



ATEA



Corporate Sustainability & Responsibility Report 2018



What this report is about

This Corporate Sustainability and Responsibility (CSR) report identifies the sustainability and responsible business development initiatives that Atea undertook throughout 2018. It showcases how we look at the complete value chain in our operation. This includes looking at how social, ethical and environmental risks are managed: identifying where efforts are having a positive impact in places we operate worldwide. It also identifies where we can do more to make a difference.

Our CSR report covers the entire Atea Group. All data and activities reported occurred between January 1, 2018 and December 31, 2018, unless stated otherwise. Atea reports according to GRI Standards and the criteria as set by UN Global Compact. In addition to this, we have integrated the United Nations' Sustainable Development Goals (SDGs) in this report.



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Letter from Atea's CEO

At Atea, we strongly believe that our goals to grow as a company and to build a better and more sustainable society for tomorrow are not in conflict. They are complimentary. The proof is in our outcomes.

In 2018, Atea continued with its important work in corporate social responsibility while maintaining a rapid rate of growth and record high revenue. At the same time, we were honored to receive several important awards and recognitions for our work in corporate social responsibility. You can review these in this report under the section Atea's Corporate Social Responsibility Achievements: Highlights.

During the coming year, we are strengthening our efforts to address climate change. Atea provides its customers in the public and private sectors with a range of products and services that can help

society achieve a necessary transformation to a low-carbon future. We are also setting sustainability targets for the next decade. A major deliverable planned in this coming year is Atea's visionary 2030 Plan on Sustainability. This plan will ask important questions about how Atea can promote and use technology solutions to enable society's progress without damaging the environment.

Our sustainability initiatives are based on a core set of values that shape who we are as a company and influence our workplace culture. All of us at Atea share a commitment to promote a workplace culture that celebrates diversity and enables everyone to contribute to the best of their abilities. This is a great time to be in the technology sector. Atea—along with our partners and customers—are demonstrating that we can make positive, transformational change and together build the future with IT.

**Steinar
Sønsteby**
CEO, Atea ASA



Steinar Sønsteby joined Atea in 1997 and was managing director of Atea in Norway in 1997–2000 and for Atea in Sweden in 2000–2002. After moving back to Norway, Sønsteby was CEO of Atea in Norway until 2012, when he became Executive Senior Vice President of Atea ASA. In January 2014, Sønsteby was appointed CEO of Atea ASA. Before joining Atea, he was the CEO of Skrivervik Data AS.

Steinar holds a degree in Mechanical Design from Oslo College of Engineering and a Bachelor of Science in Mechanical Engineering from University of Utah (USA). He also has a finance degree from Norwegian School of Management (BI) and for Training in Management and Human Relations from the Dale Carnegie Institute.

A handwritten signature in black ink, reading "Steinar Sønsteby". The signature is written in a cursive, flowing style.

A message from Atea's Group Sustainability Officer

For Atea in 2018, innovation and values worked together to make transformational change happen. **Consistent with the spirit of building the future with IT, we strive to find ways to create better outcomes by leveraging the power of technology.**

To that end, based on the planning work undertaken in 2018, Atea will embark this year on our Visionary 2030 Plan on Sustainability. This means looking at how technology and society can work together in a more sustainable way to create a better, low-carbon future. It means asking probing questions about emerging technologies—such as AI, VR, robotics and cloud computing—and considering how they can shape our future.

Making change happen isn't just a long-term ambition: we delivered important changes in 2018 that will have a lasting, positive impact for years to come. With a new climate-change policy in place, Atea aims to further lower our CO₂ emissions in our own operations. During last year, we also set a new all time record within our recycling operation with over 400,000 units handled.

Further, Atea is working directly with our partners in the IT sector to make change happen across this industry. Here, our sustainability efforts quickly become successes and that's underscored by third-party recognition of Atea's work by EcoVadis and other groups.

Making change happen also means keeping an eye on the future. We look at our industry and explore how it will influence the way innovation continues to happen in markets worldwide. That work has included studying the growth of blockchain technology and its many potential applications in helping to build more sustainable products and services. This is a subject of great interest in the IT sector as it presents a powerful solution for increased transparency within supply networks, among other outcomes.

See for yourself in this year's report: technology plays a powerful role in helping make possible the better future we all want.



Andreas Antonsen
Group Sustainability Officer, Atea

Andreas joined Atea Sweden AB in 2012 as Head of Quality and Environment. He recently concluded his period as Vice Chair of the Sustainability Council, created by Swedish IT and telecom companies. Prior to joining Atea, he worked as Quality and Environmental Director at MTR (Metro). He holds MSc and BSc degrees from Luleå University of Technology.



Atea's Corporate Social Responsibility Achievements: Highlights

Awards and recognitions for Atea in 2018:

- ✓ **GOLD CSR ranking** by Ecovadis. Atea ranked in the top 1% of 45,000 companies evaluated.
- ✓ Ranked **Industry Leader for sustainability within the IT sector** in a study published by the Sustainable Brand Index B2B, the Nordic Region's largest brand study on sustainability.
- ✓ Granted **Prime Status by Oekom Research**: one of the world's leading rating agencies in the field of sustainable investment. This is awarded only to companies that meet specific minimum requirements in corporate ratings and achieve the best ESG scores among their peers.
- ✓ Atea was among **finalists in the leadership category of the Responsible Business Alliance (RBA) Compass Awards**—an initiative to promote best practices and to highlight how sustainability work can be done well.



About Atea

Atea is the market leader in IT infrastructure and related services in the Nordic and Baltic regions. Our mission is to “Build the Future with IT,” together with our customers and technology partners.

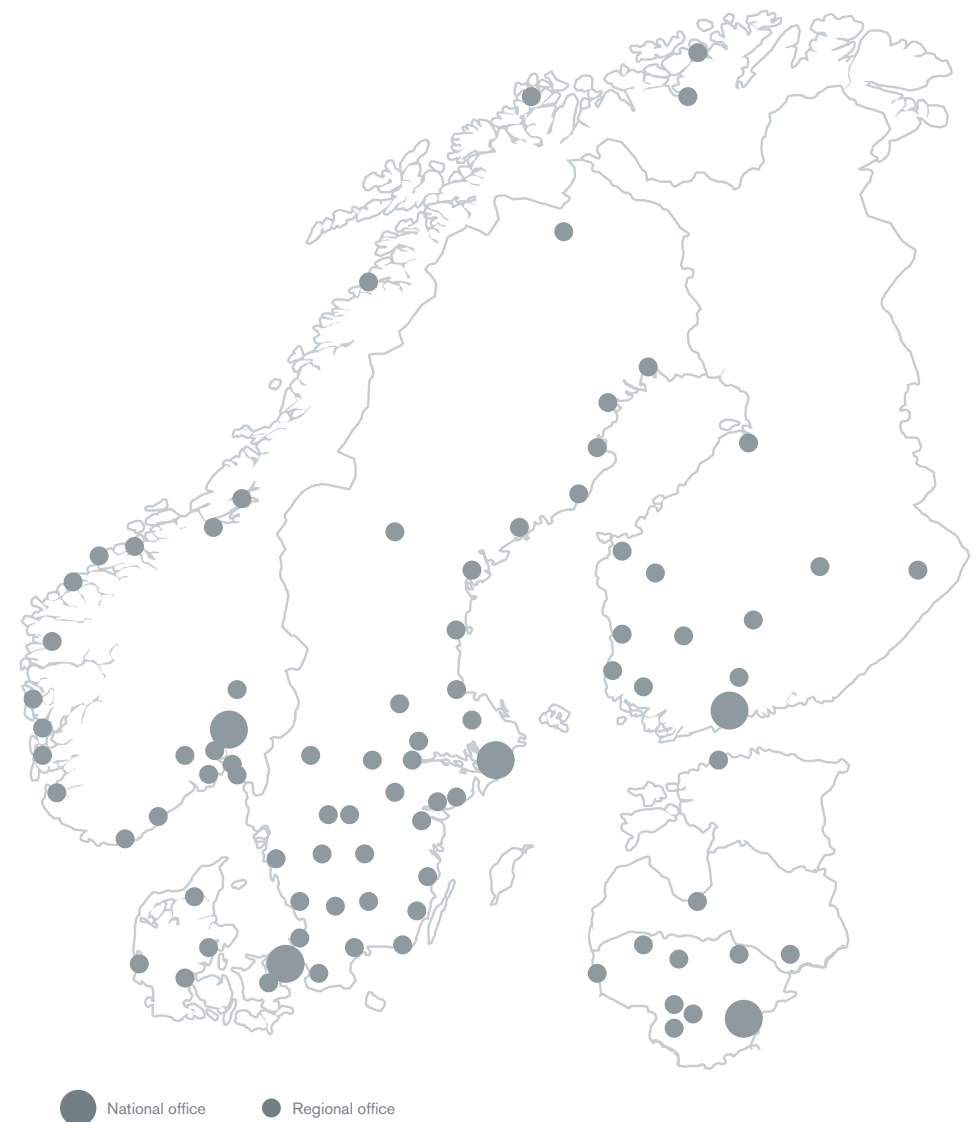
With nearly 7,400 employees located in 87 cities in seven European countries — Norway, Sweden, Finland, Denmark, Lithuania, Latvia and Estonia — Atea has a powerful local presence across all of the markets we serve.

Our team of specialist consultants has technical certifications and system integration skills to design, implement and operate solutions for even the most complex requirements. As a result, we help customers solve problems and get maximum productivity from their IT investments.

We are among the Top 3 channel partners in Europe for many of the world's leading technology companies, including: Microsoft, Apple, Cisco, HP, Hewlett Packard Enterprise, IBM, Lenovo, VMware, Citrix and Dell/EMC. Atea has the highest level of vendor certification across its key technology partners and is frequently recognized with awards for its performance.

As a publicly traded company listed on the Oslo Stock Exchange, Atea takes pride in its long-term financial performance. In 2018, our company had another year of strong sales growth, with record high revenue of NOK 35 billion (USD 4.3 billion).

Corporate responsibility and sustainability are core values for our company. Atea is a member of the UN's Global Compact Initiative, and fully supports its ten principles of human rights, labor, environment and anti-corruption. We aim to help build an inclusive, sustainable economy, and deliver lasting benefits to society through investment in information technology.





Talking to Stakeholders

At Atea, we use our Corporate Sustainability & Responsibility Report to showcase how we are making progress in meeting our CSR goals. We share this with stakeholders because we value an **inclusive, continuous process for growth and learning**.

We actively seek feedback from stakeholders through direct interviews and a variety of other channels, such as employee and customer satisfaction surveys, company events, job fairs, joint audits and on social media.

A valuable source of feedback from customers and stakeholders is our annual stakeholder dialogue within Atea Sustainability Focus.

You can read the results of our first-ever ASF report (published in 2018) in the Responsible Sourcing section of this document.

Collaborative solutions create lasting results. That's why we connect with our industry peers, along with the UN Global Compact Nordic Network and through our membership with the Responsible Business Alliance (RBA). We also base our work on international frameworks, such as the UN Global Compact, the UN Guiding Principles on Business and Human Rights, ISO 26000 and the UN Sustainable Development Goals.

ASF in brief

The global IT industry considers Nordic buyers to be the most progressive and ambitious in their sustainability requirements. Recognizing this, Atea Sustainability Focus (ASF) was launched in 2017 as a platform for Nordic IT buyers to vocalize the sustainability efforts they wanted from the IT industry and why. ASF consolidates buyers demands into the single most urgent priority for the IT industry to address. Recommendations are put forward by a board of sustainability and digitization leaders.

Feedback from Atea stakeholders

Stake-holders	Ranked/prioritized sustainability issues
Customers	Child labor Forced labor Health and safety Transparency beyond first tier Circular thinking across the value chain
Employees	Child labor Anti-corruption Health and safety IT solutions that contribute to sustainable development Low-carbon travel Reuse and recycling of IT products
Suppliers	Sustainable sourcing Child labor Forced labor
Investors	Sustainable sourcing Child labor Social engagement Governance Data security Climate action
Citizens	Hazardous substances Sustainable sourcing Child labor
Media	Sustainable sourcing Forced labor Freedom of association
NGOs	Forced labor Health and safety Sustainable sourcing

Materiality Assessment

The heart of our sustainability work

A materiality assessment is a systematic approach that helps an organization identify, prioritize and validate its most significant sustainability impacts, risks and opportunities. It serves to mobilize Atea's vision and provides context for reporting on progress in meeting our goals. Furthermore, conducting a materiality assessment regularly gives Atea the ability to set targets and assess its risks from an environmental, social and economic perspective.

