



ÅRSREGNSKAPET FOR REGNSKAPSÅRET 2024 - GENERELL INFORMASJON

Enheten

Organisasjonsnummer:	992 009 241
Organisasjonsform:	Aksjeselskap
Foretaksnavn:	ADVANIA NORGE AS
Forretningsadresse:	Pilestredet 33 0166 OSLO

Regnskapsår

Årsregnskapets periode:	01.01.2024 - 31.12.2024
-------------------------	-------------------------

Konsern

Morselskap i konsern:	Ja
Konsernregnskap lagt ved:	Nei

Regnskapsregler

Regler for små foretak benyttet:	Nei
Benyttet ved utarbeidelsen av årsregnskapet til selskapet:	Forenklet IFRS

Årsregnskapet fastsatt av kompetent organ

Bekreftet av representant for selskapet:	Cathrine Duvaas
Dato for fastsettelse av årsregnskapet:	24.04.2025

Grunnlag for avgivelse

År 2024: Årsregnskapet er elektronisk innlevert
År 2023: Tall er hentet fra elektronisk innlevert årsregnskap fra 2024

Det er ikke krav til at årsregnskapet m.v. som sendes til Regnskapsregisteret er undertegnet. Kontrollen på at dette er utført ligger hos revisor/enhetens øverste organ. Sikkerheten ivaretas ved at innsender har rolle/rettighet for innsending av årsregnskapet via Altinn, og ved at det bekreftes at årsregnskapet er fastsatt av kompetent organ.

Brønnøysundregistrene, 18.06.2025



Resultatregnskap

Beløp i: NOK	Note	2024	2023
RESULTATREGNSKAP			
Inntekter			
Salgsinntekt	2	2 465 776 347	2 537 756 690
Annen driftsinntekt	2, 3	13 563 600	11 649 119
Sum inntekter		2 479 339 947	2 549 405 808
Kostnader			
Varekostnad		1 376 219 792	1 405 655 372
Lønnskostnad	4	708 397 921	724 079 533
Avskrivning av driftsmidler og immaterielle eiendeler	5, 6	89 569 870	94 966 594
Nedskrivning av varige driftsmidler og immaterielle eiendeler	6		4 785 413
Annen driftskostnad	4, 7, 8	134 184 781	156 998 461
Sum kostnader		2 308 372 363	2 386 485 373
Driftsresultat		170 967 584	162 920 435
Finansinntekter og finanskostnader			
Renteinntekt fra foretak i samme konsern	8	52 990 994	42 744 265
Annen renteinntekt		25 617	-39 873
Annen finansinntekt		5 581 558	4 622 919
Sum finansinntekter		58 598 169	47 327 312
Annen rentekostnad	9, 10	5 547 338	3 629 192
Annen finanskostnad		3 249 124	7 900 728
Sum finanskostnader		8 796 462	11 529 920
Netto finans	10	49 801 707	35 797 392
Resultat før skattekostnad		220 769 290	198 717 827
Skattekostnad på resultat	11	48 711 353	43 883 318
Årsresultat		172 057 937	154 834 509
Årsresultat etter minoritetsinteresser		172 057 937	154 834 509
Totalresultat		172 057 937	154 834 509



Resultatregnskap

Beløp i: NOK	Note	2024	2023
Overføringer og disponeringer			
Avsatt til annen egenkapital	12	172 057 937	154 834 509
Sum overføringer og disponeringer		172 057 937	154 834 509



Balanse

Beløp i: NOK	Note	2024	2023
BALANSE - EIENDELER			
Anleggsmidler			
Immaterielle eiendeler			
Lisenser og programvare	5	33 889 418	27 432 342
Konsesjoner, patenter o.l.		5 727 702	6 753 560
Utsatt skattefordel	11	18 170 411	23 284 632
Goodwill	5	40 789 528	40 789 528
Sum immaterielle eiendeler		98 577 060	98 260 062
Varige driftsmidler			
Bruksrettseiendeler	6, 13	97 253 925	46 953 374
Datautstyr	6	119 039 081	89 882 497
Balanseførte kostnader leide lokaler	6	830 014	843 688
Driftsløsøre, inventar o.a. utstyr	6	1 233 615	1 927 404
Sum varige driftsmidler		218 356 634	139 606 963
Finansielle anleggsmidler			
Investering i datterselskap	14	7 288 683	
Investering i annet foretak i samme konsern	14		
Lån til foretak i samme konsern	8	350 000 000	350 000 000
Kundekontakter		27 567 947	16 817 922
Andre langsiktige fordringer		15 000	15 000
Sum finansielle anleggsmidler		384 871 630	366 832 922
Sum anleggsmidler		701 805 324	604 699 947
Omløpsmidler			
Varer			
Sum varer		5 092 885	7 022 527
Fordringer			
Kundefordringer	13, 15	335 656 041	385 080 921
Andre kortsiktige fordringer	10, 13	79 080 754	48 902 964
Konsernfordringer	8, 13	434 106 164	316 853 977
Sum fordringer		848 842 960	750 837 861



Balanse

Beløp i: NOK	Note	2024	2023
Investeringer			
Aksjer og andeler i foretak i samme konsern	14		
Markedsbaserte aksjer		20 000	20 000
Sum investeringer		20 000	20 000
Bankinnskudd, kontanter og lignende			
Bankinnskudd, kontanter o.l.	13, 16	984 952	1 133 925
Sum bankinnskudd, kontanter og lignende		984 952	1 133 925
Sum omløpsmidler		854 940 797	759 014 314
SUM EIENDELER		1 556 746 120	1 363 714 261

BALANSE - EGENKAPITAL OG GJELD

Egenkapital

Innskutt egenkapital

Aksjekapital	12, 17	1 000 000	1 000 000
Beholdning av egne aksjer	17		
Overkurs	12	64 797 753	64 797 753
Annen innskutt egenkapital	12	118 489 404	118 489 404
Sum innskutt egenkapital		184 287 157	184 287 157

Opptjent egenkapital

Annen egenkapital	12	390 229 856	372 743 568
Sum opptjent egenkapital		390 229 856	372 743 568

Sum egenkapital	12	574 517 013	557 030 724
------------------------	----	--------------------	--------------------

Gjeld

Langsiktig gjeld

Utsatt skatt	11		
Annen langsiktig gjeld			
Øvrig langsiktig gjeld	9, 13	79 253 207	45 395 849
Sum annen langsiktig gjeld		79 253 207	45 395 849

Sum langsiktig gjeld		79 253 207	45 395 849
-----------------------------	--	-------------------	-------------------



Balanse

Beløp i: NOK	Note	2024	2023
Kortsiktig gjeld			
Leverandørgjeld	8, 13	369 453 626	239 223 408
Betalbar skatt	11		
Skyldig offentlige avgifter		94 736 407	98 472 754
Kortsiktig konserngjeld	8, 13	226 827 383	239 616 316
Annen kortsiktig gjeld	10, 13	211 958 484	183 975 209
Sum kortsiktig gjeld		902 975 901	761 287 687
Sum gjeld		982 229 108	806 683 536
SUM EGENKAPITAL OG GJELD		1 556 746 120	1 363 714 261



Årsregnskap 2024 Advania Norge AS

Resultatregnskap
Balanse
Kontantstrøm
Noter til regnskapet

Org.nr.: 992 009 241



Resultatregnskap

Advania Norge AS

Driftsinntekter og driftskostnader	Note	2024	2023
Salgsinntekt	2	2 465 776 347	2 537 756 690
Annen driftsinntekt	2, 3	13 563 600	11 649 119
Sum driftsinntekter		2 479 339 947	2 549 405 808
Varekostnad		1 376 219 792	1 405 655 372
Lønnskostnad	4	708 397 921	724 079 533
Avskrivning av driftsmidler og immaterielle eiendeler	5, 6	89 569 870	94 966 594
Nedskrivning av bruksrettseiendeler	6	0	4 785 413
Annen driftskostnad	4, 7, 8	134 184 781	156 998 461
Sum driftskostnader		2 308 372 363	2 386 485 373
Driftsresultat		170 967 584	162 920 435
Finansinntekter og finanskostnader			
Renteinntekt fra foretak i samme konsern	8	52 990 994	42 744 265
Annen renteinntekt		25 617	-39 873
Annen finansinntekt		5 581 558	4 622 919
Annen rentekostnad	9, 10	5 547 338	3 629 192
Annen finanskostnad		3 249 124	7 900 728
Resultat av finansposter	10	49 801 707	35 797 392
Resultat før skattekostnad		220 769 290	198 717 827
Skattekostnad på resultat	11	48 711 353	43 883 318
Resultat		172 057 937	154 834 509
Utvidet resultatregnskap			
Ordinært resultat		172 057 937	154 834 509
Andre inntekter og kostnader etter IAS 1		0	0
Årets totalresultat		172 057 937	154 834 509
Totalresultat		172 057 937	154 834 509
Overføringer			
Avsatt til annen egenkapital	12	172 057 937	154 834 509
Sum overføringer		172 057 937	154 834 509

Advania Norge AS

Side 2



Balanse

Advania Norge AS

Eiendeler	Note	2024	2023
Anleggsmidler			
Immaterielle eiendeler			
Lisenser og programvare	5	33 889 418	27 432 342
Konsesjoner, patenter o.l.		5 727 702	6 753 560
Utsatt skattefordel	11	18 170 411	23 284 632
Goodwill	5	40 789 528	40 789 528
Sum immaterielle eiendeler		98 577 060	98 260 062
Varige driftsmidler			
Bruksrettseiendeler	6, 13	97 253 925	46 953 374
Datautstyr	6	119 039 081	89 882 497
Balanseførte kostnader leide lokaler	6	830 014	843 688
Driftsløsøre, inventar o.a. utstyr	6	1 233 615	1 927 404
Sum varige driftsmidler		218 356 634	139 606 963
Finansielle anleggsmidler			
Kundekontakter		27 567 947	16 817 922
Investeringer i datterselskap	14	7 288 683	0
Lån til foretak i samme konsern	8	350 000 000	350 000 000
Andre langsiktige fordringer		15 000	15 000
Sum finansielle anleggsmidler		384 871 630	366 832 922
Sum anleggsmidler		701 805 324	604 699 947



Balanse

Advania Norge AS

	Note	2024	2023
Omløpsmidler			
Lager av varer og annen beholdning		5 092 885	7 022 527
Fordringer			
Kundefordringer	13, 15	335 656 041	385 080 921
Andre kortsiktige fordringer	10, 13	79 080 754	48 902 964
Konsernfordringer	8, 13	37 563 799	108 594 629
Innskudd konsernkontoordning		396 542 366	208 259 348
Sum fordringer		848 842 960	750 837 861
Markedsbaserte aksjer		20 000	20 000
Sum investeringer		20 000	20 000
Bankinnskudd, kontanter o.l.	13, 16	984 952	1 133 925
Sum omløpsmidler		854 940 797	759 014 314
Sum eiendeler		1 556 746 120	1 363 714 261



Balanse

Advania Norge AS

Egenkapital og gjeld	Note	2024	2023
Egenkapital			
Innskutt egenkapital			
Aksjekapital	12, 17	1 000 000	1 000 000
Overkurs	12	64 797 753	64 797 753
Annen innskutt egenkapital	12	118 489 404	118 489 404
Sum innskutt egenkapital		184 287 157	184 287 157
Opptjent egenkapital			
Annen egenkapital	12	390 229 856	372 743 568
Sum opptjent egenkapital		390 229 856	372 743 568
Sum egenkapital	12	574 517 013	557 030 724
Gjeld			
Annen langsiktig gjeld			
Øvrig langsiktig gjeld	9, 13	79 253 207	45 395 849
Sum annen langsiktig gjeld		79 253 207	45 395 849
Kortsiktig gjeld			
Leverandørgjeld	8, 13	369 453 626	239 223 408
Skyldig offentlige avgifter		94 736 407	98 472 754
Konserngjeld	8, 13	226 827 383	239 616 316
Annen kortsiktig gjeld	10, 13	211 958 484	183 975 209
Sum kortsiktig gjeld		902 975 901	761 287 687
Sum gjeld		982 229 108	806 683 536
Sum egenkapital og gjeld		1 556 746 120	1 363 714 261



Balanse

Advania Norge AS
Oslo, 24.04.2025
Styret i Advania Norge AS

Hege Støre
Styrets leder

Henrik Foyen-Laukvik
Styremedlem

Mia Gretland
Styremedlem, ansatt

Erik Rake Kendel
Styremedlem, ansatt

Stine Jansen
Styremedlem, ansatt

Hans Henrik Schibler
Styremedlem

Erik Mikael Karlsson Noaksson
Styremedlem

Lilja Brynja Skuladottir
Styremedlem



Kontantstrømoppstilling

Advania Norge AS

		2024	2023
Kontantstrømmer fra operasjonelle aktiviteter			
Resultat før skattekostnad		220 769 290	198 717 827
Tap/gevinst ved salg av anleggsmidler	6	-1 201 000	-989 710
Ordinære avskrivninger	5, 6	89 569 870	94 966 594
Nedskrivning bruksrettseiendeler		0	4 785 413
Endring i varelager		1 929 642	2 337 986
Endring i kundefordringer	8, 15	49 424 880	-35 449 228
Endring i leverandørgjeld	8	130 230 218	-14 890 137
Endring i andre tidsavgrensningsposter		36 314 677	-11 245 451
Netto kontantstrøm fra operasjonelle aktiviteter		527 037 577	238 233 294
Kontantstrømmer fra investeringsaktiviteter			
Innbetaling ved salg av varige driftsmidler	6	1 201 000	989 710
Utbetalinger ved kjøp av varige driftsmidler		-89 842 274	-96 795 021
Utbetalinger ved kjøp av aksjer og andeler i andre foret	14	-7 288 683	0
Endringen i konsernkonto (mellomværende)	8	-188 283 018	-97 440 641
Netto kontantstrøm fra investeringsaktiviteter		-284 212 975	-193 245 952
Kontantstrømmer fra finansieringsaktiviteter			
Utbetalinger ved nedbetalinger av leieforpliktelser		-39 991 258	-44 742 719
Innbetalinger av konsernbidrag		36 634 000	12 673 701
Utbetalinger av konsernbidrag		-239 616 316	-27 949 323
Netto kontantstrøm fra finansieringsaktiviteter		-242 973 574	-60 018 341
Netto endring i kontanter og kontantekvivalenter		-148 972	-15 030 999
Beh. av kont. og kontantekvivalenter ved per. begynnel		1 133 925	16 164 893
Beh. av kont. og kontantekvivalenter ved per. slutt		984 953	1 133 894



Note 1 Regnskapsprinsipper

Advania Norge AS er en leverandør av skytjenester, drift, IT-produkter og digital transformasjon til det norske markedet. Selskapets hovedkontor er lokalisert i Pilestedet 33, 0166 Oslo.

Forenklet IFRS

Årsregnskapet for 2024 er avlagt etter forskriften om forenklet IFRS. Innregning og måling av resultat og balansetall følger av IFRS som fastsatt av EU med visse unntak som angitt i forskriften, mens noteopplysningene og oppstillingsplaner i hovedsak følger av regnskapsloven. De valgmuligheter i forskrift om forenklet IFRS som selskapet har benyttet for innregning og måling: Utbytte og konsernbidrag regnskapsføres i samsvar med regnskapsloven, som betyr at utbytte og konsernbidrag innregnes i regnskapsåret det gjelder, når det er vedtatt senest i forbindelse med avleggelse av årsregnskapet.

Grunnlag for regnskapsutarbeidelsen

Ledelsen har brukt estimater og forutsetninger som påvirker anvendelsen av regnskapsprinsipper og resultatførte eiendeler, gjeld, inntekter, kostnader og opplysning om potensielle forpliktelser. Dette gjelder særlig regnskapsføring av leverandørbonus, bruksrettseiendeler og utsatt skattefordel. Fremtidige hendelser kan medføre at estimatene endrer seg. Forutsetningene som er benyttet i estimatene er basert på historisk erfaring og andre faktorer som anses rimelige under gjeldende forhold. Faktisk utfall vil kunne avvike vesentlig fra estimater benyttet i regnskapsavleggelsen.

Valuta

Transaksjoner i utenlandsk valuta omregnes til kursen på transaksjonstidspunktet. Pengeposter i utenlandsk valuta omregnes til norske kroner ved å benytte balansedagens valutakurs. Valutakursendringer relatert til drift og arbeidskapital resultatføres løpende i regnskapsperioden under andre driftsinntekter og andre driftskostnader. Valutakursendringer relatert til finansielle aktiviteter resultatføres løpende i regnskapsperioden under annen finansinntekt og -kostnad.

Driftsinntekter

Salg av hardware inntektsføres når kunden har overtatt kontroll, som normalt sett er når varen er levert. Selskapet har ikke varelager, men opptre som prinsipal. Dette begrunnes blant annet i at selskapet har frihet til å akseptere eller avslå kundeordre, samt velge mellom ulike leverandør ved bestilling av varer. I tillegg er selskapet ansvarlig ut mot kunden ved eventuelle reklamasjoner og/eller skader på varene.

Lisenser/software er en engangssum som kreves for å kunne anvende et system. Lisenser inntektsføres når de faktureres. Inntekter og kostnader inkluderes i samme periode. Vedlikeholdsavgifter er månedlige eller årlige avgifter relatert til vedlikehold av systemer. Vedlikeholdsavgifter blir som hovedregel inntektsført over avtaleperioden. Selskapets IT konsulenttjenester anses som tjenester som blir fortløpende levert og konsumert av kunde og inntektsføres derfor løpende i takt med levering.

Skatt

Skattekostnaden i resultatregnskapet omfatter både periodens betalbare skatt og endring i utsatt skatt. Utsatt skatt er beregnet med 22 % på grunnlag av de midlertidige forskjeller som eksisterer mellom regnskapsmessige og skattemessige verdier, samt ligningsmessig underskudd til fremføring ved utgangen av regnskapsåret. Skatteøkende og skattereduserende midlertidige forskjeller som reverserer eller kan reverseres i samme periode er utlignet og nettoført. Oppføring av utsatt skattefordel på netto skattereduserende forskjeller som ikke er utlignet, er begrunnet med antatt fremtidig inntjening. Utsatt skatt og skattefordel som kan balanseføres er oppført netto i balansen.

Klassifisering og vurdering av balanseposter

En eiendel klassifiseres som kortsiktig når den forventes å bli realisert eller skal selges eller forbrukes i selskapets normale driftssyklus, eller forfaller/forventes å bli realisert eller gjort opp innen 12 måneder etter slutten av rapporteringsperioden. Andre eiendeler er klassifisert som langsiktige. Gjeld klassifiseres som kortsiktig når den forventes å bli gjort opp i selskapets normale driftssyklus, forventes å bli gjort opp innen 12



måneder etter slutten av rapporteringsperioden eller hvis selskapet ikke har en ubetinget rett til å utsette oppgjør minst 12 måneder etter slutten av rapporteringsperioden.

Varige driftsmidler

Varige driftsmidler regnskapsføres til anskaffelseskost med fradrag for avskrivninger og nedskrivninger. Anskaffelseskost inkluderer kostnader direkte knyttet til anskaffelsen av driftsmidlet. Påfølgende utgifter legges til balanseført verdi av eiendelen eller innregnes separat når det er sannsynlig at fremtidige økonomiske fordeler tilknyttet utgiften vil tilflyte selskapet, og utgiften kan måles pålitelig. Øvrige reparasjons- og vedlikeholdskostnader føres over resultatet i den perioden kostnadene påløper. Varige driftsmidler avskrives lineært. Kostnadene ved kjøp av anleggsmidler avskrives ned til forventet restverdi, som generelt estimeres til å være null. Estimert økonomisk levetid, restverdi og avskrivningsmetoder vurderes ved utgangen av hvert år og endres hvis nødvendig.

Immaterielle eiendeler

Utgifter til utvikling balanseføres i den grad det kan identifiseres en fremtidig økonomisk fordel knyttet til utvikling av en identifiserbar immateriell eiendel og utgiftene kan måles pålitelig. I motsatt fall kostnadsføres slike utgifter løpende. Balanseført utvikling avskrives lineært over forventet brukstid.

Goodwill

Anskaffelseskost for goodwill er en restpost som representerer forskjellen mellom samlet anskaffelseskost for en virksomhet og verdien av identifiserbare eiendeler og gjeldsposter. Goodwill blir ikke avskrevet, men blir testet for verdifall ved årsslutt.

Aksjer i datterselskap

Datterselskap vurderes etter kostmetoden i selskapsregnskapet. Investeringen er vurdert til anskaffelseskost for aksjene med mindre nedskrivning har vært nødvendig. Det er foretatt nedskrivning til virkelig verdi når verdifall skyldes årsaker som ikke kan forventes å være forbigående og det må anses nødvendig etter god regnskapsskikk. Nedskrivninger er reversert når grunnlaget for nedskrivning ikke lenger er til stede.

Utbytte, konsernbidrag og andre utdelinger fra datterselskap er inntektsført samme år som det er avsatt i givers regnskap. Overstiger utbytte / konsernbidraget andelen av opptjent resultat etter anskaffelsestidspunktet, representerer den overskytende del tilbakebetaling av investert kapital, og utdelingene er fratrukket investeringens verdi i balansen til morselskapet.

Fordringer

Kundefordringer og andre fordringer oppføres til pålydende etter fradrag for avsetning til forventet tap. Selskapet følger IFRS 9 for avsetning til tap på fordringer, samt foretar individuelle vurderinger på enkelte kunder.

Pensjoner

Selskapet har innskuddspensjon og betaler innskudd til et forsikringselskap.

Kontantstrømoppstilling

Kontantstrømoppstilling utarbeides etter den indirekte metoden. Kontanter og kontantekvivalenter omfatter kontanter, bankinnskudd med andre kortsiktige, likvide plasseringer som umiddelbart og med uvesentlig kursrisiko kan konverteres til kjente kontantbeløp og med forfallsdato kortere enn tre måneder fra anskaffelsesdato.

Leieavtaler

Alle kontrakter som møter definisjonen av en leieavtale iht. IFRS 16, blir regnskapsført som en "bruksrettighet", med en tilhørende "leieforpliktelse" i balansen på oppstartsdatoen for leieavtalen. Selskapet praktiserer unntak fra balanseføring for leieavtaler med en løpetid kortere enn 12 mnd og leieavtaler av lav verdi inkludert leie av IT utstyr. Selskapet regnskapsfører leiebetalinger relatert til



disse leieavtalene som driftskostnad linært over leieperioden. Bruksrettighetene blir initielt regnskapsført til kost, som består av den beregnede leieforpliktelsen, justert for eventuelle forskuddsbetalinger utført på eller før oppstartsdatoen, med tillegg av eventuelle direkte henførbare kostnader og fratrukket eventuelle leieinsentiver.

Bruksrettighetene er klassifisert som varige driftsmidler, de er avskrevet linært over leieperioden og er gjenstand for nedskrivingsvurdering i henhold til IAS 36. Leieforpliktelsen representerer nåverdien av fremtidige leiebetalinger i leieperioden inkludert eventuelle opsjoner, der ledelsen er rimelig sikker på å benytte opsjonen. Leieforpliktelsen er løst opp over leieperioden ved å benytte selskapets anslåtte inkrementelle lånerente og redusert med periodens leiebetalinger.

Note 2 Salgsinntekter

	2024	2023
Pr. Virksomhetsområde		
Lisenser/Intelligent Cloud	1 117 617 483	1 134 162 567
Dig. Transformation/Consulting	363 552 187	357 941 528
Managed Products	923 726 771	996 507 984
Agreements	60 879 906	49 144 610
Andre driftsinntekter	13 563 600	11 649 119
Sum	2 479 339 947	2 549 405 808

Geografisk marked er i all hovedsak Norge.

Kategorisering av virksomhetsområder er oppdatert for å bedre gjenspeile faktisk operasjonell drift.

Note 3 Hendelser etter balansedagen

Solv AS fusjonerte med søsterselskapet Advania Norge AS 02.01.2025

Solv AS er et IT-konsulentfirma som tilbyr skreddersydde løsninger for sine kunder gjennom rådgivnings-, design- og utviklingsprosjekter. Selskapet omsetter for mer enn 55 millioner årlig og har ca 40 ansatte.

Selskapets hovedkontor er i Sandnes kommune. Solv AS har en stabil og god drift med positivt driftsresultat gjennom mange år. Fusjonen styrker Advanias posisjon og tilbud innen konsulenttjenester i Norge.

02.01.2025 fusjonerte Advania Vestfold AS og Advania Norge 51 AS, 21.01.2025 endret selskapet navn til Advania Focus AS

Note 4 Lønnskostnader og ytelser, godtgjørelser til daglig leder, styret og revisor

Lønnskostnader	2024	2023
Lønninger	577 231 916	599 122 104
Arbeidsgiveravgift	95 477 097	95 630 598
Pensjonskostnader	29 850 495	28 254 954
Andre ytelser	5 838 413	1 071 877
Sum	708 397 921	724 079 533

Selskapet har i 2024 gjennomsnittlig 681 årsverk.

Pensjonsforpliktelser

Selskapet er pliktig til å ha tjenstepensjonsordning etter lov om obligatorisk tjenstepensjon.

Selskapets pensjonsordninger tilfredsstiller kravene i denne lov.



Ytelser til ledende personer	Daglig leder	Styret
Lønn og bonus	1 187 500	0
Pensjonskostnader	37 886	0
Annen godtgjørelse	45 400	0
Sum	1 270 786	0

Revisor

Kostnadsført revisjonshonorar for 2024 utgjør kr 2 062 833.

Inkludert i dette er honorar for andre tjenester på kr 561 202.

Note 5 Immaterielle eiendeler og goodwill

	Kundebase	Lisenser og programvare	Goodwill	Sum
Anskaffelseskost pr. 01.01.24	7 181 000	84 950 403	40 789 528	132 920 931
Tilgang kjøpte driftsmidler		18 743 732		18 743 732
Anskaffelseskost 31.12.24	7 181 000	103 694 135	40 789 528	151 664 663
Akkumulerte avskrivninger 31.12.24	1 453 298	69 804 717		71 258 015
Av- og nedskrivninger pr. 31.12.24	1 453 298	69 804 717	0	71 258 015
Bokført verdi 31.12.24	5 727 702	33 889 417	40 789 528	80 406 648
Årets ordinære avskrivninger	1 025 857	12 286 655		13 312 512
Økonomisk levetid	7 år	3-4 år	8 år	

Note 6 Varige driftsmidler

	Datautstyr	Balanseførte kostnader leide lokaler	IFRS 16 Bruksrett	Inventar Kjøretøy	Sum
Anskaffelseskost pr. 01.01.24	336 830 549	1 005 217	153 122 925	13 761 842	504 720 533
Tilgang	70 354 244	244 865	83 908 485	430 314 69 120	155 007 029
Avgang i året	1 201 000				1 201 000
Anskaffelseskost 31.12.24	405 983 793	1 250 082	237 031 410	14 192 156 69 120	658 526 562
Akkumulerte avskrivninger 31.12.24	286 783 967	420 068	113 646 644	12 950 959 15 127	413 816 765
Akkumulerte nedskrivninger 31.12.24	160 745		26 130 842	61 576	26 353 163
Av- og nedskrivninger pr. 31.12.24	286 944 712	420 068	139 777 486	13 012 535 15 127	440 169 928
Bokført verdi 31.12.24	119 039 081	830 014	97 253 924	1 179 622 53 993	218 356 634
Årets ordinære avskrivninger	41 197 660	258 539	33 607 935	1 178 096 15 127	76 257 358
Økonomisk levetid	3-5 år	3-5 år		5 år 5 år	

Bruksrett IFRS 16 relaterer seg i hovedsak til leie av lokaler i Ole Deviks vei 6c, 0666 Oslo, Pilestredet 33, 0166 Oslo, Drengsrudbekken 12, 1383 Asker, samt noen mindre kontorlokaler og leie av datasentre og IT-utstyr. Årets tilganger for IFRS 16 er en kombinasjon av nye avtaler, forlengelse av avtaler og



indeksjusteringer.

Note 7 Offentlig tilskudd

I 2024 er det inntektsført tilskudd til forsknings- og utviklingsprosjekter via SkatteFUNN ordningen på 1 087 047 NOK. Beløpet er i sin helhet ført som reduksjon av balanseførte kostnader tilknyttet prosjektet. Tilskuddet resultatføres i takt med avskrivningen av investeringen i prosjektet.

Note 8 Mellomværende og transaksjoner med selskap i samme konsern m.v.

Mellomværende med konsernregnskap	2024	2023
Kundefordringer	8 905 196	9 063 488
Andre kortsiktige fordringer (inkl. mottatt konsernbidrag)	28 658 603	99 531 141
Leverandørgjeld	-10 050 121	-7 923 203
Annen kortsiktig gjeld (inkl. avgitt konsernbidrag)	-226 827 383	-239 616 316
Langsiktig lån til foretak i samme konsern	350 000 000	350 000 000
Sum	150 686 295	211 055 111

Selskapet har hatt kostnader for Management Fee til Advania AB på NOK 11 166 066 i 2024, mot NOK 10 934 849 i 2023.

Renteinntekt fra langsiktig lån til foretak i samme konsern utgjorde i 2024 39 977 401 NOK.

Selskapet leverer og kjøper driftstjenester og produkter til/fra søsterselskap. Transaksjoner skjer på markedsmessige vilkår.

Totale driftsinntekter fra konsernselskap utgjorde 75 549 001 NOK i 2024.

Varekost og annen driftskostnad fra konsernregnskap utgjorde 66 797 145 NOK i 2024, Management Fee på NOK 11 166 066 kommer i tillegg.

Konsernkontoordning

Advania Norge AS inngår i konsernkontoordning for konsernselskapene i Advania konsernet.

Konsernselskapene er solidarisk ansvarlige for trekkrettighetene i avtalen.

Trekk og innskudd i konsernkontoordningen renteberegnes på markedsmessige vilkår.

Opptjente renteinntekter i konsernkontoordninger utgjorde 13 013 592 NOK i 2024, rentekostnader utgjorde 31 125 NOK .

I 2023 utgjorde renteinntekt fra selskap i samme konsern 3 803 609 NOK og rentekostnader 114 973 NOK.

Fellesregistrering

Advania Norge AS, Advania Holding AS, Advania Norge 51 AS, Advania Vestfold AS og Advania Ibiz AS er fellestregistrert i Merverdiavgiftsregisteret.



Note 9 Forfall leasingforpliktelse

Ar	Under 1 år	1-5 år	Over 5 år
Forfallsstruktur gjeld	36 678 171	79 253 207	0

I 2024 er avdrag som følge av gjennomførte leiebetalinger på 45 427 467 NOK. Bokførte rentekostnader tilknyttet denne leieforpliktelsen er 5 436 209 NOK. Opplysningene i noten vises i nominelle beløp, mens langsiktig gjeld er neddiskontert i balansen.

Note 10 Poster som er slått sammen i regnskapet

Andre kortsiktige fordringer	2024	2023
Opptjent, ikke fakturert inntekt	21 602 615	12 764 062
Krav på refusjon utenlandsk merverdiavgift	0	33 433
Skattefunn	1 087 047	929 766
Forskuddsbetalte kostnader	56 296 464	33 008 708
Andre kortsiktige fordringer	94 628	2 166 994
Sum andre kortsiktige fordringer	79 080 754	48 902 964

Annen kortsiktig gjeld	2024	2023
Lønns- og feriepengeravsetninger	92 699 340	86 976 845
Påløpt kostnad	41 670 511	37 945 818
Uopptjent inntekt	3 943 280	3 125 453
Leieforpliktelser IFRS 16	36 678 170	26 618 301
Annen kortsiktig gjeld	17 637 810	13 920 183
Implementering av kundekontrakter	19 329 372	15 388 609
Sum annen kortsiktig gjeld	211 958 484	183 975 209

Finansposter	2024	2023
Renteinntekt fra foretak i samme konsern	52 990 994	42 744 265
Renteinntekt bankinnskudd	2 235	-60 853
Renteinntekt skatt	23 382	20 981
Sum annen renteinntekt	25 617	-39 873

Annen rentekostnad	-80 004	-124 256
Rentekostnad leieforpliktelser	-5 436 209	-3 389 963
Rentekostnad interne cashpool	-31 125	-114 973
Sum annen rentekostnad	-5 547 338	-3 629 192

Agio	3 035 619	3 940 045
Annen finansinntekt	2 545 938	682 874
Sum annen finansinntekt	5 581 558	4 622 919

Disagio	-3 229 092	-7 765 894
Annen finanskostnad	-20 032	-134 834



Sum annen finanskostnad	-3 249 124	-7 900 728
Netto finanposter	49 801 707	35 797 392

Note 11 Skatt

Årets skattekostnad	2024	2023
Resultatført skatt på ordinært resultat:		
Betalbar skatt	43 597 132	42 734 225
Endring i utsatt skattefordel	5 114 221	1 149 093
Skattekostnad ordinært resultat	48 711 353	43 883 318
Skattepliktig inntekt:		
Ordinært resultat før skatt	220 769 290	198 717 827
Permanente forskjeller	645 946	506 606
Endring i midlertidige forskjeller	-23 246 457	-4 977 959
Mottatt konsernbidrag	28 658 603	13 735 842
Avgitt konsernbidrag	-226 827 383	-207 982 316
Skattepliktig inntekt	0	0
Betalbar skatt i balansen:		
Betalbar skatt på årets resultat	43 597 132	42 734 224
Betalbar skatt på avgitt konsernbidrag	-49 902 024	-45 756 110
Betalbar skatt på mottatt konsernbidrag	6 304 893	3 021 885
Sum betalbar skatt i balansen	0	0
Beregning av effektiv skattesats		
Resultat før skatt	220 769 290	198 717 827
Beregnet skatt av resultat før skatt	48 569 244	43 717 922
Skatteeffekt av permanente forskjeller	142 108	111 453
Korrigerings tidligere år	0	53 942
Sum	48 711 352	43 883 317
Effektiv skattesats	22,1 %	22,1 %

Skatteeffekten av midlertidige forskjeller som har gitt opphav til utsatt skatt og utsatte skattefordeler, spesifisert på typer av midlertidige forskjeller

	2024	2023	Endring
Varige driftsmidler	-57 097 467	-69 593 161	-12 495 694
Fordringer	673 806	264 201	-409 605
Balanseførte leieavtaler	-18 677 452	-25 060 776	-6 383 324
Gevinst – og tapskonto	2 284 661	2 855 826	571 165
Avsetninger mv	-9 776 327	-14 305 326	-4 529 000
Sum	-82 592 779	-105 839 235	-23 246 457



Grunnlag for utsatt skattefordel	-82 592 779	-105 839 235	-23 246 457
Utsatt skattefordel (22 %)	-18 170 411	-23 284 632	-5 114 221

Utsatt skattefordel er balanseført i den utstrekning det er forventet at selskapet vil klare å utnytte det fremførbare underskuddet, basert på forventet fremtidig inntjening.



