



SUSTAINABILITY REPORT 2023

Contents

03 Foreword by the CEO

04 This is Olav Thon Eiendomsselskap

08 Materiality and strategy

18 Our sustainability work

21 Climate and nature

22 Transition to a low-emission society

27 Climate impact

29 Conservation of natural resources and biodiversity

31 Circular solutions

32 Circular habits

35 Circular buildings

37 Social justice

38 Inclusive workplace

43 Human rights and transparency

47 UN Global Compact

49 GRI Index

52 Appendix

FOREWORD

BY THE CEO

I am pleased to present to you the Olav Thon Eiendomsselskap Sustainability Report. The purpose of this report is to describe our efforts to work responsibly and more sustainably.

Since 2012, Olav Thon Eiendomsselskap (the company) has participated in the UN initiative Global Compact and in 2022, became a member of Ethical Trade Norway. Both organisations are based on principles related to human rights, working conditions, society, the environment and anti-corruption. Olav Thon Eiendomsselskap continues to pursue its sustainability goals.

The sustainability strategy consists of three pillars with long-term ambitions: climate and nature, circular solutions and social justice. The strategy is intended to help us achieve our net zero emissions goal by 2050, to be nature-positive, to have comprehensive insight into the value chain and to have a representative workplace.

Happy reading!



Dag Tangevald-Jensen
Chief Executive Officer

THIS IS OLAV THON EIENDOMSSSELKAP

Olav Thon Eiendomsselskap ASA (the company) is a real estate company specialising in shopping centres and commercial properties. The property portfolio is located in Norway and Sweden, while the company's head office is in Oslo.

Olav Thon Eiendomsselskap ASA was listed on the Oslo Stock Exchange in 1983. Since then, the company has experienced significant growth and from the early 1990s, the most important area of investment has been shopping centres. Olav Thon Eiendomsselskap Norge is currently Norway's leading shopping centre owner and developer.

About Olav Thon Eiendomsselskap

Olav Thon Eiendomsselskap has a varied property portfolio consisting primarily of shopping centres and commercial properties. These comprise 73% of total property values. The remainder is distributed among commercial properties, including retail, office, logistics and hotel properties, in addition to around 400 rental properties.

Olav Thon Eiendomsselskap ASA hired 237 full-time employees in 2023.

STRATEGY AND GOALS

The overall goal for Olav Thon Eiendomsselskap is to achieve maximum growth in equity per share, so that shareholders earn a competitive return in the long term.

The company's main strategy is to invest in properties with development potential in various real estate segments.

The combination of consistently high returns on the property portfolio and value creation as a result of active property development is expected to ensure maximum value growth in both the short and long term. The company also aims to create shareholder value in a sustainable manner.

OUR VALUE CHAIN

Property acquisition, construction, management and maintenance are examples of different areas and activities that in themselves have complex value chains. This is why Olav Thon Eiendomsselskap's value chain is broad and varied. We divide our value chain into three: upstream, our own activities and downstream.

Upstream encompasses the entire supply chain, from the extraction of raw materials to product delivery to us. There are different degrees of raw material processing in our supplier chain and therefore also different complexities and distances from the raw materials to us. In some cases, this only involves the simple processing of the raw material before production into the product delivered to us. In other cases, there are numerous processing stages of the raw material before it can be converted into a product. There may also be many stages in the actual assembly phase of production.

The own activities segment consists of own operations on own property. Our properties are developed and renovated and we have our own operations in various types of buildings.



Downstream refers to customer use of the products and services offered by Olav Thon Eiendomsselskap. It consists of the customers in our shopping centres and tenants in

our rental premises. Downstream also refers to different types of customer journeys and different ways of having an impact.

Ownership and corporate governance

OWNERSHIP AND STRUCTURE

Olav Thon Eiendomsselskap ASA (the company) is a subgroup of the Olav Thon Group AS (the group). Shareholder distribution can be found at olt.no.

The real estate company does not have its own administrative division, but a business management agreement with Olav Thon Group's central management company, Thon Holding AS, which means that the company can draw on the group's resources within property management and general business operations at any time.

The company falls under the Olav Thon Group's sustainability strategy and follows the group's sustainability action plans and guidelines.

CORPORATE GOVERNANCE

The highest level of authority in Olav Thon Eiendomsselskap ASA is the general meeting, which represents Olav Thon Eiendomsselskap's shareholders. The board of directors of Olav Thon Eiendomsselskap ASA facilitates the participation of shareholders in the company's general meeting. The board and general meeting manage and oversee the management of the company. More information on corporate governance is available at olt.no. For an overview of Olav Thon Eiendomsselskap's board and management, see olt.no.

Guidelines for remuneration and the executive

salary report can also be found on the Olav Thon Eiendomsselskap website.

AUDIT COMMITTEE

Olav Thon Eiendomsselskap's audit committee consists of two of the board members. The sustainability report is submitted each year to the audit committee before being discussed by the Olav Thon Eiendomsselskap ASA board.

CONFLICTS OF INTEREST

Olav Thon Eiendomsselskap follows the group's guidelines for handling conflicts of interest. In order to reduce and prevent conflicts of interest, governing documents stipulate that involvement in other activities that may be considered to be competitive or in conflict, directly or indirectly, is not permitted. In addition, we have a standing order that all other connections to businesses outside the company must be reported to the immediate superior, who will then assess whether further measures are needed.

REPORTING MISCONDUCT

Olav Thon Eiendomsselskap follows the group's procedure for reporting misconduct. The group encourages the reporting of misconduct, as this may help to ensure that the situation can be resolved. Read more at thon.no.

The group also has various systems in place for reporting and handling non-conformities within different areas.

Financial social contribution

Olav Thon Eiendomsselskap is a commercial business, so turnover and profit are key focus areas. The financial aspect also entails contributing to society in the form of taxes and duties, employee salaries and benefits, as well as investments in the expansion of the business, which in turn leads to new jobs.

Amount in MNOK

Category	2020	2021	2022	2023	Percentage
Revenue	3 968	4 094	4 382	4 876	-
Operating costs	-1 290	-1 336	-1 505	-1 608	42,7 %
Employee salaries and benefits	-154	-160	- 82	-60	1,6 %
Payment to suppliers of capital	-758	-1 236	-1 461	-1 734	46,1 %
Payment to authorities	-215	-250	- 270	-358	9,5 %
Investments in society	-1	-0	- 9	-2	0,0 %
Financial values retained in the company	1 551	1 112	1 056	1 114	-

REVENUE AND PROFIT

In 2023, Olav Thon Eiendomsselskap had NOK 4,876 million in operating revenues. Of these revenues, NOK 1,114 million were financial values retained within the company. The financial values retained within the company are used to pursue the property acquisition, ownership and development strategy. A more detailed explanation of these financial figures can be found in the appendix (p. 51).

FINANCIAL SOCIAL CONTRIBUTION

The company contributes financially to society in several areas. The operating costs contribute, among other things, to other Norwegian companies earning revenues from the sale of goods and services and are therefore indirectly a socio-economic contribution.

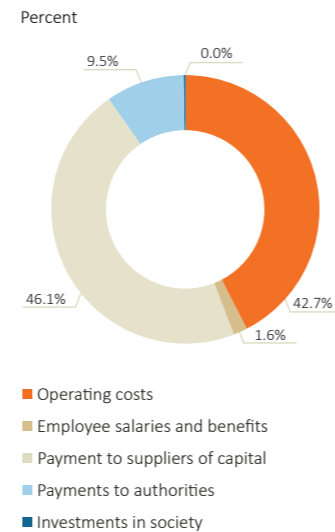
A more direct contribution is the payment of employee salaries and benefits. In 2023, Olav Thon Eiendomsselskap paid NOK 60 million in salaries and benefits to employees.

Employee salaries and benefits contribute to the economy in that they affect the individual employee's personal finances and maintain employee purchasing power. Employees also contribute to society by paying taxes and duties.

Olav Thon Eiendomsselskap is also a direct contributor to society through the payment of taxes and duties. In addition, the economic values retained in the business contribute to job and value creation for Norwegian society, as they are used to expand the business.

Furthermore, Olav Thon Eiendomsselskap contributes to investments in society in accordance with GRI Standards. Such social investments include investing funds in society in which the benefits exist outside the business. This does not include statutory or commercial activities. In 2023, this amount was NOK 2 million.

COSTS



Security and anti-corruption

Olav Thon Eiendomsselskap follows the group's security efforts. This involves the security of both people and equipment in the group.

RISK ASSESSMENT

The Olav Thon Group did not experience any particular changes in the risk picture in 2023 compared to 2022. The number of ordinary incidents, such as burglary and vandalism, has remained at a consistently low level. The group's IT department reported a number of cybercrime attempts. Several of these involved digital fraud in which our brand names were copied or abused. Olav Thon's name has also been used in false advertising.

EMERGENCY DRILLS

The group has a central emergency response team that handles incidents when support is needed at the operating units. In 2023, the emergency response team focused on handling digital threats alongside other threats.

EMERGENCY RESPONSE INCIDENTS

As a major business player, the group occasionally experiences incidents of a different security nature. The risk and threat situation within the group is considered to be at an acceptable level and has not changed significantly since 2018. However, we experienced several serious incidents at our properties in 2023 of various kinds, which are to be expected for a business of the Olav Thon Group's size and nature.

ANTI-CORRUPTION

As part of the group's security efforts, we take a systematic approach to anti-corruption. We offer courses in how to detect and deal with embezzlement, the head of security conducts an annual overall review with the auditor to assess embezzlement and corruption in the past year, we

have clear processes for cash sales and a cash and card sales inspection is carried out each year.

Embezzlement of cash is mainly exposed through inspections and follow-up, which emphasises the importance of clear procedures and compliance monitoring. Monitoring also involves cooperating with banks and reporting suspicious activity. As cash becomes scarcer, we are seeing a tendency among some parties to try to appropriate money through goods or by altering transactions so they are converted into money, which is then appropriated.

Incidents among our tenants are followed up on and if necessary, we cooperate with the police. This helps us to identify weaknesses so that we can prepare new procedures.

We have found that reports of theft and other crimes on our properties are largely dropped. This is problematic because these cases account for significant losses. If a case is dropped, it is difficult to get compensation. This also leads to a continuation of such activities.

THE DIGITAL THREAT

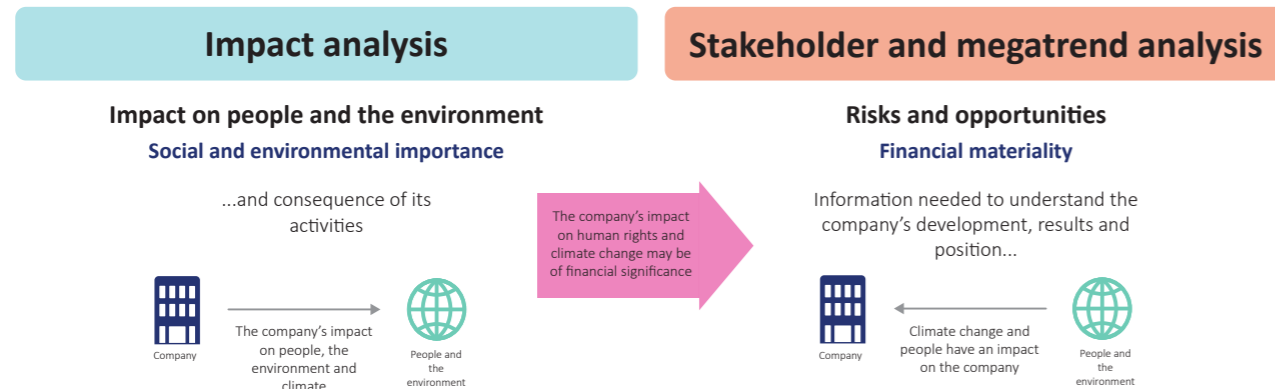
The digital threat has continued to increase and we experienced a rising number of cyber attacks on our users and systems in 2023. Attacks are becoming more and more advanced. One of the reasons they have increased is improved data quality, the fact that parts of our infrastructure have changed and that new IT systems have been implemented.

MATERIALITY AND STRATEGY

The sustainability strategy serves as a guide for the group's sustainability efforts through the year 2030.

The group's sustainability strategy is based on a double materiality analysis. Materiality has always been the basis for the group's focus in its sustainability efforts and has been central to the group's sustainability reporting.

A double materiality analysis looks at how the group affects the climate, environment and people, as well as how the outside world affects the group. The following sub-chapters describe how the group conducted a double materiality analysis by means of an impact analysis and a stakeholder and megatrend analysis. The result of the analysis revealed the important topics that laid the foundation for the sustainability strategy. We will continue to work on the strategy until 2030.



Impact analysis

The impact analysis examines the group's impact on the climate, environment and people through its operations. An analysis was carried out of all group business areas, both core activities and more peripheral activities. An impact analysis of the entire value chain was carried out for the most significant business areas (properties, hotels and shopping centres).

The impacts were grouped into two main categories: climate & environment and people. The categories were grouped into sub-categories, inspired by relevant frameworks, such as GRI¹, SASB², TNFD³ and WEF⁴, to structure their impacts.

1 Global Reporting Initiative
2 Sustainability Accounting Standards Board
3 Taskforce on Nature-related Financial Disclosures
4 World Economic Forum

IDENTIFICATION OF IMPACTS

Relevant documents, such as the sustainability report, carbon accounting report, waste reports, spend reports, supplier surveys, policies and guidelines, were reviewed to identify various impacts the group has on the climate, environment and people. As part of the impact analysis, a literature analysis was carried out by sector supervisors, similar companies and others at the same sector level to identify potential impacts in the value chain. A sector analysis was carried out based on an overview from SASB and TNFD of topics that are relevant to the respective sectors in which we operate.

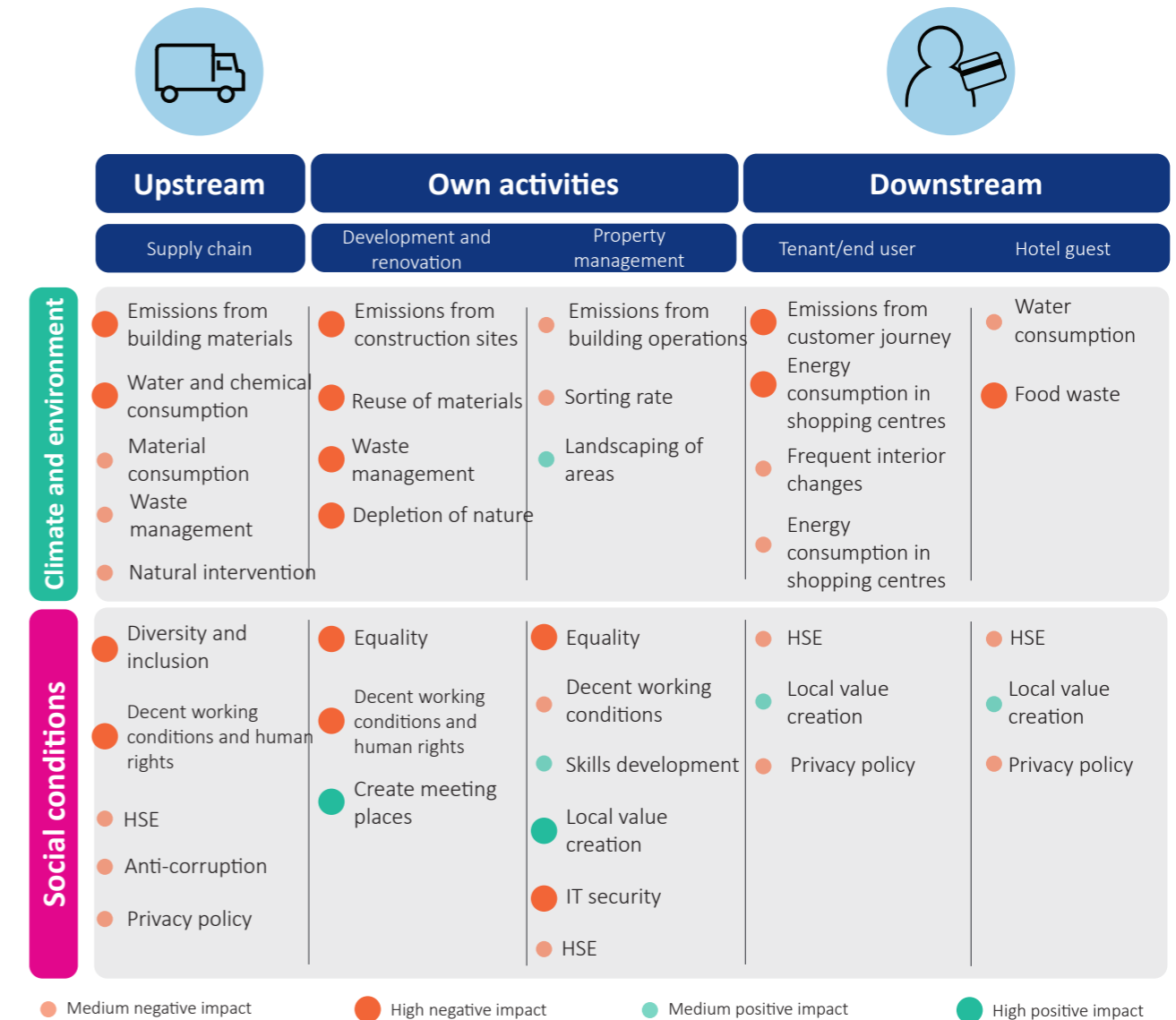
in a negative or positive sense using both a qualitative and quantitative approach. Most data was available in the part of the value chain that covers the company's own activities. Upstream and downstream were therefore largely based on general information about the sector, reports and assumptions. This was done in an attempt to create a picture of the entire value chain. The impacts and occurrence of impacts were considered in relation to group operations and turnover. The assessment of the impacts was discussed and established through interviews with the reference group, as well as Olav Thon Group management.