As an outcome of extensive consultations with our stakeholders, Atea's materiality assessment is presented in this report as a decision-making matrix in which sustainability topics are grouped into four categories:

ACTIVELY ADDRESS AND ENGAGE	ASSESS AND ENGAGE	ADDRESS AND ENGAGE WHEN APPROPRIATE	ASSESS
Topics included in Atea's strategic sustainability agenda. These are measured and followed-up on regularly.	Topics identified as important by Atea's stakeholders. We will engage and respond to these where possible.	While these are high-impact topics for Atea, we will address these on an as-required basis.	Topics that are not material to Atea today. These will be assessed since their importance might surface in the future.

Our findings in 2018

Our new findings in 2018 built on our previous materiality assessment conducted in 2016, along with stakeholder feedback received from our stakeholder dialogues in subsequent years. New information on our most material issues was obtained by interviewing experts on sustainability and the IT industry. That research has been helpful in identifying sustainability topics that have become increasingly significant to Atea and our stakeholders.

Feedback and outcomes

In 2018, we found additional sustainability issues that were emphasized by customers, employees and investors. The topics we found to be increasingly significant are: (1) ensuring appropriate life cycle management of IT equipment*; and (2) diversity and equal opportunity for Atea employees.

With respect to the first topic, **life cycle management** was flagged as the most pressing issue by our customers across Nordic countries in our online customer dialogue undertaken during June–August 2018. For Atea's materiality assessment, circular thinking ties to ensuring appropriate life cycle management of IT-equipment.

Electronic waste has become a global problem and one that's growing exponentially due to increasing demand for IT equipment. Therefore, we see an enormous opportunity for us to become industry leaders in integrating refurbishment, recycling and sustainable design into IT equipment.

Diversity and equal opportunity for Atea employees are also increasingly strategic priorities for Atea. We want to see these reflected in the societies where we operate.

In addition to realizing the increased importance of these two topics (i.e.g in the materiality analysis as topic 10 and 24), we are committed to benefiting society through our core business in hardware and software. As a result, **"IT solutions that contribute to sustainable development"** has been added as a new topic for study in 2018 (topic 25).

* This aspect was previously called "Ensuring appropriate management of electronic waste at end-of-life."



Supporting a strategic agenda

The regularly scheduled materiality analysis we conduct produces insights that inform Atea's strategic agenda.

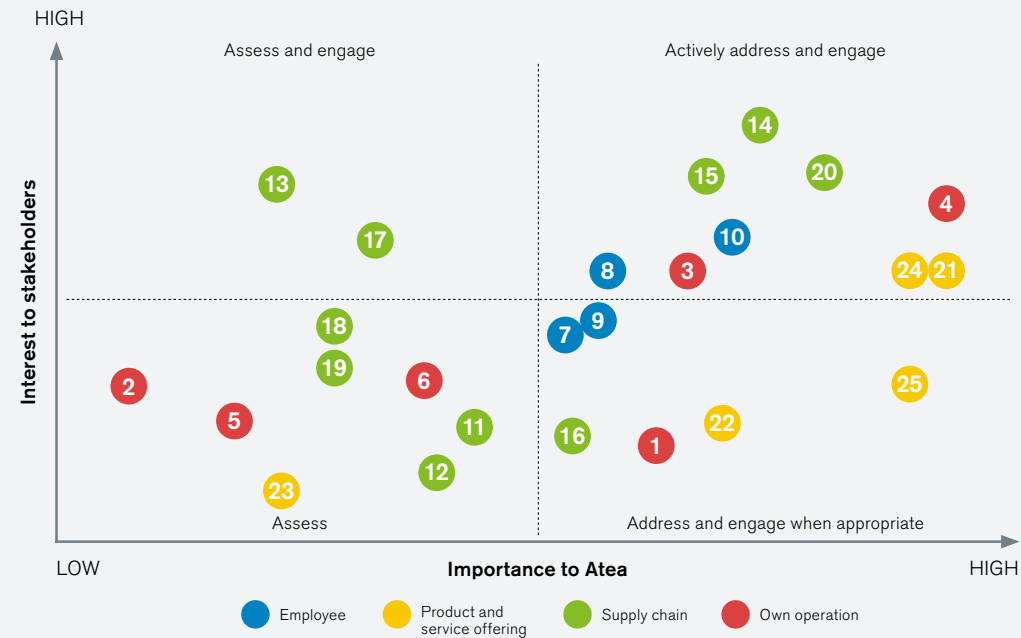
Our next analysis of that kind is expected to take place in 2019.

Overall, the issues we have identified serve as the foundation for continued communication, reporting and engagement. They can have a significant impact on our business, and they are issues where we have the greatest potential to influence change. Analysis in this area is also essential for conducting risk management. Risks associated with our material sustainability topics are managed within Atea's risk management plan.

See Atea's 2018 Annual Report for more details.

How this assessment is grouped

The result of the assessment is grouped into five areas: People; Society; Responsible Sourcing; Environment; and Ethics and Governance. The most material topics can be seen in the top right corner of the decision-making matrix. Each of these is addressed in the next section of this report, entitled "Action."



Own operations

1. Energy use reduction within Atea's own operations
2. Minimization of transport to reduce the environmental impacts of product distribution and employee travel
3. Reduction of greenhouse gas emissions within Atea's own operations
4. Anti-corruption and anti-bribery within Atea's own operations
5. Mitigation of anti-competitive behaviour within Atea's own operations
6. Social engagement and CSR initiatives

Our employees

7. Employee benefits and terms of employment within Atea's own operations
8. Healthy and safe working environments for Atea employees
9. Training, education and career opportunities for Atea employees
10. Diversity and equal opportunity for Atea employees

Own supply chain

11. Energy use reduction in Atea's supply chain
12. Water use reduction in Atea's supply chain
13. Health and safe working environments at Atea's suppliers
14. Ensuring no child labor is used in Atea's supply chain
15. Ensuring no forced or compulsory labor is used in Atea's supply chain
16. Freedom of association and collective bargaining in Atea's supply chain
17. Minimization of hazardous substances and chemicals in products
18. Reduction of greenhouse gas emissions in Atea's supply chain
19. Reduction of water and air emissions in Atea's supply chain
20. Ensuring sustainable sourcing of tantalum, tungsten, tin and gold (so-called conflict minerals) from high risk human rights problem areas, including for example the Democratic Republic of Congo

Products and service offering

21. Customer privacy, ensuring data security, e.g., on Atea servers is never breached
22. Managing risks of technology disruptions
23. Product energy use during the user phase
24. Ensuring appropriate life cycle management of IT equipment
25. IT solutions that contribute to sustainable development



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Turning promises into transformational action

For Atea, sustainable development is more than a promise: it's a commitment to take action to achieve measurable goals. Atea is committed to be a part of achieving these goals and we have identified six Sustainable Development Goals (SDGs) where our business has the greatest impact.

How Atea's goals relate to the UN's Sustainable Development Goals

Atea has identified six SDGs that we believe best correspond with our strategic sustainability agenda. Our choice of SDGs are selected on the basis of assessing the underlying SDG targets and their link to our identified material topics. Thus, we have added SDG 8 to our previously identified SDGs. In the following sections within this report, we elaborate on why each one is relevant to the work we do to meet these goals.

Six numbers signaling change: 5, 8, 9, 12, 13 and 16



Achieve gender equality and empower women and girls.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Build resilient infrastructure, promote sustainable industrialization and foster innovation.



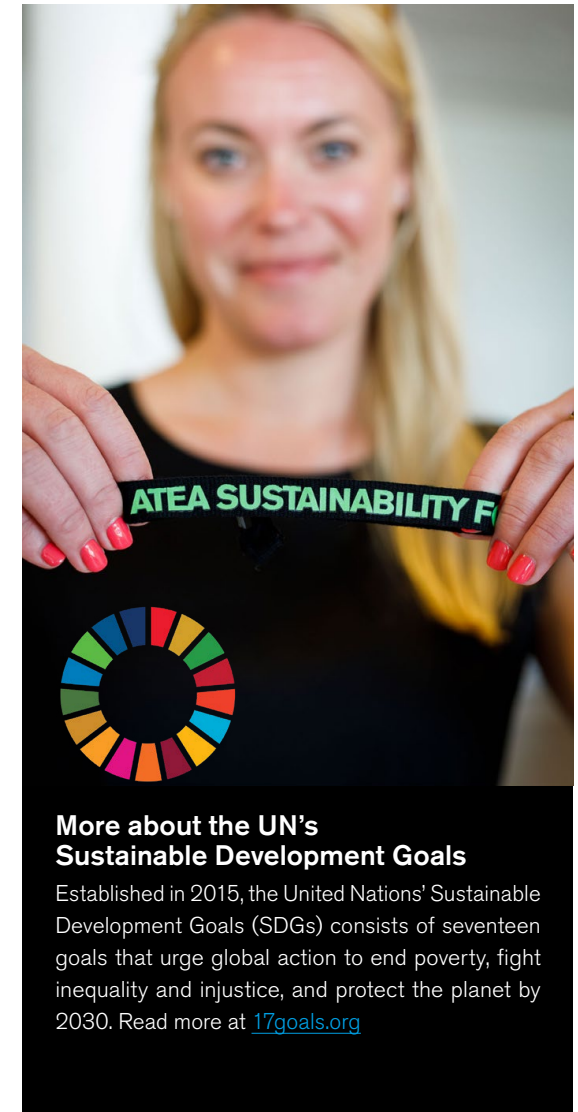
Ensure sustainable consumption and production patterns.



Take urgent action to combat climate change and its impacts.



Promote just, peaceful and inclusive societies.



More about the UN's Sustainable Development Goals

Established in 2015, the United Nations' Sustainable Development Goals (SDGs) consists of seventeen goals that urge global action to end poverty, fight inequality and injustice, and protect the planet by 2030. Read more at 17goals.org

Atea's SDG-focused Activities

Below are the SDGs that are most relevant to us and our material topics. Each of these showcases why they are important to us and our industry, as well as specific actions Atea has taken in 2018.



Atea believes all people—regardless of gender identity— should be treated as equals and have equal opportunity to work hard and have a rewarding career. Recognizing that the information and communications technology sector has historically been male dominated, we support initiatives that encourage more women to join this field. This includes, for example, encouraging women to choose an education within technology and engineering. Atea also strives towards having a balanced leadership team at all levels within the company.



The IT industry can provide tremendous opportunities for businesses across all sectors to succeed in doing what they are best at: grow and create jobs. As with many other global supply chains, it also has its challenges. Production takes place in countries where labor rights are limited, where the proportion of migrant workers is significant and where the demand for natural resources stretches supply chains deep into countries where poor governance creates incentives for exploitative labor. The industry has a significant role to play in maximizing its impact towards several sub-goals: eradicating forced labor, protecting labor rights for all workers and providing full and productive employment for all women and men, and equal pay for work of equal value.



New, innovative solutions provided by Atea can improve the efficiency of public institutions, municipalities, communities and other groups. Among the benefits of those solutions: better assistance to those who are in need in society, both at home and abroad. For example, digital solutions can be used in schools to minimize the effect of geographical distances. With Internet of Things solutions, Atea contributes to greater public safety, enhancing resource management and sustaining the environment. Moving forward, we want to continue developing IT solutions that benefit the societies we're part of.



Adjusting to responsible consumption and production is important to reduce environmental and health effects. Atea is taking a bold step forward in responsible sourcing of IT components: strengthening our efforts to control our supply chain. In promoting a more circular economy and closing the loop on waste, Atea continues to enjoy the success of its recycling system, GoITloop. Hardware gets reused instead of ending up as landfill. This program is implemented in all countries served by Atea.



Atea focuses intensely on carbon-footprint reduction measures in its operations. This requires close collaboration with partners, suppliers and customers to minimize the impact of our products on the environment. To help everyone in its supply chain to make climate-smart choices, Atea works with distributors to find efficient alternatives to transporting goods. Atea also has included environmental requirements in its corporate *Code of Conduct* to reduce the indirect carbon emissions caused by suppliers.