Note 12 Egenkapital

	Aksjekapital	Overkurs	Annen Innskutt egenkapital	Annen egenkapital	Sum egenkapital
Pr. 31.12.2023	1 000 000	64 797 753	118 489 404	372 743 568	557 030 724
Pr 01.01.2024	1 000 000	64 797 753	118 489 404	372 743 568	557 030 724
Årets resultat				172 057 937	172 057 937
Konsernbidrag mottatt			22 353 710		22 353 710
Konsernbidrag avgitt				-176 925 359	-176 925 359
Pr 31.12.2024	1 000 000	64 797 753	140 843 114	367 876 146	574 517 013

Note 13 Finansielle eiendeler

Finansielle eiendeler

31.12.2024

	Note	Virkelig verdi over resultatet			Amortisert kost	Andre finansielle forpliktelser	Bokført verdi	Virkelig verdi
		Level 1	Level 2	Level 3				
Bankinnskudd	16				984 952		984 952	984 952
Investerings i andre aksjer				0			0	0
Bruksrettseiendeler	6				97 253 925		97 253 925	97 253 925
Konsernfordringer	8				37 563 799		37 563 799	37 563 799
Kundefordringer	15				335 656 041		335 656 041	335 656 041
Andre fordringer	10				79 080 754		79 080 754	79 080 754
Finansielle eiendeler		0	0	0	550 539 471		550 539 471	550 539 471
Leasingforpliktelse	9					79 253 207	79 253 207	79 253 207
Konserngjeld	8					226 827 383	226 827 383	226 827 383
Leverandørgjeld						369 453 626	369 453 626	369 453 626
Annen kortsiktig gjeld	10					211 958 484	211 958 484	211 958 484
Finansielle forpliktelser		0	0	0	0	887 492 700	887 492 700	887 492 700

31.12.2023

	Note	Virkelig verdi over resultatet			Amortisert kost	Andre finansielle forpliktelser	Bokført verdi	Virkelig verdi
		Level 1	Level 2	Level 3				
Bankinnskudd	16				1 133 925		1 133 925	1 133 925
Investerings i andre aksjer				0			0	0
Bruksrettseiendeler	6				46 953 374		46 953 374	46 953 374
Konsernfordringer	8				108 594 629		108 594 629	108 594 629
Kundefordringer	15				385 080 921		385 080 921	385 080 921
Andre fordringer	10				48 902 964		48 902 964	48 902 964
Finansielle eiendeler		0	0	0	590 665 813	0	590 665 813	590 665 813
Leasingforpliktelse	9					45 395 849	45 395 849	45 395 849
Konserngjeld	8					239 616 316	239 616 316	239 616 316
Leverandørgjeld						239 223 408	239 223 408	239 223 408
Annen kortsiktig gjeld	10					183 975 209	183 975 209	183 975 209
Finansielle forpliktelser		0	0	0	0	708 210 782	708 210 782	708 210 782



Note 14 Datterselskap

Oversikt over datterselskaper:

Selskap	Lokasjon	Eier- og stemmeandel	Egenkapital 31.12.2024	Resultat 2024	Bokført verdi 31.12.2024
Advania PVT Ltd	Colombo - Sri Lanka	100%	16 300 537	-1 243 281	7 288 683
Total			16 300 537	-1 243 281	7 288 683

Den 1. juli 2024 kjøpte Advania Norge AS 100% av aksjene i Advania PVT Ltd. i Sri Lanka, fra Advania AB. Advania Sri Lanka leverer IT konsulent og driftstjenester for interne systemer i Advania organisasjonen. De leverer hovedsakelig tjenester til Advania Norge AS, men har også noen prosjekter som gjelder Advania Iceland, Advania Sweden og Advania UK.

Investeringene i datterselskap vurderes etter kostmetoden i selskapsregnskapet. Det er ikke utarbeidet konsernregnskap iht. regnskapsloven § 3-7.

Note 15 Kundefordringer

Balanseført verdi av finansielle eiendeler representerer maksimal kreditteksponering. Fordringer utover kundefordringer er relatert til driftsrelaterte fordringer og periodiseringer. Disse anses å inneha begrenset risiko.

	2024	2023
Kundefordringer til pålydende	335 925 607	385 542 506
Kundefordring foretak i samme konsern	8 905 196	9 063 488
Avsetning til tap	269 565	461 585
Balanseført verdi av kundefordringer 31.12	344 561 237	394 144 409
Endring i avsetning til tap	-192 020	-588 311
Sum resultatførte tap på krav	-192 020	-588 311

Aldersfordeling for kundefordringer per 31. desember 2024 fordeler seg som følger:

	2024
Ikke forfalt	285 507 860
1-30 dager	38 734 280
31-60 dager	5 432 060
Over 60 dager	6 251 406
Sum brutto kundefordringer	335 925 606
Avsetning til tap på krav	269 565
Netto kundefordringer	335 656 040

Selskapet har en diversifisert kundeportefølje som består av en rekke ulike selskaper av ulike størrelse. Selskapet har kunder både i offentlig og privat sektor. Kundene har normalt en kredittid på 30 dager.

Årets avsetning til tap er relatert til spesifikke kunder. Kostnadsført tap er klassifisert som annen driftskostnad i regnskapet.



Note 16 Bankinnskudd

Selskapet har en skattetrekksgaranti på kr. 35.000.000.

Ved behov benyttes skattetrekkskonto for overskytende beløp.

Innestående midler på skattetrekkskonto (bundne midler) er per 31.12.2024 kr. 0.

Note 17 Aksjonærer

Aksjekapitalen i Advania Norge AS pr. 31.12 består av:

	Antall	Pålydende	Bokført
Ordinære aksjer	10 000	100,00	1 000 000
Sum		10 000	1 000 000

Eierstruktur

De største aksjonærene i % pr. 31.12 var:

	Ordinære	Eierandel	Stemmeandel
Advania Holding AS	10 000	100,0	100,0
Totalt antall aksjer	10 000	100,0	100,0

Selskapet inngår i det konsoliderte regnskapet til Ainavda HoldCo AB, organisasjonsnummer 559299-1557, som har sitt forretningskontor i Sverige (Fredsborgsgatan 24, 117 43 Stockholm)



KPMG AS
Dronning Eufemias Gate 6 A
P.O. Box 7000 Majorstuen
N-0191 Oslo

Telephone +47 45 40 40 63
Internet www.kpmg.no
Enterprise 935 174 627 MVA

Til generalforsamlingen i Advania Norge AS

Uavhengig revisors beretning

Konklusjon

Vi har revidert årsregnskapet for Advania Norge AS som består av balanse per 31. desember 2024, resultatregnskap, utvidet resultatregnskap og kontantstrømoppstilling for regnskapsåret avsluttet per denne datoen og noter til årsregnskapet, herunder et sammendrag av viktige regnskapsprinsipper.

Etter vår mening

- oppfyller årsregnskapet gjeldende lovkrav, og
- gir årsregnskapet et rettviseende bilde av selskapets finansielle stilling per 31. desember 2024, og av dets resultater og kontantstrømmer for regnskapsåret avsluttet per denne datoen i samsvar med forenklet anvendelse av internasjonale regnskapsstandarter etter regnskapsloven § 3–9.

Grunnlag for konklusjonen

Vi har gjennomført revisjonen i samsvar med International Standards on Auditing (ISA-ene). Våre oppgaver og plikter i henhold til disse standardene er beskrevet nedenfor under *Revisors oppgaver og plikter ved revisjonen av årsregnskapet*. Vi er uavhengige av selskapet i samsvar med kravene i relevante lover og forskrifter i Norge og International Code of Ethics for Professional Accountants (inkludert internasjonale uavhengighetsstandarter) utstedt av International Ethics Standards Board for Accountants (IESBA-reglene), og vi har overholdt våre øvrige etiske forpliktelser i samsvar med disse kravene. Innhentet revisjonsbevis er etter vår vurdering tilstrekkelig og hensiktsmessig som grunnlag for vår konklusjon.

Øvrig informasjon

Styret og daglig leder (ledelsen) er ansvarlige for informasjonen i årsberetningen. Øvrig informasjon omfatter informasjon i årsrapporten bortsett fra årsregnskapet og den tilhørende revisjonsberetningen. Vår konklusjon om årsregnskapet ovenfor dekker ikke informasjonen i årsberetningen.

I forbindelse med revisjonen av årsregnskapet er det vår oppgave å lese årsberetningen. Formålet er å vurdere hvorvidt det foreligger vesentlig inkonsistens mellom årsberetningen og årsregnskapet og den kunnskap vi har opparbeidet oss under revisjonen av årsregnskapet, eller hvorvidt informasjon i årsberetningen ellers fremstår som vesentlig feil. Vi har plikt til å rapportere dersom årsberetningen fremstår som vesentlig feil. Vi har ingenting å rapportere i så henseende.

Basert på kunnskapen vi har opparbeidet oss i revisjonen, mener vi at årsberetningen

- er konsistent med årsregnskapet og
- inneholder de opplysninger som skal gis i henhold til gjeldende lovkrav.

Ledelsens ansvar for årsregnskapet

Ledelsen er ansvarlig for å utarbeide årsregnskapet og for at det gir et rettviseende bilde i samsvar med forenklet anvendelse av internasjonale regnskapsstandarter etter regnskapsloven § 3–9. Ledelsen er også ansvarlig for slik internkontroll som den finner nødvendig for å kunne utarbeide et årsregnskap som ikke inneholder vesentlig feilinformasjon, verken som følge av misligheter eller utilsiktede feil.

Offices in:

© KPMG AS, a Norwegian limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Statsautoriserte revisorer - medlemmer av Den norske Revisorforening

Oslo	Elverum	Mo i Rana	Tromsø
Alta	Finnsnes	Molde	Trondheim
Arendal	Hamar	Sandefjord	Tynset
Bergen	Haugesund	Stavanger	Ulsteinvik
Bøde	Knaresvik	Stord	Ålesund
Drammen	Kristiansand	Strømme	

Penneo Dokumentnøkkel: NC3NC-L49KZ-74HMQ-4RU4P-4DDAM-1JYQ9



Ved utarbeidelsen av årsregnskapet må ledelsen ta standpunkt til selskapets evne til fortsatt drift og opplyse om forhold av betydning for fortsatt drift. Forutsetningen om fortsatt drift skal legges til grunn for årsregnskapet med mindre ledelsen enten har til hensikt å avvike selskapet eller legge ned virksomheten, eller ikke har noe realistisk alternativ til dette.

Revisors oppgaver og plikter ved revisjonen av årsregnskapet

Vårt mål er å oppnå betryggende sikkerhet for at årsregnskapet som helhet ikke inneholder vesentlig feilinformasjon, verken som følge av misligheter eller utilsiktede feil, og å avgi en revisjonsberetning som inneholder vår konklusjon. Betryggende sikkerhet er en høy grad av sikkerhet, men ingen garanti for at en revisjon utført i samsvar med ISA-ene, alltid vil avdekke vesentlig feilinformasjon. Feilinformasjon kan oppstå som følge av misligheter eller utilsiktede feil. Feilinformasjon er å anse som vesentlig dersom den enkeltvis eller samlet med rimelighet kan forventes å påvirke de økonomiske beslutningene som brukerne foretar på grunnlag av årsregnskapet.

Som del av en revisjon i samsvar med ISA-ene, utøver vi profesjonelt skjønn og utviser profesjonell skepsis gjennom hele revisjonen. I tillegg:

- identifiserer og vurderer vi risikoen for vesentlig feilinformasjon i regnskapet, enten det skyldes misligheter eller utilsiktede feil. Vi utformer og gjennomfører revisjonshandlinger for å håndtere slike risikoer, og innhenter revisjonsbevis som er tilstrekkelig og hensiktsmessig som grunnlag for vår konklusjon. Risikoen for at vesentlig feilinformasjon som følge av misligheter ikke blir avdekket, er høyere enn for feilinformasjon som skyldes utilsiktede feil, siden misligheter kan innebære samarbeid, forfalskning, bevisste utelatelser, uriktige fremstillinger eller overstyring av internkontroll.
- opparbeider vi oss en forståelse av intern kontroll som er relevant for revisjonen, for å utforme revisjonshandlinger som er hensiktsmessige etter omstendighetene, men ikke for å gi uttrykk for en mening om effektiviteten av selskapets interne kontroll.
- evaluerer vi om de anvendte regnskapsprinsippene er hensiktsmessige og om regnskapsestimatene og tilhørende noteopplysninger utarbeidet av ledelsen er rimelige.
- konkluderer vi på om ledelsens bruk av fortsatt drift-forutsetningen er hensiktsmessig, og, basert på innhentede revisjonsbevis, hvorvidt det foreligger vesentlig usikkerhet knyttet til hendelser eller forhold som kan skape tvil av betydning om selskapets evne til fortsatt drift. Dersom vi konkluderer med at det eksisterer vesentlig usikkerhet, kreves det at vi i revisjonsberetningen henleder oppmerksomheten på tilleggsopplysningene i årsregnskapet, eller, dersom slike tilleggsopplysninger ikke er tilstrekkelige, at vi modifierer vår konklusjon. Våre konklusjoner er basert på revisjonsbevis innhentet frem til datoen for revisjonsberetningen. Etterfølgende hendelser eller forhold kan imidlertid medføre at selskapet ikke kan fortsette driften.
- evaluerer vi den samlede presentasjonen, strukturen og innholdet i årsregnskapet, inkludert tilleggsopplysningene, og hvorvidt årsregnskapet gir uttrykk for de underliggende transaksjonene og hendelsene på en måte som gir et rettviseende bilde.

Vi kommuniserer med styret blant annet om det planlagte innholdet i og tidspunkt for revisjonsarbeidet og eventuelle vesentlige funn i revisjonen, herunder vesentlige svakheter i intern kontroll som vi avdekker gjennom revisjonen.

Oslo, 28. april 2025

KPMG AS

Mona Kristin Lien
Statsautorisert revisor
(elektronisk signert)

Penneo Dokumentnøkkel: NC3NC-L49KZ-74HMQ-4RU4P-4DDAM-1JYQ9



PENNEO

Signaturene i dette dokumentet er juridisk bindende. Dokument signert med "Penneo™ - sikker digital signatur". De signerende parter sin identitet er registrert, og er listet nedenfor.

"Med min signatur bekrefter jeg alle datoer og innholdet i dette dokument."

Lien, Mona Kristin

Statsautorisert revisor

På vegne av: KPMG AS

Serienummer: no_bankid:9578-5997-4-238449

IP: 80.232.xxx.xxx

2025-04-28 14:43:59 UTC



Penneo Dokumentnøkkel: NC3NC-L49KZ-74HMQ-4RU4P-4DDAM-1JYQ9

Dette dokumentet er signert digitalt via [Penneo.com](https://penneo.com). De signerte dataene er validert ved hjelp av den matematiske hashverdien av det originale dokumentet. All kryptografisk bevisføring er innebygd i denne PDF-en for fremtidig validering.

Dette dokumentet er forseglet med et kvalifisert elektronisk segl ved bruk av et sertifikat og et tidsstempel fra en kvalifisert tillitsjenesteleverandør.

Slik kan du bekrefte at dokumentet er originalt

Når du åpner dokumentet i Adobe Reader, kan du se at det er sertifisert av **Penneo A/S**. Dette beviser at innholdet i dokumentet ikke har blitt endret siden tidspunktet for signeringen. Bevis for de individuelle signatørens digitale signaturer er vedlagt dokumentet.

Du kan bekrefte de kryptografiske bevisene ved hjelp av Penneos validator, <https://penneo.com/validator>, eller andre valideringsverktøy for digitale signaturer.



ADVANIA NORGE AS

Styrets årsberetning for 2024

Virksomhet

Advania Norge AS (Advania) er et IT-selskap med kundenærhet i fokus. Advania har en sterk posisjon som en leverandør av skytjenester, drift, IT-produkter og digital transformasjon i det norske markedet. Selskapet har en omfattende portefølje av skybaserte tjenester, samt konsulent-, sikkerhets- og integrasjonstjenester.

Advania er etablert som et av de ledende IT-tjenesteselskapene i markedet. Vi er et rådgivnings- og teknologiselskap som tilbyr et bredt spekter av IT-tjenester, programvare, skyløsninger og rådgivning til kunder innenfor privat og offentlig sektor. Med bred bransjekunnskap, lang erfaring og nyskapende bruk av moderne IT-tjenester skapes verdier for kundene ved smart bruk av teknologi, fremragende service og tett samarbeid. Vi er «*#The tech company with people at heart*». Det innebærer at vi har en sterk forankring for kundenærhet i alt vi gjør. Vi tror på å ta beslutninger så nære våre kunder som mulig, da det er gjennom etablerte, nære forhold til dem at vi virkelig forstår deres behov. Advania gir sine medarbeidere stort ansvar til å selv ta beslutninger fordi vi er overbeviste om at med ansvar kommer engasjement og utvikling, det er en fantastisk kombinasjon.

Det at vi har en desentralisert organisering er en viktig brikke i vår suksess. Vi har organisert oss i forretningsområder som gir stor bredde i tilbudet av IT-løsninger og som samtidig gir oss anledning til å være spesialister.

I 2024 er Advania-konsernets selskap på Sri Lanka, Advania Pvt Ltd, kjøpt fra Advania AB. Dette er en naturlig følge av et tett samarbeid hvor Sri Lankas medarbeidere hovedsakelig leverer konsulent- og driftstjenester for Advania Norge sine kunder.

Advania har avdelinger i Oslo, Asker, Arendal, Bergen, Drammen, Kongsberg, Stavanger, Skien, Tønsberg, Moss, Trondheim, Lillehammer og Ålesund. Hovedkontoret er lokalisert i Oslo.

Resultat for perioden

Salgsinntekter endte på MNOK 2 479 (MNOK 2 549), en reduksjon på 2,7 %.

Advania hadde i 2024 et driftsresultat på MNOK 171,0 sammenlignet med MNOK 162,9 for 2023. Årsresultatet endte på MNOK 172,1 mot MNOK 154,8 i 2023. Resultatgraden var på 6,9 %.

Kontantstrøm og balanse

Selskapet hadde en positiv kontantstrøm fra driften på MNOK 527,0 mot MNOK 238,2 i 2023.

Selskapet har fortsatt å investere i utvikling av driftsplattformen, oppgradering av leveransekapasiteten samt betydelig økt innsats innen tjenesteutvikling. Samlede investeringer i driftsmidler i 2024 utgjorde totalt MNOK 88,6 mot MNOK 95,8 i 2023. Selskapet hadde samlet kontantstrøm fra investeringsaktiviteter på negativt MNOK 284,2, hvor selskapets netto innskudd av midler i konsernets cash pool-ordning på MNOK 188,3 inngår.

Kontantstrøm fra finansieringsaktiviteter var på totalt MNOK -243,0 i 2024 mot MNOK -60,0 i 2023, som i stor grad skyldes økt utbetaling av konsernbidrag. Totalt har selskapet hatt en netto endring i kontantbeholdning i 2024 på totalt MNOK -0,1 mot MNOK -15,0 i 2023.

Selskapet har høy egenkapitalandel og god likviditet. Pr. 31. desember 2024 (2023) var egenkapitalen på MNOK 574,5 (MNOK 557,0), tilsvarende en egenkapitalandel på 36,9 % (40,9 %).



Marked og drift

Markedet for hybride skytjenester er i stor endring. Stadig ny teknologi, nye krav fra kunder, ulike skytjenester og leveransemodeller setter store krav til omstillingsevne i selskapet, og byr samtidig på muligheter for nye tjenesteleveranser og kunderelasjoner. Selskapet har den nødvendige kompetanse og endringskraft for å møte, og dra nytte av de endringene vi i dag ser og som vil komme fremover. Advania har flere kompetansemiljø både i drift-, sky- og konsulentaksen som gir en samlet bredde i kompetanse.

Markedet for IT-tjenester og produkter har i 2024 vært preget av inflasjon, høye renter og svekket kronekurs. Etterspørselen har for enkelte tjenester og produkter vært redusert gjennom året. Selskapet har gjennom 2024 tilpasset kostnadsnivået til markedssituasjonen, og oppnådd forbedring i driftsresultatet til tross for redusert omsetning målt mot 2023.

Finansiell risiko

Advania driver hovedsakelig virksomhet hvor innkjøp og salg skjer i norske kroner. Enkelte innsatsfaktorer som lisenser kan handles i SEK, EUR og USD, og en løpende vurdering gjøres vedrørende hvilken valuta det handles i samtidig som valuta veksles for å sikre lik transaksjonskurs. Selskapets valutaeksponering er derfor begrenset. Leasingavtalers rentekostnad beregnes for IFRS 16 med kontraktmessig eller, hvor det ikke er rentebinding, markedsmessig rente. Rentenivå i Norge har vært og anses fremover å være stabilt, og rente- og likviditetsrisiko vurderes derfor som begrenset.

Kredittvurdering gjennomføres før inngåelse av nye avtaler. Kredittrisiko i kundeporteføljen vurderes som liten, noe som reflekteres i lave tap på krav historisk. Selskapet har i 2024 ingen vesentlige tap på fordringer knyttet til prosjekter eller kundefordringer. Det ble i 2023 inngått avtale med eksternt selskap for oppfølging av kundefordringer, som har fortsatt å redusere utestående beløp og forkortet kredittid.

Selskapet har i hele 2024 hatt god likviditet. Betalingsbetingelser fra leverandører og kunder samsvarer i stor grad. Selskapet er en del av Advania-konsernets cashpool-ordning.

Fortsatt drift

Årsregnskapet for 2024 er satt opp under forutsetning av fortsatt drift.

Forskning og utvikling

Selskapet benytter midler til forskning og videreutvikling hvert år. Dette er knyttet til utvikling og forbedring av egenutviklet modul for eiendomsforvaltning.

Organisasjon og miljø

Selskapet har ved årets utgang 671 (745) medarbeidere, hvorav 113 (115) er kvinner. Advania har en dedikert og kompetent organisasjon. Arbeidsstyrken er stabil, og arbeidsmiljøet er godt. Det ble i 2023 etablert eget bedriftsidrettslag som har opprettholdt og økt aktiviteten gjennom 2024.

Det har ikke forekommet personskader eller skader på utstyr i året som gikk. Sykefraværet i virksomheten var 3,4 % (4,6 %) av total arbeidstid i året.

Selskapet er tilsluttet avtale om inkluderende arbeidsliv. Selskapet arbeider aktivt med tiltak for å oppnå resultater på området, både gjennom å oppfylle sine forpliktelser i henhold til avtalen og på generelt grunnlag. Selskapet har også avtale om helseforsikring for sine ansatte.

Likestillingsredegjørelse 2024

Diskrimineringslovens formål er å fremme likestilling, sikre like muligheter og rettigheter, og å hindre diskriminering på grunn av kjønn, graviditet, permisjon ved fødsel eller adopsjon, omsorgsoppgaver, etnisitet, religion, livssyn, funksjonsnedsettelse, seksuell orientering og kjønnsidentitet.

Selskapet jobber aktivt for å oppfylle lovens formål som del av vårt ordinære arbeid innen bl.a. rekruttering, lønns- og arbeidsvilkår, utviklingsmuligheter, tilrettelegging, mulighet for å kombinere arbeidsliv og familieliv, samt beskyttelse mot trakassering.



I Advania har vi en nulltoleranse mot diskriminering. Vi verdsetter alle våre ansatte, og alle har lik rett til å vokse og utvikle seg etter egne evner. Vi jobber kontinuerlig for å bygge en mangfoldig og inkluderende arbeidsplass, bl.a. gjennom en dedikert arbeidsgruppe for mangfold som har en tydelig definert strategi og arbeidsplan for året.

Tilstand for kjønnslikestilling

For 2024 har selskapet kartlagt og redegjort for kjønnsbalanse og kjønnsforskjeller i deltid, midlertidighet og uttak av foreldrepermisjon:

Ansatte totalt		Midlertidig ansatte		Foreldrepermisjon		Faktisk deltid		Ufrivillig deltid	
Oppgis i prosentandel av alle ansatte		Oppgis i prosentandel av alle ansatte		Gj.snitt antall uker		Oppgis i prosentandel av alle ansatte		Oppgis i antall eller prosentandel av alle ansatte	
Kvinner	Menn	Kvinner	Menn	Kvinner	Menn	Kvinner	Menn	Kvinner	Menn
17 %	83 %	0,45 %	1,04 %	23	9	1,34 %	1,94 %	0%*	0%*

*Dette kartlegges mer systematisk i 2025

Tilstand for kjønnslikestilling i Advania Norge AS:

Fagområde	Stillingskategori	Kjønnsfordeling antall			Lønnsforskjeller i % (Sum av alle kontante ytelser).
		Kvinner	Menn	Totalt	
Totalt		111	557	668	92 %
Administrasjon	Totalt	19	11	30	98 %
	Middle	14	6	20	109 %
	Senior		3	3	*
	Specialist	5	2	7	*
Consulting	Totalt	9	59	68	93 %
	Middle	4	16	20	*
	Senior	4	32	36	*
	Specialist	1	11	12	*
Manager	Totalt	16	69	85	94 %
	Department Manager	5	20	25	*
	Director	3	15	18	*
	Senior manager	1	0	1	*
	Team manager	7	34	41	88 %
Sales	Totalt	8	75	83	78 %
	Middle	5	42	47	*
	Senior	1	14	15	*
	Specialist	2	19	21	*
Technical	Totalt	59	343	402	93 %
	Junior	1	7	8	*
	Middle	48	174	222	101 %
	Senior	9	142	151	106 %
	Specialist	1	20	21	*

Vi ser at ulikhetene/lønnsforskjellene skyldes bl.a. arbeid av ulik kompleksitet, som krever erfaring og ansiennitet og/eller lønn basert på individuelle resultater. Sistnevnte gjelder spesielt «Sales» fagområde.

Stillingsgruppene tilsvarer med andre ord ikke samme arbeid av lik verdi, dette grunnet lav kvinneandel, og en ytterligere detaljert kategorisering vil medføre for små utvalg, noe som utfordrer konfidensialiteten og den enkeltes personvern.

Vårt arbeid for likestilling og mot diskriminering

Det er en kjønnsubalanse i IT-bransjen. Som i de fleste virksomheter foreligger det også risiko for diskriminering på andre områder som bl.a. religion, etnisitet og funksjonsnedsettelse.



I Advania har man derfor et strukturert arbeid for å redusere risiko for diskriminering og fremme likestilling i de viktigste prosessene. I Advanias mangfoldsstrategi jobber vi med en rekke tiltak for å fremme inkluderende employer branding, rekruttering, tilrettelegging, talentvikling, kommunikasjon, sosiale arrangementer samt rettferdig lønn på tvers av definerte mangfolds dimensjoner. I følgende tekst vil vi utdype noe rundt de viktigste tiltakene.

Employer branding og rekruttering

I Advania jobber vi blant annet med employer branding for å kunne tiltrekke oss mangfoldige søkere. Advania er medlem av ODA-nettverk som jobber aktivt for å øke mangfoldet i IT-bransjen, og selskapet deltar i rekke aktiviteter for at flere jenter skal interessere seg for teknologi og få kunnskap om hvordan de kan være med på å utvikle teknologi i fremtiden, herunder Girl Tech Fest og TENK camp.

En viktig prosess for å fremme likestilling er rekruttering. Rekruttering følger en formalisert prosess for å motvirke ubevisst diskriminering. Vi er tydelige på kompetansekrav og ferdigheter, fra stillingsutlysning til valg av kandidat. For å øke mangfoldet i Advania er vi bevisste i rekrutteringsprosessen og stillingsutlysninger at vi skal appellere til begge kjønn både i bildebruk og tekst.

Lønns- og arbeidsvilkår

Vår lønnspolitikk er lik lønn for likt arbeid. Lønnsvurdering og lønnsfastsettelse følger etablerte prosesser med årlig lønnsvurdering for alle ansatte.

Talentutvikling - forfremmelse og utviklingsmuligheter

Medarbeidere følges opp gjennom årlige mål og utviklingsplaner, hvor karriere- og utviklingsmål kartlegges og følges opp av nærmeste leder. I 2024 ble det tilbudt ledertrening for alle ledere med personalansvar. Nyansatte ledere i Advania får 1-1 trening. Alle ansatte som tar etterutdanning, kurs eller sertifiseringer mottar kompetansebonus.

Ved ledige stillinger oppfordres interne kandidater til å søke. 30 % av alle nyansettelser i 2024 er interne medarbeidere som har fått nye roller.

Tilrettelegging

Vi har moderne og åpne lokaler som ikke skal inneholde fysiske hindre for likestilling. Ved behov for tilrettelegging diskuteres dette med nærmeste leder, verneombud eller HR.

Mulighet for å kombinere familieliv og arbeid

Vi kartlegger opplevelsen av muligheten for å kombinere familieliv og arbeidsliv gjennom årlig medarbeiderundersøkelse. Vi har fleksibel arbeidstid med mulighet for hjemmekontor. Selskapet har gode ordninger ved fødsel og foreldrepermisjon, og dekker lønn utover lovens minstekrav.

Arbeid mot trakassering

Advania har en uttalt nulltoleranse for trakassering på arbeidsplassen. Vi kartlegger årlig våre medarbeideres opplevelse av trakassering gjennom medarbeiderundersøkelsen. Våre ansatte oppfordres til å varsle om trakassering eller annen uønsket atferd på arbeidsplassen gjennom varslingskanalen.

Vårt arbeid for likestilling og mot diskriminering gjøres i samarbeid med ansattrepresentantene i selskapet, og vi undersøker årlig våre ansattes opplevelse av Advanias arbeid for likestilling og mangfold.

Tiltak, resultater av arbeidet og forventninger til arbeidet fremover

Selskapet har en egne KPIer for mangfoldsarbeidet som blir rapportert til ledelse og styre månedlig. Som nevnt har Advania også satt ned en egen arbeidsgruppe som arbeider med mangfold med



representanter fra ulike deler av organisasjonen. Dette arbeidet ledes av bærekraftsdirektør, med støtte fra HR-direktør og HR-teamet. Strategi og handlingsplan ut 2025 ble oppdatert høsten 2024.

For 2024 hadde vi et mål om 40% kvinnelige nysigneringer, og resultatet ble tett opp mot målet og endte på 36% totalt for året. Dette resultatet ble oppnådd gjennom et tydelig mål og aktivt fokus fra rekrutteringsansvarlig. Vi ser at vi har klart å øke kvinneandelen med ett prosentpoeng fra 2023 til 2024 fra 16% til 17%.

For 2025 har vi videreført målet om at 40% av nysigneringer skal være kvinner, at 18% av lederne med personalansvar skal være kvinner samt et overordnet mål på 21% kvinner i selskapet som helhet. Tiltak for 2025 inkluderer videreføring av en rekke aktiviteter fra 2024, også definert i mangfoldspan, i tillegg til videre arbeid og fokus på inkluderende talentutviklingsprosesser (bl.a. suksessjonsplanlegging). Vi planlegger også ytterligere tester av inkluderende stillingsannonser (AB testing av ulike versjoner av samme stillingsannonse for å forstå hvordan man best når ut til mangfoldig talent).

Corporate Governance

Advania Norge AS har én aksjeklasse, hvor hver aksje har én stemme på generalforsamlingen. Alle selskapets aksjer eies av morselskapet Advania Holding AS. Selskapet legger vekt på prinsippet om nøytralitet og uavhengighet overfor øvrige interessegrupper, slik som kunder, leverandører, banker og andre forbindelser. Styret benytter seg ikke av underkomiteer. Styret baserer seg på månedlig rapportering fra selskapets ledelse av viktige forhold, resultat og balanseutvikling.

Ytre miljø

Advania tilbyr rådgivning, outsourcing og salg av maskin- og programvare. Dette betyr at selskapets strategi ikke er å utvikle egne produkter eller å gjøre seg avhengig av underleverandører. Advanias forretningsidé og strategi er å skape verdier for kunder gjennom smart og strategisk bruk av IT. Advania skaper kunde verdi gjennom veletablert, langsiktig og bærekraftig partnerskap. En forutsetning for bærekraftig virksomhet er lønnsom vekst.

Advania-konsernet publiserer årlig sin bærekraftsrapport, som er tilgjengelig på selskapets nettsider. 2024 rapporten lanseres i April 2025, og følger ny EU standard (ESRS, ihht CSRD). Denne rapporten inkluderer konsernets bærekraftsrisikoer, risikostyring og policydokumenter for bærekraft, miljø, sosiale forhold, ansatte, mennesker rettigheter og korrupsjon. Rapporten inneholder også informasjon om satte mål og tiltak. Selskapets virksomhet er ikke regulert av konsesjoner eller pålegg.

Bærekraftig forretningspraksis

Advania er av mennesker, for mennesker. Vi forenkler arbeidshverdagen til kundene våre og hjelper dem med å skape verdi på sine arbeidsplasser. Derfor er det avgjørende for oss å etablere langvarige forhold mellom kunde og leverandør. Gjensidig tillit og delte mål er viktig for å lykkes. For oss gjelder dette også bærekraftig forretningspraksis og etisk handel.

Advania anser bærekraftig forretningspraksis som en forutsetning for å oppnå verdensplanen for bærekraft (i tråd med FNs Agenda 2030). IT- og techsektoren kan hjelpe samfunnet og omverdenen med å omstille seg til noen av disse endringene.