The identified impacts were discussed with a reference group representing all specialist and business areas in the company. The reference group also had the opportunity to provide input on other influences that may not have been identified. This was done through interviews.

The illustration below provides an overview of the results, showing the most important impacts we have on the climate and environment, as well as people, through our value chain. The complete results can be found in the materiality analysis document, which is available on the Olav Thon Group website.

IMPACT ASSESSMENT

Impact was assessed as either high, medium or low and



Stakeholder and megatrend analysis

In order to identify the group's impact on the climate, environment and people, a stakeholder analysis and megatrend analysis were carried out.

STAKEHOLDER ANALYSIS

The stakeholder analysis helped us identify which topics are most important to our key stakeholders. The analysis had both a present and a future perspective. The group's prioritised stakeholders for this purpose are employees,

the financial sector, tenants, end users and hotel guests, the authorities, suppliers and local communities.

A desktop analysis was conducted to identify the expectations our stakeholders in terms of the group's sustainability efforts. In addition, dialogue with employees and supplier surveys has helped to identify what is important to them.

EMPLOYEES

Our employees are very important to the group, as we rely on their expertise and commitment to achieve results. Young applicants and the younger generation of employees are finding sustainable companies increasingly attractive. In addition, expectations for an inclusive workplace, skills development and development opportunities are becoming increasingly higher.



FINANCIAL SECTOR

We depend on the financial sector to finance our operations. Investors and banks have a growing interest in sustainability and are introducing information and reporting requirements. The pending EU taxonomy is an example of how, in the future, financing terms can be agreed if sustainable activities can be documented.



TENANTS, END USERS AND HOTEL GUESTS

There has been a change in preferences and an increase in awareness among the group's end users, tenants and hotel guests in terms of sustainability. End users want complete product information, evidenced by the implementation of the Norwegian Transparency Act. Surveys also show that location is no longer the most important factor for commercial property tenants.



SUPPLIERS

More openness and transparency in the supply chains make actual conditions in the value chain more visible. Production workers gain a louder voice and suppliers are more able to demand fair pricing for their products. Technological development and the digitisation of trade are also increasing traceability in the value chain, and consequently transparency.



AUTHORITIES

With the increase in requirements for waste management, circularity, emission cuts, openness, transparency and so on, authorities are holding companies increasingly accountable for sustainability. There has been a constant stream of new requirements for information and reporting, as well as sustainable activities.



LOCAL COMMUNITIES

Through the development and operation of properties and hotels, we have a significant presence in local communities. This creates expectations for contributions to good local environments and urban spaces, low pollution and general consideration of the surroundings. There is also a strong focus on how companies impact indigenous peoples and minorities.



MEGATREND ANALYSIS

A megatrend analysis has been carried out to provide an overview of the Olav Thon Group's risks and opportunities in relation to key megatrends. Five relevant megatrends were identified: 1) climate change, 2) the transition to a circular economy, 3) the transition to the conservation of

nature and biodiversity, 4) the digital transformation and 5) the transition to social justice. These were analysed in relation to three different transition scenarios: fast, slow and no transition.

Furthermore, the group's significant risks and

opportunities in relation to the megatrends were identified through interviews with a reference group. Workshops were held in which all business and specialist areas were represented. During these workshops, risks and opportunities were assessed as having a low, medium or high impact, and probability based on the different transition scenarios.

The risk matrix below shows the results from the workshops:

- Limited and a change in the availability of goods
- Climate-related customer preferences
- Climate-related regulatory changes
- Climate-related damage to buildings and property
- Energy transition
- Consumers want to shop less and buy more secondhand
- Regulatory requirements for circular solutions in buildings
- Regulatory requirements for waste management
- Regulatory requirements for circular design and repair
- Regulations for the preservation of natural resources, biodiversity and ecosystems
- Nature-related preferences for travel and tourism

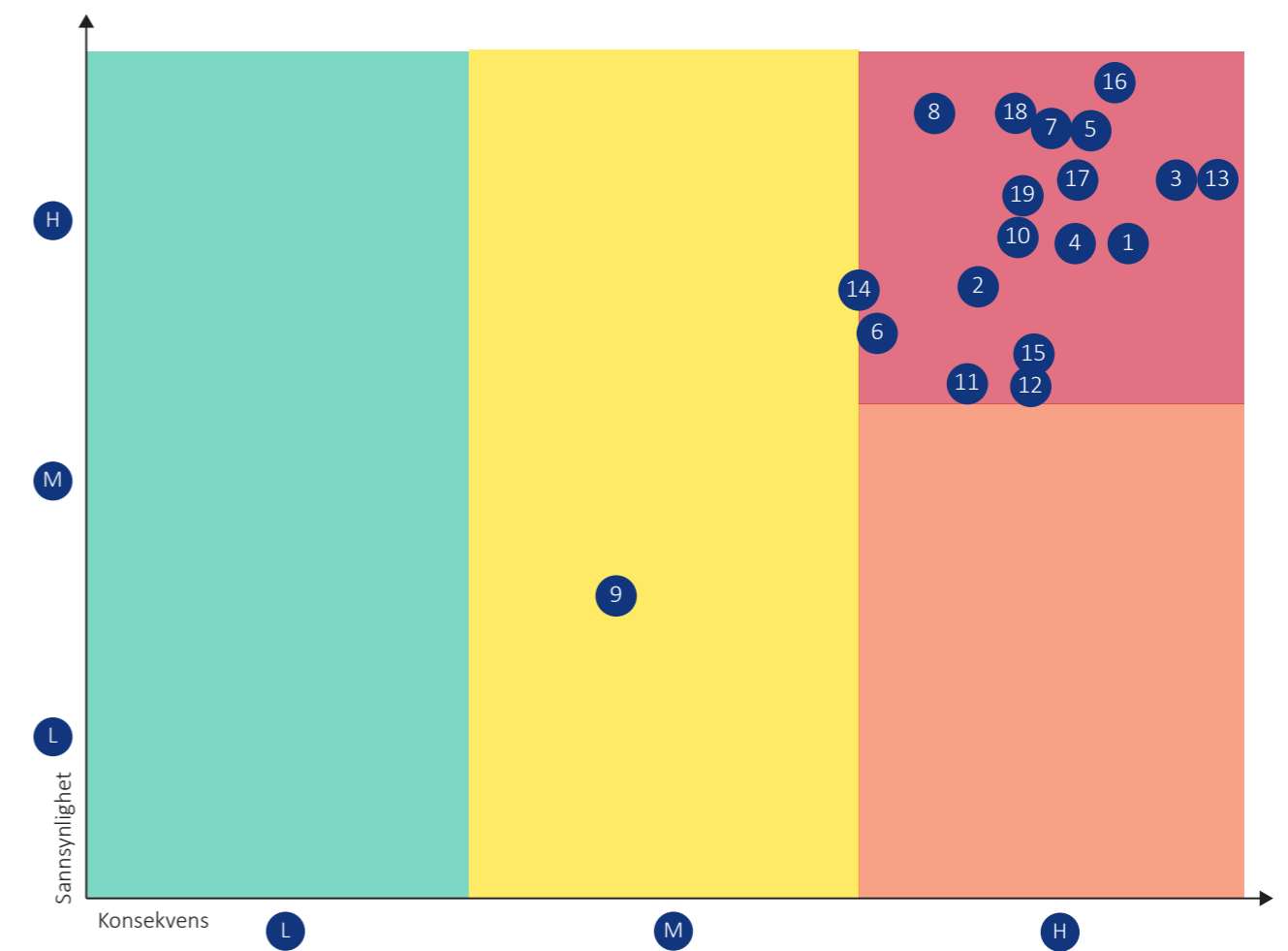
- Nature-positive building solutions
- Changing consumer habits due to digitisation
- Traceability in the value chain
- Disruptive technological business models
- More regulatory requirements for human rights in the supply chain
- Information on responsible business practices
- Requirements for transparency in equality and diversity in business and management
- Inclusive and development-promoting workplace

After the workshops, it became clear that all risks and opportunities were considered important. An assessment was therefore made in which we weighed the results for the various themes against relevance and materiality in relation to group operations.

No detailed analyses of risk areas have been carried out for each property, so it is too early to determine whether climate risk should be taken into account in future maintenance costs and when determining the fair value of the property portfolio.

Read more about the megatrend analysis in the double materiality analysis document at olavthon.no.

RISK MATRIX: STAKEHOLDER AND MEGATREND ANALYSIS RESULT



Group sustainability strategy

We must be ambitious in our goals to contribute to sustainable development in society. We do this to ensure value in a long-term perspective, while at the same time being creative in the work we do today.

STRATEGY

The group's sustainability strategy consists of three pillars: climate & nature, circular solutions and social justice. Long-term ambitions have been defined for the various pillars. Each of the pillars has its own key focus areas, goals for 2030 and sub-goals along the way based on the long-term ambitions.

There are several important topics within each pillar, which are identified through the dual materiality analysis. Each topic is described in the following chapters. The definition and scope of the topics are described, as well as how they relate to group operations.

Roadmaps have also been created for each topic. The roadmaps illustrate the direction we need to take, the measures we need to implement and the sub-goals that need to be achieved in order for us to achieve our main goals by 2030. Goals and sub-goals have been set for 2023, 2025 and 2027. The sub-goals will help us to continuously progress towards our long-term goals by 2030. These goals will further contribute to achieving the longer-term ambitions. While the goals of the strategy are concrete and measurable, the ambitions are something the company must strive towards as part of our sustainability efforts. Some of the ambitions extend to 2030, while others are planned continue until 2050.

The illustration on the right shows the main features of the strategy. It indicates all major topics related to the key goals for 2023 and 2030, core indicators for measuring

progress, as well as long-term ambitions.





We will continue to provide an updated status to group management and report on the achievement of internal and external goals in accordance with the strategy on an annual basis. The results will primarily be included in the group's annual sustainability report. Olav Thon Eiendomsselskap will report on areas that are relevant for the company in the company's sustainability report.

We expect the group to undergo a number of changes in order to achieve its goals, particularly with regard to processes and procedures. It takes time to adapt, so we also have a long-term perspective on the group's sustainability efforts and system.

Read the group's sustainability strategy in its entirety at thon.no.

STATUS REPORT FOR 2023

The year 2023 was the first year that the group worked systematically in accordance with a formal sustainability strategy. The strategy has been received with very positive feedback and commitment, but also a number of challenges. We have spent a lot of time defining more specifically what each goal means to us in practice. Among other things, we have experienced that we were somewhat optimistic with regard to the number of goals to be achieved during 2023. These efforts will continue in 2024.

-  Goal has been achieved.
-  Goal is expected to be achieved in 2024.
-  Goal is postponed.
-  Goal is no longer part of the sustainability strategy.

Pillars	Key topics	Indicator	Goals for 2023	Goals for 2030	Ambition
 Climate and nature	Transition to a low-emission society	Number of tCO2e	Setting SBT for own emissions and defining a baseline	60% reduction in own emissions (scopes 1 and 2) 	Net zero by 2050
	Climate impact	-	Analyse climate risk in own operations	Report climate risk in accordance with TCFD by 2025 	Net zero by 2050
	Customer preferences	Proportion of locally sourced food/drinks (%)	20% of all food and drinks must be locally sourced	70% of all food and drinks must be locally sourced 	Nature-positive
	Conservation of natural resources and biodiversity	Percentage of properties with green areas (%)	Green areas/pocket forests next to all new builds	Green areas on 60% of existing properties 	Nature-positive
 Circular solutions	Circular habits	Sorting rate (sorted/total waste)	Require hotels and tenants to commit to 60% sorting rate	70% sorting rate at hotels and shopping centres 	70% circular by 2030
	Circular buildings	Reuse rate (reused material/total material)	Analyse current potential use of recirculated material in construction projects	Reuse rate in building projects in line with the EU taxonomy for climate (90%) 	70% circular by 2030
 Social justice	Inclusive workplace	Gender balance in managerial positions (%)	Strategy for equality, inclusion and diversity	40% of each gender overall and on management levels 1-3 	Representative management
	Human rights and transparency	-	Ethical purchasing requirements in line with the Norwegian Transparency Act	Report on transparency, diversity and inclusion from 2027 	Full insight into the value chain
	Responsible business practices in the value chain	Number of supply chains analysed	Supply chain analysis for 1-3 of the product categories	Supply chain analysis for 100% of the product categories 	Full insight into the value chain

UN Sustainable Development Goals

As a member of the UN Global Compact, the Olav Thon Group wants to contribute to achieving the UN sustainable development goals for 2030 by minimising negative and increasing positive impact on these. The group has numerous suppliers, customers and employees. It is a cornerstone company and operational developer and can contribute in several ways.

PRIORITISED SUSTAINABLE DEVELOPMENT GOALS

The group believes that in order to genuinely contribute to the UN agenda for 2030 and sustainable development goals, it is essential to point out the most relevant goals that the group can help achieve. In 2022, we linked the UN

sustainable development goals to the goals in the strategy to ensure a clearer link between significant topics, actions and the UN sustainable development goals.

A prioritised sustainability goal is linked to each pillar of the strategy. This goal is what we consider most important for that pillar. Climate & nature and social justice also have other relevant sustainability goals linked to them. For each goal, sub-goals have also been identified that we want to focus on in our sustainability efforts. All sub-goals are linked to goals in the strategy. A sustainability goal can be linked to several of our goals, also across the pillars.

OUR CONTRIBUTION

Through our equality, inclusion and diversity efforts, the Olav Thon Group aims to contribute to SDG 5 – gender equality. Despite a relatively good distribution between women and men in the group, this is considered an important topic that we must continue to address. At present, we only have one woman in group management. We want to achieve representative leadership and through our equality, inclusion and diversity efforts ensure that everyone has genuine participation and equal opportunities for executive positions. Moving forward, we will make strategic choices to ensure that we safeguard and develop diversity within the company.



Pillars: Social justice

Key topic: Inclusive workplace, human rights and transparency

Action: Establish a working group and prepare a strategy for equality, inclusion and diversity, achieve 40% of each gender on management levels 1-3 of the Olav Thon Group.

UN sub-goals:

- 5.1 End all forms of discrimination against girls and women around the world
- 5.5 Ensure women's full and real participation and equal opportunities for leading positions at all levels where decisions are made in political, economic and public life

7 REN ENERGI TIL ALLE



OUR CONTRIBUTION

Through systematic efforts focused on energy efficiency improvement and optimisation, the Olav Thon Group aims to contribute to SDG 7 – clean energy for everyone. Property management involves high energy consumption, which gives us an opportunity to influence energy production and access. The group wants to contribute to an increased share of renewable energy at a global level by establishing renewable production at its own properties. In addition, we want to reduce our energy consumption so that more people have access to energy.

Pillars: Climate & nature

Key topic: Transition to a low-emission society

Action: Analyse renewable production on properties, achieve energy label A on all new builds, BREEAM certification of buildings, renovations in accordance with the EU taxonomy criteria for climate and reduced emissions in scopes 1 and 2.