Eliminating corruption and bribery is of utmost importance to Atea: it's a matter of trust. Having previously revised our *Code of Conduct*—with all employees having completed compulsory training on this issue—governance routines were further strengthened in 2018. During this period, Atea's compliance officers tested and reviewed the company's internal audits and anti-corruption monitoring systems. Atea also made it easier for employees to confidentially raise concerns about potential violations by enhancing its whistleblower hotline.

People



People are integral to Atea's vision of being "The Place to Be" for employees, customers and vendors. They are how remarkable solutions become reality.

Taking action on diversity and inclusion

Atea aims to be a workplace where everyone has an equal opportunity to succeed and thrive. Gender equality, inclusion and diversity are core values at Atea. Our employees are respected and valued for their skills and abilities—no matter their gender, nationality, religion, age or physical mobility.

Atea strives to prevent workplace discrimination and to promote equality of opportunity within its employment practices. Atea has zero tolerance for discrimination and sexual harassments in the workplace. It also recognizes that the best way to prevent these issues from occurring in the first place is by seeking more gender parity in its workforce.

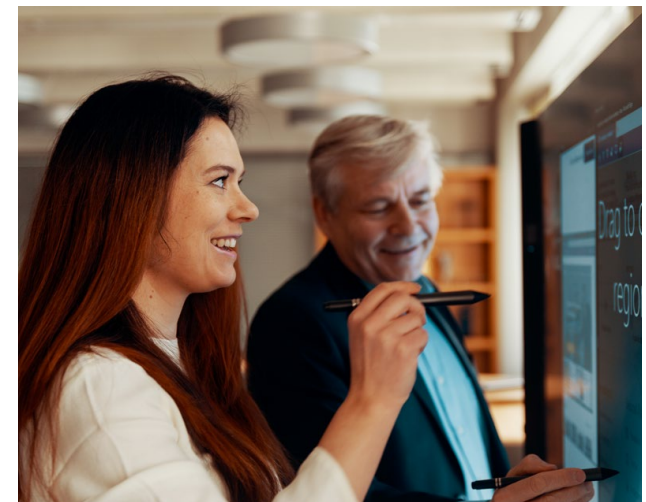
This remains a challenging issue in the IT sector, where the percentage of female employees has historically been low. Atea believes diversity is good for productivity, and women are a growing portion of the global talent pool. We strive to recruit women at all levels and promote activities that ensure they remain with Atea. Atea Sweden, for instance, strives to have at least one female candidate in every manager-recruitment process.

To reduce the gender gap in our industry, Atea supports university-focused initiatives that encourage more women to choose engineering and technology-oriented education. We regularly conduct visits to secondary and post-secondary schools to attract more students—regardless of gender—to consider a career in IT. We also encourage the recruitment of people with disabilities or special needs and make necessary modifications to workplace environments so that they are able to perform their work.

Health and safety

Working with IT means spending many hours of the day in front of a computer. It's essential, therefore, that we focus on encouraging our employees to participate in activities related to health and wellbeing. Atea employees have the right to a healthy and safe workplace, and the working conditions within our organization meet or exceed legal requirements in every country in which we operate. We also comply with the conventions of the UN Global Compact and the International Labor Organization. Hazards are identified and monitored to prevent accidents and occupational illness.

Workplace guidelines are monitored to ensure a healthy, safe environment. In addition, the company provides a range of healthy lunch choices for its employees in its largest offices. It also encourages participation in athletics through Atea-sponsored sporting events.





Charity work at home and abroad

Here are highlights of charity-based activities undertaken by Atea and its employees over the past several years:

- **Atea Helping Hands** in Sweden have chosen to continue the cooperation with Hand in Hand by becoming a donor. This means that we give a sum of money to support a specific activity in Kenya for two years with the aim of lifting them out of poverty. The biggest cause of poverty is the lack of work. The best support you can give is to encourage self-help: educating the women so they can start their own activities and contribute to better living conditions. In time, this increases the entire village's standard.
- Atea Norway has through cooperation with the **Oda Network**, **the Norwegian University of Science and Technology's** girl project (**Ada**) as well as local **Girl Geek Dinner** communities, aimed to encourage more women to choose STEM-related studies, as well as getting more female employees within the company. Over the last year, 49 percent of our new employees in Norway were female. Furthermore, Atea is a dedicated supporter to the Norwegian branch of Junior Achievement. This involves regular participation as task provides and judges, as well as welcoming representatives in the initiative "Leader for a Day." The IT-security team visits elementary schools to educate children about safe Internet usage. Atea Norway also

has a seat on the advisory board for national ICT security for the Norwegian Ministry of Justice and Public Security.

- **Finnish Red Cross**—Since 2013, Atea Finland has been cooperating with the Finnish Red Cross, collecting money for different campaigns. During 2018, this included the Chain Reaction campaign, the Hunger Day campaign and a Christmas Spirit campaign. In addition, we have supported the Rescue Children Association and Tukikummit Foundation with individual donations.



- **Helping children in the Baltics**—In the Baltics, Atea Global Services (AGS) serves to help the local community. Since 2014, it has been organizing and conducting a summer event for orphans: 180 children and 29 teachers from seven different orphanages were invited to a day of creative workshops, treasure hunting, concerts and other activities. The event has now become a tradition that AGS plans to repeat in coming years.
- **Helping children with learning disabilities**—Partnering with Nordens Plads, a Demark-based school for children with learning disabilities, Atea's IT specialists designed a new digital classroom. It is an interactive sensory and movement room, which sets new standards for learning. The room is designed so that sound, light, smells, furniture, walls, floors and general



layout create an atmosphere to stimulate and motivate students. This project was made possible thanks to donations from Atea employees. As a result, teachers at the school are able to share their experiences with others: showcasing how this special learning room can improve outcomes for students and schools alike. Learn more about this school and this important project [today](#).

- **Recycling**—At three different occasions in 2018 Atea Logistics have collected private electronics from the employees. The surplus around the activities has gone in full to Atea's Helping Hand and "Musikhjälpen," a collection run by Radiohjälpen in Sweden.

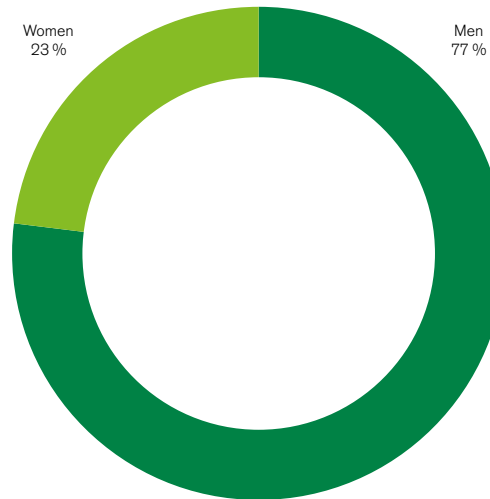
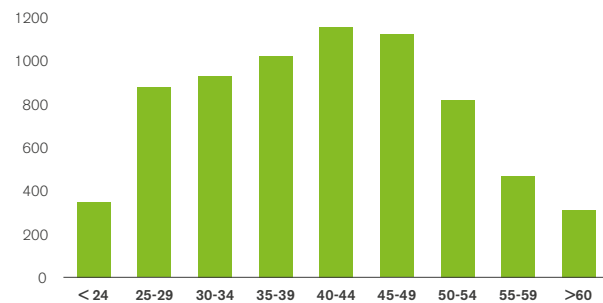


7,385

Total numbers of full-time employees

Age Breakdown Atea Group

2018



Gender percentage in Atea Group

3.3% **2.0%** **3.7%**

Norway

Sweden

Denmark

2.6% **1.6%** **1.7%**

Finland

Baltics

Shared Services

Sick leave per country



50% women
50% men

Gender distribution Board of Directors



2 of 8 members
less than 50

Age distribution Board of Directors

2.6%

Sick-leave
Atea Group

0

Occupational
health injuries

TP2B THE PLACE TO BE

Society



Communication drives world development. In a connected world, human rights advocates point to the internet as a key resource that lifts millions out of poverty. It changes how we interact, learn, travel and live our lives. It means keeping jobs local so that people no longer have to move to larger cities just out of necessity. It means opening a world of opportunities, making connections happen that were deemed impossible only a few years ago.

Atea believes deeply that IT serves society as a powerful multi-purpose tool. Technology helps people address a wide range of challenges in society and can do so simultaneously. Because of this, Atea is well positioned to be a driver of change, because we can provide the necessary infrastructure to countries worldwide and do so in a sustainable way: much like the way we have been providing solutions throughout Nordic countries for many years.

Over the past two decades, the internet and other information and communication technologies (ICTs) have enabled significant transformations of economic and social structures, human activities and governance processes. This has happened worldwide and at every level of development.

Innovative technology also comes with challenges. However, if used with caution, it can create sustainable change. As a digital integrator, Atea touches all fields of society and all businesses—from using data analytics to keep the Norwegian salmon fishery healthy, to ensuring safe digital storage for global NGOs. We work with our customers and partners to help them make more sustainable choices and advocate for ways that we can use technology to do more in an efficient, greener way.

Having recognized the importance of these changes, policy-makers today talk about the rise of the internet marketplace and the digital economy. By extension, there are also discussions today about green growth and on building a green economy, as envisioned by organizations such as the Organization for Economic Co-operation and Development (OECD) and the United Nations Environmental Programme (UNEP). To that end, heads of state and representatives of UN member nations reached an agreement in 2015 on formulating Sustainable Development Goals (SDGs).





Atea is a people connector

Building with IT in education, we help create better learning environments for students and teachers. Similarly, in assisting elderly members of society—and especially those in long-term care—IT is also an outreach tool, enabling people to feel better connected. This helps address chronic loneliness that afflicts many in society. Another way Atea connects with people is through tailored telecare. Atea helps elderly users live longer in their homes while still maintaining a sense of safety, empowerment and independence. IT-powered tools, such as sensors and alarm bracelets, allow relatives of elderly citizens to devote their energy caring for them, and healthcare workers can also focus their efforts where they are the most needed.

Being a people connector also occurs at the municipal level. As more cities today are looking to become smarter communities, they see opportunities in the internet of things approach to IT. Daily choices that citizens make are little pieces of data that create structured, greener choices and a smarter and more sustainable way of living. For example, in Stavanger, Norway, Atea today works closely with the municipality, making data open and accessible so that citizens can access and apply it in creating bold new products and solutions.

Technology plays a significant role in helping to ensure that this ambitious agenda keeps moving forward. Information and communication technologies (ICTs) are especially powerful in driving today's innovations and creating greater efficiencies across all sectors.

Networked ICTs have helped democratize access to information, facilitate freedom of expression, enhance cooperation, extend participation, promote creativity and fuel innovation in every area of science, technology and human life. Today's global economy would not function well without secure, reliable ICTs. Businesses count on it, as do governments and public agencies.

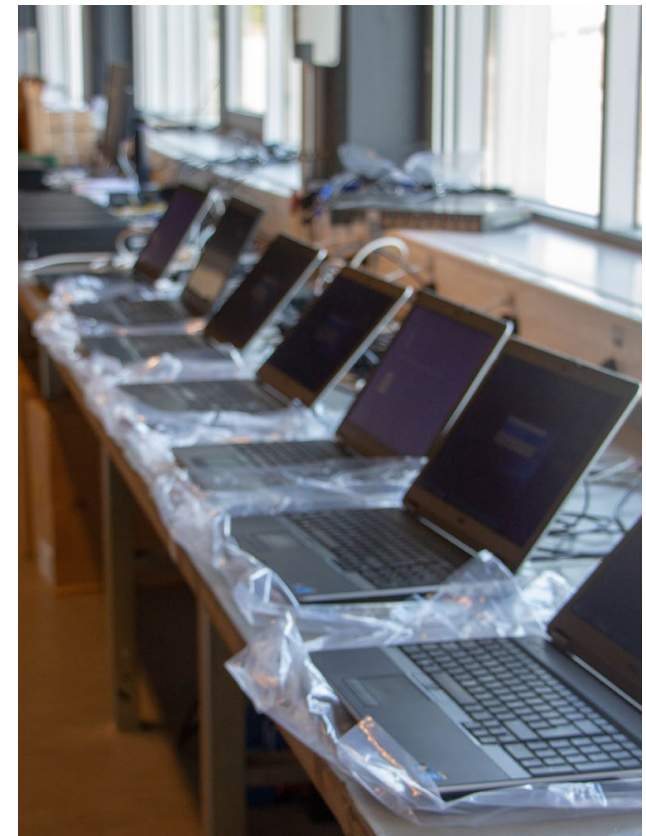
Green growth through ICTs is achievable both on the short-term and longer-term scale, each with important opportunities for transformation of economic structures, consumer behaviors and societal values. Over the past decade, ICT sector stakeholders and policy makers—with the support of experts in sustainable development—have started identifying new opportunities for using technology to help enable the development of a more sustainable economy. This includes the deployment of smart systems to boost the efficiency of production and consumption in energy, transportation, agriculture, manufacturing. These efforts—when combined—can have a significant impact on greenhouse gas emissions.