Advania har i mange år jobbet med etisk handel. Vi er derfor glade for at Åpenhetsloven trådte i kraft 1. juli 2022. Etter at loven kom på plass, har vi merket økt etterspørsel etter informasjon om etisk handel, miljø, bærekraft og klima. For å imøtekomme omverdenens forventninger til høy kvalitet på disse temaene er det viktig for oss å være åpne om vårt arbeid, slik at vi får tillit til å opprettholde en god standard i distribusjon av varer og tjenester

Advania Norge har vært sitt ansvar bevisst i mange år. Deriblant er vi medlem av verdens største nettverk for etterlevelse av etiske retningslinjer og risikohåndtering i IT-bransjen; Responsible Business Alliance. I mange år har vi gjort risikovurderinger av produsentene vi samarbeider med. Advania Norge ble også første IT-selskap som ble med i Etisk Handel Norge for å sikre god



rapportering og kontinuerlig forbedringsarbeid knyttet til aktsomhetsvurderinger som Åpenhetsloven krever.

Åpenhetsloven krever at virksomheter jobber systematisk for å fremme respekt for menneskerettigheter og anstendige arbeidsforhold på tvers av verdikjeden. Loven pålegger selskapene å utføre aktsomhetsvurderinger for å undersøke sannsynligheten for at driften har negative konsekvenser for grunnleggende menneskerettigheter og anstendige arbeidsforhold, i leverandørkjeden og i andre forretningsforhold. I tillegg har selskapene en plikt til å gi allmennheten informasjon og offentliggjøre en redegjørelse av selskapenes aktsomhetsvurdering og gjøre den lett tilgjengelig. I samsvar med åpenhetsloven har Advania offentliggjort en redegjørelse for sine aktsomhetsvurderinger. Denne er tilgjengelig på selskapets [Bærekraft | Advania](#) og publiseres i tillegg på Etisk Handel Norges nettsider. I tillegg offentliggjøres Advanias generelle bærekraftsrapport som en del av Advania-gruppens felles bærekraftsrapport på bl.a. www.advania.no og www.advania.com. Det er morselskapet Ainavda Holdco AB, reg.nr. 559299-1557 med hovedkontor i Stockholm, som publiserer rapporten på vegne av gruppen.

Fremtidig utvikling

Advania Norge AS er eid av Advania Holding AS og er en del av Advania-konsernet med konsernspiss Ainavda HoldCo AB som er etablert i Sverige. Advania-konsernet har virksomhet i Sverige, Island, Finland, Danmark og England i tillegg til Norge. Konsernet er i sterk vekst, og har i dag mer enn 5000 ansatte. Konsernet har i tillegg til solid organisk vekst gjort betydelige strategiske oppkjøp.

Utviklingen i Advania-konsernet og Norge har vært positiv med vekst gjennom 2024. Det er gjennomført investeringer og lagt planer for videre vekst i 2024 og årene fremover.

Fremtidig vekst vil komme gjennom tilrettelagte løsninger kombinert med eksepsjonell kundeservice. Tjenestetilbudet til våre kunder vil øke i årene fremover, med et bredt spekter av IT tjenester, produktsalg, skyløsninger og rådgivning til private og offentlige virksomheter. Med anerkjent teknologi, utvikling av egne tjenester, strategisk samarbeid med våre partnere og verdikjende tjenester skapes verdier for kundene.

I januar 2025 fusjonerte Solv AS inn i Advania Norge AS. Fusjonen styrker Advanias tjenestetilbud innen rådgiving, design og utvikling.

Det er styrets oppfatning at forholdene er lagt til rette for en videre positiv utvikling av selskapet. Selskapet har solid økonomi og likviditet og vil ikke trenge tilførsel av ekstern kapital for å gjennomføre planlagte aktiviteter.

Styrets ansvarsforsikring

Selskapet har ansvarsforsikring for styret og ledelsen. Ansvarsforsikringen dekker økonomisk tap påført andre og juridisk bistand dersom et krav måtte komme.

Fortsatt drift

Styret bekrefter at forutsetningen om fortsatt drift er til stede, jf. rskl. §3-3, og at årsregnskapet for 2024 er utarbeidet under denne forutsetningen.

Redegjørelse for årsregnskapet og resultatdisponering

Styret mener at årsregnskapet gir et rettviseende bilde av selskapets eiendeler og gjeld, finansielle stilling og resultat.

Det er ikke inntrådt forhold etter regnskapsårets slutt som er av betydning for bedømmelsen av regnskapet.



Virksomheten har for 2024 hatt et overskudd på kr. 172.057.937,- som foreslåes disponert ved:

Avsatt konsernbidrag	Kr 176.925.359,-
Overført fra annen egenkapital	Kr -4.867.421,-
<u>Sum disponert</u>	<u>Kr 172.057.937,-</u>

Oslo, 24. april 2025

Hege Støre
Styrets leder

Erik Mikael Karlsson Noaksson
Styremedlem

Lilja Brynja Skúladóttir
Styremedlem

Henrik Foyn-Laukvik
Styremedlem

Hans Henrik Schibler
Styremedlem

Mia Gretland
Styremedlem, ansatt

Erik Rake Kendel
Styremedlem, ansatt

Stine Jansen
Styremedlem, ansatt

Siv Hjellegjerde Martinsen
Daglig leder



SIGNATURES

ALLEKIRJOITUKSET

UNDERSKRIFTER

SIGNATURER

UNDERSKRIFTER

This documents contains 7 pages before this page
Dokumentet inneholder 7 sider før denne siden

Tämä asiakirja sisältää 7 sivua ennen tätä sivua
Dette dokument indeholder 7 sider før denne side

Detta dokument innehåller 7 sidor före denna sida



Erik Kendel - erik.kendel@advania.no - 23.160.24.248

54dff126-2a70-4664-b84f-a91e8b40dd2a - 2025-04-24 11:29:20 UTC +03:00

Siv Beate Hjellegjerde Martinsen - siv.martinsen@advania.no - 62.101.233.187

98eada26-73c2-449d-a1f4-0c2c17fccf2f - 2025-04-24 11:29:45 UTC +03:00

Henrik Foyn-Laukvik - henrik.foyn-laukvik@advania.com - 62.101.233.187

aac29684-aaeb-40ba-95cc-d20a71bed2f2 - 2025-04-24 11:34:10 UTC +03:00

Hans Henrik Schibler - henrik.schibler@advania.com - 62.198.11.48

f457705f-1724-4d05-8d68-5e8a89706044 - 2025-04-24 11:37:35 UTC +03:00

Mikael Karlsson Noaksson - mikael.noaksson@advania.com - 213.132.100.123

10c9d703-44fd-414b-a32d-1f0c11f549a9 - 2025-04-24 12:29:03 UTC +03:00

Stine Jansen - stine.jansen@advania.no - 62.101.233.187

6e7058cf-79a3-4efa-ba23-ef5651c8a55 - 2025-04-24 12:48:30 UTC +03:00

Hege Støre - hege.store@advania.no - 62.101.233.187

af699f9c-64bf-41a2-b908-07f2c295789b - 2025-04-24 14:30:48 UTC +03:00

authority to sign
representative
custodial

asemavaltuutus
nimenkirjoitusoikeus
huoltaja/edunvalvoja

ställningsfullmakt
firmeckningsrätt
förvaltare

autoritet til å signere
representant
foresatte/verge

myndighed til at underskrive
repræsentant
frihedsberøvende

Electronically signed / Sähköisesti allekirjoitettu / Elektroniskt signerats / Elektronisk signert / Elektronisk underskrevet
<https://sign.visma.net/nb/document-check/0dafab52-853a-4ec7-a596-95d43c095a43>

visma sign
www.vismasign.com



SIGNATURES

ALLEKIRJOITUKSET

UNDERSKRIFTER

SIGNATURER

UNDERSKRIFTER

This documents contains 8 pages before this page
Dokumentet inneholder 8 sider før denne siden

Tämä asiakirja sisältää 8 sivua ennen tätä sivua
Dette dokument indeholder 8 sider før denne side

Detta dokument innehåller 8 sidor före denna sida

Mia Gretland - mia.gretland@advania.no - 62.101.233.187

68fe05ac-3b7c-41c9-84bd-cee7b3f13f5e - 2025-04-24 16:23:23 UTC +03:00

Lilja B. Skúladóttir - lilja.skuladottir@advania.is - 85.62.139.131

e19fb2f-abdb-4052-aaa5-ce2c65cd1dc1 - 2025-04-24 18:00:45 UTC +03:00

authority to sign
representative
custodial

asemavaltuutus
nimenkirjoitusoikeus
huoltaja/edunvalvoja

ställningsfullmakt
firmateckningsrätt
förvaltare

autoritet til å signere
representant
foresatte/verge

myndighed til at underskrive
repræsentant
frihedsberøvende

Electronically signed / Sähköisesti allekirjoitettu / Elektroniskt signerats / Elektronisk signert / Elektronisk underskrevet
<https://sign.visma.net/nb/document-check/0dafab52-853a-4ec7-a596-95d43c095a43>

 visma sign
www.vismasign.com



Årsregnskap 2024 Advania Norge AS

Resultatregnskap
Balanse
Kontantstrøm
Noter til regnskapet

Org.nr.: 992 009 241



Resultatregnskap

Advania Norge AS

Driftsinntekter og driftskostnader	Note	2024	2023
Salgsinntekt	2	2 465 776 347	2 537 756 690
Annen driftsinntekt	2, 3	13 563 600	11 649 119
Sum driftsinntekter		2 479 339 947	2 549 405 808
Varekostnad		1 376 219 792	1 405 655 372
Lønnskostnad	4	708 397 921	724 079 533
Avskrivning av driftsmidler og immaterielle eiendeler	5, 6	89 569 870	94 966 594
Nedskrivning av bruksrettseiendeler	6	0	4 785 413
Annen driftskostnad	4, 7, 8	134 184 781	156 998 461
Sum driftskostnader		2 308 372 363	2 386 485 373
Driftsresultat		170 967 584	162 920 435
Finansinntekter og finanskostnader			
Renteinntekt fra foretak i samme konsern	8	52 990 994	42 744 265
Annen renteinntekt		25 617	-39 873
Annen finansinntekt		5 581 558	4 622 919
Annen rentekostnad	9, 10	5 547 338	3 629 192
Annen finanskostnad		3 249 124	7 900 728
Resultat av finansposter	10	49 801 707	35 797 392
Resultat før skattekostnad		220 769 290	198 717 827
Skattekostnad på resultat	11	48 711 353	43 883 318
Resultat		172 057 937	154 834 509
Utvidet resultatregnskap			
Ordinært resultat		172 057 937	154 834 509
Andre inntekter og kostnader etter IAS 1		0	0
Årets totalresultat		172 057 937	154 834 509
Totalresultat		172 057 937	154 834 509
Overføringer			
Avsatt til annen egenkapital	12	172 057 937	154 834 509
Sum overføringer		172 057 937	154 834 509

Advania Norge AS

Side 2



Balanse

Advania Norge AS

Eiendeler	Note	2024	2023
Anleggsmidler			
Immaterielle eiendeler			
Lisenser og programvare	5	33 889 418	27 432 342
Konsesjoner, patenter o.l.		5 727 702	6 753 560
Utsatt skattefordel	11	18 170 411	23 284 632
Goodwill	5	40 789 528	40 789 528
Sum immaterielle eiendeler		98 577 060	98 260 062
Varige driftsmidler			
Bruksrettseiendeler	6, 13	97 253 925	46 953 374
Datautstyr	6	119 039 081	89 882 497
Balanseførte kostnader leide lokaler	6	830 014	843 688
Driftsløsøre, inventar o.a. utstyr	6	1 233 615	1 927 404
Sum varige driftsmidler		218 356 634	139 606 963
Finansielle anleggsmidler			
Kundekontakter		27 567 947	16 817 922
Investeringer i datterselskap	14	7 288 683	0
Lån til foretak i samme konsern	8	350 000 000	350 000 000
Andre langsiktige fordringer		15 000	15 000
Sum finansielle anleggsmidler		384 871 630	366 832 922
Sum anleggsmidler		701 805 324	604 699 947

Advania Norge AS

Side 3



Balanse

Advania Norge AS

	Note	2024	2023
Omløpsmidler			
Lager av varer og annen beholdning		5 092 885	7 022 527
Fordringer			
Kundefordringer	13, 15	335 656 041	385 080 921
Andre kortsiktige fordringer	10, 13	79 080 754	48 902 964
Konsernfordringer	8, 13	37 563 799	108 594 629
Innskudd konsernkontoordning		396 542 366	208 259 348
Sum fordringer		848 842 960	750 837 861
Markedsbaserte aksjer		20 000	20 000
Sum investeringer		20 000	20 000
Bankinnskudd, kontanter o.l.	13, 16	984 952	1 133 925
Sum omløpsmidler		854 940 797	759 014 314
Sum eiendeler		1 556 746 120	1 363 714 261

Advania Norge AS

Side 4



Balanse

Advania Norge AS

Egenkapital og gjeld	Note	2024	2023
Egenkapital			
Innskutt egenkapital			
Aksjekapital	12, 17	1 000 000	1 000 000
Overkurs	12	64 797 753	64 797 753
Annen innskutt egenkapital	12	118 489 404	118 489 404
Sum innskutt egenkapital		184 287 157	184 287 157
Opptjent egenkapital			
Annen egenkapital	12	390 229 856	372 743 568
Sum opptjent egenkapital		390 229 856	372 743 568
Sum egenkapital	12	574 517 013	557 030 724
Gjeld			
Annen langsiktig gjeld			
Øvrig langsiktig gjeld	9, 13	79 253 207	45 395 849
Sum annen langsiktig gjeld		79 253 207	45 395 849
Kortsiktig gjeld			
Leverandørgjeld	8, 13	369 453 626	239 223 408
Skyldig offentlige avgifter		94 736 407	98 472 754
Konserngjeld	8, 13	226 827 383	239 616 316
Annen kortsiktig gjeld	10, 13	211 958 484	183 975 209
Sum kortsiktig gjeld		902 975 901	761 287 687
Sum gjeld		982 229 108	806 683 536
Sum egenkapital og gjeld		1 556 746 120	1 363 714 261

Advania Norge AS

Side 5



Balanse

Advania Norge AS
Oslo, 24.04.2025
Styret i Advania Norge AS

Hege Støre
Styrets leder

Henrik Foyen-Laukvik
Styremedlem

Mia Gretland
Styremedlem, ansatt

Erik Rake Kendel
Styremedlem, ansatt

Stine Jansen
Styremedlem, ansatt

Hans Henrik Schibler
Styremedlem

Erik Mikael Karlsson Noaksson
Styremedlem

Lilja Brynja Skuladottir
Styremedlem

Advania Norge AS

Side 6



Kontantstrømoppstilling

Advania Norge AS

		2024	2023
Kontantstrømmer fra operasjonelle aktiviteter			
Resultat før skattekostnad		220 769 290	198 717 827
Tap/gevinst ved salg av anleggsmidler	6	-1 201 000	-989 710
Ordinære avskrivninger	5, 6	89 569 870	94 966 594
Nedskrivning bruksrettseiendeler		0	4 785 413
Endring i varelager		1 929 642	2 337 986
Endring i kundefordringer	8, 15	49 424 880	-35 449 228
Endring i leverandørgjeld	8	130 230 218	-14 890 137
Endring i andre tidsavgrensningsposter		36 314 677	-11 245 451
Netto kontantstrøm fra operasjonelle aktiviteter		527 037 577	238 233 294
Kontantstrømmer fra investeringsaktiviteter			
Innbetaling ved salg av varige driftsmidler	6	1 201 000	989 710
Utbetalinger ved kjøp av varige driftsmidler		-89 842 274	-96 795 021
Utbetalinger ved kjøp av aksjer og andeler i andre foret	14	-7 288 683	0
Endringen i konsernkonto (mellomværende)	8	-188 283 018	-97 440 641
Netto kontantstrøm fra investeringsaktiviteter		-284 212 975	-193 245 952
Kontantstrømmer fra finansieringsaktiviteter			
Utbetalinger ved nedbetalinger av leieforpliktelser		-39 991 258	-44 742 719
Innbetalinger av konsernbidrag		36 634 000	12 673 701
Utbetalinger av konsernbidrag		-239 616 316	-27 949 323
Netto kontantstrøm fra finansieringsaktiviteter		-242 973 574	-60 018 341
 Netto endring i kontanter og kontantekvivalenter		 -148 972	 -15 030 999
 Beh. av kont. og kontantekvivalenter ved per. begynnel		 1 133 925	 16 164 893
Beh. av kont. og kontantekvivalenter ved per. slutt		984 953	1 133 894

Advania Norge AS

Side 7



Note 1 Regnskapsprinsipper

Advania Norge AS er en leverandør av skytjenester, drift, IT-produkter og digital transformasjon til det norske markedet. Selskapets hovedkontor er lokalisert i Pilestedet 33, 0166 Oslo.

Forenklet IFRS

Årsregnskapet for 2024 er avlagt etter forskriften om forenklet IFRS. Innregning og måling av resultat og balansefall følger av IFRS som fastsatt av EU med visse unntak som angitt i forskriften, mens noteopplysningene og oppstillingsplaner i hovedsak følger av regnskapsloven. De valgmuligheter i forskrift om forenklet IFRS som selskapet har benyttet for innregning og måling: Utbytte og konsernbidrag regnskapsføres i samsvar med regnskapsloven, som betyr at utbytte og konsernbidrag innregnes i regnskapsåret det gjelder, når det er vedtatt senest i forbindelse med avleggelse av årsregnskapet.

Grunnlag for regnskapsutarbeidelsen

Ledelsen har brukt estimater og forutsetninger som påvirker anvendelsen av regnskapsprinsipper og resultatførte eiendeler, gjeld, inntekter, kostnader og opplysning om potensielle forpliktelser. Dette gjelder særlig regnskapsføring av leverandørbonus, bruksrettseiendeler og utsatt skattefordel. Fremtidige hendelser kan medføre at estimatene endrer seg. Forutsetningene som er benyttet i estimatene er basert på historisk erfaring og andre faktorer som anses rimelige under gjeldende forhold. Faktisk utfall vil kunne avvike vesentlig fra estimater benyttet i regnskapsavleggelsen.

Valuta

Transaksjoner i utenlandsk valuta omregnes til kursen på transaksjonstidspunktet. Pengeposter i utenlandsk valuta omregnes til norske kroner ved å benytte balansedagens valutakurs. Valutakursendringer relatert til drift og arbeidskapital resultatføres løpende i regnskapsperioden under andre driftsinntekter og andre driftskostnader. Valutakursendringer relatert til finansielle aktiviteter resultatføres løpende i regnskapsperioden under annen finansinntekt og -kostnad.

Driftsinntekter

Salg av hardware inntektsføres når kunden har overtatt kontroll, som normalt sett er når varen er levert. Selskapet har ikke varelager, men opptrer som prinsipal. Dette begrunnes blant annet i at selskapet har frihet til å akseptere eller avslå kundeordre, samt velge mellom ulike leverandør ved bestilling av varer. I tillegg er selskapet ansvarlig ut mot kunden ved eventuelle reklamasjoner og/eller skader på varene.

Lisenser/software er en engangssum som kreves for å kunne anvende et system. Lisenser inntektsføres når de faktureres. Inntekter og kostnader inkluderes i samme periode. Vedlikeholdsavgifter er månedlige eller årlige avgifter relatert til vedlikehold av systemer. Vedlikeholdsavgifter blir som hovedregel inntektsført over avtaleperioden. Selskapets IT konsulenttjenester anses som tjenester som blir fortløpende levert og konsumert av kunde og inntektsføres derfor løpende i takt med levering.

Skatt

Skattekostnaden i resultatregnskapet omfatter både periodens betalbare skatt og endring i utsatt skatt. Utsatt skatt er beregnet med 22 % på grunnlag av de midlertidige forskjeller som eksisterer mellom regnskapsmessige og skattemessige verdier, samt ligningsmessig underskudd til fremføring ved utgangen av regnskapsåret. Skatteøkende og skattereduserende midlertidige forskjeller som reverserer eller kan reverseres i samme periode er utlignet og nettoført. Oppføring av utsatt skattefordel på netto skattereduserende forskjeller som ikke er utlignet, er begrunnet med antatt fremtidig inntjening. Utsatt skatt og skattefordel som kan balanseføres er oppført netto i balansen.

Klassifisering og vurdering av balanseposter

En eiendel klassifiseres som kortsiktig når den forventes å bli realisert eller skal selges eller forbrukes i selskapets normale driftssyklus, eller forfaller/forventes å bli realisert eller gjort opp innen 12 måneder etter slutten av rapporteringsperioden. Andre eiendeler er klassifisert som langsiktige. Gjeld klassifiseres som kortsiktig når den forventes å bli gjort opp i selskapets normale driftssyklus, forventes å bli gjort opp innen 12



måneder etter slutten av rapporteringsperioden eller hvis selskapet ikke har en ubetinget rett til å utsette oppgjør minst 12 måneder etter slutten av rapporteringsperioden.

Varige driftsmidler

Varige driftsmidler regnskapsføres til anskaffelseskost med fradrag for avskrivninger og nedskrivninger. Anskaffelseskost inkluderer kostnader direkte knyttet til anskaffelsen av driftsmidlet. Påfølgende utgifter legges til balanseført verdi av eiendelen eller innregnes separat når det er sannsynlig at fremtidige økonomiske fordeler tilknyttet utgiften vil tilflyte selskapet, og utgiften kan måles pålitelig. Øvrige reparasjons- og vedlikeholdskostnader føres over resultatet i den perioden kostnadene påløper. Varige driftsmidler avskrives lineært. Kostnadene ved kjøp av anleggsmidler avskrives ned til forventet restverdi, som generelt estimeres til å være null. Estimert økonomisk levetid, restverdi og avskrivningsmetoder vurderes ved utgangen av hvert år og endres hvis nødvendig.

Immaterielle eiendeler

Utgifter til utvikling balanseføres i den grad det kan identifiseres en fremtidig økonomisk fordel knyttet til utvikling av en identifiserbar immateriell eiendel og utgiftene kan måles pålitelig. I motsatt fall kostnadsføres slike utgifter løpende. Balanseført utvikling avskrives lineært over forventet brukstid.

Goodwill

Anskaffelseskost for goodwill er en restpost som representerer forskjellen mellom samlet anskaffelseskost for en virksomhet og verdien av identifiserbare eiendeler og gjeldsposter. Goodwill blir ikke avskrevet, men blir testet for verdifall ved årsslutt.

Aksjer i datterselskap

Datterselskap vurderes etter kostmetoden i selskapsregnskapet. Investeringen er vurdert til anskaffelseskost for aksjene med mindre nedskrivning har vært nødvendig. Det er foretatt nedskrivning til virkelig verdi når verdifall skyldes årsaker som ikke kan forventes å være forbigående og det må anses nødvendig etter god regnskapsskikk. Nedskrivninger er reversert når grunnlaget for nedskrivning ikke lenger er til stede.

Utbytte, konsernbidrag og andre utdelinger fra datterselskap er inntektsført samme år som det er avsatt i givers regnskap. Overstiger utbytte / konsernbidraget andelen av opptjent resultat etter anskaffelsestidspunktet, representerer den overskytende del tilbakebetaling av investert kapital, og utdelingene er fratrukket investeringens verdi i balansen til morselskapet.

Fordringer

Kundefordringer og andre fordringer oppføres til pålydende etter fradrag for avsetning til forventet tap. Selskapet følger IFRS 9 for avsetning til tap på fordringer, samt foretar individuelle vurderinger på enkelte kunder.

Pensjoner

Selskapet har innskuddspensjon og betaler innskudd til et forsikringselskap.

Kontantstrømoppstilling

Kontantstrømoppstilling utarbeides etter den indirekte metoden. Kontanter og kontantekvivalenter omfatter kontanter, bankinnskudd med andre kortsiktige, likvide plasseringer som umiddelbart og med uvesentlig kursrisiko kan konverteres til kjente kontantbeløp og med forfallsdato kortere enn tre måneder fra anskaffelsesdato.

Leieavtaler

Alle kontrakter som møter definisjonen av en leieavtale iht. IFRS 16, blir regnskapsført som en "bruksrettighet", med en tilhørende "leieforpliktelse" i balansen på oppstartsdatoen for leieavtalen. Selskapet praktiserer unntak fra balanseføring for leieavtaler med en løpetid kortere enn 12 mnd og leieavtaler av lav verdi inkludert leie av IT utstyr. Selskapet regnskapsfører leiebetalinger relatert til



disse leieavtalene som driftskostnad linært over leieperioden. Bruksrettighetene blir initielt regnskapsført til kost, som består av den beregnede leieforpliktelsen, justert for eventuelle forskuddsbetalinger utført på eller før oppstartsdatoen, med tillegg av eventuelle direkte henførbare kostnader og fratrukket eventuelle leieinsentiver.

Bruksrettighetene er klassifisert som varige driftsmidler, de er avskrevet linært over leieperioden og er gjenstand for nedskrivingsvurdering i henhold til IAS 36. Leieforpliktelsen representerer nåverdien av fremtidige leiebetalinger i leieperioden inkludert eventuelle opsjoner, der ledelsen er rimelig sikker på å benytte opsjonen. Leieforpliktelsen er løst opp over leieperioden ved å benytte selskapets anslåtte inkrementelle lånerente og redusert med periodens leiebetalinger.

Note 2 Salgsinntekter

	2024	2023
Pr. Virksomhetsområde		
Lisenser/Intelligent Cloud	1 117 617 483	1 134 162 567
Dig. Transformation/Consulting	363 552 187	357 941 528
Managed Products	923 726 771	996 507 984
Agreements	60 879 906	49 144 610
Andre driftsinntekter	13 563 600	11 649 119
Sum	2 479 339 947	2 549 405 808

Geografisk marked er i all hovedsak Norge.

Kategorisering av virksomhetsområder er oppdatert for å bedre gjenspeile faktisk operasjonell drift.

Note 3 Hendelser etter balansedagen

Solv AS fusjonerte med søsterselskapet Advania Norge AS 02.01.2025

Solv AS er et IT-konsulentfirma som tilbyr skreddersydde løsninger for sine kunder gjennom rådgivnings-, design- og utviklingsprosjekter. Selskapet omsetter for mer enn 55 millioner årlig og har ca 40 ansatte.

Selskapets hovedkontor er i Sandnes kommune. Solv AS har en stabil og god drift med positivt driftsresultat gjennom mange år. Fusjonen styrker Advanias posisjon og tilbud innen konsulenttjenester i Norge.

02.01.2025 fusjonerte Advania Vestfold AS og Advania Norge 51 AS, 21.01.2025 endret selskapet navn til Advania Focus AS

Note 4 Lønnskostnader og ytelser, godtgjørelser til daglig leder, styret og revisor

Lønnskostnader	2024	2023
Lønninger	577 231 916	599 122 104
Arbeidsgiveravgift	95 477 097	95 630 598
Pensjonskostnader	29 850 495	28 254 954
Andre ytelser	5 838 413	1 071 877
Sum	708 397 921	724 079 533

Selskapet har i 2024 gjennomsnittlig 681 årsverk.

Pensjonsforpliktelser

Selskapet er pliktig til å ha tjenstepensjonsordning etter lov om obligatorisk tjenstepensjon.

Selskapets pensjonsordninger tilfredsstiller kravene i denne lov.



Ytelser til ledende personer	Daglig leder	Styret
Lønn og bonus	1 187 500	0
Pensjonskostnader	37 886	0
Annen godtgjørelse	45 400	0
Sum	1 270 786	0

Revisor

Kostnadsført revisjonshonorar for 2024 utgjør kr 2 062 833.

Inkludert i dette er honorar for andre tjenester på kr 561 202.

Note 5 Immaterielle eiendeler og goodwill

	Kundebase	Lisenser og programvare	Goodwill	Sum
Anskaffelseskost pr. 01.01.24	7 181 000	84 950 403	40 789 528	132 920 931
Tilgang kjøpte driftsmidler		18 743 732		18 743 732
Anskaffelseskost 31.12.24	7 181 000	103 694 135	40 789 528	151 664 663
Akkumulerte avskrivninger 31.12.24	1 453 298	69 804 717		71 258 015
Av- og nedskrivninger pr. 31.12.24	1 453 298	69 804 717	0	71 258 015
Bokført verdi 31.12.24	5 727 702	33 889 417	40 789 528	80 406 648
Årets ordinære avskrivninger	1 025 857	12 286 655		13 312 512
Økonomisk levetid	7 år	3-4 år	8 år	

Note 6 Varige driftsmidler

	Datautstyr	Balanseførte kostnader leide lokaler	IFRS 16 Bruksrett	Inventar Kjøretøy	Sum
Anskaffelseskost pr. 01.01.24	336 830 549	1 005 217	153 122 925	13 761 842	504 720 533
Tilgang	70 354 244	244 865	83 908 485	430 314 69 120	155 007 029
Avgang i året	1 201 000				1 201 000
Anskaffelseskost 31.12.24	405 983 793	1 250 082	237 031 410	14 192 156 69 120	658 526 562
Akkumulerte avskrivninger 31.12.24	286 783 967	420 068	113 646 644	12 950 959 15 127	413 816 765
Akkumulerte nedskrivninger 31.12.24	160 745		26 130 842	61 576	26 353 163
Av- og nedskrivninger pr. 31.12.24	286 944 712	420 068	139 777 486	13 012 535 15 127	440 169 928
Bokført verdi 31.12.24	119 039 081	830 014	97 253 924	1 179 622 53 993	218 356 634
Årets ordinære avskrivninger	41 197 660	258 539	33 607 935	1 178 096 15 127	76 257 358
Økonomisk levetid	3-5 år	3-5 år		5 år 5 år	

Bruksrett IFRS 16 relaterer seg i hovedsak til leie av lokaler i Ole Deviks vei 6c, 0666 Oslo, Pilestredet 33, 0166 Oslo, Drengsrudbekken 12, 1383 Asker, samt noen mindre kontorlokaler og leie av datasentre og IT-utstyr. Årets tilganger for IFRS 16 er en kombinasjon av nye avtaler, forlengelse av avtaler og



indeksjusteringer.

Note 7 Offentlig tilskudd

I 2024 er det inntektsført tilskudd til forsknings- og utviklingsprosjekter via SkatteFUNN ordningen på 1 087 047 NOK. Beløpet er i sin helhet ført som reduksjon av balanseførte kostnader tilknyttet prosjektet. Tilskuddet resultatføres i takt med avskrivningen av investeringen i prosjektet.

Note 8 Mellomværende og transaksjoner med selskap i samme konsern m.v.

Mellomværende med konsernregnskap	2024	2023
Kundefordringer	8 905 196	9 063 488
Andre kortsiktige fordringer (inkl. mottatt konsernbidrag)	28 658 603	99 531 141
Leverandørgjeld	-10 050 121	-7 923 203
Annen kortsiktig gjeld (inkl. avgitt konsernbidrag)	-226 827 383	-239 616 316
Langsiktig lån til foretak i samme konsern	350 000 000	350 000 000
Sum	150 686 295	211 055 111

Selskapet har hatt kostnader for Management Fee til Advania AB på NOK 11 166 066 i 2024, mot NOK 10 934 849 i 2023.

Renteinntekt fra langsiktig lån til foretak i samme konsern utgjorde i 2024 39 977 401 NOK.

Selskapet leverer og kjøper driftstjenester og produkter til/fra søsterselskap. Transaksjoner skjer på markedsmessige vilkår.

Totale driftsinntekter fra konsernselskap utgjorde 75 549 001 NOK i 2024.

Varekost og annen driftskostnad fra konsernregnskap utgjorde 66 797 145 NOK i 2024, Management Fee på NOK 11 166 066 kommer i tillegg.

Konsernkontoordning

Advania Norge AS inngår i konsernkontoordning for konsernselskapene i Advania konsernet.

Konsernselskapene er solidarisk ansvarlige for trekkrettighetene i avtalen.

Trekk og innskudd i konsernkontoordningen renteberegnes på markedsmessige vilkår.

Opptjente renteinntekter i konsernkontoordninger utgjorde 13 013 592 NOK i 2024, rentekostnader utgjorde 31 125 NOK.

I 2023 utgjorde renteinntekt fra selskap i samme konsern 3 803 609 NOK og rentekostnader 114 973 NOK.

Fellesregistrering

Advania Norge AS, Advania Holding AS, Advania Norge 51 AS, Advania Vestfold AS og Advania Ibiz AS er fellestregistrert i Merverdiavgiftsregisteret.



Note 9 Forfall leasingforpliktelse

Ar	Under 1 år	1-5 år	Over 5 år
Forfallsstruktur gjeld	36 678 171	79 253 207	0

I 2024 er avdrag som følge av gjennomførte leiebetalinger på 45 427 467 NOK. Bokførte rentekostnader tilknyttet denne leieforpliktelsen er 5 436 209 NOK. Opplysningene i noten vises i nominelle beløp, mens langsiktig gjeld er neddiskontert i balansen.