UN sub-goals:

- 7.2 By 2030, significantly increase the share of renewable energy of the world's total energy consumption
- 7.3 By 2030, double the global rate of improvement in energy efficiency

8 ANSTENDIG ARBEID OG ØKONOMISK VEKST



OUR CONTRIBUTION

Through our equality, inclusion and diversity efforts, as well as human rights and transparency in the value chain, the Olav Thon Group aims to contribute to SDG 8 – decent work and economic growth. We respect human and workers' rights and will actively work to gain full insight into the value chain and ensure compliance with our requirements for equal pay for equal work, the abolition of forced labour and child labour, the protection of workers rights and safe working conditions.

Pillars: Social justice

Key topic: Inclusive workplace, responsible business practices in the value chain and human rights and transparency

Action: Conduct risk assessment, analyse the supply chain to product categories, ethical purchasing strategy and procedures, report on transparency, diversity and equality

UN sub-goals:

- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including young people and people with disabilities, and achieve equal pay for equal work
- 8.7 Take immediate and effective action to abolish

forced labour, end modern slavery and human trafficking and ensure that the worst forms of child labour – including the recruitment and use of child soldiers – are prohibited and abolished, and by 2025 abolish all forms of child labour

- 8.8 Protect workers rights and promote a safe and secure working environment for all workers, including migrant workers and especially female immigrants, and workers in an unsafe working environment
- 8.9 By 2030, develop and implement policies to promote a sustainable tourism industry that creates jobs and promotes local culture and products

OUR CONTRIBUTION

Through our renovation and development projects, the Olav Thon Group aims to contribute to SDG 9 – industry, innovation and infrastructure. The group wants to develop reliable, sustainable and solid buildings. Through renovations in accordance with the EU taxonomy criteria for climate change adaptation, we work to upgrade our properties to become more sustainable. We will focus on more efficient use of resources by increasing the degree of reused materials in buildings and be part of a sustainable transition in business and industry.

9 INDUSTRI, INNOVASJON OG INFRASTRUKTUR



Pillars: Climate & nature and circular solutions

Key topic: Transitioning to a low-emission society, climate impact, circular habits and circular buildings

Action: renovations in accordance with the EU taxonomy criteria for climate, BREEAM certification of buildings, developing green areas, roofs and walls on 60% of existing properties, green areas/pocket forests on all new buildings, recycling rate of non-hazardous waste in construction projects must be 90% and rate of recycled materials in line with the EU taxonomy (30%)

UN sub-goals:

- 9.1 Develop reliable, sustainable and robust high-

quality infrastructure, including regional and cross-border infrastructure, to support economic development and quality of life with an emphasis on affordability and equal access for all

- 9.4 By 2030, upgrade infrastructure and transform the business to become more sustainable, with more efficient use of resources and more extensive use of clean and environmentally friendly technology processes, where all countries make an effort according to their own ability and capacity

OUR CONTRIBUTION

Through our equality, inclusion, diversity, human rights and transparency efforts, the Olav Thon Group aims to contribute to SDG 10 – less inequality. A working group for equality, inclusion and diversity will be established to draw up a strategy for this work. It will aim to address the inclusion and equality of everyone, regardless of gender, age, race, disability, national origin, religion, ethnicity, economic or other status.

10 MINDRE ULIKHET



Pillars: Social justice

Key topic: Inclusive workplace, human rights and transparency and responsible business practices in the value chain

Action: Establish a working group and prepare a strategy for equality, inclusion and diversity, achieve 40% representation of each gender in group management.

UN sub-goals:

- 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses

- 12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony

with nature

- 12.b Develop and implement methods to measure the impact of sustainable tourism that creates jobs and promotes local culture and products



OUR CONTRIBUTION

By strengthening sustainability in all stages of property development and renovation, the Olav Thon Group aims to contribute to SDG 11 – sustainable cities and local communities. As a major real estate player, we have a significant impact on both cities and local communities. This impact can be both positive and negative, based on the decision we make at the construction site or operating area. The group wants to create an inclusive and sustainable urban space. We will therefore contribute by, among other things, reducing emissions from our construction sites and developing green areas, roofs and walls on all buildings.

Pillars: Climate & nature

Key topic: Transition to a low-emission society

Action: Reduce emissions in scopes 1 and 2, emission-free construction sites, develop green areas for roofs and walls, conduct an impact analysis, renovations in accordance with the EU taxonomy criteria for climate

UN sub-goals:

11.3 By 2030, we will contribute to strengthening inclusive and sustainable urbanisation and the opportunity for participatory, integrated and sustainable community planning and management in the countries in which we operate.

11.4 We will contribute to strengthening efforts to protect and secure the world's cultural and natural heritage.

11.6 We will contribute to reducing the negative impact of cities and local communities on the environment (measured per capita), with particular emphasis on air quality and waste management.

11.7 We will contribute to ensuring that everyone has access to safe, inclusive and accessible green areas and public spaces.



OUR CONTRIBUTION

By focusing on waste management and the use of recycled materials, the Olav Thon Group aims to contribute to SDG 12 – responsible consumption and production. Large amounts of materials go into the construction and renovation of properties, as well as a large degree of waste resulting from property management. The group therefore wants to focus on what the business of building materials and other raw materials involves, as well as on waste management and food waste. This will help us achieve sustainable management and efficient use of natural resources by 2030.

Pillars: Climate & nature and circular solutions

Key topic: Customer preferences, circular habits and circular buildings

Action: Increase the percentage of locally produced food and drink, increase the percentage of reused materials, increase the sorting rate, reduce food waste

UN sub-goals:

- 12.2 By 2030, achieve the sustainable management and efficient use of natural resources
- 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
- 12.3 By 2030, halve per capita global food waste at

OUR CONTRIBUTION

By reducing emissions and strengthening the group's ability to adapt to climate change, the Olav Thon Group aims to contribute to SDG 13 – combat climate change. Reducing emissions will help reduce global warming and climate change. The Olav Thon Group believes that this is essential in order to contribute to achieving this sustainability goal. Based on the assumption that some climate change will occur regardless of whether we manage to achieve the goals for reducing emissions, the company analyses climate-related risks in order to prepare and adapt the business.



Pillars: Climate & nature

Key topic: Transition to a low-emission society and climate impact

Action: Analyse and report on climate risk for own activities and for the most important suppliers, reduce emissions in scopes 1 and 2 by 60%

UN sub-goals:

13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

13.3 Strengthen the ability of individuals and institutions to counteract, adapt and reduce the consequences of climate change and their ability to provide early warnings, as well as strengthen knowledge and awareness of this.

OUR CONTRIBUTION

By taking nature and biodiversity into account in the development and renovation of our properties, the Olav Thon Group aims to contribute to SDG 15 – life on land. Property construction leads to the depletion of nature and has a negative effect on biodiversity and ecosystems. Although our properties are largely located in already developed areas, we have the opportunity to restore some of the nature that was once destroyed. The group wants to contribute to this by establishing green areas, roofs and walls, as well as pocket forests on both new and existing properties. Nature impact analyses will also be carried out for all development projects to gain a clearer picture of our impact on nature.



Pillars: Climate & nature

Key topic: Customer preferences and conservation of natural resources and biodiversity

Action: Conduct an impact analysis of all development projects, green areas/pocket forests for all new buildings and develop green areas, roofs and walls on 60% of existing properties

freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligation under international agreements

UN sub-goals:

- 15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland

- 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species

OUR SUSTAINABILITY EFFORTS

In order to integrate respect for climate & nature, circular economy, human rights, equality and other social conditions, as well as combat corruption, the group has prepared a sustainability strategy, several policies and guidelines, become a member of the UN Global Compact, prepared an annual report in accordance with GRI Standards since 2013 and established a dedicated sustainability team that holds monthly status meetings with group management.

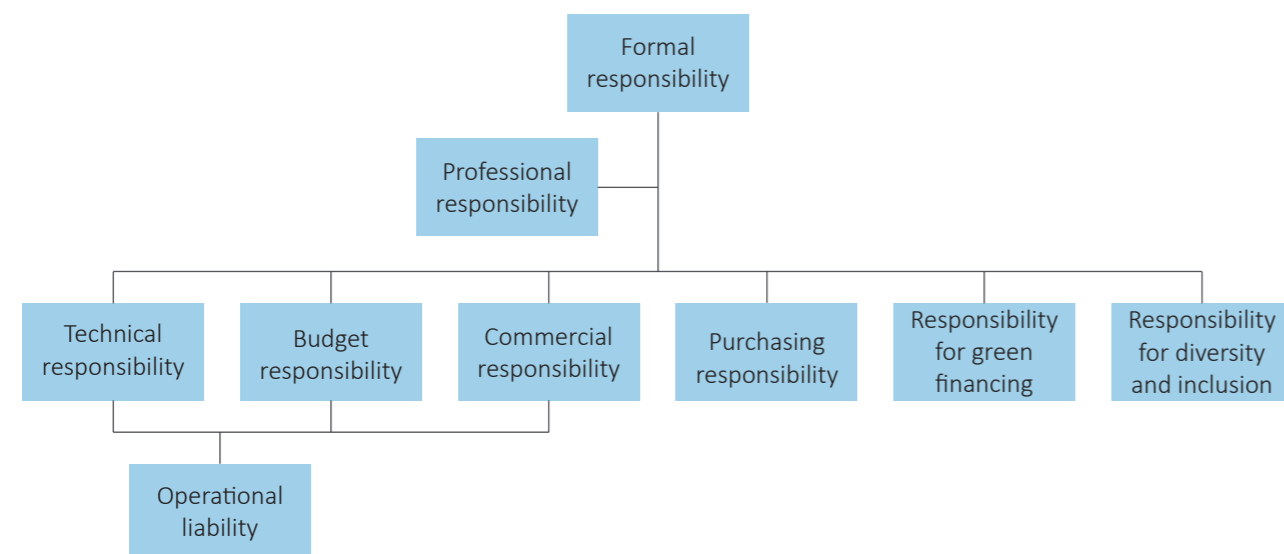
Organisation of efforts

The group's overall goal is to have a common system for the group's sustainability efforts. The sustainability strategy helps us to systematise and operationalise our sustainability efforts. To ensure a correct, relevant and good flow of information, the system is communicated through the group's sustainability handbook. The sustainability strategy increases integration between sustainability efforts and group business areas. The importance of sustainability is becoming more prominent at every stage of the business. The various specialist departments and operating units will have a clearer role in sustainability efforts and will be more accountable.

Roles and responsibilities are delegated and defined in

the group's sustainability handbook and action plan. The board of Olav Thon Eiendomsselskap ASA is responsible for the group's sustainability work and also has the responsibility of approving the group's sustainability report. Since the work is carried out as part of the overall work of the Olav Thon Group, there is a dialogue between the board of Olav Thon Eiendomsselskap and the board of the group to ensure that the work is harmonized.

The group management of the Olav Thon Group has daily overall responsibility for achieving the goals in accordance with the strategy. The various operating units are responsible for implementing the necessary measures. The various specialist departments in the



group have professional responsible for their areas. The group's sustainability team has overall responsibility and follows up on the group's various departments, as well as group management. They provide advice where necessary throughout the year to ensure progression at all stages. Group management holds monthly status meetings with the sustainability team, which reports on the status of sustainability efforts. This is to ensure that measures are handled effectively and that group management is kept up to date on the topic.

The sustainability team provides group management

Policies and guidelines

The group has several policies and guidelines aimed at facilitating effective and structured sustainability efforts.

SUSTAINABILITY POLICY

The group's corporate social responsibility and sustainability efforts are based on Norwegian legal requirements and standards, as well as the principles of the UN Global Compact and guidelines of the Global Reporting Initiative (GRI). The policy sets out the fundamental guidelines in the company's sustainability efforts and provides guidance to all managers and employees on how the group should approach sustainability. It is based on Norwegian law, guiding principles, international frameworks, and the company's sustainability strategy. The sustainability policy is available at thon.no.

SUSTAINABILITY ACTION PLAN

In accordance with the sustainability strategy, an overall action plan was prepared for sustainability efforts in 2024. The action plan includes the targets that were extended to 2024, preparatory measures for target achievement in 2025, as well as other sustainability-related activities to be carried out throughout the year.

The group management approves and adopts the action plan, while the sustainability team manages the action plan. Each department that has been given responsibility for the measures/activities in the action plan must ensure that time and capacity are allocated to implement the individual measures/activities.

CODE OF ETHICS

The group's code of ethics aims to ensure that our employees consider our shared values in every aspect of their work. They underpin the group's vision, purpose and shared values. The document provides a framework for what is perceived as responsible behaviour. This is important for our employees, guests and customers,

with a quarterly status on the achievement of goals in accordance with the strategy and an evaluation of the previous reporting year. Through regular status meetings, group management has the opportunity to continuously evaluate sustainability efforts, the group's impact and progress.

Social responsibility and sustainability efforts are made visible internally and externally through annual sustainability reporting, as well as internally through the use of internal communication tools.

partners, suppliers, business partners, and to society as a whole. A code of ethics contributes to mutual respect and trust, which are important for business practices, both today and in the future. Read more about our code of ethics at olt.no.

ETHICAL REQUIREMENTS FOR SUPPLIERS

The group establishes requirements for suppliers to safeguard our sustainability efforts at all stages of our supply chain. To clarify what is expected of our suppliers, we have drawn up a set of requirements based on UN conventions and ILO core conventions. The requirements cover topics such as human rights, forced labour, child labour, freedom of association, wages, discrimination, HSE, the environment, corruption and animal welfare.

The ethical requirements oblige suppliers to comply with these and it is expected that these or requirements at least equally as extensive will be passed on to their subcontractors. We also expect them to contribute to subcontractor compliance with the requirements, as well as work to comply with the requirements on their own behalf. Read about our ethical requirements for suppliers at thon.no.

OTHER POLICIES AND GUIDELINES

The group has several policies and guidelines in place with a focus on social responsibility and sustainability.

Policies:

- Environmental policy
- Policy for diversity and gender equality work
- Company policy for procurement
- Travel policy

Guidelines:

- Guidelines for source sorting
- Guidelines for company car/service vehicle
- Procedure for responsible procurement
- Guidelines for construction projects

Reporting practices

Olav Thon Eiendomsselskap reports in accordance with the Global Reporting Initiatives (GRI) reporting framework. This report complies with GRI Standards. The sustainability team is responsible for preparing the sustainability report. This report must be approved by the board of Olav Thon Eiendomsselskap and presented to the audit committee.

DEFINITION AND REPORTING PERIOD

The sustainability report is aimed at our customers, guests, employees, investors, suppliers, the communities in which we operate, interest groups and public authorities. We consider everyone influenced by and who has a significant influence on our business as stakeholders.

Similar to the annual report, the data discussed in this report pertains to all companies in Olav Thon Eiendomsselskap, meaning units in which ownership is more than 50%. Exceptions are stated in the explanation accompanying the individual data.

The report deals with the 2023 calendar year and is prepared in Norwegian and English. The group has an overall annual reporting cycle for both financial and non-financial reporting from 1 January to 31 December, and the next report will be published in Q1 2025. The previous report was published in March 2023.