The promise of ICTs also comes with challenges. Steady growth in the use of technology devices means a steady increase in problems associated with managing electronic waste, the use of cheap labor and non-renewable resources in the manufacturing process of IT equipment.

That's why Atea is focused on creating lasting, sustainable solutions in this area. We work with our customers to help them make more sustainable choices and advocate for ways that we can use IT to uncover lasting, sustainable, innovative solutions.

Security is another challenge and is the cornerstone of technical infrastructure in a digitized world. Today, cyber defense is protecting valued properties. When the European General Data Protection Regulation was enforced in 2018, Atea took a leadership position in explaining how it applies to our work and why such initiatives help protect people. Furthermore, by being on frontline for our customers in the digital battlefield on a daily basis, we also regularly participate in governmental advisory boards in regard to supporting national cyber security.

We are determined to find IT products and services that care for our planet as well as we care for our customers. That means finding ways to extend the lifecycle of equipment through our own recycling process. This is covered in more detail in the "Responsible Sourcing" and "Environment" sections of this report.




**Coding Class**

The world is changing to such an extent that we are talking about a new digital revolution that will fundamentally change the world as we know it. We require new skills to explore and take advantage of the digital opportunities ahead. Coding Class teaches children in elementary school to innovate and create digital solutions to real-life problems using simple programming languages.

In close collaboration with companies, Coding Class embeds the children's work in a reality outside of school, while at the same time working with 21st century skills, such as problem solving and innovation, collaboration, creativity, and the application of IT. Coding Class has been running for four years now, and Atea has been a part of the initiative for the last two years.

As the largest IT company in the Nordic regions, it is a core responsibility for us to ensure that many more children know about the endless possibilities within IT and technology. This is necessary if we are to continue developing and innovating smarter and better solutions for our society.



The Internet of Things (IoT) can create smarter, more efficient and more sustainable cities. IoT gives municipalities an overview, control and enables them to automate and streamline flows for services such as water, electricity, lighting and waste. There are many benefits, including reduced emissions and improved comfort and safety. There are benefits you won't see, but can experience. It's about buses arriving on time and with places to sit. Garbage pick-up vehicles can take the shortest route, because the rubbish bins themselves indicate when they need emptying. Street lighting uses just the right amount of electricity required to keep cities attractive and safe. And you never need to look for parking, because you will be guided to the nearest available space.

Responsible Sourcing

Governments, NGOs, investors, customers, employees and other industry stakeholders have all made clear they have increasing expectations about how companies take responsibility for their supply chains.

The trend intensified during 2018, and Atea supported this shift.

Atea has a special position in the supply chain. While we are not a manufacturer and don't exercise direct influence on working conditions, we can advocate for changes in this area. That includes being a voice in favor of responsible sourcing of materials, ensuring effective use of natural resources in the production of products, and ensuring sound ethics and good governance in the behavior of all businesses in the supply chain.

Given our size, our partners network and our market leadership as the number one value-added reseller in the Nordic region, we have a significant sense of responsibility for ensuring that sustainability remains a prominent fixture throughout the supply chain in which we operate.

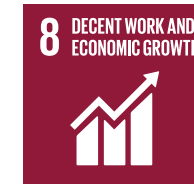
To that end, our approach to supply-chain sustainability is grounded on four pillars:

- A strong management system and assurance program;
- Building relationships and partnerships;
- Focusing relentlessly on improvements; and
- Gaining and sharing a deeper understanding of our ecosystem.

Over the past two years, we have built on our assurance program to establish an active engagement with both industry and customers to affect sustainability outcomes within the IT supply chain.

Atea's assurance program: the core of our management system

In this section, we'll show you the program we have put in place that enables us to focus on continuous improvement, industry engagement and partnerships, as well as engagement with our customers. All these steps combined have a ripple effect that influences the whole IT ecosystem in which we operate.



We assure our customers that all partners we choose to grow with in this market have a strong commitment to sustainability, that they have mature management systems to handle the risks, and that they are transparent about their efforts. We measure their commitment to sustainability and their commitment to the RBA Code, which is our industry's common code of conduct.

We believe in the power of common standards, while recognizing that among our partners there are sustainability leaders that go beyond compliance with the code. We measure the maturity of management systems through an in-depth assessment of our partners. This helps us understand where they stand in their maturity curve, and tailor our efforts towards making specific improvements. We place a significant weight on our partners' transparency, as this is a precondition to provide information to our customers.

See next page for a summary of the results of our latest assurance program.

Atea's Supplier Code of Conduct



Key results for 2018

- **93%** of our suppliers (expressed in terms of spend) assessed for social and environmental impacts in the supply chain.
- **100%** of new manufacturing suppliers screened using social and environmental criteria.
- **5 in-depth assessments** of suppliers performed, either because of specific allegations on how they manage social impacts, or issues with transparency and management systems. Four of these were concluded in 2018.
- **0** pauses or termination in our commercial relationship following suppliers' investigations. However, an open case may still result in pausing the commercial relationship with one supplier.

Continuous improvement of our own processes

We have taken an active role since 2014 in identifying the most critical problems in our supply chain: using our influence and our position to challenge both industry and customers to create lasting, positive change.

During 2018, Atea has undertaken a new analysis of the negative and positive impacts associated with our supply chain and established new goals for several years ahead.

Looking to 2021, we aim to:

- Continue to assess and improve the performance of suppliers, equivalent to 95 % of our spend;
- Tighten our minimum expectation that all suppliers of commercial relevance shall be classed as RBA members or equivalent; and
- Increase our efforts on driving industry transparency as a key precondition to guiding our customers in their purchasing choices.

Engagement of industry and customers

At Atea, we know that IT buyers who set tough procurement requirements create the right incentives for accelerating sustainability.

Thus, our role is to provide information and advice to our customers about what it means to buy sustainable IT. When customers have

similar requirements from the businesses they work with, this can help make a huge difference throughout the supply chain.

Atea has been an active member of the Responsible Business Alliance (RBA) since 2016. This organization is a nonprofit coalition of electronic companies, dedicated to supporting sustainable development within their global supply chains. As a member, Atea offers insights into some of the key systematic challenges facing the industry today. It also helps give Atea deeper insights into what customers want and what the industry can realistically achieve in the area of sustainable development within the supply chain.

During 2018, we have accelerated our work to help close this gap through the [Atea Sustainability Focus \(ASF\)](#). ASF was established in 2017. Featuring a report that will be produced annually, ASF provides the RBA and fellow members with an annual focus and a set of recommendations. The focus is agreed on by a large group of IT buyers throughout Nordic countries. The recommendations are assembled by an advisory board that collects examples of sustainability and IT excellence from across the region. The specific recommendations provide a balance between deep ambition and what's achievable. This annual approach helps the RBA to focus its resources and progress faster to close that gap.

The ASF process

Stakeholder dialogue

- Nordic IT buyers identify key sustainability aspects through an online survey and dialogues.

Industry analysis

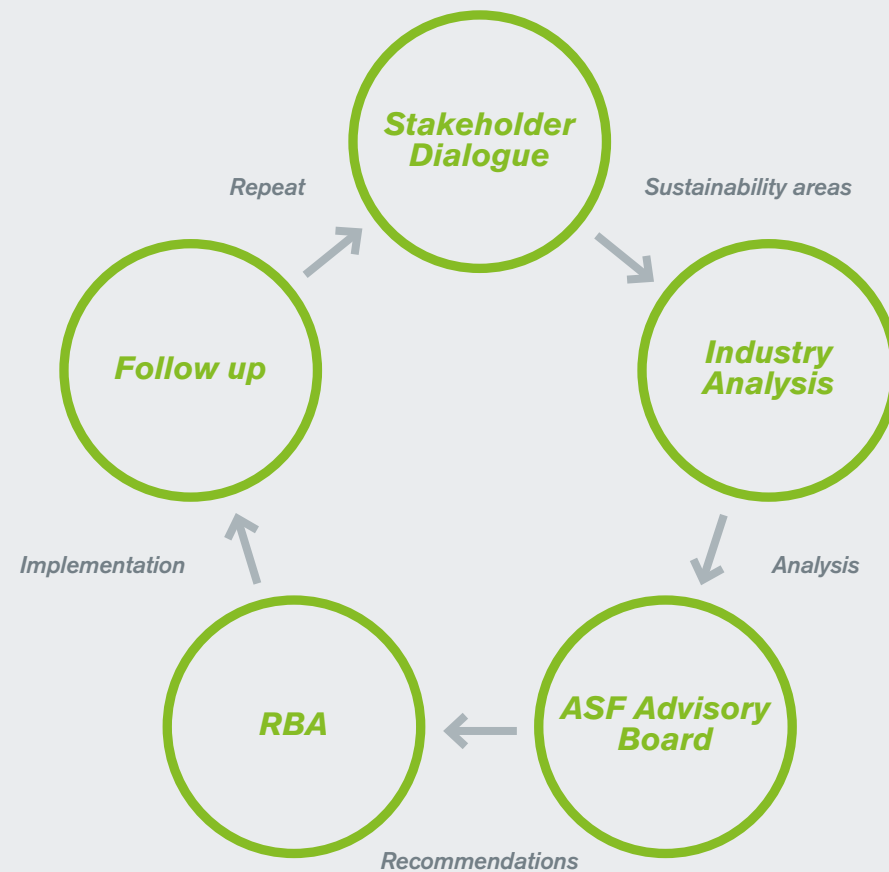
- Sustainability experts conduct an industry analysis of the top three areas selected. The analysis covers risk and opportunities, including the business potential that lies within each area, and is performed on the full value chain with the Brands operations as Scope 1 in definition.

Recommendations

- The ASF Advisory Board, comprised of leading IT and sustainability professionals from Nordic companies, municipalities and organizations selects a focus area and formulates recommendations.

Handover to the industry

- RBA and its member companies decide on specific activities to implement the recommendations from the ASF Advisory Board.





Chiara Selvetti, Head of Sustainability in Atea Sweden, presenting Atea Sustainability Focus at Almedalen 2018.

In its first-ever report, published in 2018, the Advisory Board acknowledged that transparency is key to all sustainability in the supply chain, and recommended the RBA to establish a reporting framework for the electronics industry. Next, Atea was invited to present the results at the RBA leadership circle—a gathering of the 50 largest IT companies in the world. RBA also sent a formal response to the members of the Advisory Board, reporting back on how the organization has progressed on the recommendations. Its key partnership is with the Global Reporting Initiative (GRI), to develop resources to promote transparency in responsible minerals sourcing and to perform due diligence in seeking out cases where slavery practices are suspected.

During 2018—as a direct result of the ASF report—Atea began working closely with the Responsible Minerals Initiative, along with fellow members and the Global Reporting Initiative, on establishing reporting guidelines for responsible minerals due diligence. This effort aims to bring consistency and raise the transparency bar on the sustainability work in the supply chain.

RBA has also launched a task force to align the requirements of public buyers across Europe. This also helps RBA members meet those requirements. Through ASF's customer dialogue and its ASF Forum (which had the honor of having Nobel Peace Prize laureate Dr. Denis Mukwege address them as keynote speaker in July 2018), IT buyers across the Nordic during 2018 once again prioritized the most pressing sustainability aspects for the industry to address.

The ASF's next report will be launched in March 2019. It will examine aspects of the circular economy.