Note 10 Poster som er slått sammen i regnskapet

Andre kortsiktige fordringer	2024	2023
Opptjent, ikke fakturert inntekt	21 602 615	12 764 062
Krav på refusjon utenlandsk merverdiavgift	0	33 433
Skattefunn	1 087 047	929 766
Forskuddsbetalte kostnader	56 296 464	33 008 708
Andre kortsiktige fordringer	94 628	2 166 994
Sum andre kortsiktige fordringer	79 080 754	48 902 964

Annen kortsiktig gjeld	2024	2023
Lønns- og feriepengeavsetninger	92 699 340	86 976 845
Påløpt kostnad	41 670 511	37 945 818
Uopptjent inntekt	3 943 280	3 125 453
Leieforpliktelser IFRS 16	36 678 170	26 618 301
Annen kortsiktig gjeld	17 637 810	13 920 183
Implementering av kundekontrakter	19 329 372	15 388 609
Sum annen kortsiktig gjeld	211 958 484	183 975 209

Finansposter	2024	2023
Renteinntekt fra foretak i samme konsern	52 990 994	42 744 265
Renteinntekt bankinnskudd	2 235	-60 853
Renteinntekt skatt	23 382	20 981
Sum annen renteinntekt	25 617	-39 873

Annen rentekostnad	-80 004	-124 256
Rentekostnad leieforpliktelser	-5 436 209	-3 389 963
Rentekostnad interne cashpool	-31 125	-114 973
Sum annen rentekostnad	-5 547 338	-3 629 192

Agio	3 035 619	3 940 045
Annen finansinntekt	2 545 938	682 874
Sum annen finansinntekt	5 581 558	4 622 919

Disagio	-3 229 092	-7 765 894
Annen finanskostnad	-20 032	-134 834



Sum annen finanskostnad	-3 249 124	-7 900 728
Netto finanposter	49 801 707	35 797 392

Note 11 Skatt

Årets skattekostnad	2024	2023
Resultatført skatt på ordinært resultat:		
Betalbar skatt	43 597 132	42 734 225
Endring i utsatt skattefordel	5 114 221	1 149 093
Skattekostnad ordinært resultat	48 711 353	43 883 318

Skattepliktig inntekt:		
Ordinært resultat før skatt	220 769 290	198 717 827
Permanente forskjeller	645 946	506 606
Endring i midlertidige forskjeller	-23 246 457	-4 977 959
Mottatt konsernbidrag	28 658 603	13 735 842
Avgitt konsernbidrag	-226 827 383	-207 982 316
Skattepliktig inntekt	0	0

Betalbar skatt i balansen:		
Betalbar skatt på årets resultat	43 597 132	42 734 224
Betalbar skatt på avgitt konsernbidrag	-49 902 024	-45 756 110
Betalbar skatt på mottatt konsernbidrag	6 304 893	3 021 885
Sum betalbar skatt i balansen	0	0

Beregning av effektiv skattesats		
Resultat før skatt	220 769 290	198 717 827
Beregnet skatt av resultat før skatt	48 569 244	43 717 922
Skatteeffekt av permanente forskjeller	142 108	111 453
Korrigerings tidligere år	0	53 942
Sum	48 711 352	43 883 317
Effektiv skattesats	22,1 %	22,1 %

Skatteeffekten av midlertidige forskjeller som har gitt opphav til utsatt skatt og utsatte skattefordeler, spesifisert på typer av midlertidige forskjeller

	2024	2023	Endring
Varige driftsmidler	-57 097 467	-69 593 161	-12 495 694
Fordringer	673 806	264 201	-409 605
Balanseførte leieavtaler	-18 677 452	-25 060 776	-6 383 324
Gevinst – og tapskonto	2 284 661	2 855 826	571 165
Avsetninger mv	-9 776 327	-14 305 326	-4 529 000
Sum	-82 592 779	-105 839 235	-23 246 457



Grunnlag for utsatt skattefordel	-82 592 779	-105 839 235	-23 246 457
Utsatt skattefordel (22 %)	-18 170 411	-23 284 632	-5 114 221

Utsatt skattefordel er balanseført i den utstrekning det er forventet at selskapet vil klare å utnytte det fremførbare underskuddet, basert på forventet fremtidig inntjening.



Note 12 Egenkapital

	Aksjekapital	Overkurs	Annen Innskutt egenkapital	Annen egenkapital	Sum egenkapital
Pr. 31.12.2023	1 000 000	64 797 753	118 489 404	372 743 568	557 030 724
Pr 01.01.2024	1 000 000	64 797 753	118 489 404	372 743 568	557 030 724
Årets resultat				172 057 937	172 057 937
Konsernbidrag mottatt			22 353 710		22 353 710
Konsernbidrag avgitt				-176 925 359	-176 925 359
Pr 31.12.2024	1 000 000	64 797 753	140 843 114	367 876 146	574 517 013

Note 13 Finansielle eiendeler

Finansielle eiendeler

31.12.2024

	Note	Virkelig verdi over resultatet			Amortisert kost	Andre finansielle forpliktelser	Bokført verdi	Virkelig verdi
		Level 1	Level 2	Level 3				
Bankinnskudd	16				984 952		984 952	984 952
Investerings i andre aksjer				0			0	0
Bruksrettseiendeler	6				97 253 925		97 253 925	97 253 925
Konsernfordringer	8				37 563 799		37 563 799	37 563 799
Kundefordringer	15				335 656 041		335 656 041	335 656 041
Andre fordringer	10				79 080 754		79 080 754	79 080 754
Finansielle eiendeler		0	0	0	550 539 471		550 539 471	550 539 471
Leasingforpliktelse	9					79 253 207	79 253 207	79 253 207
Konserngjeld	8					226 827 383	226 827 383	226 827 383
Leverandørgjeld						369 453 626	369 453 626	369 453 626
Annen kortsiktig gjeld	10					211 958 484	211 958 484	211 958 484
Finansielle forpliktelser		0	0	0	0	887 492 700	887 492 700	887 492 700

31.12.2023

	Note	Virkelig verdi over resultatet			Amortisert kost	Andre finansielle forpliktelser	Bokført verdi	Virkelig verdi
		Level 1	Level 2	Level 3				
Bankinnskudd	16				1 133 925		1 133 925	1 133 925
Investerings i andre aksjer				0			0	0
Bruksrettseiendeler	6				46 953 374		46 953 374	46 953 374
Konsernfordringer	8				108 594 629		108 594 629	108 594 629
Kundefordringer	15				385 080 921		385 080 921	385 080 921
Andre fordringer	10				48 902 964		48 902 964	48 902 964
Finansielle eiendeler		0	0	0	590 665 813	0	590 665 813	590 665 813
Leasingforpliktelse	9					45 395 849	45 395 849	45 395 849
Konserngjeld	8					239 616 316	239 616 316	239 616 316
Leverandørgjeld						239 223 408	239 223 408	239 223 408
Annen kortsiktig gjeld	10					183 975 209	183 975 209	183 975 209
Finansielle forpliktelser		0	0	0	0	708 210 782	708 210 782	708 210 782



Note 14 Datterselskap

Oversikt over datterselskaper:

Selskap	Lokasjon	Eier- og stemmeandel	Egenkapital 31.12.2024	Resultat 2024	Bokført verdi 31.12.2024
Advania PVT Ltd	Colombo - Sri Lanka	100%	16 300 537	-1 243 281	7 288 683
Total			16 300 537	-1 243 281	7 288 683

Den 1. juli 2024 kjøpte Advania Norge AS 100% av aksjene i Advania PVT Ltd. i Sri Lanka, fra Advania AB. Advania Sri Lanka leverer IT konsulent og driftstjenester for interne systemer i Advania organisasjonen. De leverer hovedsakelig tjenester til Advania Norge AS, men har også noen prosjekter som gjelder Advania Iceland, Advania Sweden og Advania UK.

Investeringene i datterselskap vurderes etter kostmetoden i selskapsregnskapet. Det er ikke utarbeidet konsernregnskap iht. regnskapsloven § 3-7.

Note 15 Kundefordringer

Balanseført verdi av finansielle eiendeler representerer maksimal kreditteksponering. Fordringer utover kundefordringer er relatert til driftsrelaterte fordringer og periodiseringer. Disse anses å inneha begrenset risiko.

	2024	2023
Kundefordringer til pålydende	335 925 607	385 542 506
Kundefordring foretak i samme konsern	8 905 196	9 063 488
Avsetning til tap	269 565	461 585
Balanseført verdi av kundefordringer 31.12	344 561 237	394 144 409
Endring i avsetning til tap	-192 020	-588 311
Sum resultatførte tap på krav	-192 020	-588 311

Aldersfordeling for kundefordringer per 31. desember 2024 fordeler seg som følger:

	2024
Ikke forfalt	285 507 860
1-30 dager	38 734 280
31-60 dager	5 432 060
Over 60 dager	6 251 406
Sum brutto kundefordringer	335 925 606
Avsetning til tap på krav	269 565
Netto kundefordringer	335 656 040

Selskapet har en diversifisert kundeportefølje som består av en rekke ulike selskaper av ulike størrelse. Selskapet har kunder både i offentlig og privat sektor. Kundene har normalt en kredittid på 30 dager.

Årets avsetning til tap er relatert til spesifikke kunder. Kostnadsført tap er klassifisert som annen driftskostnad i regnskapet.



Note 16 Bankinnskudd

Selskapet har en skattetrekksgaranti på kr. 35.000.000.
Ved behov benyttes skattetrekkskonto for overskytende beløp.
Innestående midler på skattetrekkskonto (bundne midler) er per 31.12.2024 kr. 0.

Note 17 Aksjonærer

Aksjekapitalen i Advania Norge AS pr. 31.12 består av:

	Antall	Pålydende	Bokført
Ordinære aksjer	10 000	100,00	1 000 000
Sum		10 000	1 000 000

Eierstruktur

De største aksjonærene i % pr. 31.12 var:

	Ordinære	Eierandel	Stemmeandel
Advania Holding AS	10 000	100,0	100,0
Totalt antall aksjer	10 000	100,0	100,0

Selskapet inngår i det konsoliderte regnskapet til Ainavda HoldCo AB, organisasjonsnummer 559299-1557, som har sitt forretningskontor i Sverige (Fredsborgsgatan 24, 117 43 Stockholm)



SIGNATURES

This documents contains 18 pages before this page
Dokumentet inneholder 18 sider før denne siden

ALLEKIRJOITUKSET

Tämä asiakirja sisältää 18 sivua ennen tätä sivua
Dette dokument indeholder 18 sider før denne side

UNDERSKRIFTER

SIGNATURER

UNDERSKRIFTER

Detta dokument innehåller 18 sidor före denna sida



Erik Kendel - erik.kendel@advania.no - 23.160.24.248

c2a1a395-fb16-411f-9ddb-9e98bf147512 - 2025-04-24 11:29:20 UTC +03:00

Siv Beate Hjellegjerde Martinsen - siv.martinsen@advania.no - 62.101.233.187

a41ffa26-e4dd-42a8-a998-bf6c92aef48a - 2025-04-24 11:29:45 UTC +03:00

Henrik Foyn-Laukvik - henrik.foyn-laukvik@advania.com - 62.101.233.187

5d7ca8c7-9b71-46e2-9a49-657648b3263b - 2025-04-24 11:34:10 UTC +03:00

Hans Henrik Schibler - henrik.schibler@advania.com - 62.198.11.48

05c73ce7-7c8a-4f68-aaf1-f657b360c8d - 2025-04-24 11:37:35 UTC +03:00

Mikael Karlsson Noaksson - mikael.noaksson@advania.com - 213.132.100.123

51d4cd08-6e6d-4528-8281-6f204ea5a477 - 2025-04-24 12:29:03 UTC +03:00

Stine Jansen - stine.jansen@advania.no - 62.101.233.187

414e8ee7-2f7d-4514-9f81-5beabbac7c2 - 2025-04-24 12:48:13 UTC +03:00

Hege Støre - hege.store@advania.no - 62.101.233.187

ee96614d-d96f-4546-8e16-e0ae68bfa538 - 2025-04-24 14:30:47 UTC +03:00

authority to sign
representative
custodial

asemavaltuutus
nimenkirjoitusoikeus
huoltaja/edunvalvoja

ställningsfullmakt
firmeckningsrätt
förvaltare

autoritet til å signere
representant
foresatte/verge

myndighed til at underskrive
repræsentant
frihedsberøvende

Electronically signed / Sähköisesti allekirjoitettu / Elektroniskt signerats / Elektronisk signert / Elektronisk underskrevet
<https://sign.visma.net/nb/document-check/ea404942-2be9-4828-8345-d6dd141d1ffc>

visma sign
www.vismasign.com



SIGNATURES

ALLEKIRJOITUKSET

UNDERSKRIFTER

SIGNATURER

UNDERSKRIFTER

This documents contains 19 pages before this page
Dokumentet inneholder 19 sider før denne siden

Tämä asiakirja sisältää 19 sivua ennen tätä sivua
Dette dokument indeholder 19 sider før denne side

Detta dokument innehåller 19 sidor före denna sida

Mia Gretland - mia.gretland@advania.no - 62.101.233.187
e52a23cf-d5fc-4e85-92b0-ab18de6a8da0 - 2025-04-24 16:23:23 UTC +03:00

Lilja B. Skúladóttir - lilja.skuladottir@advania.is - 85.62.139.131
b85ea56f-53a0-41ff-b357-f5e8a8546bd8 - 2025-04-24 18:00:45 UTC +03:00

authority to sign
representative
custodial

asemavaltuutus
nimenkirjoitusoikeus
huoltaja/edunvalvoja

ställningsfullmakt
firmateckningsrätt
förvaltare

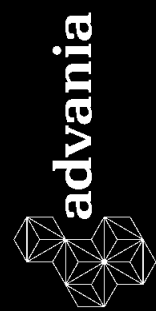
autoritet til å signere
representant
foresatte/verge

myndighed til at underskrive
repræsentant
frihedsberøvende

Electronically signed / Sähköisesti allekirjoitettu / Elektroniskt signerats / Elektronisk signert / Elektronisk underskrevet
<https://sign.visma.net/nb/document-check/ea404942-2be9-4828-8345-d6dd141d1ffc>

visma sign
www.vismasign.com

Annual and Sustainability report 2024



The tech company
with people at heart



Contents

2	This is Advania	17	What we offer and trends	102	Financial statements
3	Introduction to Advania	18	What we offer	103	Management report
5	Advania in numbers	19	Trends	107	Consolidated financial statements
6	Key events	21	Cyber resilience	111	Parent company financial statements
7	A conversation with our CEO and Chairman of the board	22	Circular IT	115	Consolidated notes
		24	Customer success stories	135	Parent company notes
				137	Signing of the financial statements
10	Strategy	26	Board and Management	138	Auditor's report
11	Strategic focus	27	Board of directors		
12	Business model	29	Management	140	Appendix and other
13	How we create value			141	Sustainability data
14	Core values, the Advania Way	30	Sustainability statement	152	Taxonomy tables
15	Financial performance	31	Sustainability at Advania	154	Sustainability targets and actions
16	Growth journey	33	General information	175	Contact information
		46	Environmental information		
		70	Social information		
		88	Governance information		
		101	ESRS Index		



This is Advania

2	This is Advania
3	Introduction to Advania
5	Advania in numbers
6	Key events
7	A conversation with our CEO and Chairman of the board



EMMI SALMIKANGAS, ECOMMERCE MANAGER, ADVANIA FINLAND

"The power of Advania lies in the talent, creativity, and passion of its people. I want to see technology not only simplify lives but also create real value for both customers and society."



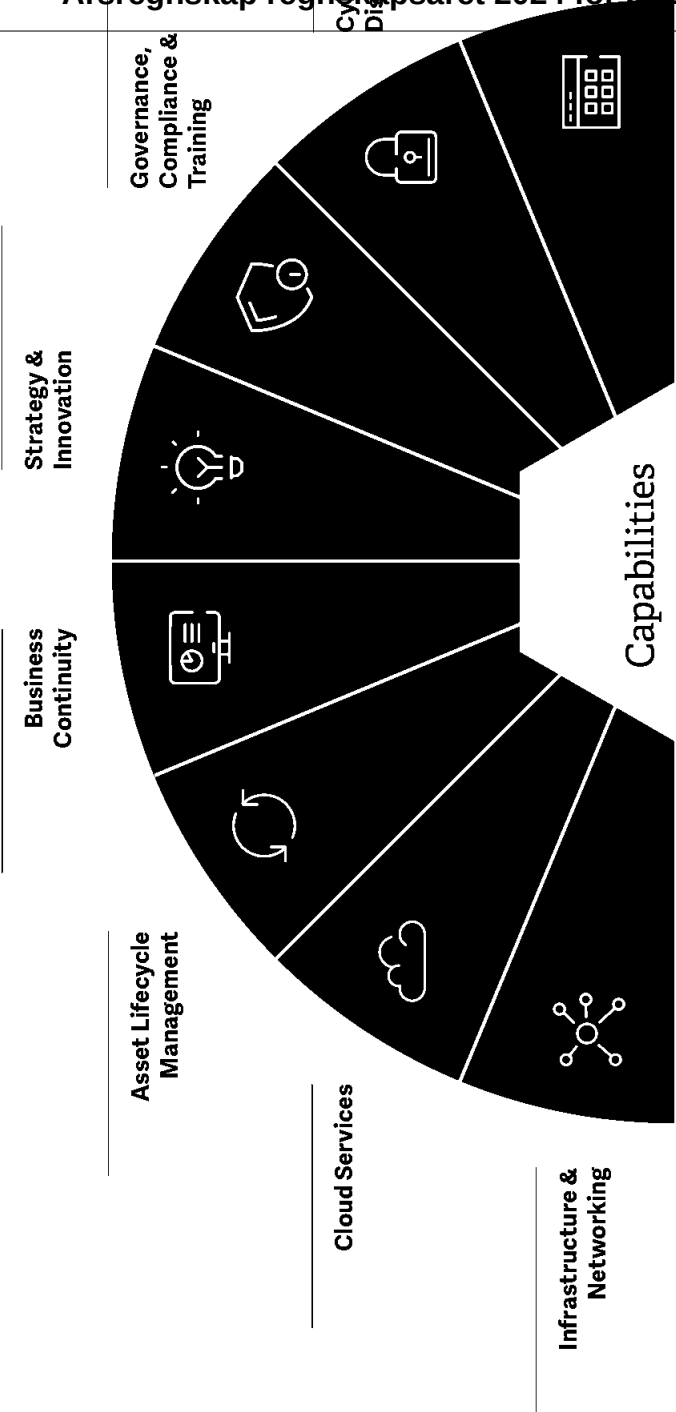


Introduction to Advania

Complete solutions.
Custom fit.

Advania offers a full suite of IT services designed to meet the diverse needs of businesses across Northern Europe. As an all-in-one technology partner, we provide solutions that span the entire IT lifecycle – from robust infrastructure and operational support to strategic innovation and digital transformation.

What sets Advania apart is our customer-centric approach. We don't believe in one-size-fits-all solutions. Instead, our offerings are tailored to align with the unique challenges and goals of each customer. By empowering our people closest to the customer to act and make decisions, we provide fast, adaptive, and meaningful support, building a partnership that delivers lasting value.



1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND

Advania in numbers

Revenue

15,073 MSEK

Gross revenue

17,206 MSEK

Growth

11.3%

ISO/IEC 27001:2013/2022

Five countries management system Information Security Management ISO/IEC 27001:2013/2022

Gross margin

3,769 MSEK

Gross margin %

25%

Adjusted EBITDA

1,791 MSEK

Adjusted EBITDA margin

11.8%

Årsregnskap regnskapsåret 2024 for 992009241

FTE

4,800

Engagement score

4.11 OUT OF 5

Advania presence

12 COUNTRIES

Science-based climate targets

SBTi

Two countries have validated near-term GHG-emission reduction targets

advania

FTE

4,800

Engagement score

4.11 OUT OF 5

Advania presence

12 COUNTRIES

Science-based climate targets

SBTi

Two countries have validated near-term GHG-emission reduction targets

Key events

Milestones & achievements

2024 was a year of growth, strategic expansion, and continued success for Advania. We strengthened our market position through key acquisitions, expanded partnerships, and achieved significant milestones in sustainability and service excellence. Our focus on innovation, collaboration, and sustainability remains at the heart of everything we do. Here, we highlight some of the most notable events and achievements that shaped the year.



Strategic acquisitions and business growth

- Acquired CCS Media Ltd and Servium Ltd, both based in the UK, expanding Advania's market presence and contributing combined sales of approximately SEK 4.1 billion.
- Acquired the remaining minority share in Solv AS Norway.



Financial milestones

- Net sales increased by 11.3%, driven by both organic growth and acquisitions.
- Continued strong profitability and cash conversion
- Secured EUR 0.8 billion in refinancing, replacing previous private debt financing and bilateral facilities with a capital markets issue.



Partnerships and industry recognition

- **Named Canalsys' Channel Partner of the Year,** recognizing Advania's leadership in the IT channel.
- **Achieved Broadcom-VMware Pinnacle Tier Partner status,** showcasing excellence in delivering VMware solutions.
- **Sweden 🇸🇪**
Reached Gold-level status in EcoVadis' sustainability assessment in January 2024.

Ranked in the top 5 of Radar's Supplier Quality Survey in Sweden in three out of five categories:

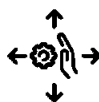
- Infrastructure and Operations
- End-User IT
- Business-Centric IT

UK

Awarded two new specialisations under Microsoft's Solutions Partner programme, bringing the total to 12. Additionally, the business renewed its Azure Expert MSP accreditation and maintained its status as an Operator Connect Partner, further solidifying its position as one the most recognised Microsoft Partners worldwide.

● **Iceland** ●

Received recognition from the FKA Equality Scale 2024, highlighting Advanias' commitment to equal employment opportunity.



Expansion of IT services sustainability efforts

- Secured several management contracts, further strengthening its position as a leading provider of services.
- Continued progress in cities focusing on sustainability value chain.
- Conducted a double materiality assessment to assess sustainability opportunities.

A conversation with our CEO and Chairman of the Board

Trusted once, trusted again.

How the Advania way drives growth

Advania has had a year of remarkable growth. But unlike many IT companies that scale through centralisation, Advania has done the opposite – proving that local autonomy fuels success. In this conversation, Chairman Gestur Gestsson and CEO Hege Støre discuss how 'The Advania Way' drives expansion while staying true to its core values.

The Advania Way has proven remarkably successful. What makes it unique?

Gestur: 'At its core, IT is a people-driven business. Technology alone doesn't create value – people do. What sets Advania apart is the Advania Way, our commitment to empowering our teams with the authority and tools they need to act decisively in support of our customers. Instead of rigid hierarchies that slow decision-making and stifle motivation, our decentralised structure ensures that decisions are made where they matter most – close to our customers. This approach fosters agility, engagement, and ultimately, better outcomes for those we serve.'

Hege: 'What's fascinating is how this approach resonates in the market. Organisations with local decision-making power see themselves in our model. They understand that the best decisions are made close to the business. We attract talent who want real authority to make a difference, and customers who value swift, informed responses to their needs. When both our teams and customers share this philosophy,



1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND
it creates partnerships that naturally deepen over time. The results speak for themselves in our exceptional customer retention and employee satisfaction.' How has this approach supported your growth? Hege: 'Our growth stems from understanding the total IT landscape our customers face. As technology becomes more complex, mid-sized organisations struggle to optimise their IT investments. We take care of their complete IT needs, which means we can help them maximise value from their total IT spend by deciding where investments create the most impact.' Gestur: 'This comprehensive approach creates what we call a 'spiral of success.' As customers trust us with more of their IT needs, we gain deeper understanding of their business, enabling us to create even more value. The more complex the technology becomes, the more valuable our role as a trusted advisor in optimising their entire technology investment.' HEGE STØRE, CEO 'Dreamhouse is a perfect example of how we operate – we saw a challenge, listened to our customers, and created something ambitious but practical.'	You mention mid-market organisations. Can you explain this focus? Gestur: 'The mid-market is an incredibly dynamic segment with organisations large enough to have sophisticated IT needs but often without the scale for advanced in-house operations. It's where we can create the most value through our partnership approach.' Hege: 'These are typically organisations with 200 to 5,000 employees, but what really defines them is their management style. They tend to value local autonomy in their own operations, which aligns perfectly with our approach. When you combine their need for comprehensive IT solutions with their decision-making culture, it creates an ideal match for how we work.' How has the company evolved while staying true to its core identity of local autonomy, decentralisation, and empowering teams to strengthen customer relationships? Gestur: 'What's remarkable is how our fundamental beliefs have proven scalable. Early on, some questioned whether true local autonomy could work as we expanded, but we've proven that empowering local teams only becomes more valuable. It allows each market to bring unique perspectives while staying aligned with the Advania Way.' Hege: 'I remember discussions about whether we'd need to centralise as we expanded. We've proven the opposite. Our model becomes stronger with scale because it keeps us close to customers while leveraging our collective strength. Today, from the UK to Finland, local autonomy is driving growth.' What inspired Advania to invest in the Dreamhouse, where millions of used IT devices will be refurbished and returned to use?	Hege: 'The Dreamhouse grew, like many other great ideas for new services, from customer conversations. Many organisations struggle with the environmental impact of IT equipment but need practical solutions, not just good intentions. Dreamhouse is a perfect example of how we operate – we saw a challenge, listened to our customers, and created something ambitious but practical. As our single most important initiative for reaching Advania's carbon reduction targets, it demonstrates our commitment to both customer needs and environmental responsibility.' Gestur: 'The Dreamhouse embodies our approach to innovation. We didn't just build a recycling centre – we created a complete solution that makes sustainability a practical choice for our customers. It's a perfect example of our philosophy: understand the real need, then build something that truly works and creates value for our customers.' What are the next steps in Advania's sustainability and innovation story? Hege: 'Dreamhouse reflects our commitment to circular IT, but it's part of a broader strategy focused on where we can make the greatest impact. We're driving innovation in four key areas: circular IT, AI adoption, cyber resilience, and, most importantly, investing in our people. The business case for sustainability is clear – companies that combine technological innovation with social responsibility are better positioned for long-term growth. By integrating environmental targets with business objectives, we create lasting value while meeting our climate commitments.' Gestur: 'We're making meaningful progress in creating a culture where everyone has a fair chance to grow into	Hege Støre Role: CEO Years at Advania: 7 Years in IT: 31	leadership roles. This isn't to do – leadership takes of perspectives, skills consistently delivered our people and our challenging times, to both climate goals inclusive culture. On with the UN Global ples reinforces the sustainability is em of our business.' How do emerging technologies create opportunities for Advania? Gestur: 'Digital transformation brings opportunities. Organisations need more new technologies – they need a partner IT complexity. Many of our customers standard solutions but too small to fund pace of IT innovation internally. Our insight with group-wide expertise, help IT investments, ensuring real value w spending on the latest trends.' Hege: 'AI and other emerging technologies need for context. Each organisation m based on specific needs. Our local tea tomer knowledge, turn these innovati value. As technology evolves, you need agility, and our structure provides bot AI is key, it's just one of many challeng ers prioritise the right technologies to investments.' The IT services market is consolidating. How will this affect your strategy?	Advania Advania Group Registration No. 2024 for 992009241	



1. THIS IS ADVANIA		2. STRATEGY		3. WHAT WE OFFER AND TRENDS		4. BOARD AND MANAGEMENT		5. SUSTAINABILITY STATEMENT		6. FINANCIAL STATEMENTS		7. APPENDICES AND							
Gestur: 'Most acquisitions lead to the loss of distinctive qualities as buyers impose their vision and structure. We take a different path. Our track record shows that integrations work best when you preserve what makes each organisation special – the entrepreneurial spirit, the customer relationships, the deep local knowledge.' Hege: 'It is interesting how potential acquisition partners value this approach. They see how we've preserved the identity and entrepreneurial spirit of companies that join us. This attracts organisations looking to grow while maintaining their culture. Each integration brings incredible talent – professionals who thrive when given real power to make a difference.' What makes you most proud about Advania's development? Hege: 'For me, it's seeing how our model creates opportunities for people to grow. Across our markets, professionals have built remarkable careers because they were given the freedom to make decisions and take responsibility. That's not just good for business – it's deeply rewarding too.' Gestur: 'I'm proud that we've stayed true to our beliefs while proving they work at scale. We've built something distinctive – a company that combines the strength of a major player with the agility and personal touch of a local firm. But most importantly, we've done it our way, without compromising our values.' You operate in diverse markets across Northern Europe. How do you maintain consistency while embracing local differences?				Gestur G. Gestsson Role: Chairman of the board Years at Advania: 16 Years in IT: 30 Hege: 'Each market has its own business culture and ways of working. Take Denmark versus Sweden, for example. While they're neighbours, they have distinct business approaches. Our model thrives on these differences because we let each market operate in a way that makes sense locally.' Gestur: 'We're stronger because of the different ways our teams think and operate. What works in Stockholm might inspire a new approach in Helsinki. What starts in Oslo could scale across Reykjavik or Copenhagen. We learn from each other constantly – sharing insight without forcing uniformity.' Can you give an example of how local autonomy translates into customer success? Hege: 'When one of our Norwegian security experts uncovered a vulnerability in a customer's IT system after a breach, he acted immediately, leveraging our protocols to contain the threat. But he didn't stop there. By developing advanced detection algorithms, he turned a reactive moment into a proactive solution. What began as a single response has since grown into a comprehensive security service protecting more than 90 customers. Having the autonomy to respond quickly turned a crisis into an opportunity for lasting security improvements.' Gestur: 'And the impact didn't stop there. This initiative sparked broader improvements. He went on to streamline our implementation processes, cutting deployment time from over 10 hours to just 30 minutes. He also optimised offboarding workflows, eliminating manual inefficiencies that had frustrated both customers and teams. This is what happens when talented people have the freedom to act. One decision leads to continuous innovations that benefit all our customers.'				This ability to take ownership and drive change seems to be a defining feature of Advania's culture. Have you seen similar examples in other markets? Hege: 'A perfect example of how our model empowers people is when one of our UK technical leaders, who joined two years ago, saw an opportunity to transform how we implement our 'Fresh' intranet product. Understanding our business goals, she redesigned the entire implementation process without needing layers of approval. The results were remarkable – faster deployment, more consistent customer outcomes, better team engagement, and improved profitability.' Gestur: 'What I love about this story is how it shows our culture in action. She didn't need to navigate bureaucracy or seek multiple approvals. She had the authority to make improvements that benefited both customers and Advania. This kind of entrepreneurial spirit flourishes when you trust people to make decisions.' With such rapid growth in recent years, can Advania maintain this momentum? Hege: 'It's a natural question, but I think it misses something important about our model. Our growth isn't driven by central planning. It comes from thousands of decisions made by empowered teams across our markets. Each market grows based on its opportunities and capabilities.' Gestur: 'Technology is becoming more critical to business success, expanding the IT services market. But what gives me confidence is how our model scales. We're not controlling growth from the top – we're enabling local teams to seize opportunities. That's far more sustainable than traditional growth models.' Looking ahead, what's your vision for Advania's future?				Hege: 'We're well-positioned for the next phase of transformation. As technology becomes a combination of local understanding and expertise, we'll be even more valuable. Moving into new markets, but always in a way that leverages our core strengths.' Gestur: 'The future belongs to organisations that harness technology's full potential while staying true to their values. That's exactly what we do at Advania.' Any final thoughts on what makes Advania unique? Gestur: 'You know, after all these years, I think the secret is how the Advania Way brings out the best in people. When you trust professionals to make decisions and take responsibility, amazing things happen. It's not just a nice philosophy – it's a proven formula for success.' Hege: 'To us, it's evident that scaling a business isn't about building an organisation – quite the opposite. It's about building an organisation that stays agile and innovative. With the next wave of digital transformation, our model isn't just working, it's becoming a blueprint for the future. And we're just getting started.'				Gestur G. Gestsson CHAIRMAN 'The future belongs to organisations that harness technology's full potential while staying true to their values. That's exactly what we do at Advania.'			

Strategy

10	Strategy
11	Strategic focus
12	Business model
13	How we create value
14	Core values, the Advania Way
15	Financial performance
16	Growth journey



DEBBIE ELDER, HEAD OF OPERATIONAL SYSTEMS, ADVANIA UK

'In everything that my team deploys, we aim to enhance the way our end users are working. I chose a career in IT many years ago, and for me it has always been about empowering people to excel in their roles.'

Strategic focus

Close to customers. Clear on value.

Advania's long-term vision is clear: to become the largest independent technology company in Northern Europe, with the ambition to be the preferred all-in-one technology partner for our customers. We want to empower people to create sustainable value with the clever use of technology. This stems from our belief that sustainable social development depends on this, as does the continued success of our customers.

Circular IT, cyber resilience, artificial intelligence, and our people are our foremost strategic priorities. By leading in Circular IT, we help our customers embed sustainability into their operations, reducing environmental impact while extending the lifecycle of their technology. Through close collaboration, we support them in making smarter, more responsible IT choices that align with their long-term goals.



Cyber resilience is the foundation of trust in a digital world. As cyber threats grow more complex, we work side by side with our customers to strengthen their security posture, ensuring they can operate safely and with confidence. By providing tailored solutions and proactive support, we help them navigate an unpredictable landscape with resilience. Artificial intelligence is a transformative force, enhancing how we create value and empowering our customers to reach their full potential. At the core of everything we do are our people, whose talent fuels innovation and sustainable growth.

Achieving more for our customers

Our strategy builds on a simple foundation: acting as a strategic partner and creating long-term value for our customers, making their goals our own. This commitment shapes our approach – from how we tailor services to meet individual customer needs to how we strengthen operations through responsible practices.

By training employees in areas like integrity, cybersecurity, and sustainable digitalisation, we ensure that customers benefit from secure, ethical, and forward-thinking solutions. Initiatives such as IT hardware take-back programmes help our customers embrace circular IT, supporting their own sustainability goals. Together, these efforts allow us to meet the evolving needs of businesses by building trust and delivering value.

Responsible supply chain management

We continue to develop the processes for responsible supply chain management, collaborating and aligning our efforts with our business partners and industry coalitions.

Our supplier-agnostic strategy allows us to partner with a diverse range of leading IT suppliers, integrating their products and services into tailored solutions for our customers. A systematic approach to evaluating and following up with suppliers is a cornerstone of our strategy, ensuring compliance with both our code of conduct for suppliers and our customers' expectations for sustainable and responsible practices.

To drive meaningful change in the global IT hardware supply chain, we collaborate with industry coalitions such as the Responsible Business Alliance. Through these partnerships, we work to promote more responsible mineral sourcing, improve working conditions in manufacturing facilities, and support the transition to production processes that are both energy and resource efficient.

A balanced approach to growth

Our growth strategy is a combination of organic expansion and strategic mergers and acquisitions. When we acquire companies, it's not just to increase scale – it's also to strengthen our capabilities and provide even more skills, expertise, and services for our customers. Each acquisition is carefully aligned with our overall strategy, ensuring that we continue to deliver the best possible support to businesses across diverse industries and markets. By sharing and expanding our expertise across all countries we enhance the value we deliver and contribute to more sustainable customer solutions. Similarly, our commitment to fostering inclusive and diverse teams strengthens our ability to innovate and meet the needs of an increasingly diverse customer base.



Business model

**Empowering people.
Driving success.**

Advania is an end-to-end technology partner for IT solutions. Our business model is designed to foster deep relationships with customers in a dynamic industry with increasingly complex IT systems, design and implementation.