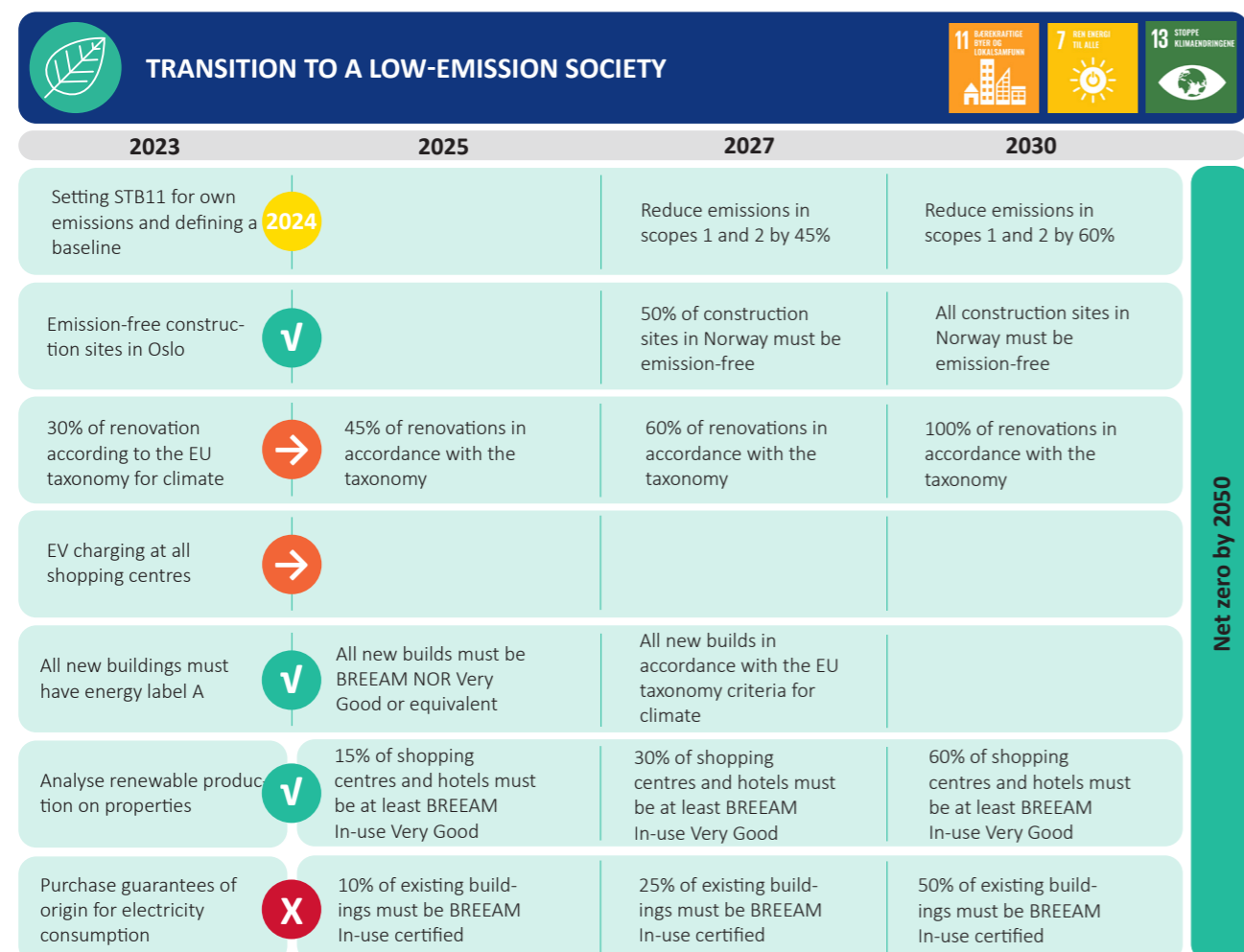
CLIMATE AND NATURE

TRANSITION TO A LOW-EMISSION SOCIETY

Building and renovating properties has a major impact on the climate. But this offers considerable opportunities for the company. Thanks to our focus on the transition to a low-emission society, we can reduce our negative impact on emission-related climate change.

The construction industry generally accounts for approximately 40% of the world's greenhouse gas emissions. Olav Thon Eiendomsselskap incorporates greenhouse gas emissions into all stages of our value chain. Transitioning to a low-emission society has become a key focus of our sustainability efforts to reduce emissions and minimise our negative impact on the climate.

Emissions from Olav Thon Eiendomsselskap's upstream processes are associated with raw materials and the production of goods. In our own activities, emissions originate from the development, renovation and management of properties, as well as a large percentage of operating emissions that originate from the company's energy consumption. In terms of downstream processes,



11 SBT – Science Based Targets

emissions are largely related to tenant and end user waste and energy consumption. Emissions from the value chain can contribute to local pollution and global warming, which in turn can lead to climate-related health issues or a shortage of raw materials due to climate change.

We therefore want to reduce our greenhouse gas emissions in order to minimise the negative impact this can have on people and nature. There has been an increase in climate-related legislation that has been introduced in recent years. It is important for the company

to comply with these laws in a proper and appropriate manner, and increased efforts to reduce climate emissions are an important means of doing so. The group's target of a 60% reduction in emissions in scopes 1 and 2 will help us achieve the group's long-term goal to be net zero by 2050.

The carbon accounting report forms the basis for efforts to reduce emissions. Energy and waste have been significant focus areas since the start of sustainability efforts and remain important topics for the company (read more about energy on page 25 and waste on page 33).

Carbon accounting report for 2023

Olav Thon Eiendomsselskap's carbon accounting report was prepared in accordance with the GHG protocol and satisfies the requirements of GRI's standard for carbon reporting⁵. The emission factors used originate from the IPCC (AR4). The carbon accounting report was prepared for the calendar year 2023 and only includes Olav Thon Eiendomsselskap properties. We have included the most significant emissions in scopes 1, 2 and 3. Read about the data for the different categories in the appendix (p. 52)

Emissions per scope	Reference year		Status 2023	Change (compared to reference year)	Goals for 2030
	2019	Previous year 2022			
Scope 1	95.3	91.2*	66.9	-28.4 (-30%)	-57.2 (-60%)
Transport	59.5	52.8	26.3		
Stationary combustion	35.8	38.4*	40.6		
Scope 2	5,854.0	5,161.0*	3,420.0	-2,434.0 (-42%)	-3,512.4 (-60%)
Electricity	4,995.5	2,965.0*	2,959.6		
District heating	642.5	490.2*	412.7		
District cooling	215.7	60.7	47.8		
Scope 3	65,832.2	68,058.2*	143,256.6	77,424.4 (117.6%)	
Capital goods	39,554.0	49,494.0	123,746.5		
Fuel and energy	4,161.2	6,616.5	1,966.6		
Waste	4,197.2	3,756.9*	4,221.5		
Business trips	153.8	124.1*	52.4		
Employee commuting	143.1	107.5	115.9		
Leased assets	17,622.8	13,538.8	13,153.7		
Total	71,781.1	71,665.2	146,743.6	74,962.5 (104%)	-
Total (scopes 1+2)	5,949.3	5,252.2	3,487.7	-2,462.4 (-41%)	-3,569.6 (-60%)

DEVELOPMENT FROM 2022 TO 2023

We work continuously to improve the data that affects the annual results, leading to a correction of last year's results(*).

In 2023, we used 2019 as the reference year and can therefore now establish status and progress in relation to the 2030 targets.

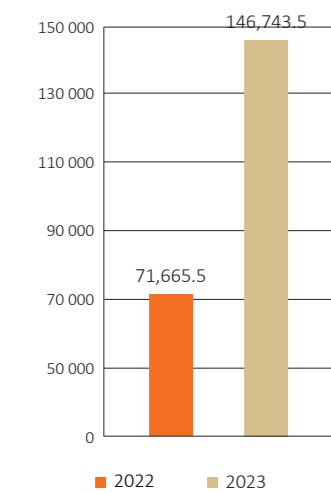
Considerable effort has been put into the scope 3 analysis. Previously, only waste and business trips were included. We now also include purchased goods and services, capital goods, fuel and energy (upstream), as well as leased assets.

Olav Thon Eiendomsselskap's total emissions were 146,743.6 tCO₂e in

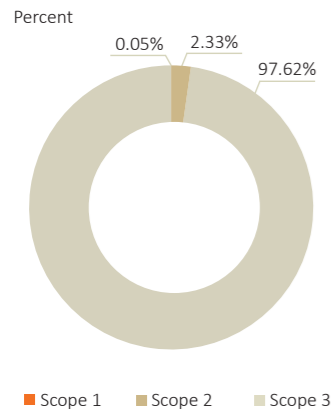
⁵ See GRI Index for complete reporting according to GRI Standards on page 49.

* Corrected figures

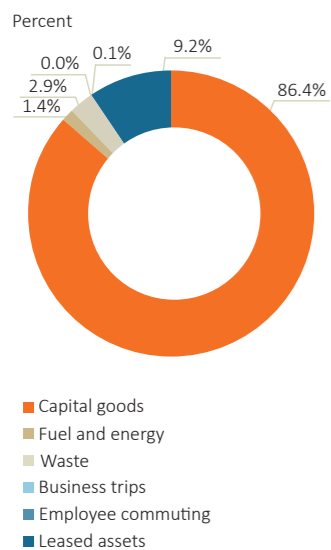
EMISSIONS PER YEAR



EMISSIONS PER SCOPE



EMISSIONS PER CATEGORY IN SCOPE 3



2023. The company's greenhouse gas emissions increased by 105% (75,078.4 tCO2e) compared to 2022 and 104% (74,962.5 tCO2e) compared to 2019. This increase is a result of the acquisition of a property in 2023, which led to a high level of capital goods.

The group aims to reduce scope 1 and 2 emissions by 45% by 2027 and 60% by 2030 compared to 2019. This refers to the total emissions for scopes 1 and 2. In the 2019 reference year, Olav Thon Eiendomsselskap had a total of 5,949.3 tCO2e in scopes 1 and 2. In 2023, these emissions were reduced by 41% (2,462.4 tCO2e). This means that the company is now well positioned to achieve its share of the group's target for 2030.

SCOPE 1

Scope 1 consists of emissions linked to transport and stationary combustion. The transport category contains consumption of diesel and petrol. Stationary combustion encompasses propane and natural gas.

In 2023, scope 1 accounted for 1% of the company's emissions. This is equivalent to 66.9 tCO2e. This was a decrease of 26.6% compared to the previous year. This decrease is due to a decrease in reported consumption of diesel and petrol of 50%. On the other hand, gas consumption increased by 6% during the same period.

SCOPE 2

Scope 2 is the company's emissions linked to our own energy consumption, including electricity, district heating and district cooling. In 2023, scope 2 emissions were reduced by 34% (1,741.0 tCO2e) compared to the previous year.

Electricity is the largest source of emissions in scope 2. Electricity-related emissions were 2,959.6 tCO2e in 2023. This is a minimum decrease of 0.2% (5.4 tCO2e) compared to the previous year, despite a decrease of 7.3% in electricity consumption. The reason why emissions have not fallen significantly may be due to an electricity mix with a lower percentage of renewable energy.

Emissions from district heating consumption were significantly reduced by 81% (1,722 tCO2e) compared to 2022. This is largely due to reduced

district heating consumption. Emissions related to district cooling consumption decreased by 21% (13 tCO2e) compared to 2022.

SCOPE 3

Scope 3 pertains to the company's emissions from upstream and downstream processes. In the past, this included waste and business travel. It now includes five new categories: capital goods, fuel and energy, employee commuting and leased assets.

In 2023, scope 3 emissions were 143,256.6 tCO2e. This is very high compared to both 2019 and 2022, with an increase of 118% and 110%. The increase is due to the increase in capital goods. Capital goods are investments in properties through access to companies and tangible fixed assets. This category fluctuates considerably from year to year, depending on whether new properties are purchased. In 2023, this category accounted for 86% of scope 3 emissions. In addition, there was an increase of 150% compared to 2022. This is mainly due to the purchase of new properties.

If we disregard the capital goods category and only consider the rest, the emissions in scope 3 were reduced by 26% compared to 2019. This is mainly due to a reduction in emissions from fuel and energy, business travel and leased assets (tenant consumption).

The fuel and energy category includes emissions from the extraction, production and transport of our energy consumption. The difference between fuel and energy in scope 3 compared to scopes 1 and 2 is that the scope 3 category includes upstream activities, while scopes 1 and 2 include the actual consumption linked to operations.

Waste-related emissions originate from the waste recycling method, primarily waste incineration. In 2023, the company reported 4,221.5 tCO2e from waste treatment. This is an increase of 12% compared to the previous year and is due to an increase in the amount of waste.

The business travel category, which previously only included air travel, now also includes business travel by bus and

taxi. This category showed a 58% reduction in emissions compared to 2022.

Employee commuting encompasses emissions related to the company's employee commute. As this is an estimate based on national averages (see appendix, p. 53), it becomes difficult to reduce emissions in the category if the business grows with more employees. Nevertheless, emissions related to the employee commute are relatively low, so we do not consider this to be an obstacle to reducing emissions in scope 3.

The category of leased assets includes tenant energy consumption. This is an important category for us, as it involves relatively high emissions (13,153.7 tCO2e in 2023) and as landlord, we can facilitate energy-efficient solutions and reduce the need for energy in the premises that are leased. Consequently, there are opportunities for

the company to influence emissions in this category.

There are currently no targets for reducing emissions in scope 3, but this is due to the fact that science-based targets will be established during 2024.

FUTURE OUTLOOK

In 2024, the Olav Thon Group will apply for science-based targets through the Science Based Targets Initiative, as this was not clear in 2023. These targets will also affect Olav Thon Eiendomsselskap's emission targets. We will also establish a target for scope 3 in this process.

Our scope 1 and 2 emission reduction targets are also supported by our BREEAM certification and EU Taxonomy building targets. Both BREEAM and the taxonomy establish requirements for energy consumption in buildings, which is our main source of these emissions.

Energy

As a large part of Olav Thon Eiendomsselskap's emissions are related to energy consumption, it is considered important to achieve an emission reduction of 60% by 2030. The Olav Thon Group focuses on energy management and reduction in energy consumption through better systems and more frequent reporting in the group.

ENERGY-RELATED INITIATIVES

The group works systematically on energy consumption in order to protect the external environment. The group's environmental policy focuses on energy management through awareness-raising, training and increased expertise. In addition to this, the focus is on energy reduction, as well as phasing out fossil fuels. This is achieved by, among other things, active use of the energy monitoring system, a focus on LED lighting, water consumption and demand management.

These efforts are monitored by a separate energy department, which has overall responsibility for energy management and energy optimisation efforts in the company. Implementation and follow-up are carried out by the individual manager of the property. The figures only include energy consumption from Olav Thon Eiendomsselskapet properties.

MWh	Reference year 2019	Previous year 2022	Status 2023	Percentage	Change (compared to reference year)
Energy consumption					
Non-renewable fuel	443	437*	327	0.2%	-116 (-26.1%)
Renewable fuel	-	-	-	-	-
Electricity	125 937	114 040*	105 699	73.1%	-20,238 (-16.1%)
District heating	33 967	32 157*	31 219	21.6%	-2,748 (-8.1%)
District cooling	12 177	9 325	7 362	5.1%	-4,815 (-39.5%)
Total energy consumption	172 524	155 959*	144 608	100 %	-27,916 (-16.2%)

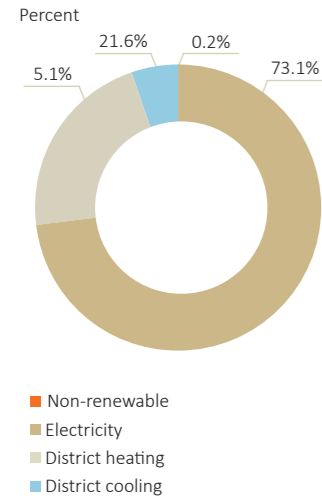
ENERGY CONSUMPTION

The figures originate from our energy portal Energinet, which contains properties and meters associated with the

individual property. For more information on the data, see the appendix (pg. 52). Categories for reporting follow from GRI Standards.

* Corrected figures

ENERGY CONSUMPTION PER CATEGORY



Olav Thon Eiendomsselskap's total reported energy consumption in 2023 was 144,608 MWh. This is a decrease of 24.5% (47,033 MWh) compared to the previous year and 16.2% (27,916 MWh) compared to the reference year of 2019.

The majority of energy consumption originates from electricity consumption. In 2023, energy consumption was 105,699 MWh. This is an increase of 7.3% (8,341.4 MWh) compared to 2022.

District heating and cooling consumption also decreased compared to last year. District heating consumption was reduced by 54.0% (36,619 MWh), while district cooling consumption was reduced by 21.0% (1,963 MWh). The remaining 0.2% of energy consumption originates from the use of non-renewable fuel, i.e. petrol, diesel and gas. In 2023, this category also saw a

decrease compared to 2022.

We can see a clear pattern in energy consumption in 2023 compared to 2022. In 2022, there was an increase in all categories. The reduction in consumption in 2023 has not only offset this increase from 2022, but the decline has been so great that total energy consumption is now significantly lower than the reference year of 2019. The sustainability strategy and the group's target to reduce emissions in scopes 1 and 2 by 60% by 2030 are key factors in this positive development.

FUTURE OUTLOOK

In 2024, we expect to continue to increase internal expertise and awareness in relation to energy optimisation. We will continue to work in accordance with the group's sustainability strategy to help achieve our goals in coming years.

CLIMATE IMPACT

Olav Thon Eiendomsselskap has an impact on future climate change through greenhouse gas emissions in the value chain. Similarly, these climate changes will affect our business. We expect to experience climate change to a greater extent in the future, which will expose the company to several different types of risks linked to climate change.

