Monitoring emerging regulations and industry standards
- Integrating sustainability criteria into supplier dialogue and sourcing processes

Time horizon:

Short term (0-3
years)

**Reporting and
traceability
requirements**

Medium term
(3-7 years)

**Tariffs and
supply chain
delays**

Long term (7+
years)

**Forced to
phase out
high risk
suppliers**

POLLUTION, BIODIVERSITY, WATER AND LAND USE

Gylling Teknikk AS rents office space in a 5 000 m² building shared with two other businesses. Our spaces measures half of the building. The site is considered sealed land, as the original soil is covered by the building. Our land use has not changed in recent years. The office building on Rudssletta 71 in Rud is situated near Kolsås/Dælivann. It is a 5,26 km² large terrestrial and inland waters protected area.

Water use for 2024 is estimated using shared data for the office space and allocated based on employee count. The company operates only in Oslo, which the World Resource Institute does not classify as high water stress.

Sealed land

2500 m²

Water
withdrawal

**8876
m³**



RESOURCE USE, CIRCULAR ECONOMY & WASTE MANAGEMENT

Recycling

It is important for us at Gylling Teknikk AS to promote the recycling of old batteries and electronics that we sell to reduce the need for new material extraction. As part of our work we encourage and inform our customers about recycling products that have reached the end of their life cycle. Gylling Teknikk AS was also a founding partner of Batteriretur in 1993. A company that collects and recycles all types of batteries to reduce the impact of batteries on the environment and reduce the need for new materials.

Waste management

The hazardous waste generated in our operations is included in the statistics of total recycled waste from sold batteries later returned as waste. The lead-acid and NiCd batteries are considered hazardous waste. Non-hazardous waste includes waste from returned batteries of all other types and the household waste from the office.

Total annual hazardous vs non-hazardous waste

10 718 kg : 7 497 kg

Total annual waste to recycling/reuse

4 770 kg : 0 kg



SOCIAL



OWN WORKFORCE

Health and safety

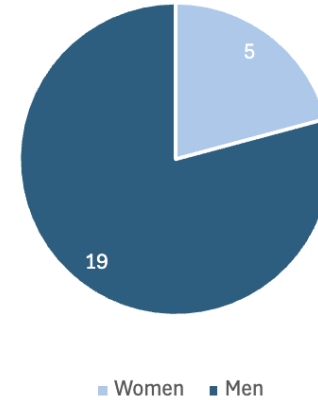
During 2024 there was 1 recorded accident and no injuries or fatalities at Gylling Teknikk AS. The recorded accident was a fire on the property.

Code of conduct

We at Gylling Teknikk AS have an ethical guideline that acts as the policy of conduct and guides us in our daily operations. It includes our core values as well as strict guidelines regarding discrimination, conflicts of interest, influence trading and fair competition. It does not cover child labour, forced labour, human trafficking or accident prevention.

In the event of complaints or other issues, there is a staff representative assigned by the workforce who is available and responsible for receiving complaints and passing them along to management.

Employee Gender Ratio



Employee headcount 2024:

24 permanent 0 temporary

Rate of recordable work-related accidents
2024:

4,7

REMUNERATION, COLLECTIVE BARGAINING AND TRAINING

Remuneration and collective bargaining

In Norway, where we operate, there is no national minimum wage. Instead, wage levels are determined through collective bargaining agreements between employers and trade unions. Although Gylling Teknikk AS is not formally bound by such agreements, we adhere to industry standards and our employment conditions are largely shaped by these agreements.

0% of employees are formally covered by a collective bargaining agreement.

Training

We believe continuous learning is key to maintaining strong competencies across our team. One of our internal initiatives, the "Gylling School," offers sessions led by employees from various departments, open to all staff members who wish to expand their knowledge. We complement our internal efforts with external leadership and project management courses to further strengthen our teams.