Advania covers the full IT value chain, earning diversified streams of recurring revenue from mission critical services through a variety of

- managed services where clients can outsource IT operations
- value-added resale of software products and vendor-agnostic hardware sales
- a broad array of software development, consulting services, eBusiness services and infrastructure solutions

Advania provides services to the public and private sector serving both mid-market and multinational companies. Revenues are generated through

- contracts with recurring monthly fees, including fixed or consumption priced contracts



- delivery of products where revenue is recognised upon delivery or bundled as a part of a service solution and then recognised over time.
- project based revenue with fixed fee or billable time and material

Local expertise, group-wide strength

At the core of Advania's approach is a decentralised structure that puts decision-making power into the hands of those closest to the customer. This enables our local teams to respond swiftly and effectively to market demands while benefiting from the collective expertise and resources of the Advania Group. The result is a business model that combines the best of both worlds: local adaptability and regional strength. An integral part of our business model is to maintain strong relationships with leading technology vendors. These partnerships not only ensure access to best-in-class tools and solutions but also position Advania as a trusted advisor. By working closely with our partners, we can adapt and co-create offerings that meet the evolving needs of our customers, helping them achieve their goals more effectively.

At the same time, our large and diversified customer base drives growth and resilience. By maintaining a customer first mindset, we foster long-term partnerships, ensuring we continue to create value as the needs of our customers and the industry evolve.

By combining local expertise with the collective strength of our unified Group, including near- and offshoring locations, we create value at every step of the customer journey. Our ability to deliver impactful results – whether by driving digital transformation, fostering sustainability, or enabling operational excellence – is what truly sets Advantia apart.

Sustainability embedded into practices

Advania and the tech industry have an important role in building a more sustainable society. We have a responsibility to minimise the negative impact of our products and services on people and the planet by shifting our business model towards more circular offerings.

Advania's sustainability efforts stem from our purpose and are focused on addressing the key sustainability impacts,

risks, and opportunities associated with the business model. As a responsible business, Advantix systematically reducing the negative impacts on the environment, people, and communities, and minimise and mitigate risks associated with this commitment.

Adaptable, resilient, and focused on

Advani's business model reflects our adaptability and collaboration. By prioritizing our partners' needs, leveraging our platform, people to succeed, we've created a model for long-term growth and resilience. With our AI-driven innovation and emerging markets focus, we continue to deliver value that drives business growth, strengthens relationships, and prepares us for the future.

How we create value

Building resilience. Enabling growth.

Advania is guided by its purpose to empower people to create sustainable value with the clever use of technology. At the heart of it all is our belief that IT creates opportunities, drives growth, and fosters resilience across all sectors we serve and the society at large. By integrating forward-thinking practices into our operations and solutions, we help businesses navigate the future with confidence, adaptability, and purpose. Sustainability is an integral part of this approach, embedded in how we deliver value – whether through circular IT practices, lifecycle management, or responsible partnerships.

Empowering businesses with tailored solutions

Our customers turn to Advania to simplify their IT landscape. Through IT-as-a-Service (ITaaS), we deliver tailored solutions that align IT strategy with business goals, ensuring systems run smoothly and securely, so teams can focus on what they do best.

At the same time, we help our customers think beyond today. With lifecycle management, we oversee their IT assets from acquisition to eventual recycling, championing a circular IT approach that reduces waste and supports their sustainability ambitions. In addition, we help train employees to navigate complex systems securely, raise awareness about potential cyber threats, and ensure compliance with evolving regulatory requirements.

From cloud solutions that scale effortlessly to cybersecurity measures that shield them from evolving threats, we create an ecosystem of trust and resilience, allowing businesses to grow with confidence.

Shaping solutions through strategic partnerships

Our value chain is built on strong partnerships. These relationships are not just essential to how we operate – they are fundamental to the value we create. As a trusted partner to some of the world's leading technology vendors and software providers, we hold top-tier certifications that demonstrate our expertise and commitment to excellence.

Core values, the Advania Way

Different by design. People first.

At Advania, we put people first – in everything we do, all the time. Our culture is based on commitment, genuine interest and freedom under responsibility. Our purpose is to empower people to create sustainable value with the clever use of technology.

The Advania Way is our unique approach to business that combines customer intimacy, employee empowerment, and sustainable innovation. At its core it is defined by decentralisation and close-knit customer relationships, as we recognise that our employees are the key to creating lasting customer partnerships.

Customer intimacy is our mindset and our motivation

Our mission to "never lose a customer" isn't just an aspiration – it's our mindset and motivation and embedded in our everyday actions. We truly believe that knowing our customers, and understanding their needs today and tomorrow,

are at the core of our business. These principles define how we deliver tailored solutions and build lasting partnerships, creating a distinctive culture where both employees and customers thrive.

Employee Value Proposition

The Advania Employee Value Proposition, "Our difference is you," is at the foundation of how we work. We trust our people to act and make decisions because they are closest to our customers, and understand their needs, challenges, and ambitions better than anyone else. We believe this fosters conditions for meaningful solutions and impactful relationships to flourish, creating an environment where people can truly thrive.

The Advania Way is based upon three key pillars:

— Self-leadership and decision-making

We trust our employees to lead themselves and make decisions as close to the customer as possible. By working directly with customers, employees gain a deep

understanding of their unique needs and challenges which enables them to design tailored solutions that drive sustainable value.

— Freedom with responsibility

Our decentralised approach gives employees the mandate to act, ensuring that solutions never get stuck waiting for approvals. Instead, decisions are made at the right time, in the right situation, and with the right understanding. This trust fosters commitment, accountability, and personal development.

— Collaboration and support

While employees have the freedom to act, they also operate in an environment of mutual trust and support. Managers come with the security of knowing that colleagues are there to provide guidance and encouragement when needed, enabling employees to make confident decisions.

Through this approach, every person at Advania is empowered to find their own unique way of contributing to meaningful customer experiences and driving the success of our business.



1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND

Financial performance

Strong foundation.
Profitable growth.

Growth for us is not just about expansion; it's about enhancing our ability to serve our customers better.

To achieve this, we pursue a balanced combination of organic growth and mergers and acquisitions (M&A). Strategic acquisitions are made to expand our capabilities, deepen our expertise, and offer even more value to our customers.

This disciplined and customer-centric approach along with our agility and adaptability to market demands ensure that our growth is sustainable and contribute directly to our long-term profitability.

11.3%

Growth since 2023

Financial health

Advania has demonstrated consistent financial strength, with a proven track record of profitable growth and revenue exceeding SEK 15 billion in 2024. Key performance metrics validate our business model: robust EBITDA margins and cash conversion showcase operational efficiency, while strong net revenue retention reflects successful client partnerships. An exceptional client loyalty rate and recurring contract revenue underscore the sustainability of our revenue base.

Backed by strong shareholders and a recently secured long-dated financing structure, Advania has the flexibility and foundation for continued expansion. This solid platform, combined with strong operational performance, positions Advania to achieve its ambition to continue growing.

Revenue and growth

Growth journey

Acquire with purpose. Choose with care.

Advania took a significant step forward in its growth journey during 2024 by acquiring two value-added resellers in the UK – Servium and CCS Media. These acquisitions marked a milestone in Advania's strategy to expand its footprint and capabilities in the UK market and create value through meaningful growth.

The integration of Servium and CCS Media strengthens Advania's position as a leading IT services provider in the UK. With over 40 years of experience, CCS Media brings extensive expertise in IT product supply, implementation, and support, complementing Advania UK's strengths in cloud transformation, AI enablement, and its top-tier Microsoft partnership. With the acquisition of leading value-added reseller Servium, Advania can offer unparalleled choice when it comes to identifying, procuring, implementing, and supporting the right technology solutions for our customers.

The three organisations share a people-first philosophy, a deep commitment to customer focus and employee empowerment. Together, they create new career opportunities for employees, foster collaboration, and strengthen a shared culture of innovation, all while building personal, trusted relationships with customers, partners and each other to make solving challenges a shared journey.

'This is a game changer and a true testament to our commitment to the UK market. It represents a tremendous opportunity for our highly complementary and trusted businesses to join forces as a long-term strategic technology partner for our customers,' says Geoff Kneen, Advania UK CEO.

Expanding horizons

The acquisitions have also significantly increased Advania's scale in the UK. There are now more than 1,500 professionals working across 20 locations. This expanded reach enables the combined business to deliver flexible procure-

ment options and innovative solutions previously reserved for the largest enterprises. Together, Advania, Servium and CCS Media now support more than 9,000 customers, helping them transform core business processes, optimise IT spend, and secure operations — all through a single, trusted service provider.

Advania's strategic focus on growth has always been about more than expansion. It's about providing customers with tailored solutions that meet their evolving needs. By uniting the capabilities of industry leaders, the acquisitions of Servium and CCS Media represent the essence of Advania's approach to growth: building stronger, more innovative solutions for customers while staying true to its promise of being 'the tech company with people at heart.'

'Our journey together has just begun,' says Peter Wilson, Director of Sales Expertise and part of the Cross Sell Enablement team. 'Every day, we see how our combined strengths enable us to deliver better, faster, and more personalised solutions that truly meet the evolving needs of our customers.'



GEOFF KNEEN, CEO

'This is a game changer
a true testament to
commitment
UK market'

What we offer and trends

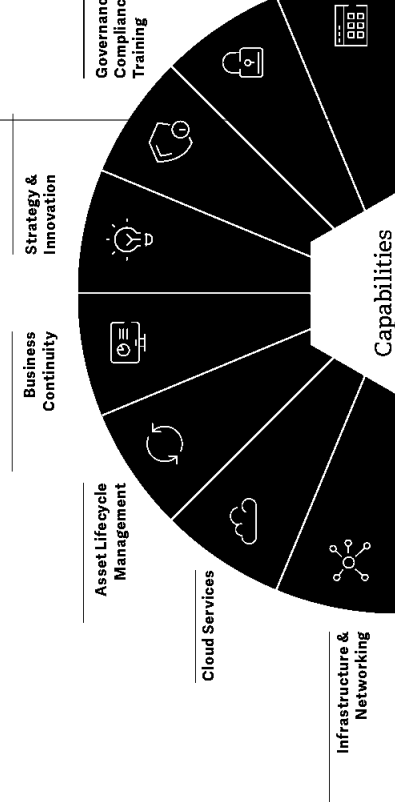
17	What we offer and trends
18	What we offer
19	Trends
21	Cyber resilience
22	Circular IT
24	Customer success stories



SÜKRÜ ØZGEN, IT CONSULTANT, ADVANIA DENMARK

'The most rewarding part of my job is seeing the direct impact of my work on users and businesses. Helping people overcome IT issues and making their daily work easier motivates me, as I know my efforts contribute to a more productive and stress-free environment.'

These value areas naturally complement supporting everything from day-to-day term strategic growth. As our customer engagement expands across these areas, solutions that drive meaningful impact reflects our focus on creating real business value. Organisations thrive without being constrained by IT service boundaries.



Trends

Tech trends shaping the future

Four trends will have an impact on Advania's business in the coming years. We are well-positioned to benefit from the opportunities they bring – and manage their challenges.



AI and machine learning on the rise

Artificial Intelligence (AI) and machine learning are transforming Business Intelligence (BI) and business applications, making analytics and automation more accessible and efficient. Augmented BI streamlines data processing, while self-service tools and real-time analytics enhance decision-making. In CRM and ERP, AI optimises processes, improves data integration, and enhances user experience. Cloud adoption, mobility, and collaboration are shaping the next generation of business applications, while AI-driven sustainability solutions help organisations reduce their environmental impact. Companies that embrace automation, ethical AI, and customer-centric strategies will drive innovation and long-term success.

For Advania, the rise of AI and machine learning presents both opportunities and responsibilities. We support our customers by providing AI-optimised infrastructure, consulting, and implementation services to help them leverage AI-driven innovation effectively. With our expertise, we help businesses navigate challenges such as data privacy, computational demands, and responsible AI adoption to ensure that AI is integrated in a way that is secure, scalable, and aligned with industry-specific needs.



Cyber security moving from defence to resilience

The cyber security landscape is shifting from pure defence to resilience, ensuring businesses can withstand and recover from attacks. Regulations like NIS2 and DORA are driving supply chain security. AI, although a threat by enabling more sophisticated attacks, can also be a tool for automated threat detection. Cyber security is becoming more collaborative, requiring businesses to work closely with partners and suppliers to strengthen defences.

Advania has a unique opportunity to lead the way in building cyber resilience across IT environments. The pace with evolving AI-driven threats demands while fostering awareness security culture. Through collaboration Advania aims to be a trusted partner in resilience.



1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND
 Higher demand for solutions that support sustainability With global temperatures continuing to rise, there is an urgent need for sustainable transformation and significant reductions in greenhouse gas (GHG) emissions. Customers across industries are prioritising sustainability and increasing demand for solutions that support circular economy principles, energy-efficient operations, and responsible resource management. This includes adopting emerging technologies, optimising data centre energy consumption, and leveraging cloud-based operations to improve sustainability performance. Regulatory frameworks such as the EU Green Deal are accelerating this shift by introducing mandatory sustainability reporting, human rights due diligence, and carbon footprint measurement. These developments create both challenges and opportunities – favouring companies that take a proactive approach to transparency and sustainability leadership.				 Changes within the workplace The workplace is evolving, with AI adoption and generational shifts reshaping company culture. AI is a powerful productivity tool, but it also raises concerns about job security, requiring businesses to reskill employees and establish clear AI integration strategies. At the same time, Gen Z's entry into the workforce is driving demand for flexibility, transparency, and purpose-driven work, challenging traditional leadership styles. In this rapidly changing landscape, the most valued leadership traits are empathy, authenticity, and inclusivity, fostering engagement and trust.		
				Årsregnskap regnskapsåret 2024 for 992009241 As a people-first company, Advania to embrace AI responsibly, ensuring that it enhances productivity without disrupting workplace dynamics. Retaining top talent means adapting to new work patterns, retaining by offering flexibility, career development, and meaningful work. The challenges and opportunities of AI integration are being addressed through technological advancements with leadership ensuring that leadership remains engaged, and aligned with evolving work patterns.		

Cyber resilience

Protecting customers. Staying ahead.

Henric Skälberg, Chief Information Security Officer at Advania discusses how to create value through collaboration and innovation.

The role of Chief Information Security Officer (CISO) at Advania is newly established, but Henric Skälberg has a clear vision for its purpose: driving collaboration across markets to address shared cybersecurity challenges. 'Each of our markets has strengths, but by working together, we can achieve more and offer even greater value to our customers,' says Henric.

To achieve this, Advania has established a centre of excellence that brings together CISOs from all its regions. Meeting monthly, the group develops strategies to combat cybersecurity threats and ensures a unified baseline security standard across all markets. 'It's about pooling resources to tackle common challenges. Instead of each region solving the same problem independently, we create solutions together,' Henric explains.

Unique cybersecurity approach

Advania's customer-focused philosophy extends to its approach to cybersecurity. 'It's about partnership,' Henric explains. 'We don't just sell isolated solutions; we help customers see the bigger picture. Advania's broad IT expertise allows us to connect the dots in a way that sets us apart.'

This holistic perspective ensures that security is embedded throughout the entire IT landscape, rather than as an afterthought.

The cybersecurity landscape is shifting towards resilience rather than just protection. 'It's no longer enough to put up defences and hope they hold. Resilience asks, 'What if our systems are compromised? How do we continue operations?' says Henric, adding that this change requires businesses to rethink data placement, cloud reliance, and their ability to withstand attacks.

Fostering awareness and collaboration

Artificial intelligence (AI) is also transforming cybersecurity, both as a tool for defence and a challenge to address. 'AI accelerates threats like phishing, making them harder to detect and more personalised. To keep pace, we'll need to leverage AI defensively, leading to what I call an algorithm war,' adds Henric, emphasising that the human factor remains crucial.

'The core principles of cybersecurity – don't click on suspicious links, keep systems updated, and use strong, unique passwords – are still relevant. But technology alone won't solve these challenges; we need to focus on awareness and culture.'

Collaboration also plays a critical role, extending beyond internal teams to include partners and suppliers. Henric draws parallels to sustainability efforts, where the entire

value chain must be considered. 'Regulations like NIS2 and DORA highlight the need for supply chain security. Everyone in the chain – partners, suppliers, customers – must do their part.'

His ultimate goal is to help Advania's customers build resilience together. 'Our mission isn't just to detect threats but to prepare for and recover from them. Whether it's designing a strategy for cyberattacks or supporting customers as they grow, we aim to be their trusted partner in resilience.'

Incident response and commitment to transparency

Only by working together can we stay ahead of evolving threats and create safer digital environments for everyone. 'In early 2024, Advania Sweden experienced a security incident in a limited part of our customer environment. On the day of discovery, we swiftly isolated the affected environment and promptly informed approximately 60 affected customers. Our response team initiated a thorough investigation and worked closely with customers to ensure they received technical support and guidance throughout the process', explains Henric.

'Within a week, we had restored most services in the affected environment according to plan and under close security monitoring. The majority of customers returned to normal operations, while we continued to address a few customer-specific services in close collaboration with those impacted. No claims for damages were made by our customers.'

At Advania, we strongly believe that security is built on transparency, collaboration, and shared responsibility – both within the industry and in partnership with our customers.



HENRIC SKÄLBERG
CHIEF INFORMATION SECURITY OFFICER

'Our mission is to
detect threats before
they impact our customers
for and recover from them'

009241

Circular IT

A million devices. A second life.

In early 2025, Advania opened the doors to Dreamhouse, its state-of-the-art recommerce centre in Enköping, Sweden. Dreamhouse serves as a hub for circular IT innovation, empowering organisations to transform their approach to technology and sustainability.

At its core, Dreamhouse embodies Advania's commitment to creating a more sustainable, secure, and inclusive digital future. The Dreamhouse building itself is a testament to circular principles. Constructed using reclaimed materials – including flooring, wall panels, and steel structures – the building sets a new benchmark for sustainable design in the IT industry. With a number of different measures, the building's climate impact has been drastically reduced from the outset.

This physical space exemplifies Advania's philosophy that sustainability is not just a goal, but a practice which Advania aims to embed into every aspect of its operations. 'Dreamhouse was designed not just as a workspace, but as a proof of concept for what's possible when circularity guides every decision,' says Magnus Pihl, Director Logistics & Services.

Sustainability in action

Inside Dreamhouse, sustainability is at the heart of every process. As a recommerce centre, Dreamhouse focuses on extending the lifecycle of IT devices through professional repair, refurbishment, and responsible recycling. Each step reduces waste, lowers environmental impact, and ensures compliance with the highest security standards.

Advania's comprehensive lifecycle management services stand out in the industry. With an unmatched focus on asset management, Dreamhouse offers customers full visibility into their devices – before, during, and at the end of their lifecycle. This transparency not only addresses a major pain point for businesses but also ensures compliance and data security throughout the process.



MAGNUS PIHL, DIRECTOR LOGISTICS & SERVICES

'Circular IT isn't just about sustainability –
about resilience and security, helping our
customers stay agile while contributing to
a larger global transition.'

1. THIS IS ADVANIA		3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND
'What makes Dreamhouse special is how every process we run here has a purpose – whether it's refurbishing a device or ensuring compliance, everything is geared toward sustainability and security', says Daniel Erkenfalk, Production Manager on site in Enköping. A local impact and global vision Dreamhouse's mission transcends Enköping, Sweden. On a global scale, the centre supports the transition to a circular economy by circulating resources and reducing e-waste. Locally, it addresses resilience challenges, enabling organisations to see the hidden value in their old IT equipment. Through services that make it easy to comply with regulations and adopt sustainable practices, Dreamhouse enables customers to become active participants in their own lifecycle management. By helping organisations shift their mindset – from viewing devices as disposable to recognising them as valuable assets – Dreamhouse is driving a broader cultural change. Customers are encouraged to think beyond short-term use and consider the total lifecycle impact of their IT investments. 'Circular IT isn't just about sustainability – it's about resilience and security, helping our customers stay agile while contributing to the larger global transition,' says Magnus Pihl.		Platform for innovation Dreamhouse is more than a centre for IT recommerce; it's a platform for inspiration, collaboration, and innovation. By working closely with manufacturers as an authorised warranty service provider, Advania ensures top-tier quality in repairs and refurbishments. Dreamhouse also fosters partnerships with customers, encouraging a deeper engagement with circular practices. Advaniás approach offers a 100 per cent circular service model: from selection of purchase and maintenance to reallocation and sustainable recycling at the raw material level. This holistic view makes Dreamhouse a unique solution in the market – a single provider that manages every stage of the IT lifecycle while prioritising sustainability and compliance. As the IT industry evolves, Dreamhouse stands as a symbol of what's possible when sustainability, security, and innovation converge. It invites organisations to take part in a transformative journey where responsible IT is not only the ethical choice but also the smarter one. DANIEL ERKENFALK, PRODUCTION MANAGER 'What makes Dreamhouse special is how every process we run here has a purpose - whether it's refurbishing a device or ensuring compliance, everything is geared toward sustainability and security.'		Dreamhouse by the numbers Dreamhouse isn't just a recommerce centre – it's a proof of concept for sustainable IT in action. Every aspect of its construction and operations reflects Advania's commitment to a circular economy. Total carbon footprint of 217 kgCO₂e/m² This is 44% lower than the threshold for the independent Swedish certification "Noll CO₂", established by the Swedish Green Building Council. BREEAM-SE "Excellent" certification with a score of 82.8% The threshold for an Excellent rating is 70%. 87% recycled steel in construction Compared to an industry Net-zero climate impact Which is 15 years ahead of target. Energy-efficient systems The building has rooftop solar panels + geothermal heating. Reused materials Textile flooring, acoustic panels, and office furniture were repurposed to reduce waste. Sustainable concrete We used low-carbon concrete with fiber reinforcement to reduce material use. Climate adaptation Drainage and flood protection integrated into the landscape. Biodiversity initiative We've installed insect hotels on-site. Future-proof design Featuring a modular construction manual for future deconstruction. Dreamhouse is more than a building it's a blueprint for more sustainable IT.		

Customer success stories

Cutting costs. Powered by AI.

Fish, fuel and fjord routes – Advania's new tool is leading to cost-saving and sustainable choices for a Norwegian company.

Pelagia, a global leader in high-quality pelagic fish products and an Advania customer since 2011, aimed to reduce CO2 emissions, save time, and lower costs. To accomplish these goals, it sought a smart tool to transform complex data into actionable insights.

In the spring of 2024, Senior Developer Daniel Alvestad from Advania started developing an algorithm specifically designed for Pelagia's operations. The result is a new tool that leverages artificial intelligence (AI), enabling Pelagia to navigate and calculate optimal routes, with potentially significant reductions in cost and emissions.

Calculating optimal routes

The algorithm is made up of specific building blocks, says Daniel. "It's not generative AI, which is perhaps more commonly known. It gives you the information you need,

when you need it, based on precise data collected from Pelagia and other sources. For instance, the most important building blocks are the distances from one location to another. Distances along the Norwegian coast cannot be calculated by drawing a straight line. We needed the exact data to determine the time a ship takes on a specific route – and how much time could be saved if the ship diverted to another [route]."

With its new AI-powered tool, Pelagia can perform precise calculations for optimal routes that save time, reduce costs, and minimise fuel consumption by simply optimising the routes from A to B.

"Sustainability is at the core of everything we do at Pelagia," says Frode Vatne, Chief Information Officer at Pelagia. "If you approach sustainability the right way, you will find that making green choices also equates to making smart choices. With this tool, we are saving double-digit percentages on fuel. It's not rocket science to understand that saving fuel is beneficial for both Pelagia's budget and for the planet."

A collaborative partnership

Advania and Pelagia's long-standing collaboration has created a strong foundation of mutual trust and understanding.

"Knowing the people at Advania and working closely with them is key to achieving the results we wanted," Frode says. "We complement each other."

Daniel agrees, emphasising the importance of collaboration in the development of the algorithm.

"There is certain information that you can't obtain from a machine, only from working with people who possess specific knowledge. Now, all that information is embedded within the tool."

FRODE VATNE, CHIEF INFORMATION OFFICER AT PELAGIA

"If you approach sustainability the right way, you will find that making green choices also equates to making smart choices."



Customer success stories

Unlocking potential. Delivering value.

Iceland

Salesforce implemented during a natural disaster

The Natural Catastrophe Insurance of Iceland (NTI) found themselves in the middle of a critical transition when earthquakes struck Grindavík in November 2023. NTI had already decided to switch to Salesforce for managing claims related to natural disasters, but the new system hadn't yet been tested when the crisis began.

As a public institution responsible for insuring properties against damages from earthquakes, volcanic eruptions, and other natural events, NTI needed a reliable and efficient solution. Advania Iceland, having won the tender with a proposal for Salesforce, stepped up to meet the challenge. Despite the extraordinary circumstances, the system implementation moved forward, enabling NTI to effectively manage claims and support affected residents.



UK & Finland †

Delivering unified communication

The Wellbeing Services County of Vantaa and Kerava in Finland, a newly established organisation providing health, social, and rescue services for a population of 280,000, needed an advanced intranet solution to unify its 5,000 employees. Advania Finland and UK collaborated to deliver Fresh Intranet, a SharePoint-based platform, ensuring seamless internal communication and an engaging user experience.

Advanía's experts provided tailored support, from smooth migration to implementing innovative features like searchable content summaries. Administrators and users alike quickly adapted to the modern environment, which prioritised simplicity and speed. The platform's analytics now show almost universal employee engagement, reflecting the intranet's success in fostering collaboration.

Denmark

Integrating business efficiency with environmental responsibility

Advania Denmark's Microsoft Enterprise team is achieving a significant reduction in storage costs through a transformative infrastructure upgrade by replacing old tape backups with modern flash disks, the team achieved a significant reduction in storage consumption, cutting costs and reducing its environmental footprint. This proactive move not only supports Advania's commitment to sustainable operations but also directly benefits customers by delivering improved performance through Advania's Managed Services.

Board and Management

26	Board and management
27	Board of directors
29	Management



VÉDÍS SIGURJÓNSDÓTTIR, DIRECTOR OF INTERNAL IT, ADVANIA ICELAND

'At Advania, we are people working with people — whether they are colleagues or customers. A simple smile, a greeting, or a quick chat reminds us that we are all human.'

Board of directors

Strategic alignment. Regional insight.

Advania's governance model ensures strategic alignment and strong decision-making across all markets by balancing Group oversight with deep local understanding. At its core, the Board of directors consists of eleven experienced members, with six appointed partly for their expertise in specific market segments - Sweden, the UK, Norway, Iceland, Finland, and Denmark.



Each of these six members also serves on a specific country board aligned with their market expertise. For example, the member with expertise in the Swedish market sits on the board of Advania Sweden. In this role, they ensure alignment with Advania's overarching strategy while maintaining independent oversight. Additionally, they provide market-specific insights to the Board of directors, strengthening strategic decision-making.

To foster cohesion, Advania's CEO, Hege Støre, chairs all country boards, supported by the Management team to ensure consistency across the organisation.

This governance model:

- Facilitates seamless information flow between local markets and group leadership
- Maintains strategic alignment while respecting regional nuances
- Enhances decision-making through cultural and market-specific expertise
- Strengthens collaboration across Advania

By combining a unified international strategy with deep local expertise, Advania ensures agility and sustained success across Northern Europe.

Mikael Noaksson
(b. 1974)

**Harvard School of
Independent: No**



Marianne Horstmann
(b. 1965)

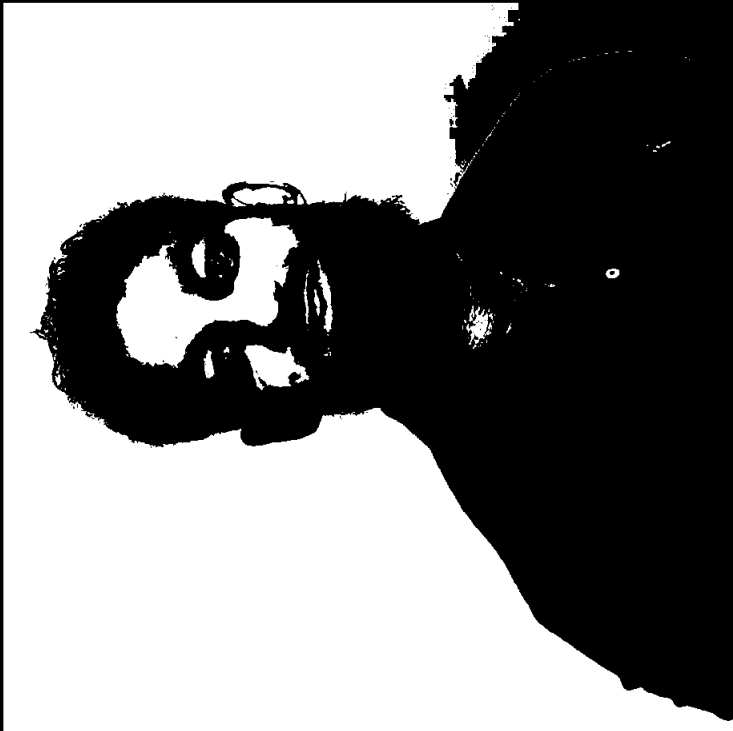
Area of focus: Norway

Area of focus: Denmark

Area of Focus: F

Sustainability Statement

30	Sustainability Statement
31	Sustainability at Advania
33	General Information
46	Environmental information
70	Social information
88	Governance information
101	ESRS Index

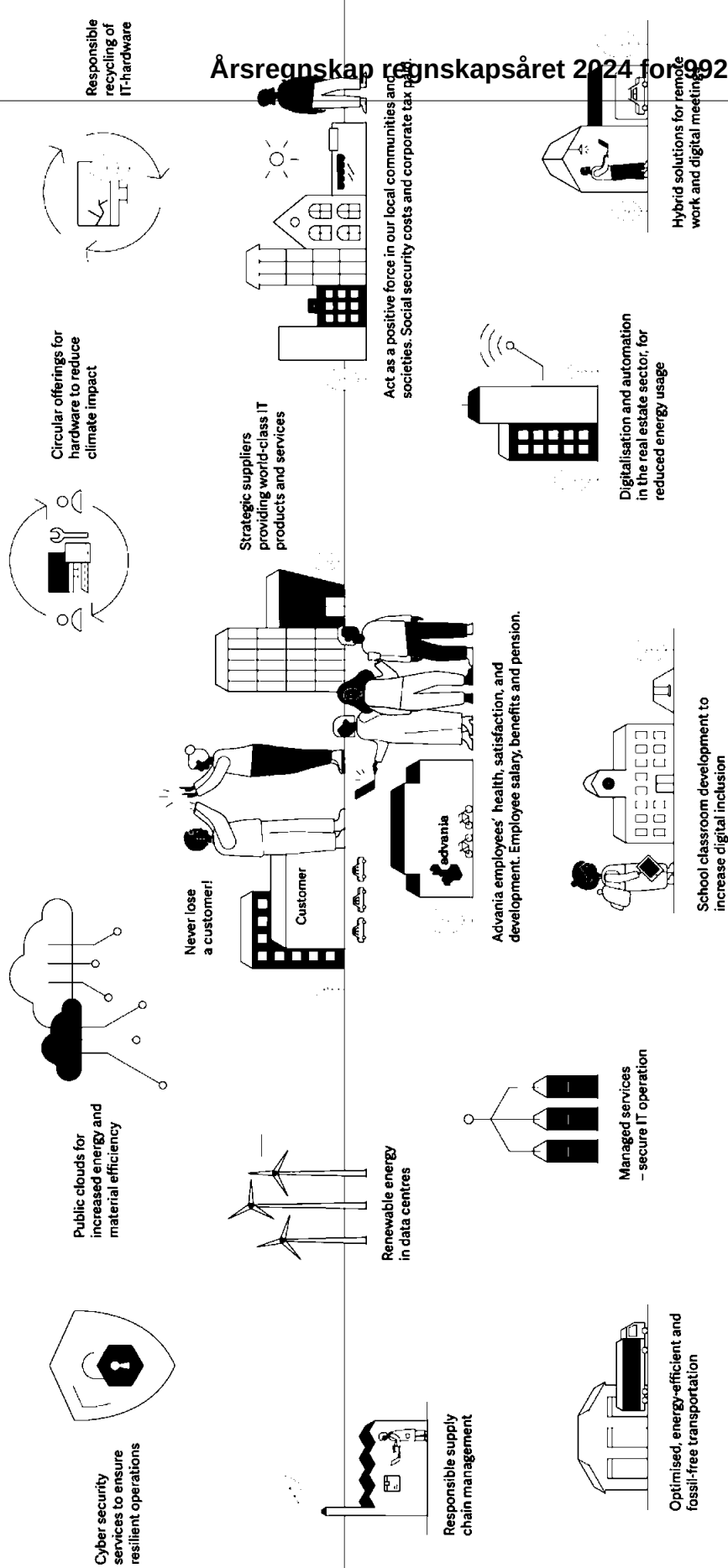


ALADIN TARAF, TEAM MANAGER, ADVANIA SWEDEN

‘With a diverse customer base, Advania offers the ideal environment for growth and development. As long as you have a clear direction in mind and communicate it – Advania will pave the way for you. It’s a workplace that truly invests in its people.’

How we create value

We create value through sustainable IT solutions, strong partnerships, and a positive impact on society. Here are some of the ways we contribute – for our customers, our employees, and the world around us.



Disclosures in relation to specific circumstances [BP-2] Time horizons

The time horizons used in this statement are short-term (one year), medium-term (2–5 years), and long-term (over 5 years), which aligns with our financial reporting protocols, business plans, and external stakeholders' expectations.

Value chain estimation, sources of estimation and outcome uncertainty

For value chain estimations, detailed information on application and calculation methods can be found in section Sustainability data, page 141–153, in 'Appendix and other'. Some data related to disclosure requirements in ESRS E1 and ESRS S1 are based on estimations and may therefore involve measurement uncertainties. Some data from previous years have been recalculated, which is indicated in the statement where relevant.

Changes in preparation or presentation of sustainability information

Since this is Advania's first sustainability statement inspired by ESRS, the preparation and presentation of sustainability information has been revised to meet the new standard. Therefore, no detailed overview of changes compared to previous reporting is provided in this statement. However, in instances where information in our previous Sustainability Report 2023 (according to the GRI Standards) matches disclosures in this statement, related significant changes that have been made will be clarified. The same principle applies to the disclosure of reporting errors in previous periods.