Olav Thon Eiendomsselskap can actively work to reduce its impact on the climate. This can reduce the likelihood and extent of climate change to some extent, exposing the business to risks. In addition, we can adapt our business to better prepare for the risks that may occur. This can make it easier for us to manage the risks when they occur.

There is a general physical risk in the real estate industry linked to extreme weather events that can result in damage to buildings and infrastructure. Among other things, snow melt, rainfall and more precipitation can lead to an increased risk of flooding, which in turn can cause major damage to buildings. The risk of climate-related damage to buildings can result in increased costs for upgrades and renovations to reduce exposure and prepare for potential future climate damage. In addition, this may

result in increased costs associated with insurance policies or building insurance.

Climate change can also lead to changed or limited access to goods. Suppliers of raw materials and raw material producers may be affected by climate change through droughts, floods or water shortages, which may change the industry's access to raw materials. Different types of raw materials may also be at risk of becoming depleted. This can result in reduced access and increased price fluctuations.

Identifying climate risks will help us to analyse, adapt to and manage climate risks. Climate impact has therefore become an important focus area within Olav Thon Eiendomsselskap.



Climate risk

The Olav Thon Group carried out a project in spring 2023 to analyse the climate risk in its own operations. The project was based on the Task Force on Climate-related Financial Disclosures (TCFD) framework. The purpose of the project was to carry out an overall analysis in order to identify risks and opportunities associated with the group's various business areas. As part of the project, we examined forward-looking climate scenarios that took into account identified risks and opportunities within different time horizons.

METHOD

Various methods were used to identify different climate-related risks and opportunities. These included a desktop analysis of low-emission scenarios (RCP2.6) and high-emission scenarios (RCP8.5). Representatives from different disciplines in the group were also interviewed to gain an understanding of internal stakeholders' assessment of impact, risks and opportunities.

Identified risks and opportunities were assessed using the group's existing risk assessment framework by means of a practical and qualitative method. The purpose of the risk assessment is to prioritise medium and long-term climate risks in order to address and manage them to ensure that the potential negative impact is as low as possible.

A climate analysis tool was used to identify the extent to which our properties are exposed to different physical climate risks. The tool uses information about coordinates, sector, energy consumption, etc. to analyse property exposure to different climate risks. It is based on complex algorithms and modelling using renowned research from

the Intergovernmental Panel on Climate Change (IPCC) to assess climate risk.

RISKS AND OPPORTUNITIES

The findings show that transition risks and opportunities related to market and regulation are most relevant in the short term, while physical climate risk becomes more significant in the long term.

In terms of physical climate risks, the climate analysis tool shows that the group's properties can mainly experience exposure to extreme precipitation and drought. This result is independent of climate scenario and time horizon. Around 50% of the company's properties are located in areas with increased exposure to extreme precipitation compared to the current situation. The results also show that 40-70% of properties are located in an area with increased exposure to drought indicators by 2050. The analysis is based on the geographical area only and does not take into account the condition of the property or quality of the building.

No detailed analyses have been carried out for each property, so it is too early to establish whether climate risk should be taken into account when determining the fair value of the property portfolio.

FUTURE OUTLOOK

In 2024, we want this to be part of a larger survey and assessment of our properties. We also aim to start reporting on climate risk according to TCFD in the course of 2025, so preparations for this will take place in 2024.

CONSERVATION OF NATURAL RESOURCES AND BIODIVERSITY

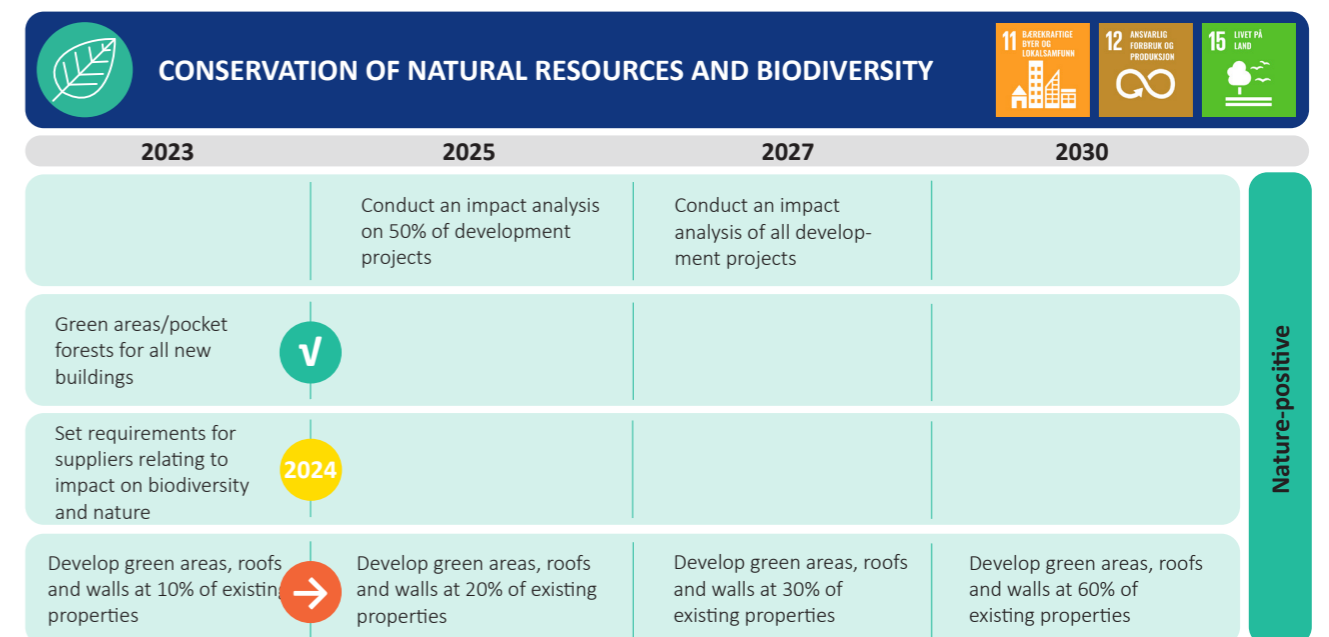
There is increased awareness in society regarding the impact on nature associated with property development. Nature conservation and biodiversity is also receiving more attention through international agreements and national legislation. The conservation of natural resources and biodiversity is therefore considered an important focus area for the company.

Most of Olav Thon Eiendomsselskap's properties are located in built-up areas. Nevertheless, we can have a significant impact on nature and biodiversity, and vice versa. Regardless of where the property is located, it is what we choose to do with it that determines whether we have a positive or negative impact on the environment and surrounding nature. In already built-up areas, there are significant opportunities to increase the positive impact on nature and biodiversity.

Nature-positive solutions for properties include green areas or pocket forests and green roofs and walls. Such solutions can help protect buildings and property from destroying nature while preserving nature and ecosystems. For example, planting trees can reduce the risk of flooding, stabilise soil and prevent landslides. In addition, this contributes positively to the local

community, as trees and plants have a purifying effect on the air, which provides health benefits and greater well-being for local residents, as well as our customers.

We are seeing an increase in the focus on the conservation of natural resources and biodiversity in both politics and in society in general. This may entail a higher risk of increased costs and prices for development due to the expected integration of nature-positive solutions. This may also present challenges in the supply chain through higher prices for materials due to the conservation of forest areas, for example, or a shortage of goods due to, for example, zero tolerance of lumber from rain forests, which will increase pressure on Norwegian and European forests. In addition, financial institutions and investors are expected to impose greater requirements for reporting and the opportunity to receive green financing.



Status report for 2023

In 2023, the Olav Thon Group began to establish requirements for nature and biodiversity for our construction projects and the group continued its business partnership with ByBi (Dronningpartner).

GREEN AREAS ON PROPERTIES

In order to contribute positively to nature conservation and biodiversity, the group is focusing on establishing green areas on its properties. This means that from 2023, all new construction projects must take into account nature and biodiversity by creating green areas or pocket forests on the properties. This requirement is included in the specifications for general contractors.

The group is also working to establish green areas around existing buildings, but this is more challenging. Firstly, there are several buildings in which the load-bearing capacity of the roof is not sufficient to establish green areas on the roof. In addition, many of the properties are in urban areas where possibilities to establish green areas at ground level are limited. The challenges for older apartment buildings include either poor roof support or sloping roofs, as well as limited areas for green space development. Whether green roofs and areas are to be

prioritised over other installations, such as solar panels, is also a relevant question. Balancing measures for nature and biodiversity or climate adaptations is a recurring theme and we need to find the proper balance between the two.

PARTNERSHIP WITH BYBI

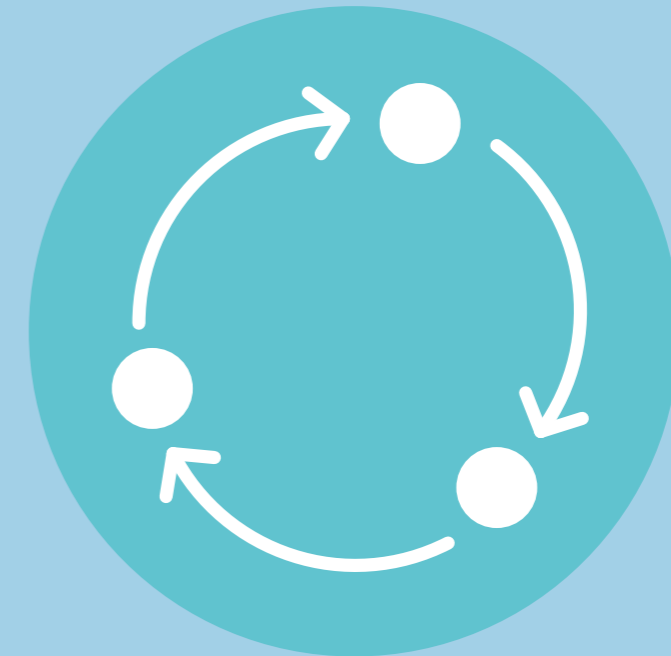
The background to the partnership is a desire to help highlight the importance of pollinators, urban agriculture and biodiversity in urban environments. The goal of the partnership is therefore to increase knowledge about pollinating insects and biodiversity within the organisation in line with the group's sustainability strategy. ByBi is also an expert partner for the group and provides advice and guidance to ensure that the right considerations are taken into account when establishing green areas and developing our properties.

ByBi prepares presentations for group employees on the smoking and upkeep of the group's own beehives and organises honey tastings, visits to the beehives with a focus on beekeeping and ecology, honey from the beehives, advice on real estate projects, etc.

Future outlook

In 2024, initiatives are expected to be launched to develop green areas on both new and existing properties. Among other things, the group will develop a concept for green areas on properties that can be used as a basis for establishing green areas, roofs and walls on existing buildings, as well as green areas and pocket forests on new properties.

By 2025, the group will carry out nature impact analyses on 50% of the development projects. The method to be used for this will be decided during 2024.



CIRCULAR SOLUTIONS

CIRCULAR HABITS

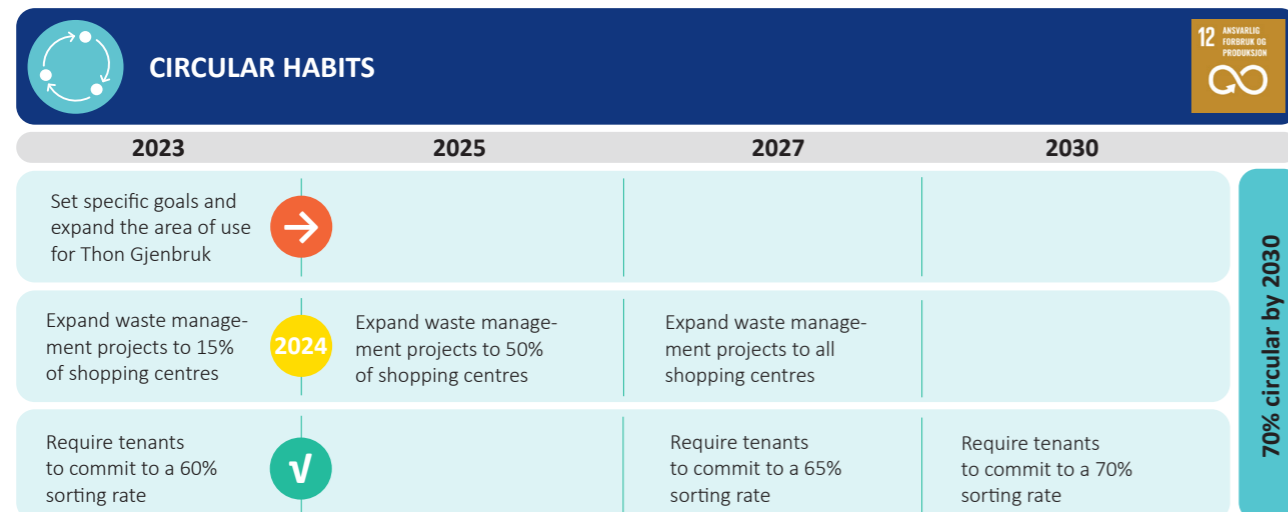
Circular solutions are essential for Olav Thon Eiendomsselskap to reduce the use of natural resources and minimise emissions. We work actively with waste management and to establish a recovery system to minimise this impact.

Circular habits refer to the consumption of goods and handling of waste. High consumption of new goods and products requires a certain degree of use of natural resources, leading to emissions in processing processes and transport stages. When this becomes waste, it has a further impact on the climate and nature, either through emissions from recovery processes or because it ends up as landfill. Circular habits are a primary focus of the company's sustainability efforts to reduce this negative impact on the climate and nature.

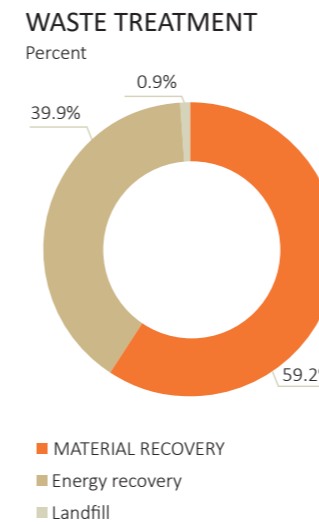
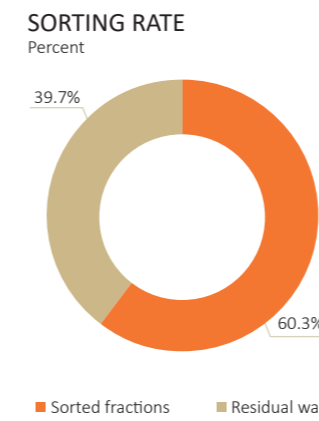
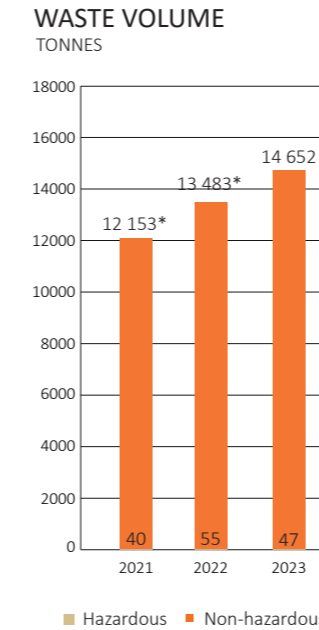
There is an increasing degree of regulatory requirements for circularity and waste management. This is due to a desire to reduce greenhouse gas emissions and minimise the negative impact of high consumption with associated waste on the climate and nature. Among the risks we may face, we expect higher prices for the incineration of waste, as well as stricter requirements for waste management.

A large part of the company's activities are related to the management of properties in the form of leasing various types of premises – including retail premises at shopping centres and office space in commercial buildings. Waste from this type of property operation is therefore often linked to our tenants, as well as our customers at the shopping centres. In addition, there is waste associated with the purchase of goods, including packaging. There are opportunities here for the company to reduce its negative impact on climate and nature.

Since much of our waste comes from upstream and downstream sources in the value chain, the greatest opportunities lie in facilitating, encouraging and setting requirements for suppliers, tenants and customers. In addition, we must look at our own circular habits and the opportunities Olav Thon Eiendomsselskap has to reuse rather than buy new. This will reduce waste as well as our negative impact on the climate and nature.



Waste



* Corrected figures

The Olav Thon Group aims to reduce the amount of waste produced by the business and achieve an increase in its sorting rate. This will help increase circularity in the business and consequently, reduce the burden on the climate and nature.