Nobel Peace Prize laureate **Dr. Denis Mukwege**. Mukwege wants to highlight the problems caused by conflict minerals.

Putting workplace allegations to the test in Vietnam

During 2018, Atea put its process for handling supplier workplace allegations to the test. In the wake of earlier risks-monitoring procedures we conducted, one of our supplier's facilities in Vietnam was brought to our attention. Atea quickly reached out to the supplier to verify the allegations and an action plan was put in place to investigate further.

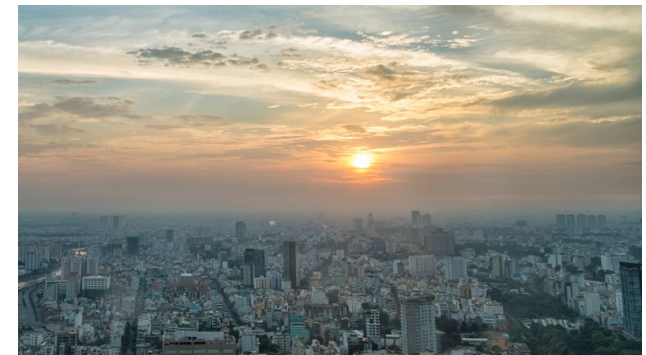
Through close dialogue with our supplier, Atea was informed of in-depth details of their operations. The supplier showed openness and willingness to involve Atea in the fact-finding process. Members of Atea's Sustainability Team were invited to visit the facility to gain a deeper understanding of it and to monitor first-hand the supplier's management systems.

Atea visited facilities in Vietnam and China during November 2018. In addition to the facility visits, Atea took the opportunity to organize a meeting with the United Nations Development Programme in Vietnam to further broaden our company's understanding of the

environment and the challenges faced by various stakeholders operating within the country.

The visits produced many valuable insights and helped establish a stronger relationship with the supplier. As a result, Atea's understanding of how the supplier addresses sustainability in practice has increased.

By following our process for handling specific allegations, the Vietnam investigation was closed. However, as Vietnam is a country with previously identified risks in key areas affecting Atea's supply chain, we will continue to monitor operations and developments within the country through our risk-monitoring process. Atea will also maintain close dialogue with the supplier to ensure openness and transparency in the future, so that we can continue to meet both our own expectations and those of our customers.



HIGH-IMPACT AREAS

Where sustainability aspects have an elevated impact on our supply chain

OUR INDUSTRY'S BIG CHALLENGES

During 2018, Atea undertook a new risk analysis of our hardware and software supply chains. This is mostly based on a qualitative summary of relevant studies and reports gathered as part of our external environment monitoring. The hardware supply chain remains the biggest challenge when it comes to sustainability. The biggest risks include: working conditions (fueled by sub-standard enforcement of ILO conventions in key manufacturing countries); human rights abuses connected to key minerals; and the environmental impact of products design and manufacturing.

Increase positive impact

General aspect
Governance: Transparency and traceability

Conflict minerals:

- Increase the supply of sustainable minerals

Working conditions:

- Freedom of association and collective bargaining

Working conditions:

- Freedom of association and collective bargaining

Product:

- Sustainable design

Resource extraction

Smelters

Simple components

Complex components

Assembly

Brands

ATEA

Conflict minerals:

- Conflict financing and impact on local communities

Environment:

- Reduced CO₂ emissions

Working conditions:

- Forced labor (highest risk)
- Fair working conditions for migrant workers and people with uncertain forms of employment (highest risk)

Working conditions:

- Forced labor
- Fair working conditions for migrant workers and people with uncertain forms of employment

Environment:

- Reduced CO₂ emissions
- Reduced water usage

Working conditions:

- Forced labor
- Fair working conditions for migrant workers and people with uncertain forms of employment

Product:

- Minimization of hazardous substances and chemicals in products

Minimize negative impact

Environment

Being environmentally responsible is everyone's business. Atea is committed to a full range of actions in this area: from identifying sustainable solutions to improving business practices, and from doing more with recycling to lowering CO₂ emissions. We are also committed to working with suppliers who share these goals and these values. That's why we continue to advocate for action against climate change, to be responsible with the use of non-renewable resources, to reduce and eliminate waste and be mindful of how manufacturing influences the health of our planet. More than just words, this is commitment backed by action.

Doing more, doing better

At Atea, we care as deeply about the environment as we do in how we serve our customers. We are all caretakers of our planet: each of us has to ensure that growth is sustainable and that we act responsibly with what we make and use. We must find ways to reduce our impact on the environment while promoting responsible growth. That's been a fundamental goal for Atea for many years.

Another gold-star rating by EcoVadis and other third-party awards

For the second year in a row, Atea in 2018 was awarded a prestigious gold rating in corporate social responsibility by EcoVadis: a highly respected evaluator of supplier sustainability. This achievement did more than just maintain Atea's previous

ranking in the top 5% of all suppliers: it boosted Atea to the top 1% of 45,000 companies evaluated. To rate and monitor supplier sustainability, EcoVadis assesses corporate social-responsibility performance covering 150 purchasing categories in 110 countries. Its detailed evaluation criteria includes: labor practices and human rights, environment, fair business practices and sustainable procurement.

Previous third-party awards earned by Atea include Excellent Sustainable Supplier 2015 (Swedish Competition Authority), Green Role Model 2016 (Swedish NGO) and Climate prize 2014 (KTH).

New certification, new commitments, wider innovation

Atea has a corporate-wide ISO 14001 certification. This provides us with tools to manage our environmental responsibilities. Specifically, it focuses on environmental systems, as well as specific approaches: audits, corporate communications, labelling and lifecycle analysis, including the environmental challenges that arise from climate change.

Atea also gains insights from its membership in the Science Based Target Initiative. That is a joint project between the Carbon Disclosure Project, the World Resources Institute, the World Wide Fund for Nature, and the United Nations Global Compact. It champions science-based target setting as a meaningful way





of boosting a company's competitive advantage in the transition to a low-carbon economy.

In terms of wider innovation in 2018, Atea continued to invest in increased use of renewable energy, including increased use of electric cars and hybrids within the company's fleet and expanding the number of charging posts available for those vehicles.

Continuing to reduce CO₂

Every year, Atea focuses on carbon-footprint reduction measures in its operations. This requires close collaboration with partners, suppliers and customers to minimize the impact of our products on the environment. To help everyone in its supply chain to make climate-smart choices, Atea works with customers and distributors to find efficient solutions to transporting goods.



Atea also has included environmental requirements in its supplier code of conduct to reduce the indirect carbon emissions caused by suppliers.

In 2018, Atea developed long-term science-based targets to do our part in helping to lower greenhouse gas emissions and we will publish our first climate policy during 2019.

Urgent action to address climate change and minimize its disruptions is integral to the successful implementation of the United Nations' Sustainable Development Goal 13. Atea specifically addresses that pressing challenge by implementing this policy.

To monitor our emissions, a carbon footprint report is produced on a yearly basis, covering all of Atea's operations. It is based on the international standard Greenhouse Gas Protocol. The GHG



emission per revenue has decreased by 33,4% since 2007 and - 5% in GHG emission per full-time employee (FTE) since 2017. Looking on performance within the last two years, the total GHG emission remained on the same level despite the fact there was over 50% increase in electricity consumption in data centers mainly caused by development of a server park in Atea Norway. Atea's environmental engagement is embedded in our company's *Code of Conduct*. Online training on environmental issues is provided, and the company's environmental footprint is published on our intranet for all employees. Atea further contributes to reducing our environmental impact by compensating for our carbon footprint. We have previously compensated for some of Atea's largest events. In fact, Atea Norway intends to compensate for their entire business during 2019. Overall, Atea will continue to evaluate how we effectively use climate compensation as a tool to continue reduce our CO₂ footprint.



Keep reducing, reusing and expanding

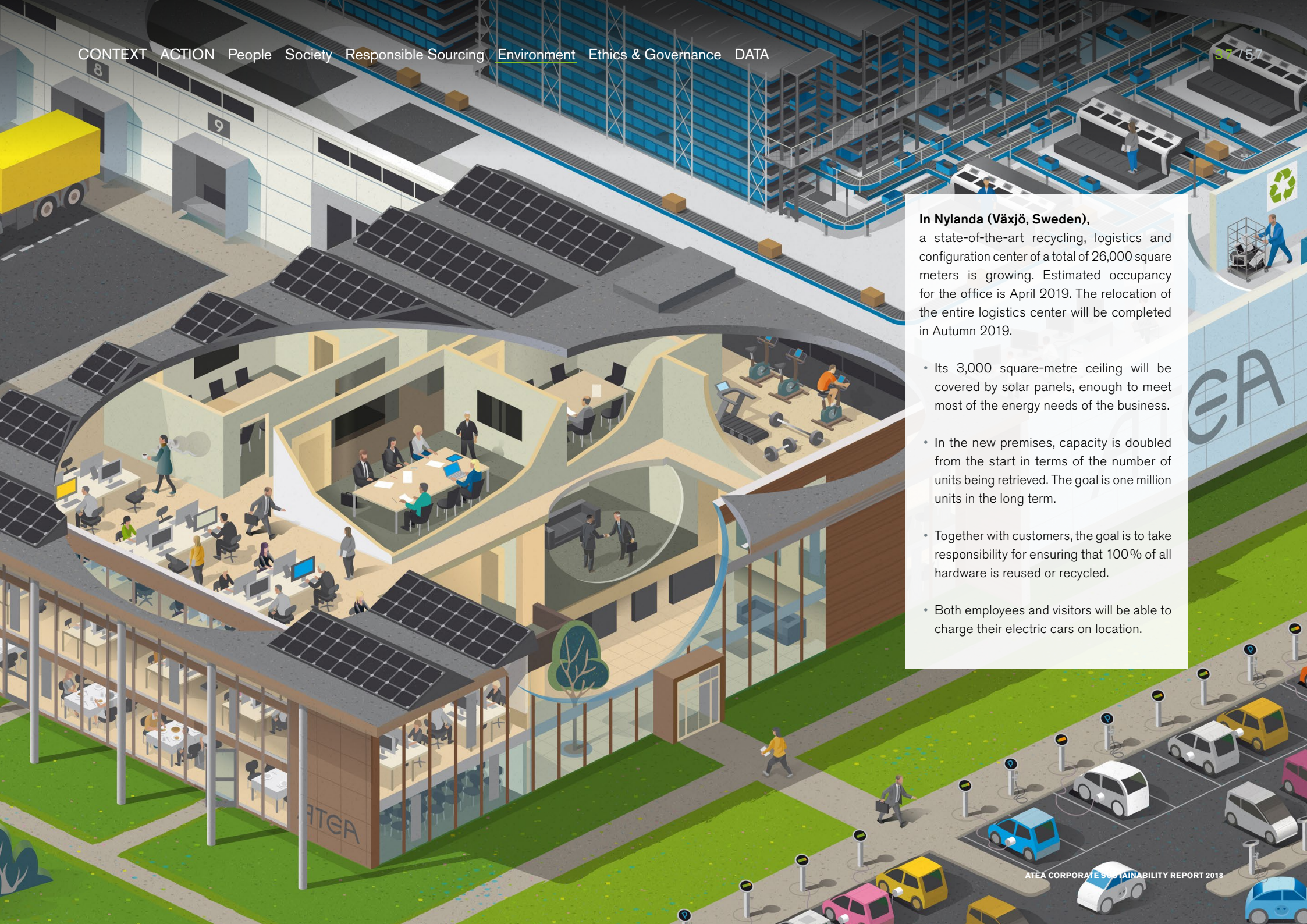
The best way to minimize the environmental impact of computer hardware is by extending the lifespan of components. That's why Atea created GoITloop: one of the largest reuse-and-recycle programs in the Nordic and Baltic regions today.

Conceived by Atea and originally designed for PCs, this recycling management system ensures complete or partial reuse of hardware, thus preventing a lot of materials from heading to landfill sites. Ensuring data security is a key component of this effort. That's why GoITloop's process includes a step in which all data stored on hardware devices is fully and permanently erased before those devices are refurbished. Before each refurbished product enters the market again, Atea ensures the extended lifecycle of the product.

The partners that are buying the refurbished products must adhere to strict conditions and standards on how they can use and resell devices under this program. These are outlined in a user agreement, which is enforced when signed.