Risk management and internal controls over sustainability reporting [Gov-5]

Advania's sustainability reporting process is coordinated on a Group level, with the Head of Group Corporate Responsibility, the Project Manager for sustainability reporting, and the Group ESG Controller responsible for coordinating the collection of sustainability information. The process is designed to ensure that the sustainability information presented is accurate, verifiable, and of high



quality. The role of the Group ESG Controller is to ensure accurate and efficient reporting of sustainability indicators to our stakeholders. The responsibilities include requesting and consolidating sustainability information from all countries in the Group, coordinating and supporting the countries' local ESG controllers, developing necessary tools and processes, and ensuring compliance with relevant legislation. The Country ESG Controllers are responsible for ensuring accurate and efficient reporting of sustainability information on a local level.

Description of the data collection process

Advania's double materiality assessment dictates the matters in the scope of sustainability reporting. It influences the type and detail of information requested by reporters, as well as the level of scrutiny applied to the information. Moreover, Advania is a Group of diverse companies varying in size. This is taken into consideration in the risk assessment, as it affects how severe potential errors in reporting are to Advania's sustainability reporting. A review of last year's reporting was done collectively by the Project Manager for sustainability reporting, Group ESG Controller, and Country ESG Controllers in preparation for subsequent reporting. The review identified various potential risks associated with the collection and reporting of sustainability information. These include lack of training, missing information from previous periods to enable comparisons, difficulties with collecting data and insufficient time for thorough controls.

Mitigation of risk

Proactive work is done throughout the year to ensure sufficient time for training, coordination and collection of information for sustainability reporting. To ensure progress and quality in our sustainability reporting, we use ESG reporting software tailored for our needs and organisational structure. Moreover, the data contributors receive training on both what to report and how to report it, as well as sufficient time to prepare the data collection. The Country ESG Controllers are responsible for ensuring that their internal contributors of information share a common

understanding of the reporting requirements. They also serve as the point of contact for any questions or issues. Regular communication with the organisation and continuous review of responses are also crucial. Conducting quality checks and controls on the collected information is essential to ensuring high data quality. For quantitative measures, these actions include conducting sensitivity checks, comparing figures with previous periods, and verifying that the reported unit is correct. Also, the ESG controllers archive the sustainability information collected, and the calculations made. If estimates are made, this should be clearly stated in the documentation.

Annually, after every period of sustainability reporting, the Group ESG Controller and the Country ESG Controllers review the reporting process. The review areas for improvement in reporting, including the process itself and the quality of the information, are identified. An updated version of the report is finalised and distributed to relevant parties. The Group ESG Controller is responsible for documenting findings, and actions point to the completion of these. The Head of Group Corporate Responsibility is informed on the process. Responsibility is informed on the process. Other relevant information is collected.

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

Material sustainability matters

For more information on our business model, value chain, markets, offerings, and significant changes during 2024, see pages 10–25 and 31–33.

Interest and views of stakeholders [SBM–2]

Our stakeholder engagement is an integral part in developing a robust DMA. We lead recurring dialogues with our customers, owners, suppliers, and brand owners on material sustainability matters. Our employees, C-level executives, and Board of Directors are also regularly engaged in sustainability matters relevant to us. See current section, page 44–45, for more information on Advania's supervisory and management bodies. Furthermore, we regularly participate in industry forums and are active members in several sustainability focused industry organisations. This engagement highlights the importance

Strategy, business model and value chain [SBM–1]

Advania's double materiality assessment (DMA), with identified material sustainability matters for Advania, forms the foundation of our sustainability strategy. Moreover, it serves as a fundamental guide for how we integrate sustainability into our overall strategic priorities, business model, and governance framework.

Stakeholder engagement

External stakeholders

Key stakeholder	Main method of engagement	Interests and views of key stakeholders
Customers	Recurring dialogues; Desktop study of contracts and procurement requirements	Climate change mitigation Resource inflows including resource use Resource outflows related to products and services Waste Workers in the value chain Equal treatment and opportunities for all (value chain) Affected communities Equal treatment and opportunities for all (own operations) Cyber security and privacy
Suppliers	Recurring dialogues; Desktop analysis of e.g. agreements, sustainability reports and policies of suppliers	Climate change mitigation Resource inflows including resource use Resource outflows related to products and services Workers in the value chain Equal treatment and opportunities for all (value chain) Affected communities Corruption and bribery
Trade Union representatives	Recurring dialogues	Working conditions Equal treatment and opportunities for all (own operations)
IT and tech industry and NGOs	Desktop analysis of industry reports conducted in collaboration with an external advisor	Various sustainability aspects
Value chain workers	Perspectives considered through our supplier dialogues and involvement with the Responsible Business Alliance (RBA).	Equal treatment and opportunities for all (value chain) Working conditions in the value chain Other work-related rights

advania

engagement provided a cornerstone sustainability impacts, risks and opportunities, which is a key component in the company's plans. Additionally, the outcome is reflected in our material sustainability materiality statement. Ultimately, our stakeholder engagement ensures that our sustainability priorities align with stakeholders' expectations.

The following table presents Advania's, including the main methods of engagement, primary interests and views of each stakeholder group, and how they are tailored to engagement methods are tailored to stakeholder categories based on their influence on Advania.

of trust-built relationships and ensures that we understand the impacts, risks and opportunities related to our strategy and business model.

As a part of developing the DMA for Advania, we expanded our stakeholder engagement. After gathering input from our key stakeholders, we performed a dedicated workshop with C-level executives to understand what they consider to be important, and to elaborate on how the stakeholders' interests and views affect our strategy and business model. The Board of Directors has entrusted the C-level with responsibility for stakeholder interaction. However, updates on Advania's sustainability efforts are a regular topic at Board meetings, and the Board is informed about the views and interests of our key stakeholders.

The result and insights from the stakeholder

Internal stakeholders

Key stakeholder	Main method of engagement	Interests and views of key stakeholders
Major owners	Interviews	Climate change mitigation Climate change adaptation Working conditions in the value chain Equal treatment and opportunities for all (value chain) Corruption and bribery Working conditions Equal treatment and opportunities for all (own operations) Climate change mitigation Climate change adaptation Resource outflows related to products and services Workers in the value chain Equal treatment and opportunities for all (value chain) Affected communities Corruption and bribery
Employees	Survey	Climate change mitigation Climate change adaptation Working conditions in the value chain Equal treatment and opportunities for all (value chain) Corruption and bribery Working conditions Equal treatment and opportunities for all (own operations)
C-level (Group management and Country CEOs)	Recurring dialogues; Workshop	Climate change mitigation Climate change adaptation Working conditions in the value chain Equal treatment and opportunities for all (value chain) Corruption and bribery Working conditions Equal treatment and opportunities for all (own operations)
Sustainability Managers	Recurring dialogues; Interviews with Country Sustainability Managers	Climate change mitigation Climate change adaptation Working conditions in the value chain Equal treatment and opportunities for all (value chain) Corruption and bribery Working conditions Equal treatment and opportunities for all (own operations)
Country C-level management	Meetings/interviews as preparation for workshop with C-level executives	Various sustainability aspects Various sustainability aspects from country-specific trend outlook for the respective market

Advania's double materiality assessment 2024 for 992009241

Advania's material sustainability matters

Environment

- Climate change adaptation
- Climate change mitigation
 - Energy
 - Circular economy

Description of impacts, risk, and opportunities

Social

- Equal, inclusive, and empowering workplace
 - Workers in the supply chain
 - Sourcing of minerals
- Responsible management of e-waste

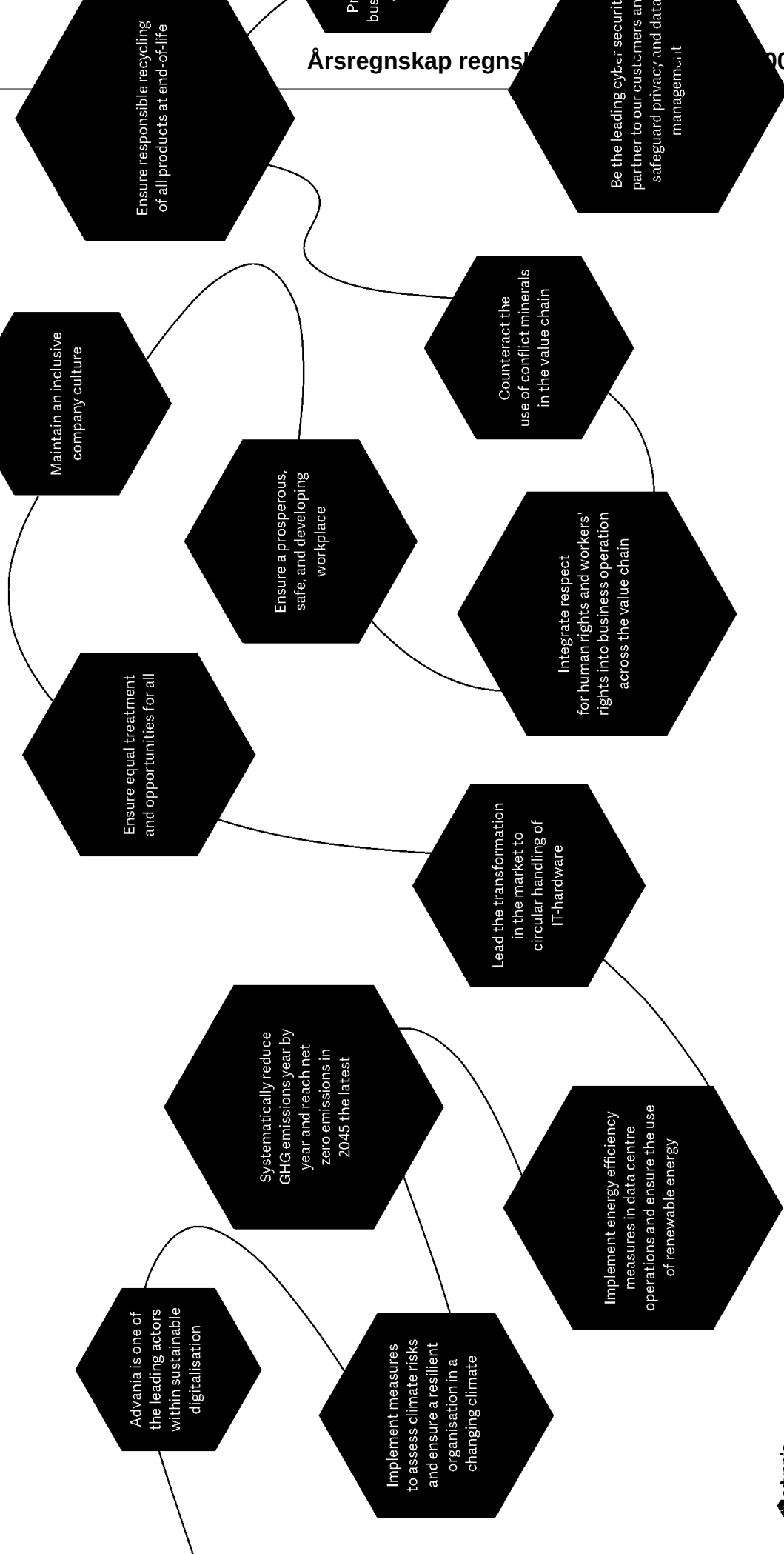
Description of impacts, risk, and opportunities

Governance

- Corporate culture, corruption, and bribery
- Cyber security and privacy

Description of impacts, risk, and opportunities

Advania's commitments



1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

Material impacts, risks, and opportunities and their relationship with strategy and business model [SBM-3]

In 2024, Advania performed a DMA covering the Group. The tables below illustrate the sustainability matters and the associated impacts, risks, and opportunities (IROs) that are material to Advania, as well as where they are concentrated within our operations.

For detailed descriptions of the IROs linked to each material sustainability matter, see the specific ESRS

standard linked to the IRO and the section 'Why it matters', in the sustainability statement.

For our targets and actions of the reporting year, see the section 'Our performance' in the respective standard in the sustainability statement and 'Appendix and other'.

For information on our climate resilience analysis and scenario analysis, see section ESRS E1 on page 51–54, in the sustainability statement.

Environment

Overview of our material sustainability matters and IRO topics related to Environment

Material sustainability matter [Linked ESRS sub-topic]	IRO topic	Value chain position	Impact / risk / opportunity	Affected stakeholder	Direct or indirect control	Time horizon¹	Positive impact	Negative impact	Financial opportunity
Climate change adaptation	Transition risks (changed regulations, customer preferences, investor expectations)	Upstream, downstream, own operations	—	—	Indirect	Short-term, medium-term, long-term	—	—	—
	Supply chain disruption (weather disaster)	Upstream	—	—	Indirect	Short-term, medium-term, long-term	—	—	—
	Climate smart and energy efficient solutions	Downstream	↖	↖	Direct	Short-term, medium-term, long-term	—	—	—
Climate change mitigation	GHG emissions in own operations	Own operations	↗	—	Direct	Short-term, medium-term, long-term	—	—	—
	GHG emissions in value chain	Upstream, downstream	↗	—	Indirect	Medium-term, long-term	—	—	—
	Dependence on global suppliers	Upstream	—	↑	Indirect	Short-term, medium-term, long-term	—	—	—
Energy	Increased energy prices or fluctuation and increased consumption	Upstream, own operations	—	—	Indirect & direct	Short-term, medium-term, long-term	—	—	—
	Energy consumption	Upstream, own operations	↗	—	Indirect & direct	Short-term, medium-term, long-term	—	—	—
	Circular products and - services	Upstream, downstream, Own operations	↖	↖	Indirect & direct	Short-term, medium-term, long-term	—	—	—
Circular economy [Resource inflows, including resource use; Resource outflows related to products and services; Waste]	Circular suppliers	Downstream	↗	—	Indirect	Short-term, medium-term, long-term	—	—	—
	IT-as-a-service / Managed services	Downstream	↗	↖	Indirect & direct	Short-term, medium-term, long-term	—	—	—
	Advisory on climate impact and circularity	Downstream	—	↖	Indirect & direct	Short-term, medium-term, long-term	—	—	—
	Electronic waste	Downstream, own operation	↗	—	Indirect & direct	Short-term, medium-term, long-term	—	—	—

1 Time horizon in which it is deemed that the impact, risk or opportunity will occur. Short term: Reporting period; Medium-term: Reporting period 2-5 years; Long-term: > 5 years

advania

1 Time horizon in which it is deemed that the impact, risk or opportunity will occur: Short-term: Reporting period; Medium-term: Reporting period 2-5 years; Long-term: > 5 years

Social
Overview of our material sustainability matters and IRO topics related to Social

Material sustainability matter¹ [Linked ESRS sub-topic]	IRO topic	Value chain position	Impact / risk / opportunity		Affected stakeholder (impact)	Direct or indirect control	Time horizon²	Positive impact Negative impact Financial opportunity
			↑	↓				
Equal, inclusive, and empowering workplace [Equal treatment and opportunities for all; Working conditions]	Equality and inclusion	Own operations	↑	↓	Own workforce	Direct	Short-term, medium-term, long-term	
	Discrimination and harassment	Own operations	↑	↓	Own workforce	Direct	Short-term, medium-term, long-term	
	Compensation, benefits and competence development	Own operations	↑	↓	Own workforce	Direct	Short-term, medium-term, long-term	
	Health and safety	Own operations	↑	↓	Own workforce	Direct	Short-term, medium-term, long-term	
Workers in the supply chain [Working conditions: Equal treatment and opportunities for all; Other work-related rights]	Working conditions in the supply chain	Upstream	↑	↓	Workers in the value chain	Indirect	Short-term, medium-term, long-term	
	Discrimination and lack of inclusion in the value chain	Upstream	↑	↓	Workers in the value chain	Indirect	Short-term, medium-term, long-term	
	Other work-related rights	Upstream	↑	↓	Workers in the value chain	Indirect	Short-term, medium-term, long-term	
	Conflict minerals	Upstream	↑	↓	Affected communities	Indirect	Short-term, medium-term, long-term	
Sourcing of minerals [Communities' civil and political rights; Rights of indigenous communities]	Rights of indigenous peoples	Upstream	↑	↓	Affected communities	Indirect	Short-term, medium-term, long-term	
	Electronic waste	Downstream	↑	↓	Affected communities	Indirect	Short-term, medium-term, long-term	
			↑	↓				

1 The IROs listed under 'Social', the IROs linked to the sustainability matter 'Corporate culture, corruption and bribery', and the IRO 'Security breach' are considered relevant from a human rights perspective.
2 Time horizon in which it is deemed that the impact, risk or opportunity will occur: Short-term: Reporting period 2-5 years; Medium-term: Reporting period 5-10 years; Long-term: > 10 years

Governance

Overview of our material sustainability matters and IRO topics related to Governance

Material sustainability matter ¹ [Linked ESRS sub-topic]	IRO topic	Value chain position	Impact / risk / opportunity	Affected stakeholder (impact)	Direct or indirect control	Time horizon ²	Positive impact	Negative impact	Financial opportunity
Corporate culture, corruption, and bribery	Corporate values	Upstream, Ddownstream, own operations	↑	End users or Customers, own workforce, workers in the value chain	Direct	Short-term, medium-term, long-term	↑	→	↑
	Unethical business practises	Upstream, downstream, own operations	→	End users or customers, own workforce, workers in the value chain	Direct	Short-term, medium-term, long-term			
Cyber security and privacy [Entity specific]	Security breach	Downstream, own operations	→	End users or customers, own workforce	Direct	Short-term, medium-term, long-term			
	Cyber security and privacy services	Downstream	—	—	Direct	Short-term, medium-term, long-term			

1 The IROs listed under 'Social', the IROs linked to the sustainability matter 'Corporate culture, corruption and bribery', and the IRO 'Security breach' are considered relevant from a human rights perspective.
2 Time horizon in which it is deemed that the impact, risk or opportunity will occur. Short-term: Reporting period 2–5 years; Long-term: > 5 years

The double materiality assessment guides our strategic sustainability efforts

The material sustainability matters and related IROs served as one of several starting points in the process to develop Advania's strategy, including the business and financial plan for the coming year. Moreover, the sustainability matters provide the foundation for all Advania's countries' strategies within sustainability and are taken into consideration in each of the country's business plans. The level of integration varies between the countries, since it is adapted and tailored to the local business and ambitions. Furthermore, the outcome of the assessment was integrated, where relevant, into Advania's policies and management systems.

During 2025, we will continue integrating the results from the DMA into our strategy and operations. Identified risks from the assessment are not yet structured within our overall risk management process, but major risks are reported to the Group Management Team and the Board through formal internal structures and procedures. In the process to acquire new companies, a standardised ESG Due Diligence is used to identify potential risks and

opportunities related to the material IROs. In the due diligence performed for the acquisitions made during 2024, no major IROs were identified that were not already assessed as material in Advania's DMA. Also, no trade-offs to any sustainability targets were identified through the due diligence.

Description of the process to identify and assess material impacts, risks, and opportunities [IRO-1]

We have applied a Group perspective on our impact, risks, and opportunities (IROs) related to sustainability. In 2023, Advania initiated the process of reviewing and refining its materiality assessment based on the understanding of the requirements set out in the European Sustainability Reporting Standards (ESRS). The assessment continued during 2024 and was completed in Q4 2024.

The process of the double materiality analysis (DMA) was divided into four phases: 1) Analysis of value chain, stakeholders, and other materials 2) Identification of material sustainability issues 3) Assessment of materiality 4) Compilation and implementation of results.



1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION	
Upstream — Mines and smelters — Component manufacturing — Final assembly — Suppliers — Distributors (incl. logistics)			Own operations — Managed services — IT infrastructure and integration — Professional services			Downstream — Customers — Materials recycling — Take back and refurbishments — Resellers — E-waste management	
Analysis of value chain, stakeholders, and other materials The value chain and the stakeholders' interest and views form the basis of the materiality assessment. As a first step, these were analysed. The value chain of hardware life cycle management was our primary focus, and it was divided into upstream, own operations, and downstream. The value chain has not been limited to direct contractual relationships, or is within Advania's 'control' or 'influence'. The following parts of the value chain have been considered: Upstream, own operations and downstream.			Assessment of materiality Advania's Sustainability Forum, together with an external advisor, assessed the impact materiality and financial materiality. Upon completion, a workshop was conducted with the Group C-level to scrutinise, validate, and conclude sustainability matters material for Advania. The results were then analysed, and a threshold was identified as to which matters are considered material. The assessment criteria used was in accordance with ESRs 1 and based on the UN Guiding Principles on Business and Human Rights. A sustainability matter was deemed material from an impact perspective when related to Advania's material, actual or potential, positive or negative impacts on people or the environment. Impacts include those related to our own activities and the upstream and downstream value chain, including through products and services, as well as our business relationships. Business relationships are not limited to direct contractual relationships.			Assessment scoring criteria: Impact materiality — Negative impacts were scored based on severity, a combination of scale, scope and remediability, and likelihood. Severity was prioritised over likelihood for negative impacts on human rights. — Positive impacts were scored based on their scale, scope, and likelihood. — The product of both is the Impact score. — The threshold gave precedence to severity over likelihood. If any impacts for a given sustainability matter were above the threshold, then the sustainability matter itself would be deemed to be material.	
Identification of material sustainability issues An initial qualification of relevant sustainability matters was carried out. The sustainability matters, topics, and sub-topics included in the ESRs standard (ESRS 1) formed the basis for the qualification. In addition to this, the analysis of the value chain and the result from the stakeholder engagement were considered. In this case, several sub-topics of the ESRs standard were not considered relevant for Advania's business and value chain. After the initial mapping of relevance, the sustainability matters			Assessment scoring criteria: Financial materiality — The risks and opportunities were scored based on the magnitude of financial effect and the likelihood of it occurring. — The product of both is the financial materiality score (Likelihood X Magnitude). — For each risk/opportunity where the financial effect and Likelihood score were above the threshold, it is material.			Assessment scoring criteria: Environmental and social materiality — The risks and opportunities were scored based on the magnitude of environmental and social effect and the likelihood of it occurring. — The product of both is the environmental and social materiality score (Likelihood X Magnitude). — For each risk/opportunity where the environmental and social effect and Likelihood score were above the threshold, it is material.	
Assessment of materiality and end-users. The topics' materiality was evaluated during 2025. Currently, it is not possible to get a complete understanding of the external factors that can have an impact on Advania's business. However, water consumption can have a negative impact regarding data centre operations. Advania's data centres are third-party public cloud data centres. Advania's data centres are of the type of cooling systems and local cooling information is currently difficult to get. Advania's data centres are not considered to be relevant for S4 Consumers and end-users. It is the responsibility of the data centre operator to ensure security and privacy perspective. However, Advania's data centres are not considered to be relevant for S4 Consumers and end-users. It is the responsibility of the data centre operator to ensure security and privacy perspective.							

Advania

Annual Report 2024

2024 for 992009241



Advania's policies		Key content & objective	Scope
Advania's policies	Sustainability Policy	The policy declares our sustainability ambitions, efforts and responsibilities. It clarifies our position on the UN Global Compact's ten principles on human rights, labour, environment, and anti-corruption. The policy also includes a description of the sustainability matters identified as material in the double materiality assessment, as well as the Sustainable Development Goals (SDGs) identified as most material to our business	Own operations
	Advania Group Internal Code of Conduct	The Advania Group Internal Code of Conduct declares the rights and responsibilities of our employees and provides clear guidance on expected behaviours and actions in various work situations. It covers critical topics such as human rights, equal treatment and opportunities, health and safety, anti-corruption, fair competition, sanctions and trade controls, information security, data privacy, and environmental responsibility.	Own operations
Code of Conduct for Suppliers Advania AB		The Code of Conduct for Suppliers declares our expectations for suppliers and sub-suppliers to uphold human rights and labour rights, take responsibility for their environmental impact, and conduct ethical business practices throughout their operations and supply chains. It is based on the UN Global Compact's Ten Principles and related declarations and conventions.	Upstream
Anti-corruption Policy		The policy declares Advania's zero-tolerance stance on corruption and unethical business practices, reflecting our commitment to corporate values and integrity. The policy addresses key areas such as anti-bribery, gifts and hospitality, conflicts of interest, transparent accounting, money laundering, employee training, reporting channels, and responsibilities.	Upstream, own operations, downstream
Sanctions and Export Control Policy		The policy outlines Advania's commitment to complying with applicable sanctions and export control regulations, mitigating risks associated with engaging sanctioned entities or individuals, and protecting the company from potential negative consequences. The policy defines clear responsibilities for transactions, supplier onboarding, business travel, and training requirements.	Upstream, own operations, downstream
Advania's policies		Key content & objective	Scope
Advania's policies	Antitrust and Competition Compliance Policy	The policy ensures adherence to applicable competition laws and regulations. It declares company's commitment to fair competition, raises awareness of potential competition risks and provides employees with clear guidance on expected behaviours in various situations. The policy reinforces ethical and lawful practices across all operations.	Own operations
	Whistleblowing Policy	The policy aims to ensure that people with information concerning serious wrongdoing report it. It also provides protection to any individual making a good faith report of potential wrongdoing. This policy applies to Advania Group's central whistleblowing channel which enables reporting of wrongdoing in all Advania companies.	Own operations
	GDPR Data Retention Policy	The policy aims to provide Advania's own workforce with rules on their responsibilities respect to the processing of personal data. The policy sets out the minimum data protection standards for personal data for Advania and supplements the Privacy Information for Employees Policy.	Upstream
	Guidelines Cyber Security	The policy aims to enhance security awareness and protect sensitive data. It provides guidance on implementation of policies and procedures to prevent unauthorised access and breaches; ensuring compliance with relevant cyber security regulations and standards; and training of employees and stakeholders regarding best practices to safeguard information.	Upstream, own operations, downstream
	Risk Management Policy	The policy gives guidance on how to integrate ESG specific topics into the local companies' Enterprise Risk Management processes, started in 2025. The policy and related instructions were developed during the year and approved by the board in December.	Upstream, own operations, downstream
Tax Policy		The policy ensures a clear framework for tax management. It provides the key principles of compliance, prudence, and transparency together with guidance on transfer pricing and tax governance.	Upstream, own operations, downstream

bringing about a long-term change in the global manufacturing industry. We are committed to the development of electronic products, and RBA's Code of Conduct is in line with Advantia's values and ambitions regarding human rights, working conditions, the environment, and ethics. More information at: <https://www.responsiblebusiness.org>.

UN Global Compact:

UN Global Compact: Advantia has been a member of the UN Global Compact since 2019 and has integrated the Global Compact's Ten Principles for human rights, working conditions, environment, and ethics in our own Internal Code of Conduct, Code of Conduct for Suppliers, and our Sustainability Policy. We actively participate in several local Global Compact networks and have taken part in training and development programmes, for example the Climate Ambition Accelerator and the Business and Human Rights Accelerator. As a member, we report our performance across the Ten Principles through the UNGC's 'Communication on Progress' questionnaire.

with, ensure they share our values and ambitions, and are transparent about our memberships.

Memberships and cooperation
Advania follows international frameworks such as the UN Global Compact's Ten Principles, the Responsible Business Alliance (RBA), and supports the 17 Sustainable

- IKT Norge <https://ikt-norge.no/ICT>
- ODA Network <https://odanett.verk.no>
- Ethical Trade Norway <https://etiskhandel.no>
- Girl Tech Fest <https://www.girltechfest.no>
- Tenk Camp <https://tenk Norge.com/tenk-tech-camp>



+

Con

Arrendatörskap



009241

Sustainability governance

The role of the administrative,
management and supervisory bodies
[Gov-1, Gov-2]

Advania has a deeply rooted culture with a decentralised management and a high degree of local responsibility and mandate. The same basic principle is applied in the sustainability field, with Group-wide commitments, policies and targets, but also with local responsibility for implementation and for adding local targets and processes, controls, and procedures to monitor, manage and oversee sustainability matters.

This chapter about sustainability governance describes Advania's following governance bodies:

- The supervisory bodies are the Board of Directors (including board committees) and the six boards on a country level
- The management body is the C-level (including management and Country CEOs)

Board of Directors

Composition	2024
Number of executive and non-executive members in the board	10 non-executive members 2 executive members
Representation of employees or other workers	0
Experience related to sectors, products and geographic locations	See presentation of Board of Directors on page 28
Percentage female board members	50% women (6 out of 12)
Percentage independent board members	58% independent (7 out of 12)

The board mandate clearly defines the responsibilities of the management and supervisory bodies regarding sustainability within Advantia. These responsibilities are embedded at both the Group and country levels to ensure comprehensive oversight and alignment with ESG objectives.

Board of Directors responsibilities:

- Approval of ESG policies, including commitments related to identified IROs
- Oversight of compliance with ESG legislation
- Signing and bearing overall responsibility for the annual Sustainability Statement

[illegible]

- Monitoring the implementation of ESG strategies, including the management of material IROs
- Regularly addressing sustainability as a priority topic in board meetings, with dedicated discussions at least once annually

Audit and Sustainability Committees⁵ in the board:

- **Review and evaluate adherence to ESG compliance standards, including CSRD, GDPR, and other regulatory frameworks**
- **Provide guidance on the integration of sustainability risks and opportunities into the risk management processes**

People and Talent Committee in the board:

- Monitoring targets related to equal opportunities for all, and employee engagement

Board of Directors skills and expertise:

A structured process involving assessment, consultation, and targeted actions to fill gaps where necessary is used to determine if the board has the appropriate skills and expertise within sustainability.

The Chairman of the Board is responsible for defining the skills and expertise necessary for overseeing sustainability-related matters. The board either possesses or has access to sustainability expertise through internal advisors, external experts, or dedicated training programmes. Skills related to ESG governance are reviewed periodically to ensure alignment with the evolving sustainability strategy and regulatory requirements. In a self-assessment made by the Board of Directors, their combined sustainability expertise encompasses all relevant IRO topics identified in the DMA, on an 'in-depth' or 'specialist level', with an exception only for climate change, an area of expertise that today is provided to the board through internal subject matter experts in the Sustainability Excellence Centre and external advisors. A priority for the coming year will be to increase the expertise within climate change also in the Board of Directors.

C-level

Management composition	2024
Experience related to sectors, products, and geographic locations	See presentation of management on page 29
Percentage female members in management	17% (1 out of 6)

Country/CEOs	2024
Experience related to sectors, products, and geographic locations	See presentation of CEOs on page 29
Percentage female CEOs	33% (2 out of 6)

Management's role in the governance

- | | |
|---|-------------------|
| <p>— The CEO has overall responsibility for the implementation of ESG policies (including annual reports to IROs), including approving and following up on recommendations related to IROs</p> <p>— Each country CEO or CFO has the responsibility for implementation of Group ESG policies in their respective countries related to IROs. Each CEO is also responsible for implementing additional local policies, strategies and initiatives related to ESG</p> <p>— Controls and procedures are applied to ensure that the Group is able to manage IROs and are implemented across all business units and management systems</p> <p>— In the process to acquire new companies, ESG matters are integrated through an ESG due diligence process</p> <p>— As part of a recurring annual process, the Group's Corporate Responsibility together with the Sustainability Forum, monitor the Group's progress on targets related to IROs, review and report on the progress the CEO decides on the targets related to IROs</p> <p>— In addition to the Group's targets, a number of additional targets related to IROs are monitored and reported on</p> <p>— Sustainability Manager is similar to the IRO and suggests updates to the IRO</p> <p>CEO</p> | <p>Arrowsmith</p> |
|---|-------------------|

9 Management skills and expertise

At the management level, the CEO in the Head of Corporate Responsibility, defined sustainability expertise within country CEOs related to the material issues on a general awareness level.

Reporting lines

Each CEO reports to its country Board and the CEO has the role of a Chairman of the country Board reports to the Board of Directors from the organisation. The main supervisory bodies are as follows:

5 Note, on the board meeting in December the decision was made to merge the two committees for audit and for sustainability into one committee that will be named 'Audit, Sustainability, Risk and Compliance Committee'. One of several expected benefits of the merger is to facilitate the governance of ESG compliance within Advania.

— Reporting from Head of Corporate Responsibility is made to CEO bi-weekly and to the Board of Directors on a regular basis. Sustainability is a prioritised topic discussed by the board at least once a year and is, in addition to that, included in the agenda whenever needed in other board meetings throughout the year. Compliance to relevant sustainability legislation is reviewed annually by the Audit Committee within the board.

— Reporting from Head of Cyber Security and Compliance is made to CEO monthly and to the board on a regular basis. Compliance to relevant legislation is reviewed annually by the Audit Committee within the board.

Skills and expertise in the countries

Each CEO, in consultation with the Head of Group Responsibility and the country Sustainability Manager, determines which skills and expertise are needed for their country. The sustainability team at Advania Sweden is appointed as Excellence Centre for Sustainability and is responsible for ensuring Group compliance for relevant sustainability legislation affecting Advania. The combined expertise in the Excellence Centre and the countries covers all Advania's material sustainability matters.

Sustainability matters addressed

The following material sustainability matters, and other sustainability-related topics were addressed in the C-level and/or the Board of Directors during the year:

- Climate change – the annual climate audit/GHG emissions report, along with its conclusions are presented to the CEOs
- Resource use and circular economy – monitoring progress in the Dreamhouse refurbish centre project within the Board of Directors and management
- Cybersecurity and privacy – monitoring compliance related to new legislation in the EU within the board
- Updated Sustainability Policy, Internal Code of Conduct, Sanctions Policy and Anti-corruption Policy – reviewed and approved by the board

- New set of sustainability goals for the Group – reviewed and approved by management
- CSRD training for CEOs

Integration of sustainability-related performance in incentive schemes [Gov-3]

The CEO's and management's remuneration includes a base salary, variable compensation, additional benefits, and pension contributions. The base salary and variable compensation are aligned with the executive's responsibilities and authority. For the CEO, variable compensation is capped at 50% of the base salary, while for other senior executives, it is capped at 25% to 50% of the base salary. A portion of the variable compensation is tied to the achievement of environmental, social, and governance (ESG) targets, with performance measured against defined metrics. The evaluation of ESG-related goal achievements is not strictly tied to specific targets or numbers, similar to other parts of the incentive scheme. Ultimately, the Board of Directors determines the outcome, following recommendations from the Remuneration Committee after an overall performance review. This review encompasses all ESG-related goals, considering performance at both local and Group levels.

Statement on due diligence [Gov-4]

Advania has various due diligence procedures for identifying impacts, risks, and opportunities related to sustainability, throughout the value chain. The table below illustrates where in the statement this is described.