WASTE-RELATED EFFORTS

The group's sustainability strategy includes a goal to be 70% circular by 2030. To achieve this, separate guidelines for source sorting and waste plans have been developed for the various units in the business. All this has taken place in close dialogue with the provider of waste disposal services. Status meetings are arranged with suppliers on a regular basis.

WASTE VOLUME

Olav Thon Eiendomsselskap's total reported waste volume in 2023 was 14,699 tonnes. This is an increase from the previous year (13,483 tonnes*) of 8.7%. In addition, 47 tonnes of hazardous waste were reported. This corresponds to a decrease of 15.1% (8 tonnes).

SORTING RATE

The average sorting rate in Olav Thon Eiendomsselskap was 60.3% in 2023. Compared to the previous year, this is an increase of 1.3 percentage points (59.0%* in 2022). As almost all waste originates from our customers and tenants in shopping centres and commercial properties, this indicates a small change in sorting among them.

However, a milestone has been reached. In 2023, we began to establish environmental requirements for our tenants. Among other things, they had to commit to a sorting rate of 60%, which was also achieved. The various businesses depend on good planning for waste management and sorting, as well as the tenants' commitment and procedures for good waste management. The shopping centres in the portfolio are best equipped for

such facilitation and this is also where the largest amount of waste originates (91%). Commercial properties in the centre of Oslo are not so adaptable for optimum waste management due to physical restrictions in the buildings and are therefore expected to have a somewhat lower sorting rate.

WASTE TREATMENT

Waste treatment has an impact on our greenhouse gas emissions and our contribution to the circular economy. The possibility of further treatment of waste depends on sorting the waste into pure fractions. This is therefore closely linked to our sorting rate performance.

In 2023, the Olav Thon Eiendomsselskap had a material recycling rate of 59.2%. In addition, 39.9% went to energy recovery and 0.9% to landfill. The main part of the waste that goes to energy recovery is residual waste. A good sorting rate therefore leads to a higher percentage of material recycling, which is more sustainable than energy recycling. Compared to 2022, there has been an increase in the percentage of waste for material recycling. This is a positive development towards the group's ambition to become 70% circular by 2030, as it reduces the use of natural resources and increases our recycling rate.

WASTE MANAGEMENT PROJECT

The waste management project aims to test new solutions for registering and tracking waste at shopping centres in order to reduce the percentage of residual waste. It also provides an overview of which fractions exist in a shopping centre and experiment with which downstream solutions can be found and/or developed for these fractions.

The results show that the project has been highly successful and has resulted in a large decrease in residual waste at the shopping centre. Before the project started, Vestkanten Storsenter had a

sorting rate of 54%. By the end of 2023, the average sorting rate increased to 64.8%. This is an increase of as much as 10.8%. The solution has made it easier to inspire tenants to sort and handle the waste better. Our managers have faster and easier access to waste data through an actual current picture, which makes it possible to immediately address deviations. This creates closer collaboration with tenants, which in turn contributes to increased sorting and cleaner fractions.

Due to the project's success, the collaboration will be expanded in 2024. At Vestkanten Storsenter, this has become a permanent solution for waste management. Several other shopping centres have also launched their own pilot projects.

THON GJENBRUK

Thon Gjenbruk AS collects surplus goods and equipment from our projects and attempts to reuse them our own future projects. The concept also stipulates that the goods can be sold externally if appropriate. The initiative is established in Norway, where the majority of group activities are also located.

The main purpose of Thon Gjenbruk is to minimise the amount of waste in real estate projects in the group. The group is present in much of Norway. Efforts are therefore made to transport the goods as little as possible. Collection for intermediate storage for use in a separate project or sale to external parties therefore takes place at the construction site.

Thon Gjenbruk has had limited activity to date. A goal was set to expand the company's sphere of activity in 2023, which has been forwarded to 2024.

FUTURE OUTLOOK

We plan to continue to work on the sorting rate at Olav Thon Eiendomsselskap properties and expect the high sorting rate to be maintained in 2024. The waste management project will also be expanded to include several of our shopping centres. Considering the excellent results achieved so far, there is good reason to believe that this will have a positive effect on the sorting rate. We also want to expand the application range of Thon Gjenbruk and set concrete goals for this work.

CIRCULAR BUILDINGS

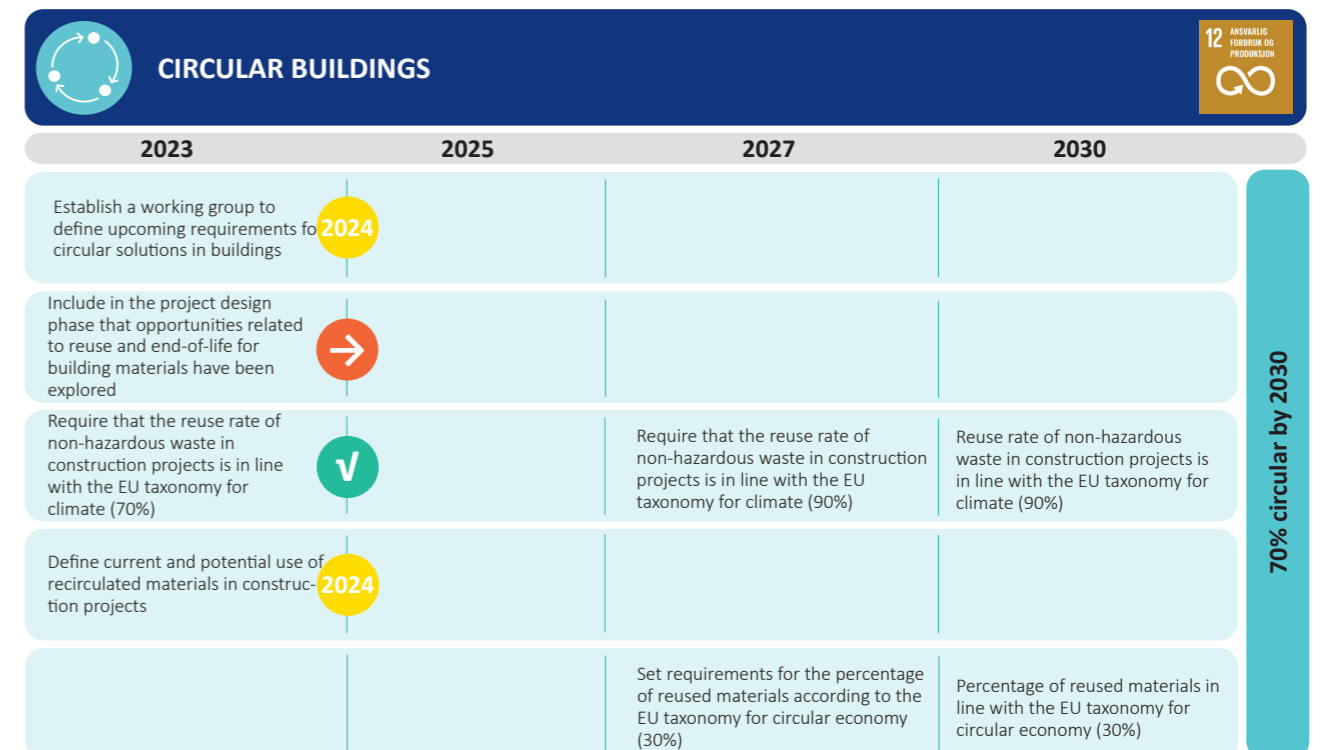
Reusing materials minimises the need for virgin materials and therefore results in less pressure on natural resources. In order to minimise the impact on the climate and nature, it is essential for Olav Thon Eiendomsselskap to consider opportunities for circular buildings.

The construction industry produces a large amount of waste and requires large quantities of materials, which is both emission- and resource-intensive. Olav Thon Eiendomsselskap projects require input in the form of building materials. With a high material consumption rate, the company creates pressure on and exploits natural resources. There is a lot of waste associated with renovation work. This waste consists largely of building materials, furniture and fittings. To minimise this negative impact on natural resources and emissions, it is essential for the company to find circular solutions for its buildings.

Regulatory requirements for circular solutions in buildings are increasing. Circular principles for restoration, demolition and new builds are making their way into

legislation in both Norway and the EU. Among other things, the EU has a target of 70% recovery in the construction industry and sets legal requirements for recycling rates and maximum waste volumes through the EU taxonomy.

As a consequence of regulations and taxes on virgin building materials, there may be an increasing risk related to changes in availability and the price of necessary resources and materials. It is therefore important for Olav Thon Eiendomsselskap to consider the available opportunities to increase our rate of recycled materials. This is necessary in order to avoid increasing the risk of stranded assets⁶ and increasing the possibility of better financing terms.



⁶ Stranded assets are assets with potentially reduced or no value due to changes in external framework conditions related to climate change

Status report for 2023

In 2023, the Olav Thon Group added the requirement to contractor specifications of a certain degree of reuse of non-hazardous waste, in line with the EU climate taxonomy (70%).

Another important goal for 2023 was for the group to establish a working group for circular solutions in buildings. This work will continue in 2024. Among other

things, the working group will analyse the current and potential future use of recycled materials in construction projects.

We also began exploring opportunities related to building material reuse and end-of-life recycling by incorporating this into the design phase in 2023. These efforts will continue until 2025.

Future outlook

Contracted general contractors are used for the group's construction projects and are responsible for the actual construction and renovation of buildings. This also involves the purchase of building materials and waste management. We are therefore dependent on good cooperation with our contractors in order to achieve our goal of 30% recycled materials and recycling of non-hazardous waste. The group is preparing environmental guidelines for our general contractors, which will include

requirements for buildings and construction projects. This will be an important document for ensuring good cooperation with contractors and achieving our goals in several areas.

To be able to pursue the recycling of non-hazardous waste, we need waste data from our construction sites. We do not currently have this data, but expect to obtain it in 2024.



SOCIAL JUSTICE

INCLUSIVE WORKPLACE

As Olav Thon Eiendomsselskap is a large employer with many employees, it is essential that it is an inclusive workplace with satisfied employees. In the Olav Thon Group, we strive for genuine equality and diversity among our employees.

Olav Thon Eiendomsselskap has an impact on the workplace created by the company through its internal approach to equality, inclusion and diversity. With its own HR and HSE department, the group does its best to look after its employees by focusing on equality, inclusion, diversity, health, attendance and safety.

There is increasing demand for transparency regarding equality and diversity among employees and management in our own activities. There is also an increased focus on diversity and anti-discrimination in the workplace. The lack of an inclusive culture can affect our attractiveness as an employer and sense of belonging among employees. In addition, discrimination, a lack of

equal opportunities and pay for employees can increase reputational risk and reduce confidence in the business. Employees who are able to develop personally stay longer in the job and perform better. Young applicants and employees are also attracted to committed employers and research shows that diversified companies perform better than companies that are not as diversified.

By focusing on equality, diversity and inclusion, Olav Thon Eiendomsselskap has the opportunity to have a positive impact in the workplace and create a good working environment. We must therefore work actively, purposefully and systematically to promote equality, diversity and inclusion, and to prevent discrimination.



These initiatives are included in the group's HR and HSE work. These efforts are ongoing and must be safeguarded throughout the employment relationship and for each individual employee at every level of the group. The work and goals involving equality, diversity and inclusion are anchored in several overarching documents. These documents include:

- Code of ethics in the Olav Thon Group

- Sustainability policy
- Company instructions for personnel policy
- Company management instructions for personnel management
- Diversity and equality work in the Olav Thon Group
- Whistleblowing poster

Equality and non-discrimination considerations are also included in other personnel policies and described in all

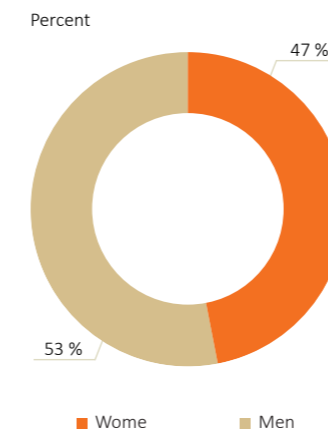
relevant parts of group policies and personnel handbooks. The whistleblowing poster describes group procedures for reporting in the event of discrimination, harassment or bullying. The document is based on the fact that everyone in the group has equal worth, so there should be no discrimination, harassment or bullying. The threshold must be low to report matters worthy of criticism and everyone must be taken seriously if they feel exposed to such things. Find out more about our whistleblowing channel on page 5.

In order to systematise efforts related to equality, diversity and inclusion (LMI), a working group was established in 2023. The working group developed an LMI strategy for the group. This strategy provides guidelines on equality, inclusion and diversity efforts between now and 2030 to ensure that we are an inclusive workplace. It builds on the group's ambition to have representative management. A manager was also appointed for this work. LMI is now a separate discipline in the group that falls under the company's HSE manager.

The HR department prepares an annual gender equality report for the Olav Thon Group in accordance with the activity and reporting obligation. For more information on this, see olavthon.no.

Gender and age

GENDER DISTRIBUTION



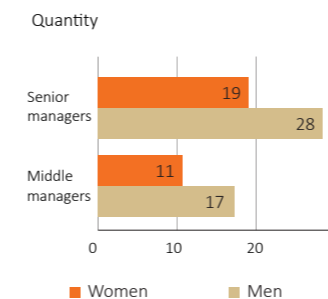
The group has focused on equality and diversity for a long time. As a result, Olav Thon Eiendomsselskap can demonstrate an even gender and age distribution among our employees.

In 2023, Olav Thon Eiendomsselskap had 392 employees. The figure includes the number of persons with either permanent or temporary employment within Olav Thon Eiendomsselskap in the companies managed in our central HR system. See the appendix (p. 53) for more information about the companies to which this applies.

women among all managers in Olav Thon Eiendomsselskap is 40%. This gender distribution is relatively equal regardless of whether this pertains to top management (female share of 40%) or middle management (female share of 39%).

By comparison, there was a higher percentage of women among top managers in 2023 than in 2022, while there was a higher percentage of men among middle managers in 2023 than in 2022. There has been a levelling out at both levels. According to the group's target of at least 40% of each gender among managers, this is a well-balanced gender distribution.

GENDER DISTRIBUTION MANAGERS AND MIDDLE



Olav Thon Eiendomsselskap has an even gender distribution between women and men. This is reflected in the graph on the left, which shows that in 2023, the percentage of women was 47% and 53% men. By comparison, there were 45% women and 55% men in 2022.

The company had an employee turnover of 19% in 2023. This is a marginal decrease from the previous year's 20%. Women have a higher employee turnover than men, at 22% compared to 16%. There were both more women hired and more women who left in 2023.

The difference between men and women is significantly greater when it comes to gender distribution among managers. The percentage of

AGE DISTRIBUTION
Olav Thon Eiendomsselskap also has an even age distribution among its employees, with each age group representing approximately one third.

The largest group of employees – 40% – is in the under-30 age group. Compared to 2022, this is an increase in the percentage of employees in this age group (previously 36%). The group is the only age group with more women than men, with 62% women and 38% men. This is equivalent to 53% of all women in the company. This is also the age group with the highest employee turnover, at 30%.

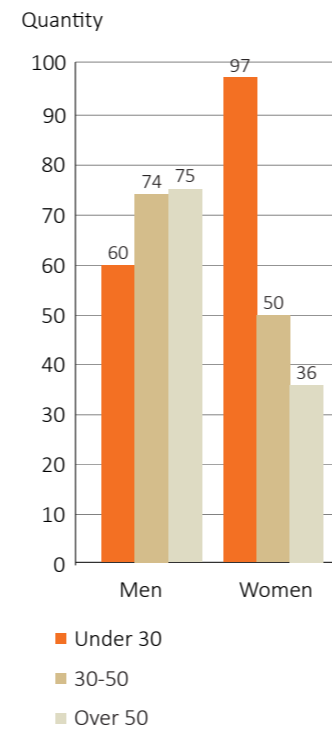
The 30-50 age group comprises 32% of all employees in the company. This age group consists of 40% women. The staff turnover rate for this age group is 16%, which is slightly lower than last year, at 23%.

The over-50 age group is the smallest age group, at 28%. A total of 32% of employees over 50 are women. This age group has the lowest employee turnover rate, at 8%.

The turnover rate in the different age groups shows that the rate decreases with age. This is probably due to the fact that fewer people change jobs at an older age compared to younger people.