Average annual training hours

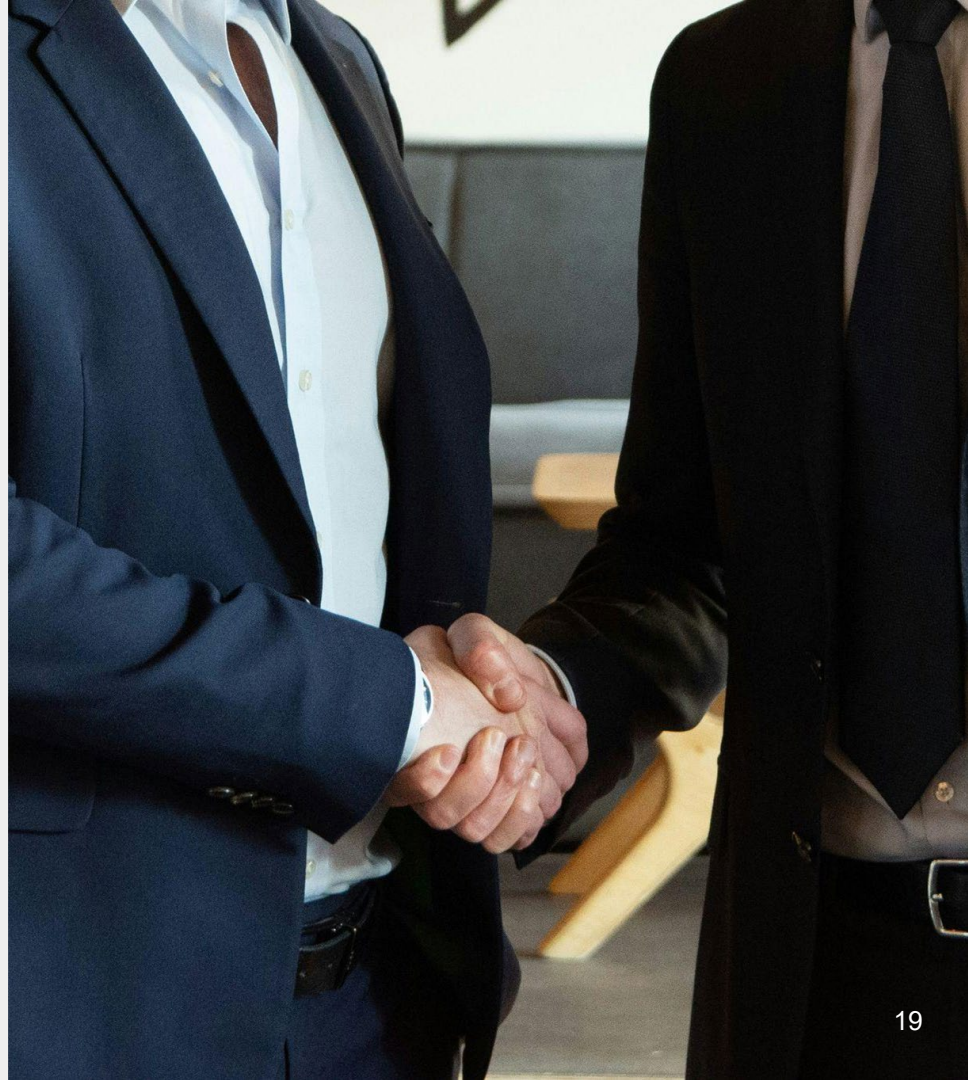
Men

**11.7
hours**

Women

**10
hours**

GOVERNANCE



GENDER DIVERSITY IN GOVERNANCE BODY

The Board of Directors is the highest decision-making authority in Gylling Teknisk AS. At present, the board comprises two members. In line with the company's long-term goals, there are plans to strengthen and develop the board in the near future. As part of this effort, Gylling Teknisk is committed to aligning with Norwegian legal requirements by increasing female representation and fostering greater diversity in board composition.

Gender diversity ratio 2024:

0





GYLLING TEKNIKK AS

Rudssletta 71-75, 1351 Rud, Norway

post@gylling.no +47 67 15 14 00