Core elements of due diligence	Page reference
Embedding due diligence in governance, strategy, and business model	38–40; 44–45
Engaging with our affected stakeholders in all key steps of the due diligence	35
Identifying and assessing adverse impacts	35–41
Taking actions to address adverse impacts	56–61; 65–69; 75–81; 86–87; 91–92; 97–100
Tracking the effectiveness of our efforts and communicating it	154–174



1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
EU Taxonomy Disclosures pursuant to Article 8 of Regulation 2020/852 (Taxonomy Regulation) Environmental information			Advania's EU Taxonomy reporting As part of the implementation of the European Green Deal, the European Union has introduced the EU taxonomy. This taxonomy is a classification system for economic activities aligned with a net-zero trajectory by 2050. In 2024, Advania voluntarily conducted a taxonomy assessment for the Group. The Group performed a pre-assessment of its eligibility, followed by an assessment of its eligibility. A decision was made to limit the scope of reporting to economic activities that generate or are intended to generate economic turnover. An additional assessment will commence in 2025.			
46 Advania's EU Taxonomy reporting			Arso Group regnskapsåret 2024 for 992009241			

Advania has chosen not to include O for 2024. We will keep monitoring the market and work towards compliance updates to the regulations for 2025.

assets during the financial year, considered before depreciation, amortisation, and any remeasurements. CapEx covers all additions according to IFRS e.g. IFRS 16 Leases and IAS38 intangible assets. Additions from

business combinations are included except for goodwill. Leases that do not lead to the recognition of a right-of-use asset have not been counted as CapEx. Leases stemming from IFRS 16 additions are included in the denominator. For the numerator, CapEx is included if it is either directly attributable to an activity or allocated based on the activity's applicable share of the lease addition.

OpEx: OpEx is an element where uncertainty remains regarding the exact definition of the OpEx to be included, and the possibility of allocating it to the numerator based on estimates. Due to these uncertainties and the recent Omnibus proposal from the European Commission,

screening criteria, make a substantial contribution to at least one objective in the EU Taxonomy, and meet no harm to any other objective, and meet minimum safeguards.

estimates. Due to these uncertainties and the recent Ombinus proposal from the European Commission,

Code	Turnover (mSEK)	(%)
	15,072.6	100
	8,403.2	56
8.1.	3,519.6	23
8.2.	2,897.0	19
8.2.	0.0	0
4.1.	119.1	1

	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100	2101	2102	2103	2104	2105	2106	2107	2108	2109	2110	2111	2112	2113	2114	2115	2116	2117	2118	2119	2120	2121	2122	2123	2124	2125	2126	2127	2128	2129	2130	2131	2132	2133	2134	2135	2136	2137	2138	2139	2140	2141	2142	2143	2144	2145	2146	2147	2148	2149	2150	2151	2152	2153	2154	2155	2156	2157	2158	2159	2160	2161	2162	2163	2164	2165	2166	2167	2168	2169	2170	2171	2172	2173	2174	2175	2176	2177	2178	2179	2180	2181	2182	2183	2184	2185	2186	2187	2188	2189	2190	2191	2192	2193	2194	2195	2196	2197	2198	2199	2200	2201	2202	2203	2204	2205	2206	2207	2208	2209	2210	2211	2212	2213	2214	2215	2216	2217	2218	2219	2220	2221	2222	2223	2224	2225	2226	2227	2228	2229	2230	2231	2232	2233	2234	2235	2236	2237	2238	2239	2240	2241	2242	2243	2244	2245	2246	2247	2248	2249	2250	2251	2252	2253	2254	2255	2256	2257	2258	2259	2260	2261	2262	2263	2264	2265	2266	2267	2268	2269	2270	2271	2272	2273	2274	2275	2276	2277	2278	2279	2280	2281	2282	2283	2284	2285	2286	2287	2288	2289	2290	2291	2292	2293	2294	2295	2296	2297	2298	2299	2300	2301	2302	2303	2304	2305	2306	2307	2308	2309	2310	2311	2312	2313	2314	2315	2316	2317	2318	2319	2320	2321	2322	2323	2324	2325	2326	2327	2328	2329	2330	2331	2332	2333	2334	2335	2336	2337	2338	2339	2340	2341	2342	2343	2344	2345	2346	2347	2348	2349	2350	2351	2352	2353	2354	2355	2356	2357	2358	2359	2360	2361	2362	2363	2364	2365	2366	2367	2368	2369	2370	2371	2372	2373	2374	2375	2376	2377	2378	2379	2380	2381	2382	2383	2384	2385	2386	2387	2388	2389	2390	2391	2392	2393	2394	2395	2396	2397	2398	2399	2400	2401	2402	2403	2404	2405	2406	2407	2408	2409	2410	2411	2412	2413	2414	2415	2416	2417	2418	2419	2420	2421	2422	2423	2424	2425	2426	2427	2428	2429	2430	2431	2432	2
--	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	---

55.	67.8	0
51.	25.5	0
54.	40.4	0
	6,669.4	44
	—	0



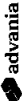
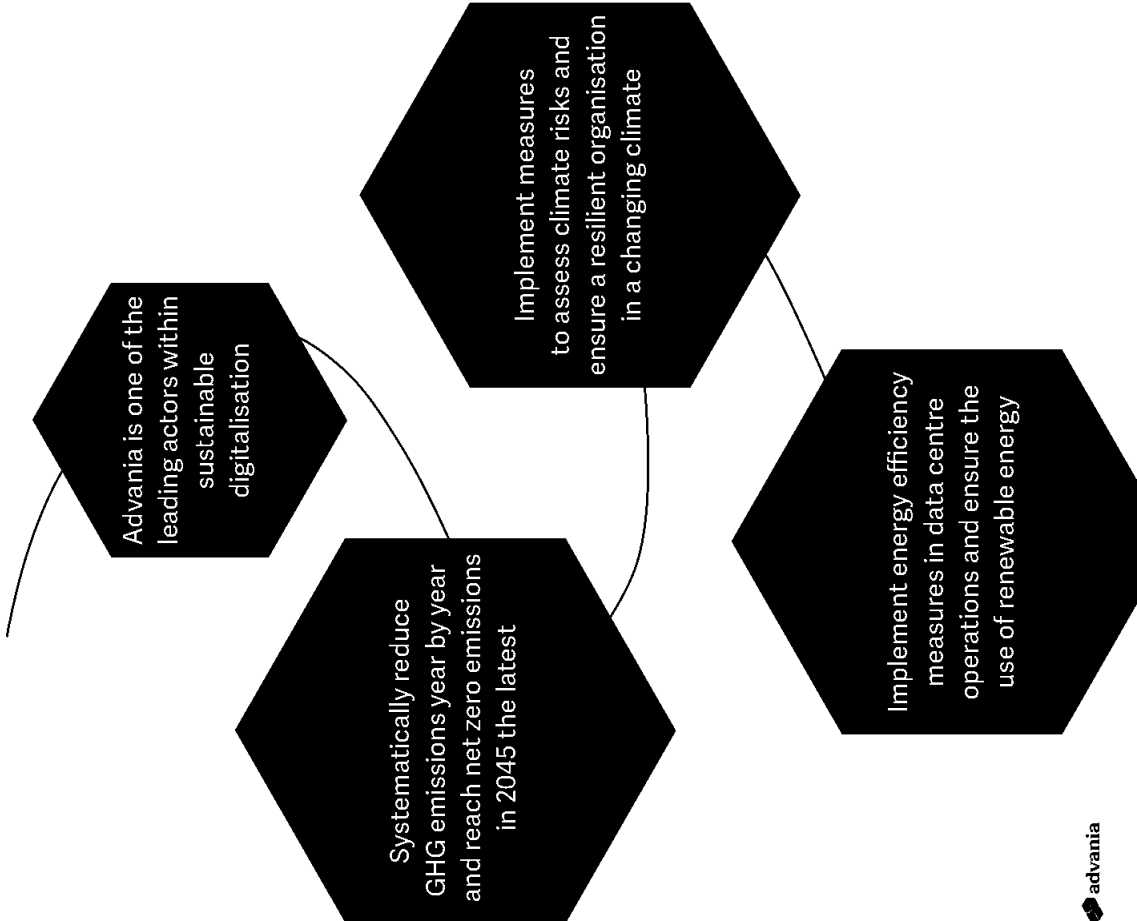
Economic activity	Code	Turnover (mSEK)	(%)	CapEx (mSEK)
Total turnover, CapEx		15,072.6	100%	1,786.2
Taxonomy non-eligible activities		8,403.2	56%	1,344.5
Data processing, hosting and related activities	8.1.	3,519.6	23%	313.3
Computer programming, consultancy and related activities	8.2.	2,897.0	19%	111.5
Data-driven solutions for GHG emissions reduction	8.2.	0.0	0%	1.4
Provision of IT/OT data-driven solutions	4.1.	119.1	1%	0.2
Product-as-a-service and other circular use- and result oriented service models	5.5.	67.8	0%	4.2
Repair, refurbishment and remanufacturing	5.1.	25.5	0%	10.3
Sale of second-hand goods	5.4.	40.4	0%	—
Eligible not taxonomy aligned		6,669.4	44%	441.3
Eligible and taxonomy aligned		—	0%	—

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
Taxonomy reporting templates in accordance with Article 8 of Commission Delegated Regulation (EU) 2021/2178, as amended by the Taxonomy Environmental Delegated Act (Commission Delegated Regulation (EU) 2023/2486) can be found in 'Appendix and Other' on page 152-153. We do not have any revenue related to fossil fuel, coal, oil, gas, chemicals production, controversial weapons, or cultivation and production of tobacco and hence consider these economic activities not applicable. Minimum safeguards The minimum safeguards under the Taxonomy Regulation ensure that economic activities considered environmentally sustainable also meet social and governance standards. These safeguards require compliance with minimum human and labour rights standards, preventing activities that breach key social principles. They also ensure that business conduct aligns with responsible practices. During 2025, Advania will continue the work towards fulfilling the minimum safeguards in regard to policies, procedures, and governance of anti-corruption and bribery, fair competition, tax management, and human rights. Advania has publicly available policies on anti-trust and competition, tax, anti-corruption and anti-money laundering, as well as a practical guidance document on anti-corruption. All employees go through every second year training in the Anti-corruption Policy. Groups at higher risk also go through in-depth training in sanctions and trade controls, as well as anti-trust and competition. Advania treats tax governance and compliance as a part of our broader risk management systems. In particular, we adopt tax risk management strategies to ensure that the financial, regulatory, and reputational risks associated with taxation are identified and evaluated in accordance with the guidelines in OECD MNE Guidelines. Advania's Tax Policy describes Advania's approach to tax, organisational governance, distribution of responsibility, and regulatory compliance. The aim of the policy is to ensure a clear framework for tax management within Advania. The Tax Policy applies to all Advania entities and	employees, and it defines principles for tax compliance and reporting, transfer pricing and tax risk management. Prudence is a key principle within the Advania Tax Policy, reducing tax risk. Advania has a conservative approach to tax and corresponding tax profile. This means that the Group strives to limit the tax risks that exist while conducting the business in an efficient manner. The strategy is documented in the Group Tax Policy. Advania strives to comply with domestic and international tax reporting requirements and shall act transparently towards Tax Authorities, by providing them with all the relevant information requested to assess compliance with tax laws and regulations. Advania's Group CFO attends audit committee meetings, where any updates on significant tax risks are discussed. Country-by-country reporting for all tax jurisdictions took place 31 December 2024 for 2023. Reporting before 2023 has not been applicable due to thresholds. Advania is committed to respecting human rights, as expressed in the company's Sustainability Policy, our Internal Code of Conduct and Code of Conduct for Suppliers. During 2024, Advania initiated its first human rights impact assessment to identify our salient human rights risks. The process aligns with the UN Guiding Principles for Business and Human Rights and the OECD Guidelines for Multinational Enterprises. The human rights impact assessment considers relevant human rights risks across our industry, value chain, and geographies, and evaluates the scale, scope, and remediability of identified negative impacts. During 2024 and 2025, Advania is updating the Internal Code of Conduct and Code of Conduct for Suppliers to further align with the UN Guiding Principles and the OECD Guidelines, and to include clearer references to the underlying conventions and declarations and our commitment to participate in remediation. Advania works closely with its major suppliers to assess and follow up on risks related to human rights violations and unethical business practices. Advania uses the tools of the Responsible Business Alliance to assess supplier risk and collect information on their sustainability	performance. During 2024 and 2025, Advania is implementing a new third-party platform to conduct risk assessments and monitor high-risk suppliers based on sustainability parameters. Due to differences in size and resources, not all Advania companies have implemented this platform. There is ongoing work that will continue in 2025, to align our business with the UNGC Guidelines. No liabilities were established by Advania during the year for violations including labour rights, anti-corruption, bribery, fair competition, tax management, or competition laws.				

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
ESRS E1 Climate Change – Energy Environmental information; ESRs E1 Climate Change				Why it matters [SBM–3] It is estimated that the technology sector contributes 2–4 percent of global emissions, indicating that our industry has a substantial impact on our climate. Carbon emissions are expected to increase further due to the growing use of artificial intelligence, making this an even more critical issue for the sector. To be a responsible company and take leading action on climate, we believe it is essential to achieve net-zero greenhouse gas emissions and to maintain our climate strategy. At Advania we also consider IT and digitalisation to be essential towards a more sustainable society and a means to reduce global emissions and the sector's negative environmental impact. A transition to a circular business model is one of the most impactful enablers related to climate change. This has been initiated through our investment in Dreamhouse refurbish centre in Enköping, Sweden. More detailed information about circularity can be found in section ESRs E5.		
49	Why it matters					
51	Our approach					
56	Our performance					

6 European Commission, Supporting the Green Transition (2020); Widdicks, Kelly et al. The climate impact of ICT: A review of estimates, trends and regulations (Lancaster: Lancaster University, 2021)

Our commitments



Material Impacts, risks, and opportunities (IROs)

Material sustainability matter	IRO topic	Description of IRO topic	Value chain position
Climate Change Mitigation	Climate smart and energy efficient solutions	Advania enables, through its products and services, more resource-efficient operations among customers e.g. through virtual meetings and e-signatures. Moreover, Advania-managed and public cloud services provide climate-smart and energy efficient solutions for customers. These services support emission savings. Consequently, our services both contribute to positive impact and hold a financial opportunity for us in terms of market positioning and a direct revenue stream.	Downstream
	GHG emissions in own operations	Advania has a negative climate impact through its own operations, including energy consumption in offices and data centres, and employee commuting and travel.	Own operations
	GHG emissions in value chain	Advania's major negative climate impact derives from the extraction of raw material, components manufacturing, and final assembly of IT hardware. Contribution to emissions also comes from the use phase of IT hardware that the company sells.	Upstream and downstream
	Dependence on global suppliers	Advania is very dependent on major suppliers and the global production of IT hardware where most of the GHG emissions occur. The ability to significantly reduce Advania's scope 3 emissions depends on the suppliers' ambitions to reduce emissions in the production phase. This represents a reputational risk if Advania cannot meet defined SBTi targets.	Upstream
Climate Change Adaptation	Transition risks	Changes to the regulatory landscape, customer preferences, and investor expectations associated with the shift to a net-zero economy, represent transition risks for Advania.	Upstream, downstream, own operations
	Supply chain disruption (weather disasters)	A majority of the products Advania is a reseller of are produced in countries that are exposed to significant weather disasters and climate-related risks. This entails a risk for disruption in the supply chain which carries a financial and operational risk for Advania.	Upstream
Energy	Energy consumption	Advania has a negative impact due to the consumption of energy through its use of data centres (representing around 80% of the company's energy use). Furthermore, Advania consumes energy in its offices (representing 20% of energy consumption). Since Advania does not own the buildings/facilities, it also concerns our upstream value chain, and we are dependent on our cooperation with landlords to reduce our negative impact.	Upstream, own operations
	Increased energy prices or fluctuation and increased consumption	Increased energy prices have a negative effect on cash flows and are a risk for the company. Transformation to renewable energy will lead to increased cost. With increased volumes of data, there will be a need for increased electricity consumption within data centre operations which will further increase the financial risk in this regard going forward.	Upstream, own operations

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
		Transition plan⁷ Advania is committed to achieving net-zero greenhouse gas (GHG) emissions by 2045, aligning its climate goals with the targets set by the Paris Agreement. Advania applies a decentralised structure within each country in order to get a more specific climate strategy that fits their prerequisites. Each country organisation develops and implements local climate strategies designed to support the Group ambitions by implementing measures across their operations and value chain. Climate transition plans are thus developed on a country level and are embedded in the local business strategies and financial planning. Advania Sweden, Advania Norway, and Advania Iceland will further develop, implement, and externally communicate their transition plans during 2025, with the ambition to be in line with ESRs requirements. Advania UK, Advania Finland, and Advania Denmark are all aiming to implement a transition plan within the next five years. — Advania does not fall under any of the exclusion criteria from the delegated regulation (EU) 2020/1818. — Climate impact assessments have not identified any significant locked-in GHG emissions for any of the companies in Advania Group. — Advania plans to evaluate, on a country level, the possibilities for setting specific objectives for alignment with the taxonomy regulation in the coming year, following the first round of taxonomy reporting. No specific objectives are in place as per 2024-12-31. Advania Sweden's transition plan Advania Sweden developed an initial climate transition plan in 2023 and implemented it in 2024. The plan emphasises how it will reach net-zero emissions by 2045. The transition plan is strengthened through its climate mitigation targets. The Science Based Targets initiative (SBTi) has validated and approved Advania Sweden's short-term climate targets, ensuring they are in line with the Paris Agreement's goals. By following the SBTi framework, GHG emission reduction targets are benchmarked against a pathway to 1.5°C, using methodologies such as		the cross-sectoral decarbonisation approach for scope 3 and the absolute contraction approach for scope 1 and 2. The transition plan was successfully implemented during the year. The most important implemented activities during the year are listed in 'Our performance', in this section on page 56–61. To effectively work according to the transition plan, a climate impact analysis was performed by Advania Sweden's sustainability team, together with C-level management in a series of workshops. The focus of the analysis was to identify and quantify activities in line with the transition plan and to elaborate future scenarios for the company, to be able to calculate the anticipated effect on the GHG emissions. The decarbonisation levers explained in relation to the transition plan and the climate mitigation targets according to SBTi have been modelled based on GHG emissions from 2023 in the climate impact analysis as per following estimated potential GHG emission reductions until 2030. The estimation is modelled with a GHG emission increase from the 2023 levels with 40% due to organic business growth in a business-as-usual scenario without any action or decarbonisation lever realised. The analysis does not consider climate scenarios and their impact. Key actions, with estimated reduced climate impact, include: Scope 1 — Phasing out fossil fuel company cars – 95 tCO₂ — Reducing business travel by private cars (including the societal shift to EV) – 69 tCO₂ Scope 2 — Renewable electricity in offices, logistics centres, and data centres – 317 tCO₂ — Phasing out fossil fuel heating sources – 64 tCO₂ Scope 3 — Transition to sale of refurbished instead of new hardware (circular business model) – 47,812 tCO₂ — Intrinsic emission reduction from suppliers' SBTi		

1. THIS IS ADVANIA		2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
not deemed to be a suitable representative year, and therefore in 2024 the baseline year was reset to 2023, and a new Carbon Reduction Plan was published. In the course of 2025, a project will be undertaken to plan for the Carbon Reduction Plan to be restated including the acquisitions of Servium and CCS Media, which took place in Q3 and Q4 of 2024. Key actions include: — Reducing inter-office travel for meetings and encouraging the use of technology for meetings — Investigating the feasibility of transitioning to electric vehicles for the remaining cars in the fleet upon their renewal — Encouraging further adoption of the Electric Vehicle Scheme — Assessing the feasibility of installing further charging points at offices — Exploring ways to minimise office carbon footprints, including installing LED low-energy light bulbs, motion sensors, and smart meeting room controls — Working with landlords to investigate switching to 100% renewable energy suppliers for all leased offices — Improved training to encourage employees to better understand how they can contribute to reducing business emissions and support carbon reduction goals Advania UK is in scope for SECR reporting (Streamlined Energy and Carbon Reporting), whereby Advania UK reports on carbon emissions under scopes 1, 2, and 3. A report is drawn up and the summary values for scope 1, 2, and 3 emissions are submitted with the statutory financial accounts. Advania UK is also in scope for the UK government Energy Savings Optimisation Scheme. The Phase 3 reporting was completed in June 2024, and an energy savings action plan is due to be submitted during 2025. For Advania UK, total emissions have decreased by more than 9% since 2023. Over the same timeframe, the proportion of actual data, as opposed to estimated data, has increased from 75% to 86% overall, representing an increase in data quality. The emissions from energy and			fuel use in Advania UK facilities have decreased from 489 tons CO₂e to 362 tons CO₂e compared to 2023, largely due to a decrease in emissions related to data centre usage. Emissions from business travel remained stable from 2023. Although total energy consumption decreased, it can be noted that the share of non-renewable electricity has increased by 2.7% overall. <i>Advania Norway's transition plan</i> For Q2 2024, Advania Norway has initiated a process to have its climate targets approved by the Science Based Targets initiative, with both near-term targets and net-zero targets aligned with the 1.5-degree target. Advania Norway's ambition is to get the climate targets approved by SBTi in Q3 2025. Key actions include: — Increase the cooperation with partners and suppliers to ensure climate transition throughout the supply chain — Shift the business to circular services (more details in the section about circularity) — 100% renewable electricity in all data centre operations, logistics centres and office facilities — Increasing the energy efficiency in data centres. — For the hardware transportation: Transition from air and fossil fuel-based modes of transportation with heavy GHG emissions to train and non-fossil fuel modes of transportation, such as electric vehicles — Increase the use of circular IT in internal operations The establishment of Advania Norway Finance to define, set up, and own a new circular IT service is also a material project and investment (with funding of at least 3 FTEs for 2025). In addition, multiple internal resources will be allocated to realise the circular IT initiative. For example, creating new internal take-back processes and supporting infrastructure, creating marketing material, internal training, etc. For more information, see section ESRS E5, page 64. Advania Norway's climate targets moving forward and planned climate mitigation activities have been approved		by C-level management. The targets have clear organisational ownership per business unit. The overall business plan takes climate targets into consideration, and material investments have been integrated into 2025 financial planning. From 2023 to 2024, Advania Norway's emissions increased by 3.5%, from 16 331 tons of CO₂ to 16 901 tons of CO₂e. The largest percentage change was in scope 2, with a 42% reduction in emissions. This is due to an increased share of renewable energy used in the data centres (from 83% to 98% in 2024), bringing them very close to the target of 100% renewable energy. The largest negative development was in scope 3 (94% of total emissions with an increase of 9.1 % from 2023). The main driver for the emission increase was a general increase in emission factors, and the rise in hardware sales of products with relatively high emissions - giving a 7.4 % increase from 2023 to 2024 (from 11 923 to 12 803 tons). <i>Advania Iceland's transition plan</i> Advania Iceland's climate targets have been validated by The Science Based Targets initiative (SBTi), which ensures that the climate targets are in line with the Paris Agreement's goal. By following the SBTi framework, Advania Iceland ensures that its GHG emission reduction targets are benchmarked against a pathway to 1.5°C, using methodologies such as the cross-sector decarbonisation approach and the absolute contraction approach. The targets are listed in section 3.1 Science Based Targets — Our progress and projection. Key actions include: Scope 1 — Advania Iceland aims to update its car fleet to run on 100% renewable energy by 2030 Scope 2 — Perform an energy audit — Change the lighting to LED in Advania Iceland offices	Scope 3 — Grow its circular business offering the life cycle of IT hardware. — Intrinsic emission reduction from targets — Transition from air to sea for upstr — Increase the share of services in th Advania Iceland's climate targets are approved by C-level management and directors. The strategy is focused on regarding the reduction of GHG emissions while providing customers with solutions that manage their sustainability performance. Advania Iceland has been investing in developing a local take-back scheme. Data indicates that scope 1 emissions from 2023 to 2024, partly due to a change in method when implementing the in-house platform Kolka. Had Advania Iceland methodology as in 2023, emissions would have been 9.6%. The new data platform, Kolka, from electronic invoices, resulting in data. Emissions in scope 2 decreased by 42% and 2024, partly because Advania Iceland is renting several office spaces. Scope 3 emissions decreased by 11% as Advania Iceland implemented a new methodology for scope 3 calculations from hardware and software assessment. Life Cycle Assessments (LCAs) of emission factors were reviewed and updated for laptops, keyboards, servers, screens, and monitors. <i>Advania Finland's transition plan</i> To develop an emission reduction plan for 2025, Advania Finland requires a more accurate understanding of current emissions and 3 emissions. During 2024, a current data quality and data collection process was implemented to improve the future quality of the data. The target is to perform a similar	

on the GHG emissions or based on the quantity and the environmental impact.

Advania Norway identifies impacts, risks, and opportunities as an integrated part of the environmental management system that is certified according to ISO 14001. In the DMA, different activities are assessed based on their GHG emissions or based on the quantity and the environmental impact. During 2025, Advania Norway will perform a more detailed climate risk analysis which will include a climate risk scenario analysis covering its own operations and the value chain. The analysis will consider both physical risks and transition risks.

During 2025, Advania Iceland will perform a climate risk analysis which will include a climate risk scenario analysis covering its own operations and the value chain. The analysis will consider both physical risks and transition risks. Advania Iceland will perform a gap analysis for the implementation of an ISO 14001 certified environmental management system during 2025.

For Advania UK, all climate-related risks from the double materiality analysis have been incorporated within the Enterprise Risk Management risk log, and these are reviewed regularly. The Sustainability Lead sits on the Governance, Risk and Compliance Board which meets on a quarterly basis, and ESG risks are incorporated into the Enterprise risk log. In addition to the DMA on the Group level, Advania UK identifies impacts as an integrated part of the environmental management system that is due to be ISO 14001 certified during 2025. By 2030, Advania UK will perform a more detailed climate risk analysis, including a climate risk scenario analysis.

Advania Finland has assessed climate risk in a scenario analysis covering its own operations. The assessment was done as part of its business continuity planning. A transition risk was identified regarding the strategy to meet the regulatory landscape and behavioural changes in customer purchasing. Change in local weather types was identified for physical risk, for energy prices and service continuity. Advania Finland conducted a climate change

resilience analysis for its own operations as part of the business continuity planning during 2024. Climate risk assessment will be performed more thoroughly when the Advania Group level risk management framework is deployed. The assessed climate risk scenarios were warming and cooling of local weather conditions, floods and other extreme weather phenomena. Scenarios were based on common information and with a business continuity focus. The assessment covered a five-year time frame, aligned with the duration of the company's long-term business planning. The key forces and drivers taken into consideration were economic trends, energy usage and physical risk for its own operations that are identified as critical for business continuity. The key inputs were prioritised business functions and services.

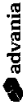
Science-based target

— Our progress and projection

Årsregn

Science Based Targets Initiative (SBTi)

The Science Based Targets Initiative (SBTi) is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). The SBTi drives ambitious climate action in the private sector by enabling organisations to set science-based emissions reduction targets.



1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

SE

Advania Sweden's science-based targets

Advania Sweden is committed to the SBTi and the short-term targets are validated to be in line with the 1.5 degree trajectory from the Paris agreement, using the cross-sectoral pathways. When setting the SBTi targets, future anticipated growth is included in the scenario, both organically and through acquisitions. Advania Sweden applies 2019 as the base year, since this is the first year it had a complete understanding of its GHG emissions. The scope 2 target is reported in line with the market-based approach. The boundaries of the scope 3 target differ from the scope 3 emissions reported in the annual climate audit report and include the following categories: purchased goods and services, upstream transportation and distribution, fuel and energy-related activities, and business travel. This is due to the ambition to focus on the most relevant categories for the target, which together account for more than 90% of the emissions but also due to the lack of reliable activity-based data for the 2019 base year. The consistency of the targets is ensured by applying a structured and consistent methodology for GHG emission accounting. The reported scope 3 emissions for the categories included in the target account for 99% of the scope 3 emissions in the annual climate audit report. With the strong growth in Advania Sweden in recent years, recalculation has been done twice to account for acquisitions made. A recalculation in 2023 included the acquisitions of Visolitt, Hi5, and Ibiz solutions, and a recalculation in 2024 included the acquisition of RTS in late 2023. To facilitate future recalculations with anticipated future acquisitions, a base year policy was developed during the year. The ambition during the year was to have SBTi validate the long-term net-zero targets until 2045. This

IS

Advania Iceland's science-based targets

Advania Iceland is committed to the SBTi and its short-term targets are validated to align with the 1.5 degrees trajectory set by the Paris Agreement, following cross-sectoral pathways. Using an operational control approach, Advania Iceland includes all relevant emission categories in its GHG inventory, with 2021 as the base year, which was the most recent year when developing and applying SBTi targets for validation. Future growth expectations were considered when setting these targets, and decarbonisation strategies have been identified in the transition plan. Advania Iceland has a combined target for scope 1 and 2 emissions, focusing on increasing renewable energy use in their vehicle fleet for the scope 1 emissions. The location-based method is used for scope 2, where energy efficiency across offices that already use renewable energy is the primary focus. The scope 3 target is a financial intensity goal aimed at decoupling company growth from GHG emissions, to reduce the emissions per value added.

Advania

Advania Sweden

Scope 1+2

Scope 3 GEVA

Base year

2019

2020

2021

2022

2023

2024

2025

2026

2027

2028

2029

2030 target

● Scope 1+2 (ton CO₂e)

● Scope 3 GEVA (kg CO₂e/SEK)

Year	Scope 1+2 (ton CO ₂ e)	Scope 3 GEVA (kg CO ₂ e/SEK)
2019	400	70
2020	350	60
2021	300	50
2022	250	40
2023	200	30
2024	150	20
2025	100	10
2026	50	5
2027	20	2
2028	10	1
2029	5	0.5
2030 target	0	0

ambition was not achieved and will be postponed to 2025.

Advania Sweden's progress towards SBT

Advania Sweden commits to:

- Reducing scope 1 and 2 GHG emissions by 50% by 2030 (base year 2019)
- Reducing scope 3 emissions by 70% per SEK value added by 2030 (base year 2019)

The combined emissions in scopes 1 and 2 saw a slight increase in 2024 compared to 2023, but they are 22% lower compared to the base year 2019. To achieve the 2030 targets, which include a 50% reduction in scopes 1 and 2, increased focus on implementing the transition plan is necessary.

The scope 3 target is an economic intensity target. Here, the ratio of kg CO₂e is compared to 'value added' measured as kSEK, taking into account both EBITDA results for the year and employee costs; this metric is known as Greenhouse Gas Emissions per Value Added (GEVA). The reduction in scope 3 emissions, combined with higher EBITDA and personnel costs, has resulted in significant progress towards meeting the 2030 target. The GEVA value stands at 25.7, compared to 39.2 last year and 67.6 in the base year. The 2030 target of reducing relative emissions in scope 3 by 70% per SEK in GEVA is close to being achieved already in 2024, with a reduction of 62% compared to the base year.

Advania Iceland

Scope 1+2

Scope 3 GEVA

Base year

2021

2022

2023

2024

2025

2026

2027

2030 target

● Scope 1+2 (ton CO₂e)

● Scope 3 GEVA (kg CO₂e/ISK)

Year	Scope 1+2 (ton CO ₂ e)	Scope 3 GEVA (kg CO ₂ e/ISK)
2021	200	70
2022	150	60
2023	100	50
2024	50	40
2025	20	30
2026	10	20
2027	5	10
2030 target	0	0

and it is reasonable to estimate that when the same methodology is applied, the reduction in scope 1 and 2 emissions will be primarily due to switching the car fleet and a decrease in refrigerant usage. The scope 3 target is an economic intensity target, where the ratio of kg CO₂e compared to 'value added' measured in millions of ISK (MISK), taking into account both EBITDA results for the year and the metric is known as Greenhouse Gas Emissions per Value Added (GEVA). In 2024, Advania Iceland's GEVA ratio decreased compared to 2023 and since a cumulative GEVA reduction of 49.5% by 2030. The decrease is primarily due to company very close to the target of a sold hardware and growth in other business areas with less emission intensive products.

Advania Iceland's progress towards SBT

Advania Iceland commits to:

- Reducing scope 1 and 2 GHG emissions by 50% by 2030 (base year 2021).
- Reducing scope 3 emissions by 52% per ISK value added by 2030 (base year 2021).

The combined emissions from scopes 1 and 2 show a 9% decrease compared to the base year 2021. However, advanced methodology for 2024 requires recalculation of the previous years. In 2025, Advania Iceland will recalculate emissions in all scopes with updated methodology.

18.06.2025 kl 14:49

Brønnøysundregistrene

Side 111 av 290

ESRS E1

Advania key figures

Our performance

[E1-3; E1-4; MDR-A; MDR-T]

Based on our overall commitments related to climate change, climate adaptation, and energy, each country sets its own targets and key actions and reports its progress for the reporting year¹².

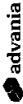
Linked SDGs



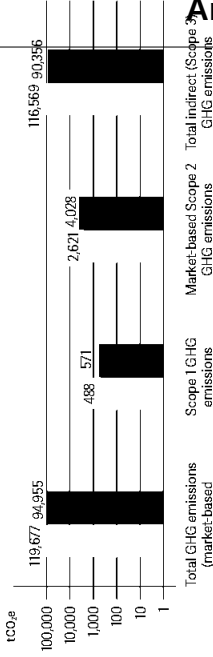
Linked policies

- Sustainability Policy
- Code of Conduct for Suppliers
- Advania AB

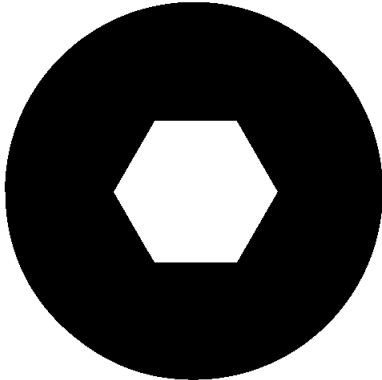
¹² For targets and actions related to the IROs 'GHG emissions in value chain' and 'dependence on global suppliers' see section ESRs E5 and ESRs S2.