The bar chart on the right shows that men ages 30-50 and women under 30 are the most represented groups in Olav Thon Eiendomsselskap. It is difficult to say what the reason is.

AGE DISTRIBUTION



Health, safety and the environment

Health, safety and the environment (HSE) efforts are intended to create safe and secure companies with good working conditions and well-being among employees and managers. This work is related to the group's workers' rights efforts.

ABOUT HSE EFFORTS

The Olav Thon Group's HSE vision is 'a visible focus on health, safety and the environment'. The group endeavours to have a coherent, simple and effective HSE system. A common HSE system has been developed for the entire group. Plans, procedures and guidelines have been drawn up to meet legal requirements and contribute to achieving HSE goals and performance requirements. The group's HSE goals include the following:

- Strengthening the safety culture internally
- No serious injuries
- Lower sick leave than the national average
- Satisfied and engaged employees
- Reducing the environmental impact

In addition, an action plan is prepared annually for HSE efforts in the coming year, as well as an internal annual report for the past year.

Various types of risk assessments are carried out in the group's divisions/units. The method is chosen based on what is to be assessed: building stock, technical installations, fire, safety & accessibility, working conditions

or working environment. Procedures have been prepared for the different methods.

In addition, all employees have access to the group's HSE handbook. This handbook is central to the company's self-monitoring and HSE system.

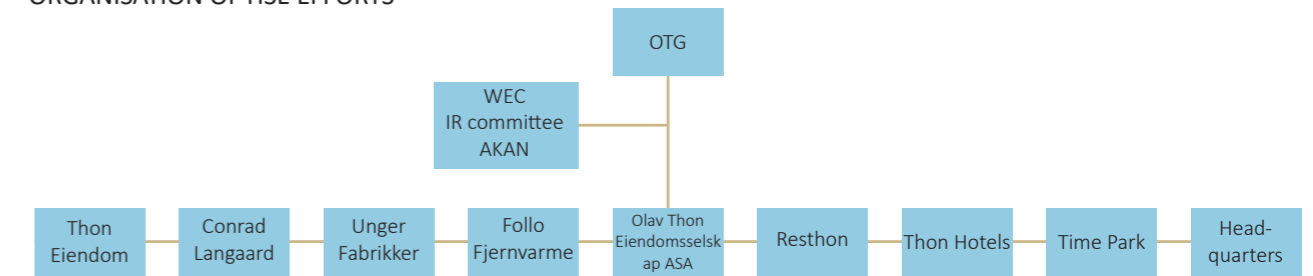
ORGANISATION

Group management is the highest body for HSE issues. The key guidelines are taken further in the Working Environment Committee (WEC) in the various divisions and units.

The group management holds a minimum of four HSE meetings each year where key guidelines for HSE work are prepared. The HSE department has professional responsibility for systematic HSE efforts in the group. The department offers professional, operational support and training to all group units and companies and helps to carry out assessments of health and ergonomic conditions in the workplace.

The group HSE manager heads the health, safety and environment work and has established a network with working environment committees at the company level. The local unit managers are responsible for HSE in their unit and have a duty to follow up requirements in HSE legislation.

ORGANISATION OF HSE EFFORTS



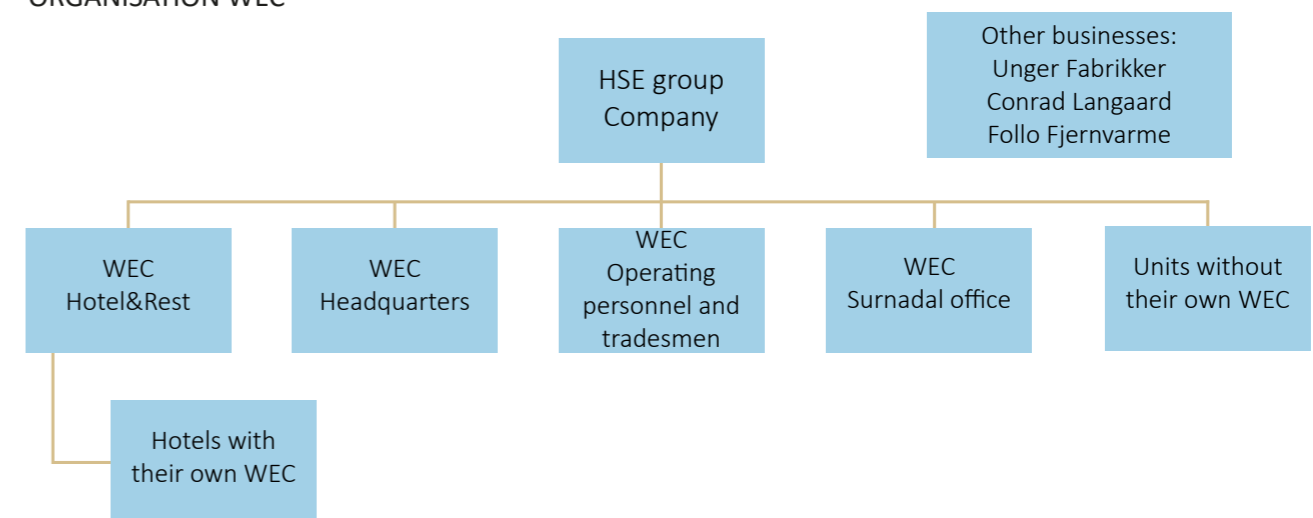
WORKING ENVIRONMENT COMMITTEE (WEC)

WEC is a decision-making and advisory body tasked with implementing workplace health and safety legislation in the company. The committee must participate in the planning of protection and environmental work in the company and closely monitors developments in the working environment. There are a total of 13 working

environment committees in the group.

There is one central WEC for hotels and restaurants. In addition, there are 12 local WECs, nine of which are affiliated with Thon Hotels. More than 90% of group employees are represented via a formal WEC.

ORGANISATION WEC



SICKNESS ABSENCE

HSE efforts are aimed at ensuring that absenteeism due to sickness is lower within the group than the national average.

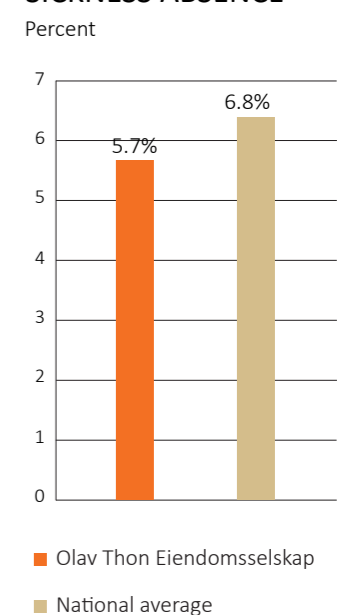
In 2023, sickness absence at Olav Thon Eiendomsselskap was 5.7%, while the national average was 6.7%. The figures from Olav Thon Eiendomsselskap include both doctor-certified and self-certified sickness absence. By comparison, sickness absence in the company was 5.3% in 2022.

On the other hand, the rate of attendance tells us how many people

have been working in the same period. It deals with factors such as belonging, loyalty, collegiality, motivation, professional pride, responsibility, being able to utilise own strengths, leadership skills and caring for each other. In 2023, Olav Thon Eiendomsselskap had an attendance percentage of 94.3%.

To further increase this percentage, sickness absence and attendance are on the agenda of every WEC meeting. Local social activities are also organised to promote a good working environment.

SICKNESS ABSENCE



Employee development

As part of the group's efforts related to social conditions and workers' rights, we have a continuous focus on employee development. This involves regular courses and training opportunities, as well as follow-up by the HR department.

COURSES AND SKILLS DEVELOPMENT

Courses and skills development are considered very important for the group's development and the HR department is responsible for this area. Information about courses and registration is communicated via a separate course portal. The group's course catalogue consists of various courses focusing on first aid, safety and emergency preparedness, system training, food and drink, HSE, management, IT systems, sales and an introduction day for

new employees.

Olav Thon Eiendomsselskap had a total of 533 course participants divided across 24 different courses. The most popular course in 2023 was Safe Handling of Diisocyanates. Otherwise, the mandatory e-learning courses related to GDPR, phishing and sustainability have the most participants.

The overview only includes internal courses. It is important to point out that many employees also attend external courses, webinars, seminars and other platforms to learn more about their areas of expertise outside our course portal. An overview of these is not available.

HUMAN RIGHTS, TRANSPARENCY AND RESPONSIBLE BUSINESS PRACTICES

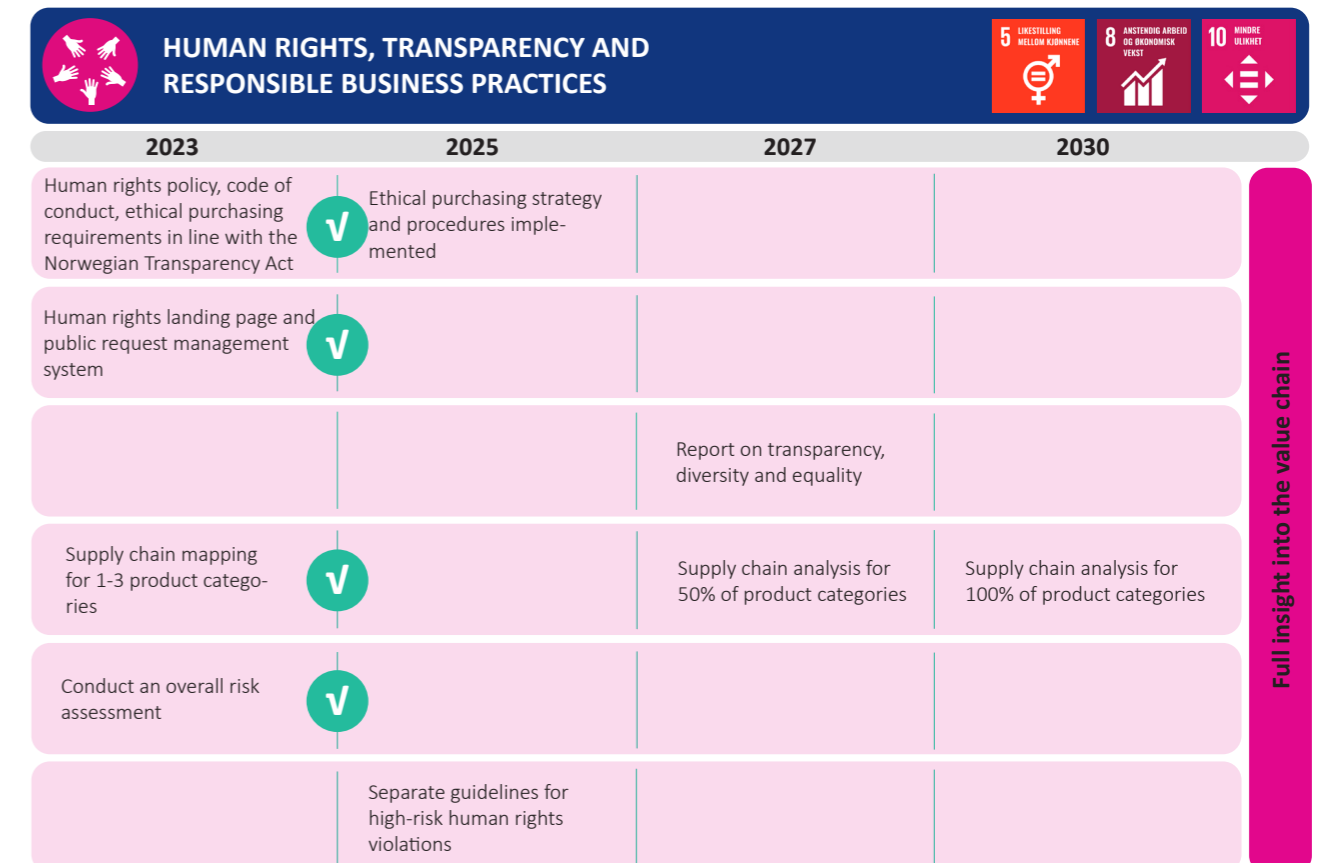
Respect within the company for working conditions and human rights in the value chain is the subject of increasing focus. Olav Thon Eiendomsselskap purchases goods and services for NOK 2-3 billion each year. This entails a significant responsibility as a purchaser.

As a large-scale purchaser and property owner, Olav Thon Eiendomsselskap has the opportunity to influence conditions related to human rights and workers' rights in the value chain. Through the suppliers we use and products we buy, we make choices that affect these conditions.

There is an increased focus and regulatory requirements aimed at safeguarding workers' and human rights in the supply chain and own operations. The Norwegian Transparency Act that came into force in 2022 is an

example of this. In addition, the EU will also have more requirements in the future, which will ensure that we gain better insight into the value chain. Consumers, investors and other stakeholders expect have more access to information regarding responsible business practices than ever than before. We expect to have more information about conditions in the value chain and be more open about them.

We purchase many different products and services from many different suppliers. Consequently, this also includes



many different supply chains. This makes it challenging to keep track of conditions at all levels. In addition, the construction industry is one of the sectors with the most work-related crime and most reported work-related accidents. The industry is associated with a high risk of health and safety violations, a lack of trade union organisation and low wages.

By analysing value chains and risk assessing our purchases, we have the opportunity to reduce the risk of violations of human and workers' rights. This can also help us uncover

irresponsible conditions in the value chain. Insights into the value chain can lead to a positive change in our supply chains, as well as constantly acquiring new knowledge and information that helps us to be transparent with our customers and tenants. This gives the end user the opportunity to buy more ethically. Both human rights and transparency, as well as responsible business practices, are therefore important focus areas at Olav Thon Eiendomsselskap. These two themes are closely interlinked and related efforts often overlap.

Human rights and transparency

Since the Transparency Act came into force in 2022, the Olav Thon Group has systematised its efforts aimed at ensuring that human and worker's rights are respected throughout the group's value chain.

DUE DILIGENCE EFFORTS

The Transparency Act requires that Olav Thon Eiendomsselskap further its activities aimed at human rights and transparency and the company monitors all efforts in this area. The goal for 2023 was to meticulously review the different product categories to identify potential risks. The group assessed products at a general level, but continues to work in 2024 to gain even better insight.

ESTABLISHING RESPONSIBILITY

To ensure that human and workers' rights are respected throughout the group's value chain, policies, guidelines and ethical requirements have been prepared for both our

own employees and suppliers.

The group has implemented category-based procurement. A procurement policy has been drawn up, as well as detailed procedures for supplier selection. This includes analysing several aspects of social responsibility relevant to the individual categories in which these considerations are integrated. The group has prepared a separate set of ethical requirements with strict requirements for suppliers and subcontractors. The requirements focus on human rights, working conditions, the environment, anti-corruption and improvement efforts related to these topics. These requirements are attached as appendices to all supplier agreements. When calling for tenders and concluding agreements, they are reviewed prior to any signing. It is noted that the supplier must fulfil these requirements and/or have a good account of how they strive to fulfil them. Find out more about our ethical requirements on page 19.

Responsible business practices in the value chain

To ensure that the Olav Thon Group actually pursues responsible business practices, we need to gain better insight into the value chain. This is done in accordance with the Norwegian Transparency Act through due diligence assessments. The group distributes an annual supplier survey to follow up on our contracted suppliers.

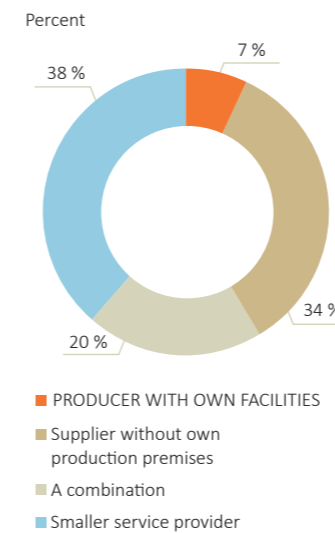
ANNUAL SUPPLIER SURVEY

The group carries out an annual supply chain review. The annual review involves a survey that is sent out to all contracted suppliers. In 2023, two different surveys were sent out to contracted suppliers – one for small service providers and one for all others. A total of 385 contracted

suppliers received a supplier survey and 215 responded. This translates into a response rate of 56%, which is five percentage points lower than the previous year's rate of 61%. We will continue our efforts to increase the response rate in 2024.