Recycling initiatives based on the GoITloop concept are now in effect in all the countries Atea serves. Today, four of every five client or mobile devices collected through GoITloop gain a prolonged life with a new user.

In 2018, GoITloop handled 406,572 units. That's a substantial increase of 17 % compared with 2017.



In Nylanda (Växjö, Sweden),

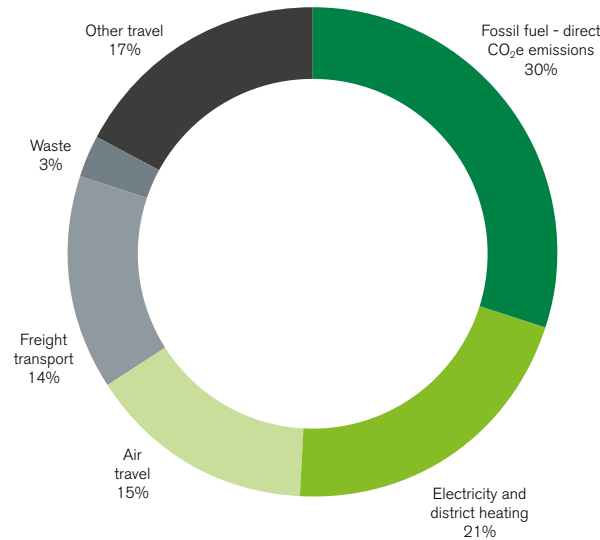
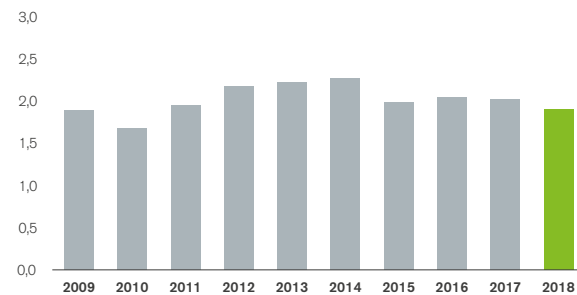
a state-of-the-art recycling, logistics and configuration center of a total of 26,000 square meters is growing. Estimated occupancy for the office is April 2019. The relocation of the entire logistics center will be completed in Autumn 2019.

- Its 3,000 square-metre ceiling will be covered by solar panels, enough to meet most of the energy needs of the business.
- In the new premises, capacity is doubled from the start in terms of the number of units being retrieved. The goal is one million units in the long term.
- Together with customers, the goal is to take responsibility for ensuring that 100 % of all hardware is reused or recycled.
- Both employees and visitors will be able to charge their electric cars on location.

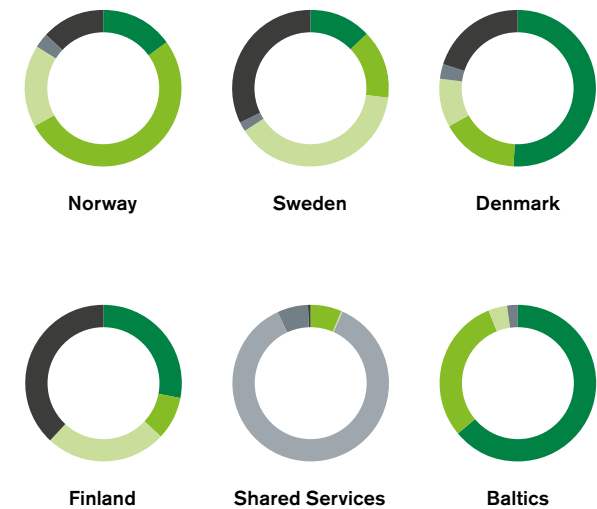
13,261

GHG emissions in tCO₂e

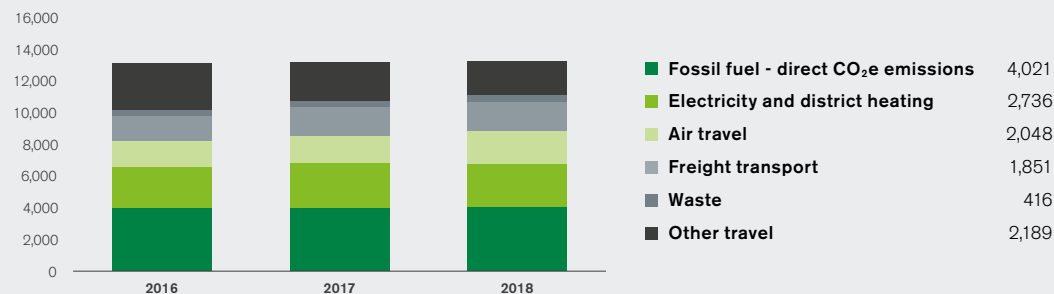
tCO₂e/FTE
2009–2018



Group emissions per source



Total annual tCO₂e by source
2016–2018



33%

Reduced CO₂
per revenue
since 2007
(Group level)

-5%

Reduced CO₂
per FTE
since 2017

150

tons of CO₂ have
been climate
compensated

Find more information in our Carbon Footprint Report,
available at atea.com/sustainability

Amount of units processed within our recycling concept since 2015

1,435,620



1,435,620

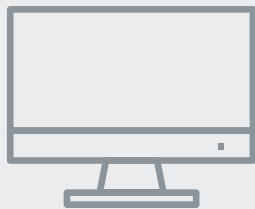
Total units recycled/reused (2015–2018)



406,572

Total units recycled/reused (2018)

**NEW
RECORD**



50,081

Screens recycled



110,599

Laptops recycled



26,166

Cellular phones recycled

Ethics & Governance



Ethics and governance define the boundaries of what is right, what is acceptable and what is necessary in the actions and judgement of individuals who comprise a business. They are important to Atea because they are matters of public trust. Since our success depends on us earning and maintaining the trust of our customers, partners and shareholders, we have a mandatory *Code of Conduct* that governs our work.

Employee compliance is an essential component of Atea's *Code of Conduct*. We achieve this by having a repeatable, measurable process that is carried out by what we call our Compliance Organization.

ATEA'S CODE OF CONDUCT IN BRIEF

Our *Code of Conduct* sets the overall tone for how we conduct business. It includes our commitment to uphold the UN Global Compact Principles and to implement these principles throughout our business operation. It also contains our zero tolerance for corruption and bribery. All employees are required to complete the mandatory training related to the *Code of Conduct*, including an exam. All employees must sign an agreement to comply with the *Code* in their everyday work.

Created in 2015, it reports directly to the Board of Directors. Group and local Compliance Officers have been appointed across the company. Reports and surveys on compliance issues are conducted on a quarterly basis, or more frequently if circumstances require. All employees, including Compliance Officers, must participate in training, demonstrate knowledge of the *Code* and sign a document indicating they will abide by it. Atea's Compliance Organization routinely follows-up on matters pertaining to the *Code of Conduct*. This serves to promote ethical behavior, internal control and corporate social responsibility.

Update of Code of Conduct

During 2018, the Atea *Code of Conduct* was updated with additional guidance regarding anti-bribery, fair competition and compliance with antitrust laws and regulation.

We also developed our whistleblower hotline by engaging a third party lawfirm that handles all reports discretely and confidentially, maintaining total anonymity for the reporter.

Additional information about this can be found in our *Code of Conduct*, including our policy regarding non-retaliation.

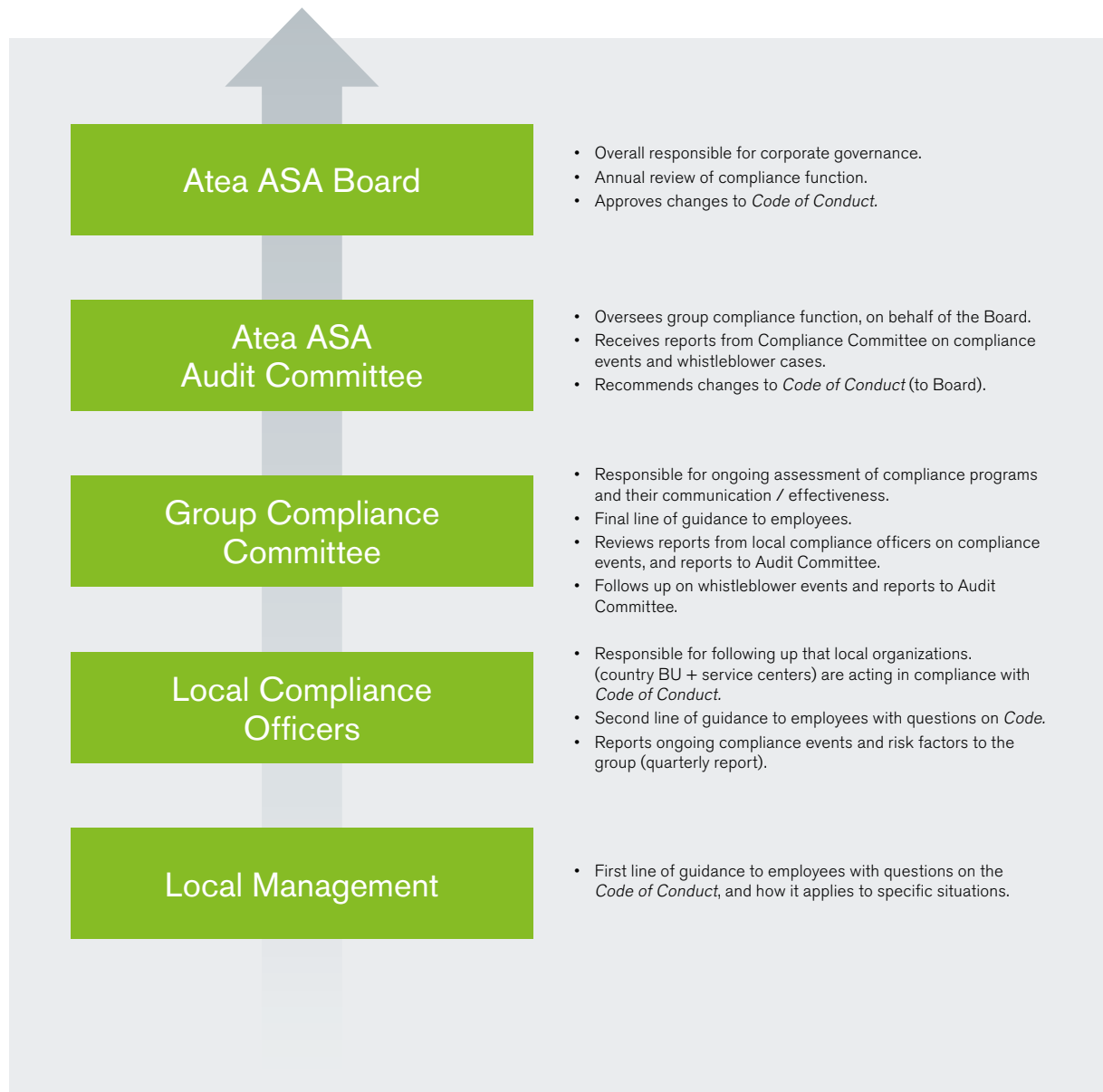
Anti-bribery certification

In 2017, Atea's Danish subsidiary was awarded the highest international anti-bribery certification: ISO 37001—one of the first companies globally to receive this certification. To attain this, Atea Denmark completed an extensive audit conducted by Bureau Veritas Certification on its anti-bribery systems. Among the outcomes of this certification, Atea Denmark provides highly detailed disclosures of its business processes, procedures and work culture related to sales it conducts in both the public and private sectors.

All the other subsidiaries within the Atea Group is underway implementing ISO 37001 locally and are expected to be certified during 2019-2020.

DID YOU KNOW:

Atea Denmark has the highest international anti-bribery certification ISO 37001:2016. This relates to and covers both the UK Bribery Act and the American FCPA.



Data privacy and online abuse

A digital society is a more transparent society, but it is also one that is open to more risks in the area of data privacy and online abuse. These are challenges that private and public entities need to continue to address. Since the internet is borderless, it's difficult to use a single legal framework to regulate behavior and protect citizens. That's why companies need to take a principled stand on data privacy and online abuse, and reinforce that commitment with meaningful action.

At Atea, we value the privacy of our customers. Our privacy specialists are devoted to supporting and maintaining that value in our internal procedures. Atea monitors regularly both our own infrastructure and internet activity for possible breaches. We also conduct employee-security education to improve awareness and to minimize incidents.

In 2018, Atea did not receive complaints from outside partners or from regulatory bodies concerning breaches of customer data. There were no identified leaks of customer data or privacy data during the review period.

We work in compliance with the national laws of the countries in which we operate, as well as with the EU Directive 95/46/EC, and we are currently in the process of adapting our operations in accordance with Regulation (EU) 2016/679.

Atea is GDPR compliant. That means we have in place governance, processes, security shields, and control of personal information in our systems and services.















DATA


GRI Content Index	44
Management Approach of Disclosures	49
Communication on Progress	54
Key Figures Group (2014-2018)	55








GRI Content Index

GRI Topic-specific disclosures	Name of disclosure	SDGs	Page in this report	Atea Policies and Guidelines	Omissions/Comments
Organizational profile					
GRI 102-1	Name of the organization		1, 7		
GRI 102-2	Primary brands, products and/or services		7		
GRI 102-3	Location of organization's headquarters		7		
GRI 102-4	Country where the organization operates		7		
GRI 102-5	Nature of ownership and legal form		7		
GRI 102-6	Markets served		7		
GRI 102-7	Scale of the organization		7, 19		
GRI 102-8	Total workforce		19		
GRI 102-9	Organization's supply chain description		28		
GRI 102-10	Significant changes to the organization and its supply chain				No significant changes during 2018
GRI 102-11	Precautionary Principle or approach		AR		
GRI-102-12	List external initiatives		4, 9	<i>Code of Conduct</i>	
GRI 102-13	List membership of associations		9		
Strategy					
GRI 102-14	Statement from senior decision-maker		4		
Ethics & Integrity					
GRI 102-16	Values, principles, standards and norms of behavior		18, 43	<i>Code of Conduct</i>	
Governance					
GRI 102-18	Governance structure		AR		

GRI Topic-specific disclosures	Name of disclosure	SDGs	Page in this report	Atea Policies and Guidelines	Omissions/Comments
Stakeholder engagement					
GRI 102-40	List of stakeholder groups		9		
GRI 102-41	Collective bargain agreement		11		Approximately 90 percent of our employees are covered by collective bargaining agreements and/or universally binding collective agreements
GRI 102-42	Identifying and selecting stakeholders		9		
GRI 102-43	Approach to stakeholder engagement		9		
GRI 102-44	Key topics and concerns raised		9		
Reporting practice					
GRI 102-45	Entities included in the consolidated financial statements		58 , AR		
GRI 102-46	Defining report content and topic Boundaries		9		
GRI 102-47	List of material topics		11		
GRI 102-48	Restatements of information				No restatements
GRI 102-49	Changes in reporting		11		We calibrated our materiality assessment based on the stakeholder survey. We added two new materiality topics during 2018: Diversity and equal opportunity for Atea's employees as well as reduction of greenhouse gas emissions within Atea's own operations
GRI 102-50	Reporting period		2		Calendar year
GRI 102-51	Date of most recent report		2		15.03.2018
GRI 102-52	Reporting cycle		2		Annual
GRI 102-53	Contact point for questions regarding the report				Andreas Antonsen, Group Sustainability Officer andreas.antonsen@atea.com
GRI 102-54	Claims of reporting in accordance of GRI Standards		2		This report has been prepared in accordance with the GRI Standards: Core option
GRI 102-55	GRI Content Index		48		

GRI Topic-specific disclosures	Name of disclosure	SDGs	Page in this report	Atea Policies and Guidelines	Omissions/Comments
Ethics & Governance					
GRI 205: Anti-Corruption 2016					
GRI 103: Management Approach			56		
GRI 205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified		43	<i>Code of Conduct</i>	
GRI 205-2	Communication and training on anti-corruption policies and procedures		43	<i>Code of Conduct</i>	
GRI 205-3	Confirmed incidents of corruption and actions taken		43	<i>Code of Conduct</i>	
GRI 418: Customer privacy 2016					
GRI 103: Management approach			56		
GRI 418-1	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		45		
Environment					
GRI 305: Emissions 2016					
GRI 103: Management approach			55		
GRI 305-1	Direct greenhouse gas (GHG) emissions (scope 1)	 	40	Atea Climate Policy	For more information, see our Carbon Footprint Report
GRI 305-2	Energy indirect greenhouse gas (GHG) emissions (scope 2)	 	40	Carbon Footprint Report	For more information, see our Carbon Footprint Report
GRI 305-3	Other indirect greenhouse gas (GHG) emissions (scope 3)	 	40	Carbon Footprint Report	For more information, see our Carbon Footprint Report
GRI 305-5	Reduction of greenhouse gas (GHG) emissions	 	40	Carbon Footprint Report	For more information, see our Carbon Footprint Report

GRI Topic-specific disclosures	Name of disclosure	SDGs	Page in this report	Atea Policies and Guidelines	Omissions/Comments
People					
GRI 403: Occupational Health & Safety 2018					
GRI 103: Management approach			52		
GRI 403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender		18, 19		
GRI 405: Diversity & Equal opportunity 2016					
GRI 103: Management Approach			52		
GRI 405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group and other indicators of diversity		19	Supplier Code of Conduct Diversity policy	

GRI Topic-specific disclosures	Name of disclosure	SDGs	Page in this report	Atea Policies and Guidelines	Omissions/Comments
Responsible sourcing					
GRI 308: Supplier environmental assessment 2016					
GRI 103: Management approach			54		
GRI 308-1	Percentage of new suppliers that were screened using environmental criteria		31	Supplier Code of Conduct	
GRI 308-2	Significant actual and potential negative environmental impacts in the supply chain and actions taken		31	Supplier Code of Conduct	
GRI 408: Child Labor 2016					
GRI 103: Management approach			54		
GRI 408-1	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor		31	Supplier Code of Conduct	
GRI 409: Forced or compulsory labor 2016					
GRI 103: Management approach			54		
GRI 409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor		31	Supplier Code of Conduct	
GRI 414: Supplier social assessment 2016					
GRI 103: Management approach			54		
GRI 414-1	Report the percentage of new suppliers that were screened using criteria for impacts on society	  	31	Supplier Code of Conduct	
GRI 414-2	Significant actual and potential negative impacts on society in the supply chain and actions taken	  	31	Supplier Code of Conduct	

Management Approach of Disclosures

People

Why are they material?

Explanation of the material topic and its boundary

Employees

At Atea, we are aware that our company's long-term success is dependent on recruiting skilled IT professionals, and providing our employees with a work environment in which they can develop and contribute their talents. This work environment and culture is central to Atea's vision of being "The Place to Be" where we value gender equality, skills development as well as health and safety. By investing in our employees, we can contribute to their well-being, which in turn increases the overall performance of the company.

How are they managed?

The management approach and its components

The HR Manager in each country is responsible for the people function at Atea. The Atea's Compliance Committee and the whistle-blower function acts as the grievance mechanism for Atea's employees.

Diversity & Inclusivity

Atea prevents discrimination as prescribed in the *Anti-Discrimination Act* and it is our policy not to discriminate against any employee because of age, race, religion, color, sex, disability, national origin or sexual orientation. We follow the Norwegian law to have at least 40 percent of women on the Board of the company. We also encourage more women to work in the IT industry by arranging activities to promote gender balance. We invest in integration projects by matching people that have attained asylum in the job market. The goals for 2018 regarding diversity and inclusion is to increase the amount of female employees as well as contribute to a more diverse workforce.

Professional Development

Atea has a strong learning culture and our employees are offered training in management and IT infrastructure topics, on a regular basis. An introduction program has been implemented in every country to quickly integrate new employees. All employees are required to successfully complete an examination on Atea's *Code of Conduct*, and sign a confirmation that they will comply with the Code.

Health & Safety

Our approach of managing the health and safety issues is to make sure that the working conditions meet or exceed the legal requirements of the countries in which we operate and the conventions of the UN Global Compact and ILO. Hazards are identified and monitored to prevent accidents and occupational illness, and guidelines for the workplace are monitored to ensure a healthy and safe environment.

How are they monitored?

Evaluation of the management approach

Health & Safety

We follow up absence due to illness as well as risk of occupational injury on a yearly basis.

Professional Development

Employee surveys, and goal and development interviews with employees, are held regularly in each country.

Diversity & Inclusivity

We follow up people data relating to diversity and inclusivity regularly.

Results 2018

Diversity & Inclusivity

- In 2018, we continued our several integration and inclusivity projects in all countries to increase the diversity at the Group. More information can be attained in our Sustainability Report.

Professional Development

- Activities related to the professional development of our employees that have taken place during 2018 are:
 - 100 percent of our employees have successfully completed an examination on Atea's *Code of Conduct*, and have signed a confirmation that they will comply with the Code.

Health & Safety

- In 2018, there were no occupational injuries resulting in absence.

Charity engagements

Atea recognizes that we live in a global world where everything is interconnected. Hence, the company supports several organizations and also carries out its own projects to collect donations.

Charity engagements

Every country is responsible for their own charity projects. The goal for 2019 is to both implement an overall sustainability strategy and policy for the group as well as connect the charity engagement with our engagement with the SDGs.

Charity engagements

We follow up our societal efforts on an annually basis where every country needs to report on what they have done during the year.

Charity engagements

- More information can be attained in the sustainability report and/or national websites.

Management Approach of Disclosures

	Why are they material?	How are they managed?	How are they monitored?	Results 2018
	Explanation of the material topic and its boundary	The management approach and its components	Evaluation of the management approach	
Society	<p>Digitalization</p> <p>At Atea, we aim to build the future with IT. By pursuing this mission, we believe that Atea can make a positive contribution to society, as information technology improves productivity and living standards across society. We have seen a rapid expansion of "Internet of Things" (IoT) solutions where technology solutions could increase public safety, enhance resource management, and sustain the environment.</p> <p>However, there is still a large portion of the world's population that lives in poverty without access to technology. At Atea, we believe that the access to technology can help both people and societies to reach their potential. Atea's response is to do what we do best: create innovative digital solutions in for example the health care sector or providing schools with digital tools. Both positive environmental and social impacts is thus possible through our offer.</p>	<p>Digitalization</p> <p>We have regular dialogues with our strategic partners in order to gain insights of new digital trends and solutions. In addition, we conduct benchmarks and we have the recruited IT specialists within the area. The country CEO is responsible for Atea's work within digitalization. In 2019, our goal is to further develop new projects and start collaborations within the digital arena.</p>	<p>Digitalization</p> <p>Every product and services area follow up their digital collaborations and projects.</p>	<p>Digitalization</p> <ul style="list-style-type: none">• In 2018, we collaborated in several interesting digitalization projects. More information can be attained in the Sustainability Report and/or national websites.

Management Approach of Disclosures

Why are they material?

Explanation of the material topic and its boundary

How are they managed?

The management approach and its components

How are they monitored?

Evaluation of the management approach

Results 2018

Responsible Sourcing

Responsible Sourcing

Our suppliers operate in some of the highest risk countries in the world, we therefore work to continuously improve conditions in these locations. Our supply chain is complex and involves many steps. It is a challenge to have full control of working conditions, including excessive working hours, violations of freely-chosen employment, the existence of child labor, environmental pollution and business ethics. Nevertheless, we remain committed to being at the forefront of ethical and sustainable production.

Responsible sourcing of minerals remains one of the key challenges for the electronics and other industries—as increasing global demand, coupled with poor governance, poverty and sometimes outright conflict in the regions where minerals are extracted, exacerbate the potential for human rights abuses. Due diligence on conflict minerals is an integral part of Atea supply chain sustainability program, although we recognize the challenges involved in assessing how impacts are handled several layers into the supply chain. In line with the OECD guidelines for responsible mining from conflict affected areas, we have identified the Original Equipment manufacturers—our suppliers—as the key point in our supply chain where we should focus our traceability and due diligence activities.