The survey awards points to each question based on the answers given. The average score was 83 out of 100, an increase of 7% compared to the previous year. The results show that around 80% have established responsibility in terms of, among other things, a strategy for social responsibility or sustainability and code of ethics. 12 suppliers responded that they have uncovered

OUR CONTRACTED SUPPLIERS



breaches of their code of ethics in the past 12 months. This corresponds to 6% of the suppliers who responded to the survey. Of the 12 that identified violations, five suppliers state that they have implemented improvement measures related to these violations. The remaining seven will be followed up by our purchasing department.

PRIORITISED RISK

Almost all contracted suppliers are Norwegian and therefore covered by the Working Environment Act. Several are also covered by the Transparency Act. Nevertheless, we know that risks such as migrant workers or underpaid labourers can also occur in Norway. In addition, we lack insight into conditions further down the supply chain.

In 2022, an overall risk assessment was carried out in which the product categories of construction companies and contractors, IT hardware and dry goods were identified as some of the most significant categories for the group to focus on. In 2023, we began a meticulous review of these categories to analyse supply chains and identify risks.

Larger contractors fall into the category for which the group spends the most

amount of money. These are general contractors used for construction projects. In 2023, environmental guidelines were prepared for our general contractors. The guidelines will largely standardise the requirements and include, among other things, ethical requirements for suppliers.

The goal for 2023 was to analyse the supply chain for one to three products. An IT hardware supply chain was analysed. The challenge with IT hardware is that a single product may entail several hundred subcontractors, many of which operate in countries that do not have the same human rights as in Norway. The same component in a unit may be produced at several different facilities, so a single product may have different value chains. There is consensus that greater transparency is needed in the sector, but this is challenging to achieve. The supplier can also confirm that a risk-based approach is used to identify and mitigate those risk areas with the highest risk.

Our statement on the Transparency Act is posted annually at olt.no.

Future outlook

In 2024, it is expected that the group will increase its capacity to continue focusing on due diligence in accordance with the Transparency Act, as well as analyses of supply chains in accordance with the sustainability strategy. There is a desire to establish a method for due diligence assessments to ensure systematic and continuous efforts.

The group also wants to examine possibilities for the follow-up and evaluation of contractors on completion of construction projects with regard to compliance with the

ethical requirements.

The group will continue our analyses and risk assessments of the supply chain. The goal for 2024 is to analyse the supply chain in 10 product categories (at a more granular level than the previous risk assessment). This is an area we have little past experience with, so there is some uncertainty related to this goal. In 2023, this turned out to be more challenging than expected, an experience that we take with us as we move forward.

AMFI MADLA



UN GLOBAL COMPACT

The Global Compact is the UN initiative for cooperation with the business community to promote sustainable development. The letter below was sent to then UN Secretary-General H.E. Ban Ki-moon and confirms that the Olav Thon Group is a participant in the Global Compact initiative and that the group promises to integrate the ten basic principles into its strategy and daily operations. The next letter is a confirmation that the Olav Thon Group is still a signatory in the UN Global Compact initiative and that the group's work will be presented in an annual report (Communication on Progress).



02.05.2013

H.E. Ban Ki-Moon
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that *Olav Thon Gruppen* supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.

We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. Olav Thon Gruppen will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy.

Sincerely yours,

Mr. Dag Tangevald-Jensen
CEO, Olav Thon Gruppen



OLAV THON GRUPPEN

13.04.2023

To our stakeholders;

I am pleased to confirm that Olav Thon Gruppen reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In the annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Mr. Kjetil Nilsen
CEO, Olav Thon Gruppen

GRI INDEX

Olav Thon Eiendomsselskap's sustainability report for 2023 is based on GRI standards for sustainability reporting.

GRI 2 – General information

ORGANISATION AND REPORTING PRACTICES

GRI 2-1	Organisational details	Page 4
GRI 2-2	Units included in the sustainability report	Pages 4 and 21
GRI 2-3	Reporting period, frequency and point of contact	Page 21
GRI 2-4	Information implementation	None
GRI 2-5	External audit	None

ACTIVITIES AND WORKERS

GRI 2-6	Activities, value chain and other business relationships	Pages 4 and 5
GRI 2-7	Employees	Page 4
GRI 2-8	Workers who are not employees	No overview available

GOVERNANCE

GRI 2-9	Management structure and composition	Page 5
GRI 2-10	Nomination and election of the highest governance body	Page 5
GRI 2-11	Head of the highest governance body	Page 5
GRI 2-12	Role of the highest governing body in the management of impacts	Pages 12, 19 and 21
GRI 2-13	Division of responsibility	Pages 12 and 19-20
GRI 2-14	Role of the highest governance body in sustainability reporting	Page 21
GRI 2-15	Conflicts of interest	Page 5
GRI 2-16	Communication of misconduct	Page 5
GRI 2-17	Knowledge of the highest governance body	olt.no
GRI 2-18	Evaluation of the highest governance body's performance	Page 12
GRI 2-19	Guidelines for remuneration	olt.noPage 6
GRI 2-20	Process for determining remuneration	olt.no
GRI 2-21	Annual compensation rate	

STRATEGY, GUIDELINES AND PRACTICES

GRI 2-22	Sustainability strategy statement	Page 3
GRI 2-23	Mandatory guidelines	Pages 20-21
GRI 2-24	Implementation of mandatory guidelines	Pages 19-21
GRI 2-25	Process for compensating negative impact	Pages 5, 20
GRI 2-26	Mechanisms for seeking advice and raising concerns	Page 5
GRI 2-27	Compliance with laws and regulations	No violations

GRI 2-28	Membership in associations	No such membership
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STAKEHOLDER ENGAGEMENT

GRI 2-29	Approach to stakeholder engagement	Page 10
GRI 2-30	Collective agreements	Up to 25%

GRI 3 – Key topics

FINANCE

GRI 201-1	Direct economic impact	Page 6
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TRANSITION TO A LOW-EMISSION SOCIETY

GRI 305-1	Direct greenhouse gas emissions (scope 1)	Page 25
	<ul style="list-style-type: none"> a. 66.9 tCO₂e b. All are included c. No biogenic emissions in scope 1 d. N/A e. The GWPs used in the calculation of tCO₂e are based on the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4) over a 100-year period. f. Operational control and financial control g. Standards, methods and requirements: These points are described in the documentation on our website. 	
GRI 305-2	Energy-related indirect greenhouse gas emissions (scope 2)	Page 25
	<ul style="list-style-type: none"> a. 3,420.0 tCO₂e b. 35,129.6 tCO₂e c. All are included d. N/A e. The GWPs used in the calculation of tCO₂e are based on the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4) over a 100-year period. f. Operational control g. Standards, methods and requirements: These points are described in the documentation on our website. 	
GRI 305-3	Other indirect greenhouse gas emissions (scope 3)	Page 25
	<ul style="list-style-type: none"> a. 17,427.6 tCO₂e b. All are included c. No biogenic emissions in scope 3 d. Emissions in scope 3 are calculated for the following categories: waste (residual waste for incineration/sorting) and business trips (flights). See page 16 of this report for figures by category. e. N/A f. The GWPs used in the calculation of tCO₂e are based on the Intergovernmental Panel on Climate Change (IPCC) Fourth Assessment Report (AR4) over a 100-year period. g. Standards, methods and requirements: These points are described in the documentation on our website. 	
GRI 302-1	Energy consumption	Page 26

CIRCULAR HABITS

GRI 306-3	Total generated waste	Page 33
GRI 306-4	Waste for recycling or reuse	Page 33
GRI 306-5	Waste to landfill	Page 33

INCLUSIVE WORKPLACE

GRI 406-1	Cases of discrimination	No reported cases
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RESPONSIBLE BUSINESS PRACTICES

GRI 407-1	Follow-up of suppliers (freedom of association)	Pages 44-45
GRI 408-1	Follow-up of suppliers (abolish child labour)	Pages 44-45
GRI 409-1	Follow-up of suppliers (forced labour)	Pages 44-45

APPENDIX

FINANCIAL FIGURES

The Olav Thon Eiendomsselskap ASA company reports in accordance with IFRS, which affects some of the reported figures on the company's financial contribution to society.

The reported figures have the following distribution:

1. Revenue: the company's total operating revenues.
2. Operating costs: other operating costs and cost of goods for housing.
3. Employee salaries and benefits: salary costs, as well as employer's contributions and other personnel costs.
4. Payments to suppliers of capital: allocated dividends/dividends paid and interest costs.
5. Payments to authorities: tax payable, correction tax in previous years and property tax.
6. Investments in society: investments in local communities in connection with construction projects.

The Olav Thon Foundation's contribution to scientific research and public relations can be linked to the group's activities, as the contributions are obtained from the Olav Thon Eiendomsselskap ASA company. These figures are reported in the Olav Thon Group's sustainability report, and are not included in the calculation of the company's investments in this report, as the reporting only covers the Olav Thon Eiendomsselskap ASA company.

WASTE FIGURES

The figures for waste originate from our waste disposal suppliers. This mainly means that the figures originate from Retura and Norsk Gjenvinning for waste in Norway, and Stena Recycling for waste in Sweden. All waste figures have been obtained for the full calendar year of 2022. Data from Retura and Norsk Gjenvinning are retrieved regularly from automated data. The sorting rate is calculated on the basis of waste volume and represents the company's sorting rate in its entirety.

The Olav Thon Group has an overview of which waste fractions are used in sorting at source. Different codes are used in the mapping of fractions depending on the country. NS codes are used in Norway, while EAL codes are used in Sweden and the EU, and the supplier of our carbon accounting tool, CEMAsys, uses EF codes. There

is currently no key to the relationship between the different codes. As a result, the Olav Thon Group team and consultants from CEMAsys have together attempted to establish a relationship between these categories. This was initially necessary to identify the relationship between the NS codes and EAL codes. It was also important to link these to the EF codes because the EF codes determine the calculation variable for the conversion of waste volume to CO2 equivalents.

Food and residual waste from Sweden is managed by Swedish municipalities and these figures were excluded due to limited data access. We only have access to the number of waste collections, but not the actual volume of waste. Nor was an estimation made of what these figures could be. For future reporting, we will strive to find ways to access this data on a monthly basis.

ENERGY FIGURES

We have implemented an energy monitoring system (EOS) called Energinet. This is a tool for monitoring energy consumption to ensure effective development and optimisation of the property. Reported energy consumption is consumption that does not include the tenant's own consumption.

There is a difference between electricity in our Thon Innsikt database and the EnergiNet portal. For 2023, this difference was 0.02%. The reason for this lies in how the Olav Thon Group's hierarchy is structured in the portal and how extraction is done through an API. For example, a meter may be located under several buildings with a percentage distribution that cannot be retrieved. The meter will then be registered as if there were two meters in our database. Another important factor is that EnergiNet is a tool used daily by the company's operations department, which means that there are continuous changes in meter value, area divisions, new/deleted buildings, etc.

Conversions from the actual consumption of petrol, diesel, gas and heating oil to energy consumption (MWh) originate from our carbon accounting report.

CARBON ACCOUNTING FIGURES

The carbon accounting report was prepared in

collaboration with CEMAsys, which provides advice, as well as a solution for calculating the carbon footprint of Olav Thon Eiendomsselskap. Our carbon accounting complies with the GHG protocol and use emission factors from the IPCC (AR4). An account of the data basis in general is described for the individual data in the various parts of the report, as well as in the appendix. The complete carbon accounting report and associated report on methodology from CEMAsys are available on the Olav Thon Eiendomsselskap website.

FUEL FIGURES

The fuel data is an extract from our fuel supplier. It is derived from a single extract for 2023 and grouped by company. We only have data available from when the company card was used at the supplier's stations. We do not have data available for any other fuel consumption and consumption is not included in the report in this case.

FOSSIL GAS

We calculate the consumption of gas based on spending and invoices. As a result, these figures differ slightly from actual consumption. Since the rates we use to calculate consumption differ from year to year, comparing reported gas consumption with the previous year can be a bit tricky. We are working to establish a more efficient and reliable method to improve the quality of the data and the possibility of a credible comparison from year to year.

There are over 20 suppliers in the Olav Thon Group's purchasing system for the purchase of fossil gas (the system is also used by Olav Thon Eiendomsselskap's businesses). Due to the large and dispersed selection, the decision was made to estimate consumption using invoiced sales. To ensure the most accurate estimation possible, invoices from the top five suppliers (85% of turnover) were analysed. It was discovered that more invoices contained shipping, environmental charges and other costs than pure gas purchases. In the majority of cases, the invoices contained the specified volume of gas. The analysis of the invoices was used to create a calculation model to estimate the volume purchased gas. With varying gas prices and different formats for invoices, attempts have been made to overestimate somewhat rather than underestimate the volume of purchased gas. There are therefore some uncertainties in the figures for fossil gas.

AIR TRAVEL

A single excerpt has been made from the travel agency, who is the main supplier for air travel in the Olav Thon Group (this includes Olav Thon Eiendomsselskap), with information about passenger kilometres per company. If business trips have been booked outside of the travel agency, we do not have data available and this is not included in this report.

EMPLOYEE COMMUTING

Calculations have been made based on the number of employees in the company, the average distance between home and workplace and a national distribution of modes

of transport used to commute to the workplace. The number of employees per mode of transport multiplied by the average distance provides the number of passenger kilometres per mode of transport, which is then multiplied by emission factors for the different modes of transport. Emission factors from Statistics Sweden were used here.

LEASED ASSETS

An assessment has been made of the level of energy intensity (kWh per square metre) of the different shopping centre and commercial property building categories. It is used to calculate an estimate of the buildings' total energy consumption. By then subtracting the company's total consumption, we can calculate each tenant's estimated consumption. The same energy intensity is used regardless of the year.

GENDER AND AGE FIGURES

The gender and age statistics originate from the Olav Thon Group's personnel system. The data is therefore based on every individual working at least one of the companies that fall under Olav Thon Eiendomsselskap ASA in a full or part-time position in 2023. This does not include on-call or extra workers or hired temporary workers. The figures only include employees from companies that are managed by our HR system due to limited access to such data from other companies.

The age distribution is calculated based on the year each employee was born and categorised into the three categories under 30 years, 30-50 years and over 50 years.

The data for gender distribution among managers originates from the Olav Thon Group's payroll system in Norway. The system can distinguish between senior manager and middle manager. The number of these is compiled by gender, followed by a simple percentage calculation of gender distribution for the categories senior manager, middle manager and the overall picture.

The list below includes companies in Olav Thon Eiendomsselskap that are managed by the Olav Thon Group's head office HR and payroll department. The companies that are not included in the list are excluded because we do not have data available for them.

- Amfi Bygg Longyearbyen AS
- Amfi Bygg Moa AS
- Bergen Storsenter AS
- Bowling 1 Vestkanten AS
- Drøbak City AS
- Gardermoen Park AS
- Komsa Parkering AS
- LA Meyer Eiendom AS
- OTE Eiendom AS
- Sørlandssenteret Eiendom AS
- Thon Kjøpesenter Midt AS
- Thon Kjøpesenter Molde AS
- Thon Kjøpesenter Nord AS
- Thon Kjøpesenter Sør AS
- Thon Kjøpesenter Vest AS
- Thon Kjøpesenter Øst AS

- Thon Storo AS
- Time Park Service AS
- Vannkanten Badeland AS
- Vestkanten AS
- Thon Köpcentrum Sverige AB

EMPLOYEE DEVELOPMENT FIGURES

The data originates from our course system and the figures show the number of participants in each course. It is difficult to say how many individuals have attended a course. The reason for this is that the system only keeps track of the number of participants and not which persons participated.

SUPPLIER CHAIN FIGURES

The figures are based on a Factlines survey conducted in the first quarter of 2023. The Factlines system is used to control and follow up on any risk in the Olav Thon Group's supplier chain.

The survey was sent out to all Olav Thon Group contracted suppliers. The survey has two parts, one of which is a standard form based on the ten principles of the UN Global Compact, while the second part is additional

questions based on the Olav Thon Group's own ethical requirements for suppliers.

Part 1 covers the following areas:

- CSR strategy and code of ethics
- Insight into and monitoring of the supplier chain
- Supplier self-assessment of the risk in the country where purchases are made
- Management systems in the company

Part 2 covers the following areas:

- Forced labour/slave labour
- Union and collective actions
- Child labour, discrimination and brutal treatment
- Health, safety and the environment
- Wages, working hours and regular employment
- Marginalised population groups
- Environment, corruption and animal welfare

Each question yields points based on the importance of the question and supplier's answers. Part 1 with standard questions is linked to a risk profile and each supplier receives a risk profile based on the responses to the standard report. This risk profile is of significant importance for further follow-up.



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