Responsible Sourcing

Our strategy is embedded in Atea's *Code of Conduct*, which sets out that our suppliers shall deliver goods manufactured in accordance with the RBA *Code of Conduct*—the industry standard supported by more than 110 member companies and over 6,000 suppliers. We have adopted the RBA code as our Supplier *Code of Conduct*. All new suppliers and existing suppliers of commercial relevance are assessed on their compliance with and adherence to the Code. When joining the RBA, we also joined the Conflict Free Sourcing Initiative—which is dedicated to auditing and certifying smelters that work with conflict minerals, to strengthen our due diligence and keep abreast progress upstream in our supply chain.

Responsible Sourcing

We assess our partners against their commitment to uphold the RBA Code in their own operations and supply chain; against the maturity of their management system; and against the level of transparency reached in documenting their efforts. We leverage the tools and processes developed by RBA, of which Atea became a member in May 2016, to facilitate the assessment.

Where specific risks are found, suppliers are followed-up through dialogue and documentation gathering. This may involve an assessment of relevant sub-suppliers' documentation as well as site-visits and audits.

A corrective action plan is formulated depending on the severity of eventual issues found. If risk reduction measures were to be found inadequate, or if major breaches against social and ethical demands occur and are not addressed within agreed timeframes, the business relation could be terminated completely.

Responsible Sourcing

- The Atea Group is an active member of the Responsible Business Alliance, RBA, since 2016.
- During 2018, we exceeded our target of assessing 92 percent of spend, which also exceeds the RBA membership compliance requirements.
- The RBA merged the two initiatives—CFSI (Conflict-Free Sourcing Initiative) and RRMI (Responsible Raw Materials Initiative)—to create the Responsible Minerals Initiative (RMI). As a founding member of this initiative, Atea assisted in shaping the direction of the RMI.

Management Approach of Disclosures

Environment

Why are they material?

Explanation of the material topic and its boundary

Environment

Atea recognizes the impact our operations have on the environment and we are determined to take the necessary actions to reduce our impact. This impact occurs at every stage of our product's lifecycle and not only inside our business. Therefore, Atea is increasingly cooperating with our suppliers, partners and customers on how to minimize the damage caused by our products, and also to inspire them to make responsible and climate-smart choices.

How are they managed?

The management approach and its components

Environment

Our environmental engagement is embedded in Atea's *Code of Conduct*, and environmental goals are created on a geographical basis for each country on a yearly basis. All countries are ISO14001-approved, which requires mandatory training for all Atea's employees on these matters. The environmental manager in each country has the overall responsibility for the environmental function at Atea.

Since a big part of our CO₂ footprint derives from logistics, we have a close dialogue with the distribution companies with which we collaborate regarding more efficient and more environmentally friendly alternatives for transport. In addition, our ambition is to reduce our CO₂ emissions by 50 percent by 2020, which is one of the toughest climate targets in the industry. For Atea, it is important to be a leading example for other companies. We currently compensate for the remaining emissions from our largest customer event Atea Bootcamp, which is equivalent to 144 tons of CO₂.

In 2017, we joined the Science based targets initiative and will set our target in 2019.

How are they monitored?

Evaluation of the management approach

Environment

We review and follow up our emissions regularly in order to be on track. In order to monitor our emissions, a carbon footprint report is produced on a yearly basis, covering all of Atea's operations. The report is based on the international standard Greenhouse Gas Protocol (GGP). Atea has also received acknowledgement for good results on the Carbon Disclosure Leaders Index (CDP): a position Atea will strive to improve further.

Results 2018

Environment

- We have achieved a reduction of 27 percent CO₂ on a Group level since 2007.
- During 2018, we have carbon compensated for 150 ton CO₂.

Recycling

In addition, there are several social and environmental risks present in the downstream value chain for electronic products. Today, far too many devices from the ICT-industry end up in heavily polluted waste dumpsites in developing countries. Atea believe that the best way for us to minimize the environmental impact of our IT equipment is by extending their lifespan through complete or partial reuse, or by ensuring further use.

Recycling

Our GoITloop concept promotes relocation, reuse and recycling of electronic products in a responsible manner. GoITloop is now the leading recycling concept for IT equipment in the Nordic and Baltic region, in 2018 we handled over 400 000 units. All our activities are ISO 14001-approved. Atea Logistics has the responsibility of the recycling function at Atea.

Recycling

Atea receives regular statistics of amount of recycled units in GoITloop, and is thus able to monitor and follow-up as well as constantly improve the process.

Recycling

- During 2018, Atea's concept GoITloop recycled 406,572 units.

Management Approach of Disclosures

Ethics & Governance

Why are they material?

Explanation of the material topic and its boundary

Anti-Corruption & Bribery

Atea takes an absolute zero-tolerance approach to bribery and corruption and we are committed to conducting our business in an honest and ethical manner. This message is enforced by the Board of Directors, CEO and Group Executive Management. The success of our company depends on the trust of its customers and stakeholders. This trust in turn depends on its employees acting in accordance with the company's core values, work methods and ethical guidelines. A strong code of ethical and professional conduct must be the foundation upon which Atea is built.

Data privacy

At Atea, we also value the privacy of our customers and our privacy specialists are devoted to maintaining our internal procedures and processes to protect the privacy of the people who use our products. As a responsible IT company, we are aware that we have a direct impact on our customer's privacy and we have therefore developed a robust program that will be further improved in 2019.

How are they managed?

The management approach and its components

Anti-Corruption & Bribery

We have updated our *Code of Conduct* and focused on anti-bribery and corruption. We have among other things sharpened our control routines regarding expenses and customer events to ensure that they are in compliance with the law and with good business practice.

Atea has an anti-bribery and corruption program. Back in 2015, it became mandatory for all employed staff to conduct the training in anti-corruption when joining Atea. The responsibility for the anti-corruption function is the Group Sustainability Officer of the group. We aim at ensuring ISO 37-compliance in 2019 in other countries within the group, including key elements from U.S. Sentencing Guidelines and the UK *Bribery Act Adequate Procedures*.

Data privacy

We work in compliance with national laws of the countries in which we operate, as well as with the EU Directive 95/46/EC. We have also adapted our operations in accordance to the new EU General Data Protection Regulation, which came into effect during the spring of 2018. The responsibility for the data security program is the chief information security officer at the Atea Group.

How are they monitored?

Evaluation of the management approach

Anti-Corruption & Bribery

All employees are required to complete a training related to the *Code of Conduct* which is finalized with an exam. Furthermore, all employees must sign an agreement to comply with the *Code* in their every day work.

The compliance organization was established during 2015, which reports directly to the Board of Directors. Both Group and Local Compliance Officers have been appointed across the company. These in turn report directly to the Board's compliance committee, and into the Board itself. Reports and surveys on compliance issues are conducted throughout the organization quarterly, or more frequently if circumstances requires. The compliance organization routinely follows-up on matters pertaining to the *Code of Conduct*, and its effectiveness in promoting ethical behavior, internal control, and corporate social responsibility. In addition, internal as well as external audits are carried out in each country.

Data privacy

Atea monitors both our own infrastructure and the internet regularly for possible breaches and works organized with employee security education to improve awareness and to minimize incidents.

Results 2018

Anti-Corruption & Bribery

- Atea has during 2017-2018 begun to implement an anti-bribery and corruption (ABC) program.
- ISO 37001 certification (anti-bribery) for Atea Denmark, and ongoing certification processes for the other subsidiaries within the Atea Group.
- 100 percent of our employees have successfully completed an examination on Atea's Code of Conduct, and have signed a confirmation that they will comply with the *Code*.

Data privacy

- There has been zero identified leaks of customer data or privacy data during 2018.
- During 2017, Atea launched a pilot training program in data security in Sweden and Norway and Atea is looking into the opportunity to implement this training in all countries during 2019.
- Atea was GDPR ready by April 2018.

Communication on Progress

This 2018 Corporate Sustainability Report, signed by our CEO—together with the information about sustainability found on Atea's webpages—serves as our **Communication on Progress**. Our self-assessment work to that end has been submitted on the UN Global Compact website.

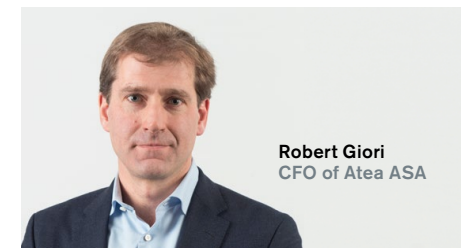
Area	Principle	In this report	Atea Policies & Guidelines
Human Rights	1. Businesses should support and respect the protection of internationally proclaimed human rights.	Page 9, 10, 23	• <i>Code of Conduct</i>
	2. Businesses should make sure that they are not complicit in human rights abuses.	Page 23, 24	
Labor Rights	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Page 14	• <i>Code of Conduct</i> • Supplier due diligence
	4. Businesses should uphold the elimination of all forms of forced and compulsory labor.	Page 23	
	5. Businesses should uphold the effective abolition of child labor.	Page 23	
	6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Page 15	
Environment	7. Businesses should support a precautionary approach to environmental challenges.	Page 36	• <i>Code of Conduct</i> • Environmental policies
	8. Businesses should undertake initiatives to promote greater environmental responsibility.	Page 36, 39, 40	
	9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	Page 39, 40	
Anti-corruption	10. Businesses should work against corruption in all forms, including extortion and bribery .	Page 18, 19, 20	• <i>Code of Conduct</i> • Governance documents for the companies in the Atea Group (including Ethical Guidelines)

Atea supports the UN Global Compact and its 10 principles in the areas of human rights, labor rights, environment and anti-corruption. We operationalize the principles through guidelines, policies, reporting and internal/external trainings and seminars.

Key Figures Group (2014-2018)

Atea's objective is to provide a competitive long-term return for shareholders, relative to the underlying risk of the company's operations.

NOK in million (unless stated otherwise)	2014	2015	2016	2017	2018
Revenue	24,588	27,904	31,188	32,438	34,709
Gross profit	5,717	6,403	6,939	7,218	7,536
Gross margin (%)	23.3	22.9	22.2	22.3	21.7
Operating profit (EBIT)	584	514	677	799	690
EBIT-margin (%)	2.4	1.8	2.2	2.5	2.0
Earnings per share (NOK)	4.14	3.76	4.87	5.10	4.33
Diluted earnings per share (NOK)	4.10	3.71	4.80	5.00	4.26
Dividend per share (NOK)	6.00	6.50	6.50	6.50	6.50
Net financial position	-829	-750	-350	102	-17
Cash flow from operations	959	1,287	1,404	1,238	946
Liquidity reserve	1,628	1,573	2,362	3,065	2,655
Equity ratio (%)	28.1	25.3	23.8	22.6	21.9
Number of full-time employees at the year end	6,504	6,779	6,882	6,904	7,385

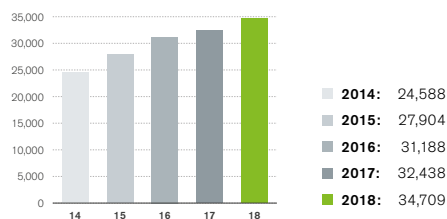


Robert Giori
CFO of Atea ASA

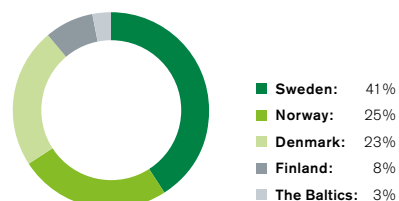
Robert Giori joined Atea as Chief Financial Officer in 2014. He has extensive experience in financial management for public companies within the IT industry. Prior to joining Atea, Robert spent over five years as Chief Financial Officer of Nordic Semiconductor ASA. He has also worked as Chief Financial Officer of TeleComputing ASA and as Finance Director for Dell's operations in Norway. In addition, he has previously been a consultant with McKinsey & Company.

Robert Giori has an MBA from Harvard University and a Bachelor degree from Stanford University. He has completed the Certified Public Accountant (CPA), Certified Management Accountant (CMA) and Chartered Financial Analyst (CFA) examinations in the United States.

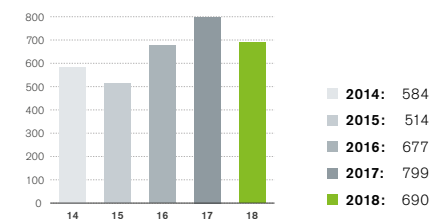
Revenue
2014–2018 (NOK in million)



Revenue per country
2018



EBIT
2014–2018 (NOK in million)



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THE PLACE TO BE

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