GHG emissions



Share of renewable energy in data centres



Advania, 85%

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

+

SE

Achieved

In progress

Targets 2024	Comment on progress	Outcome
Linked IRO: Climate smart and energy efficient solutions All employees are required to complete environmental training	Comment on progress All employees are now required to complete a mandatory Environmental Awareness training course on an annual basis. By the end of FY24, 74% of employees had completed the course.	74% achieved
Key actions and activities Employee training	During 2024 Advantia UK launched a training programme for all employees that was communicated and implemented to raise awareness about sustainability.	
Targets 2024 Linked IROs: GHG emissions in own operations; Energy consumption; Increased energy prices or fluctuation and increased consumption Review Carbon Reduction Plan and devise SMART targets for 2024-2030 carbon reduction Implement an Equipment Recycling Policy which all products adhere to 100% renewable electricity in all data centre operations by 2025	Comment on progress Advantia UK had 68% renewable energy in data centre operations during 2024. Enhanced engagement with data centre suppliers has improved visibility of data centre usage for this year's reporting. In 2024, there was significant progress in obtaining more accurate and reliable data which has made it possible to obtain certifications for the data centres which are powered by renewable sources.	Achieved
Key actions and activities Carbon Reduction Plan The carbon reduction plan was re-baselined to 2023 data and was published during FY24. The scope of the report was expanded to report on a wider category of Scope 3 emissions. A timeline of carbon reductions was calculated to achieve net zero in 2045, with interim target reductions. The carbon reduction plan will be reviewed in FY25 Q1 to evaluate progress.	Equipment Recycling Policy for Internal use of Hardware The Internal Hardware Recycling policy has been reviewed, published, and is now in place across Advantia UK.	88% achieved
	Data centre dialogues Initiated a dialogue with data centre partners to obtain accurate usage data and renewable energy certifications. Internal upskilling and establishing the importance of ensuring data centre partners have renewable energy when considering provision of data centre services.	



ON



hieved



In pro

Targets 2024	Outcome
Linked IROs: GHG emissions in own operations; Energy consumption; Increased energy prices or fluctuation and increased consumption	Not achieved
Reduce air travel by 10% measured by number of trips	Achieved
Maintain certification according to ISO 14001:2015	98.4% achieved
100% renewable electricity in data centre operation	Achieved
Establish base line and target for energy efficiency in data centre operation	Partly achieved
Power Usage Effectiveness (PUE) below 1.5 in all data centres	
Comment on progress	
Number of trips increased with 34%. The increase is due to a normalisation of travel pattern compared to recent years due to the restrictions that covid 19 had on business travel. The average PUE for all data centers was 1.5, but since one center exceeded the target of 1.5 with a PUE of 1.66, the target was not met. The average PUE value has been	negatively affected by primarily two factors. One being that some customers have moved data from Advania operated data centres to public cloud platforms, some by reducing Advania data center capacity utilisation. Secondly, investment in new cooling systems created over capacity in cooling.
Key actions and activities	
Car fleet	temperature in cold zones in data centres when newer equipment can withstand higher operating temperature, saving energy on cooling 3) made a renewal of the server park with newer equipment optimised for a higher number of virtual machines per physical server 4) purchased renewable energy guarantees of origin for all data centres.
New head office	Renewable energy investments
Advania Norway signed a contract for a new head office in Oslo which will be renovated to energy grade A (and BREEM rating Very Good). This will co-locate three regional offices.	Advania Norway's Managed Services business continued to invest in renewable energy for the data centres and implemented further energy efficiency measures to drive climate impact reduction. Two smaller data centres without renewable energy certificates were closed during the year, moving customers' data to remaining data centres, all with certified renewable energy.
Energy and cooling in data centres	
Advania Norway has worked on several initiatives, including: 1) optimised cooling in data centres, dividing into hot and cold zones using cold zone shelters 2) Adjusted the	

1. THIS IS ADVANIA		2. STRATEGY		3. WHAT WE OFFER AND TRENDS		4. BOARD AND MANAGEMENT		5. SUSTAINABILITY STATEMENT		6. FINANCIAL STATEMENTS		7. APPENDICES AND OTHER INFORMATION	
IS	FI	Advania Group Sustainability Report 2024											
		Advania Group Sustainability Report 2024											
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													
Advania Group Sustainability Report 2024													



DK

Achieved

In pro-

Targets 2024

Linked IRO: Climate smart and energy efficient solutions

Implement a training programme for employees in sustainable digitalisation and circular economy

Outcome

In progress

Targets 2024

Linked IROs: GHG emissions in own operations; Energy consumption;

Increased energy prices or fluctuation and increased consumption

All data centres run on 100% renewable energy

Decide on a local target for GHG emission reduction

Outcome

Achieved

Achieved

ESRS E5

Circular economy

Environmental information; ERS E5 Resource use and circular economy

Why it matters

[SBM-3]

Advania has a strategic focus on circular IT and we are committed to increasing our efforts and strengthen our offer regarding services that increase circularity of IT hardware such as PCs, mobile phones and the like, as much as 80–90% of the impact occurs in the manufacturing phase. By extending the use time, the impact as well as the material and resource usage is drastically reduced. IT can extend use time, we need to repair rather than throw away, upgrade components to prolong the use phase of a device, and ensure that all parts are recycled.

There is a strong driving force from both legislation and customers to transform a more circular consumption of resources and Advania's approach to circular behaviour-oriented: we need to change the attitudes of organisations and We believe computers have no given lifespan and see each device as part of a cycle where a computer is constantly upgraded with new and reused components adapted to the user. The ambition is to ensure that each employee has a computer tailored to their personal needs. The right performance and features for each lowers costs for everyone.

As there is a growing market for recirculated products, we see no conflict between our sustainability ambitions and economic profitability and our priority is always to be profitable.

62	Why it matters
64	Our approach
65	Our performance

e-waste by reusing as many products as possible. Products only go to waste management when they can not be resold for reuse and are then handled in accordance with local e-waste legislation for materials recycling and energy production.

Advania's Managed Services business offering is another example of circular initiatives. When customers purchase IT services delivered from our shared data centres or public clouds, instead of owning and operating their own, it results in considerably more resource- and energy-efficient IT operations. In the Managed Services business model, a large number of customers share physical infrastructure in our data centres and personnel resources for its operation. This is an example of sharing economy, which is one of the cornerstones of the circular economy concept.

Our commitment

Lead the transformation in the market to circular handling of IT- hardware



Material Impacts, risks, and opportunities (IROs)

Material sustainability matter	Material IRO	Description of IRO topic	Value chain position
Circular Economy	Circular products and services	Advania has a positive impact by enabling hardware circularity through circular services and several initiatives, such as take-back of used products, refurbishment, reuse, and recycling. Providing our customers with services to take back used products, refurbish them, and resell them to extend their life cycle represents a financial opportunity through both revenue generation and strengthened market positioning.	Upstream, own operation, downstream
	Circular suppliers	Advania has established partnerships with a broad range of suppliers for every type of product category, and the risk of not being able to meet our targets based on individual suppliers' lack of ambitions in the circular field is considered low. Instead, Advania can contribute to minimise negative climate impact by influencing and favouring suppliers that lead the development towards circular design, and, for example, increase the use of recycled materials, resource efficiency, reparability, access to spare parts, and quality performance.	Upstream
	IT-as-a-service / Managed Services	Advania contributes to the sharing economy within the IT industry, enabling customers to have access to instead of owning IT hardware, particularly in data centre operations. Advania's shared data centre services provide energy and resource-efficient solutions for our customers, which leads to a minimised negative environmental impact compared to when customers own and operate their own data centres. This also represents a financial opportunity for Advania in terms of market positioning and a direct revenue stream.	Downstream
	Advisory on climate impact and circularity	Advania act as advisers to customers on how to reduce the climate impact from IT usage and providing reports including circular indicators about take-back, repair, and reuse of the hardware. This results in an increased number of circulated products on the market and a lower demand for producing new products. This represents a financial opportunity for Advania, due to a growing demand for sustainable IT services.	Downstream
	Electronic waste	Advania has an actual negative impact by contributing to e-waste in its own operations and through the disposal of hardware by customers at end of life.	Downstream, own operation

Our approach

[MDR-P; E5-1]

Advania's business activities associated with an extensive resource use are those where the reselling of IT hardware is included in the delivery to customers, or where large quantities of IT hardware are used in Advania's data centre operations to deliver IT services to customers. Advania does not have its own development, production or branding of physical products.

Advania has a circular economy strategy built on three pillars:

- 1) Collaborate with leading IT brands and actively promote those with well-developed and ambitious circular design strategies
- 2) Extending the life cycle of IT hardware by offering circular IT services, focusing on the use phase of IT products
- 3) Promote managed services as a resource-efficient IT operations model, where Advania delivers IT services to customers via shared data centres or public clouds.

The strategy is implemented locally and adapted to specific regional needs.

Advania's decision to open an in-house refurbish centre will benefit the entire Advania Group by being able to offer



circular services to all markets in the Nordic countries. In 2023, the development of Advania's Dreamhouse refurbish centre began. The key actions within the Dreamhouse project during 2024 were:

- Finalising the construction of the facility in collaboration with a real estate company, with the ambition to reach BREEAM Certification at the 'Excellent' level and Zero CO₂ certification for the facility itself.
- Recruiting an organisation for the operation of Dreamhouse, as well as developing processes, several ERP systems, a go-to-market strategy, and a communication campaign
- Upskilling our salespeople, consultants, and customers. One of several initiatives was the in-depth sustainability programme that started in November 2024 for 14 employees with circular economy and resource efficiency as one of the cornerstones. The programme will last for six months and includes approximately 47 hours of training per participant.

The construction of the facility was finalised at the end of the year, when move-in began and operations were started. The public opening of the centre will take place in the spring of 2025. Read more about this on page 22–23.

Total investments in the Dreamhouse project are reported as taxonomy-eligible activities 5.1–5.4 and amounted to SEK 10,260 mSEK in 2024. The capacity of the centre will be to handle 1 million units of IT hardware annually. See pages 152–153 for our full taxonomy reporting.

Policies

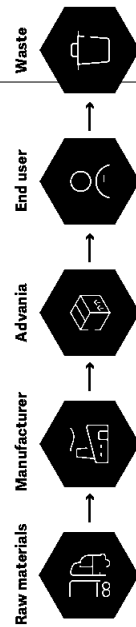
Advania's ambitions within circular economy are described in the Sustainability Policy and in Advania's Code of Conduct for Suppliers.

The Sustainability Policy describes the overall ambition within the Group to contribute to a more circular use of IT hardware and thereby help our customers become more resource- and energy-efficient. The Sustainability Policy also includes a commitment to promote and grow our Managed IT services business.

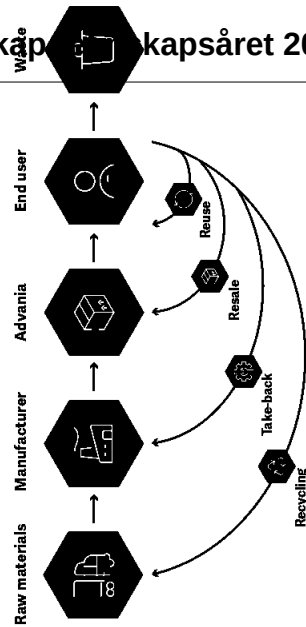
The expectations for our suppliers regarding a more circular product design and manufacturing are described in Advania's Code of Conduct for Suppliers. As a local reseller of a large selection of different IT products from multiple multinational companies, Advania cannot directly control the development and manufacturing of the

products. However, through our supplier programme and continuous dialogue we can actively raise awareness of circularity and become a trustworthy advisor to our customers, helping them to choose products that support the transition to circular IT.

Linear approach



Circular approach



Manufacturing, using, and then discarding IT equipment – generating waste – is a linear approach. In a circular economy, the value of materials and resources are maintained in a more circular flow of materials, with the objective to keep waste and pollution to a minimum.

ESRS E5 Advania key figures

Our performance

[MDR-A; E5-2; E5-3; E5-4; E5-5]

Based on our overall commitment to lead the market transformation toward circular IT-hardware management, each country sets its own targets and key actions, and reports on its progress related to circular economy and waste¹.

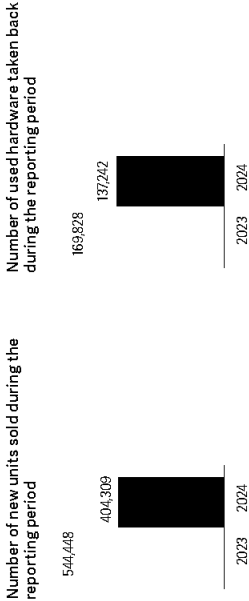
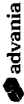
Linked SDGs



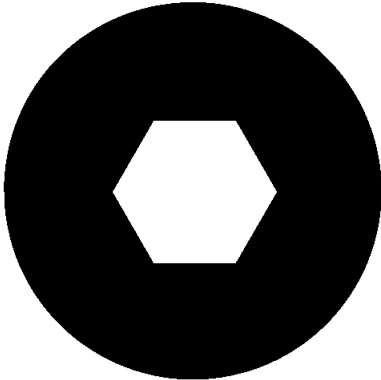
Linked policies

- Sustainability Policy
- Code of Conduct for Suppliers
- Advania AB

¹ For Advania's performance related to the IRO 'Circular Supplier', please refer to sections ESRS S2 and S3.



Circulated units as a share of total hardware sales



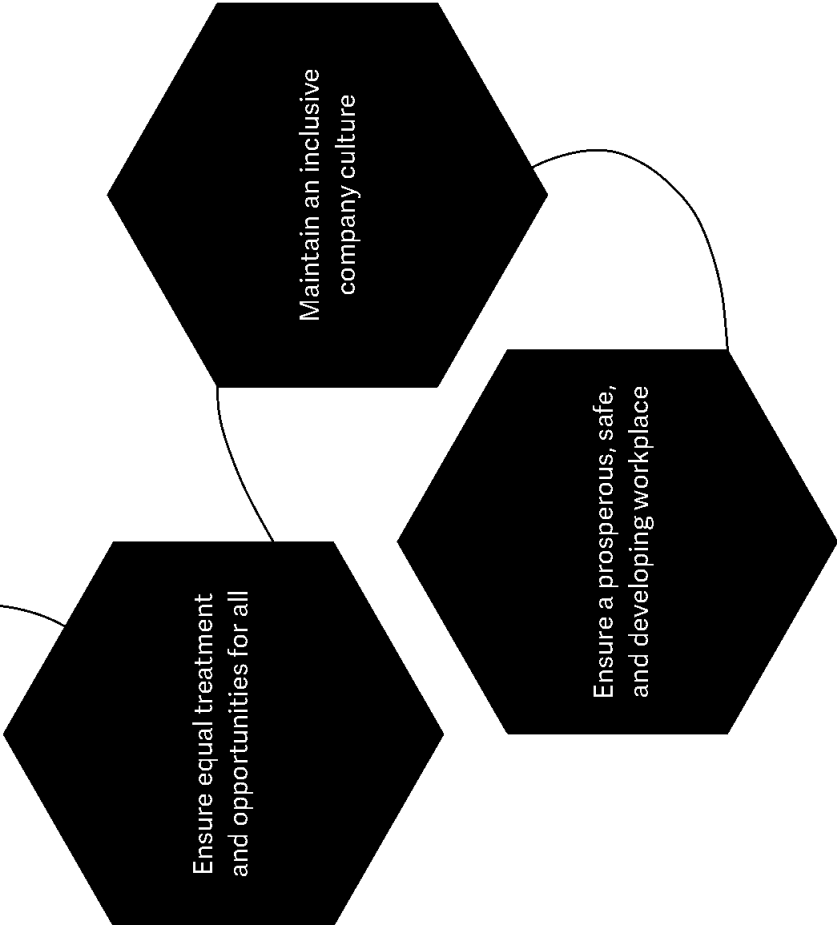
2024, 22% (21%)

1. THIS IS ADVANIA		2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
SE		+					
Targets 2024		Achieved		Improved		Outcome	
Linked IRO: Circular products and services Increase the number of hardware takebacks with at least 25% compared to the 2023 level.		Not achieved		Partly achieved		Outcome	
Comment on progress The amount of hardware taken back decreased by 19% compared to 2023. Due to the economic downturn in the Swedish market, many customers chose to keep their existing products longer than originally planned. This led to a decline in both the take-back of old equipment, as well as Advania Sweden's sales of new products. However, the decision by customers to keep a product in use longer is ultimately a positive development from a sustainability and		circular perspective, so Advania Sweden decided to change the indicator and target for 2025 and onwards. Instead of measuring the actual number of products Advania Sweden takes back, it will report the share of the total sale of products that are refurbished. This is a better indicator of the circular transformation Advania Sweden contributes to. The sale of refurbished products in relation to the total sale of products increased from 24% in 2023 to 25% in 2024.		Comment on progress A lack of resources within the company delayed the project to develop a method for carbon footprint reporting within the Real Estate business unit.		Linked IRO: Advisory on Climate Impact and Circularity Develop standardised methods to calculate carbon footprint from products and services delivered by the Datacenter and Real Estate business units.	
Key actions and activities Dreamhouse development project: The development of the facility and the operations continued according to plan. Read more about the Dreamhouse project on page 22–23.		Advania Sweden's repair centre: For the past 5 years, Advania Sweden has been operating an in-house repair centre to support customers with spare parts and repair services for all brands we sell.		Key actions and activities Pilot project: An initial pilot report was carried out for a customer in the Datacenter business unit, estimating the carbon footprint of the data centre infrastructure.		Training of employees: To upskill the team from Real Estate on the topics of circularity, climate, and GHG calculations, three employees participated in the Advania Way Sustainability Programme that started in November 2024.	
Continued partnership with external providers: To be able to continue delivering circular services to customers while waiting for the Dreamhouse refurbish centre to be opened, partnerships with external partners continued.		Network membership: Advania Sweden is a member of the sustainability council in the industry organisation Tech Sweden, and also joined the network Cradle Net, to support and collaborate with peers in the transition to circularity.		Linked IROs: Electronic waste Develop a basic process to assess and manage risks associated with the resale of used electronics.		Comment on progress Recommence customers commit to adhering to applicable regulations, including those related to end-of-life management. This commitment marks the first step in Advania's evaluation process for recommence customers, aiming to minimise the risk of Advania contributing to negative impacts on people and the environment through improper e-waste handling and disposal. The implementation of these processes will continue throughout 2025.	
Linked IRO: IT as a service/managed services Growing revenue and profitability from the Managed Services business		Achieved		Achieved		Outcome	
Comment on progress Advania Sweden brought in 26 new customers to their MSP shared data centre operation during the year. This corresponds to a 75% growth in the number of customers. This		rapid growth in a recessionary market is the result of Advania Sweden taking market shares in both the public and private market.		Key actions and activities Statement of Compliance Assurance for Recommence: Advania Sweden developed a Statement of Compliance Assurance for Recommence for customers buying used hardware.		Evaluation of recommence customers: Advania Sweden initiated a draft outline of a process for evaluating recommence customers, including self-assessment and follow-up routines.	
Key actions and activities Audits and follow up of data centre providers: Advania Sweden does not own any data centre facilities and partners with co-location providers where Advania operates the infrastructure in data centres owned by the provider. As part of audits and follow-ups with data centre suppliers, a new requirement was introduced to provide certificates of renewable energy as proof.		Organisational development: During the year, a restructuring of the Managed Services Provider (MSP) organisation was implemented, with increased customer focus and more delegated responsibility for employees as the ultimate goal. Upskilling of employees: Investments in training of key personnel within the MSP business unit about sustainable digitalisation and the societal need for a circular transformation.		Linked IRO: IT as a service/managed services Growing revenue and profitability from the Managed Services business		Comment on progress Advania Sweden brought in 26 new customers to their MSP shared data centre operation during the year. This corresponds to a 75% growth in the number of customers. This	

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
UK	Targets 2024	Linked IRO: Circular products and services Implement an equipment recycling policy for all products. Key actions and activities Process development: When equipment is due for replacement, it will be restored to factory settings and either returned to the original user for home use, securely stored until requested by a staff member in exchange for a charitable donation, or offered to a local charity with IT needs. Items that cannot be repaired or refurbished will be sent to a responsible local recycling facility as a last course of action. Monitoring and reporting of the units involved in this process will take place throughout FY25.	Outcome Achieved	NO	Achieved	Improvement
UK	Targets 2024	Linked IRO: Circular products and services Double the amount of hardware take-back compared to 2023. Create a circular action plan by Q4 2024. Comment on progress There was a 25% increase in take-back from 2023. Higher market interest has driven higher take-back volumes. A Key actions and activities Circular offerings: For many years, Advania Norway has offered services related to take-back and resale in collaboration with external partners. This continued in 2024. The year was also dedicated to planning and launching new efforts to more directly invest in circular IT services. Together with Sweden, Norway has made plans to utilise the Dreamhouse facility for refurbishment and recycling of Norwegian hardware starting in 2025. Recruiting and preparing the organisation and building the organisation and business plan with circular services. A larger process plan outlined for the 2025 business plan refining take-back processes for products streams (both from internal equipment and external equipment); 2) Creating a demand and supply descriptions for prioritised circular take-back options, including cycle management; 3) Upskilling internally related IT; and 4) External communication insight work.	25% Achieved	circular action plan was created and strategy for Advania Norway Achieved	Achieved	Achieved
UK	Targets 2024	Linked IRO: Advisory on climate impact and circularity Completes pilot project on sustainability services for customers. Sustainability on the agenda at three customer conferences. Key actions and activities Service development: In 2024, Advania Norway developed, piloted, and launched a new service that offers customers actionable insights on how to reduce GHG emissions associated with Advania Norway's products and services. The service provides a comprehensive overview of	calculated emissions from Advania's products and services, details on emissions associated with the product lifecycle, purchasing centres, consulting hours purchased, and the number of physical products purchased in the last year.	Achieved	Achieved	Achieved

1. THIS IS ADVANIA		2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
IS							
Targets 2024							Achieved
Linked IRO: Circular products and services							Improved
Take back 10% of sold units during the year 2024							
Comment on progress The result for the year was that 0.9% of sold units in total was returned (4.5% of desktop computers, 0.8% of laptops and 2.2% of servers). Advania Iceland sells, rather than leases, hardware and IT equipment to customers. Equipment that is no longer in use is likely repurposed within the customer organisation with, for example, employees being offered to purchase the equipment. Most conversations about client equipment during 2024 led to the conclusion that the returned equipment went into							
Key actions and activities Establishing partnerships: Advania Iceland signed a partnership agreement with a local e-waste partner, helping with the equipment that is unsuitable for resale. Internal processes: Advania Iceland updated internal resources to set up the work flow around take-back of IT hardware for customers.							
Linked IRO: IT as a service/managed services							
100% of the business units in Advania Iceland to reach their product-centric sustainability goals for the year 2024.							
Comment on progress The product-centric sustainability goals for managed services were on migrating new customers to co-location managed platforms in data centres and incorporating the take-back into internal processes. Advania Iceland reached							
Key actions and activities New targets: Advania Iceland set internal targets for managed services: 1) Incorporated take-back into IT services, sales, and marketing material; 2) Provided take-back services to more than 5 customers when							
Outcome							
Not achieved							
Awareness building: Advania Iceland established a dialogue with companies and customers, explaining the importance of circular processes and services for used IT equipment. Increasing awareness Advania Iceland completed a campaign aiming at increasing customer knowledge and awareness of the e-waste impact and responsible hardware management.							
Linked IRO: Electronic waste							
100% of business units to reach their product-centric sustainability goals for the year 2024.							
Comment on progress One of the goals was to develop a process for e-waste. That target was achieved during 2024. In relation to circular offerings, Advania Iceland found that customers had built							
Key actions and activities Partnership with local e-waste handling company: Advania Iceland signed a partnership with Iceland's leading e-waste							
Outcome							
Partly achieved							

Our commitments



Material impacts, risks and opportunities (IROs)

Material sustainability matter	IRO topic	Description of IRO topic	Value chain position
Equal, inclusive, and empowering workplace	Equality and inclusion	Advania can have a positive impact by creating an inclusive culture where all employees have the ability to thrive. Research shows that diverse teams – with a broad range of experiences and perspectives – produce better results, are more innovative and that customers to a greater extent expect to collaborate with diverse teams. As a result, ensuring equal treatment and opportunities for all our employees represents a financial opportunity for Advania.	Own operation
	Discrimination and harassment	Advania can potentially have a negative impact on workers where cases of discrimination or harassment occur. Lack of equal employment opportunity (in e.g. gender, age, religion, ethical background) also represent a financial risk for Advania. Furthermore, potential discriminatory practices could risk litigation and entail a reputational risk.	Own operation
	Compensation, benefits and competence development	Advania offers fair compensation for all employees including fair wages, social benefits, and the right for employees to freely organise and to bargain collectively with the company. Advania also promotes work-life balance with a hybrid workplace. Moreover, Advania offers training opportunities for its employees to increase technical and skills-based expertise. These aspects have a positive impact on our own workforce. It also represents a financial opportunity for Advania to attract more talent and gain a better market positioning.	Own Operation
	Health and safety	Advania can have a potential negative impact on employees through long work hours and a stressful work environment. This could also cause a compliance and reputational risk for Advania.	Own Operation

The material impacts, risks, and opportunities (IROs) connected to our own workforce are deemed to be material for all our employees and non-employees. The non-employees in our workforce sub-contractors (off-payroll workers), which can be both external and internal within the Group. Subsequently, our management of the IROs cover both employees and non-employees.

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
Our approach [MDR–P; S1–1, S1–2, S1–3] Our culture is founded on commitment and freedom under responsibility. With a flat organisational structure and a flexible, family-friendly work environment that embraces an agile way of working. In this section, we describe how we manage the material impacts, risks, and opportunities related to our own workforce. For more information on Advania's culture and the Advania Way, see page 14. Policies related to our own workforce¹⁵ Advania has adopted policies to manage its material impacts on its own workforce and its associated material risks and opportunities. For the main policies related to our own workforce, see detailed overview in the General Information section on page 42 in this statement. Advania's policies related to its own workforce are aligned with the UN Global Compact 10 Principles, UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at	Work, and the OECD Guidelines for Multinational Enterprises. The Advania Group Internal Code of Conduct explicitly refers to the areas of trafficking, forced labour, and child labour. Furthermore, Advania aims to promote equal opportunities and inclusion and holds policies specifically addressing, but not limited to, workplace accident prevention, all grounds for discrimination and harassment. The policy implementation process is closely linked to our systematic work environment efforts. Systematic work environment management¹⁶ Our systematic work environment efforts are fundamental to promote an inclusive and healthy work environment, to prevent ill-health and injuries, and to remedy any material negative impacts on our workforce. Our primary approach focuses on investigation, risk assessment, action, and control. The approach is supported by guiding processes, including policies and laws, and by supportive processes such as committees, routines, and responsibilities. To be successful, it is essential that this approach is carried out in cooperation with the employees. Regardless of employment type, all employees are valued equally and included in Advania's work environment efforts under the same conditions. Incidents are promptly reported and documented to ensure that the relevant manager and HR are involved in the investigation and resolution process. The systematic approach ensures that all concerns are thoroughly investigated and appropriately addressed. Moreover, several countries in the Group partner with external healthcare providers to offer employees preventive advice on workplace ergonomics and medical care for work-related health issues. The responsibility for ensuring a positive work environment and effective human resource management ultimately rests with the CEO and HR director in each country¹⁷. To ensure the effectiveness of the systematic	work environment efforts, the countries perform external and internal audits of the management system on an annual basis. This includes management review to follow-up on, for example, key actions, targets, and incidents. Furthermore, every country has work environment representatives and employee representatives that check and ensure the quality of our processes. Employee surveys and appraisals also provide crucial insights into the impact of our processes. Advania Sweden: — ISO45001 certified management system — Occupational Health and Safety Committee and safety representatives — Management System Forum for Safety, Environment, Occupational Health and Safety, and Quality Advania UK: — ISO45001 certified management system — Occupational Health and Safety Committee and safety representatives — Governance, Risk and Compliance Board (GRC) — Employment Equity Committee (South Africa) Advania Norway: Occupational Health and Safety Committee and safety representatives Advania Iceland: Occupational Health and Safety Committee and safety representatives Advania Finland: Occupational Health and Safety Committee and safety representatives Advania Denmark: Occupational Health and Safety Committee and safety representatives Engagement with our employees To ensure we are continuously evolving and effectively managing our prioritised areas, Advania regularly engages with its workforce and workers' representatives. This engagement aims to address material, actual, and	potential impacts – both positive and negative – on our employees. The HR director holds the operational responsibility for ensuring that the management system is implemented and that the results in line with the approach, development and deployment of the system. Nevertheless, we firmly believe that the expressed through the everyday experience of our employees. Therefore, every manager is to engage closely with employees to ensure that their perspectives are heard and effective Advania's development. <i>Gallup employee survey</i> Each year, Advania has analytics and Gallup perform an employee survey to measure satisfaction and productivity. Employee scores on a scale of 1 to 5 in the areas of engagement. All results above 4.20 are considered a healthy workplace. We use the survey to create a healthier and more attractive work environment and satisfied employees. The survey indicates how satisfied our employees are with their employment, that the company's signals are important, and that they are proud to be affiliated with Advania. <i>Comprehensive and effective engagement</i> On top of the Gallup employee survey, the Group manages several additional employee engagement initiatives: — Town hall meetings for employees bi-monthly or quarterly — Meetings with people leaders/managers monthly — 1:1 meetings between managers and employees weekly — Friday summary emails — Employee surveys (inclusive of safety, communication, and mandated annual review)	Advania's approach to business and human rights is based on the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. The Advania Group Internal Code of Conduct explicitly refers to the areas of trafficking, forced labour, and child labour. Furthermore, Advania aims to promote equal opportunities and inclusion and holds policies specifically addressing, but not limited to, workplace accident prevention, all grounds for discrimination and harassment. The policy implementation process is closely linked to our systematic work environment efforts.	Advania's approach to business and human rights is based on the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. The Advania Group Internal Code of Conduct explicitly refers to the areas of trafficking, forced labour, and child labour. Furthermore, Advania aims to promote equal opportunities and inclusion and holds policies specifically addressing, but not limited to, workplace accident prevention, all grounds for discrimination and harassment. The policy implementation process is closely linked to our systematic work environment efforts.	Advania's approach to business and human rights is based on the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. The Advania Group Internal Code of Conduct explicitly refers to the areas of trafficking, forced labour, and child labour. Furthermore, Advania aims to promote equal opportunities and inclusion and holds policies specifically addressing, but not limited to, workplace accident prevention, all grounds for discrimination and harassment. The policy implementation process is closely linked to our systematic work environment efforts.

By employing a diverse array of engagement methods, we are better equipped to identify the necessary actions to address actual or potential negative impacts, as well as seizing key opportunities. To ensure the engagement is effective, Advantia regularly assesses employee participation and appreciation of the various engagement practices. This includes evaluating survey response rates, meeting attendance, and conducting dedicated pulse surveys. Other indicators of engagement include office attendance, attrition numbers, reasons for leaving, views on communication articles, and the number of referrals to job applications. All these metrics are monitored regularly.

A concrete example is Advania UK's real-time feedback in Officevibe, which conducts weekly pulse surveys. The surveys collect anonymous feedback across 10 key metrics (e.g. manager relationships, wellness, feedback, and personal growth), and managers are enabled with real time access to their sentiment to ensure an agile response.

Fostering an equal and inclusive workforce¹⁸

We are committed to foster an inclusive and equitable workplace where all employees, including those who may be particularly vulnerable to impacts or marginalised, feel heard and supported.

It all comes down to trust. We are convinced that trust is essential for creating a supportive, inclusive, and engaging work environment. Advania believes that a trusting relationship between the manager and the employee is crucial to gain insight into the unique perspectives of every employee. This trust is fostered through regular and informal conversations and open communication channels. Processes are managed per country to gain insight into and to learn from the perspectives of the employees. Moreover, to ensure that our workforce can raise concerns directly and have them addressed, Advania Group has a central whistleblowing channel.

Procedures for gaining insight into the workforce's perspectives and fostering an inclusive and diverse workforce consist of four main areas:

1) The employee surveys address topics such as inclusion, discrimination, harassment, intimidation, and hostility in the workplace. The survey results are carefully analysed by gender and age, allowing us to identify patterns and trends among different groups. When results of concern emerge, we take a deeper dive to uncover underlying issues. For teams with low engagement scores, representatives from the HR teams partner closely with team leaders to improve well-being and ensure a safe and equitable work environment.

2) Training is another important tool for fostering an inclusive environment. Leaders are trained in how to build trust and create inclusive teams with a high degree of psychological safety. The various training sessions specifically aim to equip the leaders with an understanding of gender biases and to give them skills to communicate inclusively. Leaders are also taught how to approach individuals with diverse needs, ensuring that every employee feels heard and supported. Training, such as policy-related sessions or the induction process for new starters, is also provided to employees.

3) Monitoring workplace statistics plays a crucial role in identifying potential disparities. This includes tracking the gender ratio across the organisation, as well as within leadership roles, to ensure equal treatment and opportunities for all. Turnover rates are analysed with a focus on gender and age gaps, helping to uncover trends that may point to underlying issues.

4) Salary reviews are performed by all the countries on a regular basis to identify and address any unjustified pay differences between employees – typically between men

and women performing equal or equivalent work. This gives important indications about workplace demographics and helps us ensure equal opportunities for all employees, regardless of gender, and that all employees are compensated fairly and equitably.

Agreements with workers' representatives¹⁹

Advania adhere to the extensive coverage provided by worker laws in the countries of operations. Examples include Sweden's Employment Protection Act (LAS) and the Co-Determination in the Workplace Act (MBL); the UK's Employment Rights Act and Equality Act; Norway's Working Environment Act; Iceland's Act on Working Terms and Pension Rights Insurance, No. 55/1980; Finland's Employment Contracts Act; and Denmark's Salaried Employees Act. Advania Sweden, Advania Norway, Advania Iceland, and Advania Finland also have collective bargaining agreements in place. The agreements cover various aspects of employment, including wages, working hours, occupational safety, non-discrimination, and working conditions. Adhering to the laws and agreements provides a strong foundation for Advania to protect the rights of our employees and to gain valuable insights into our workforce's perspectives, fostering a work environment that is fair, respectful, and inclusive.

Advania UK is not part of any collective agreement with worker unions. In South Africa, Advania UK has an Employment Equity Committee that includes employee representatives from every designated group who represent the voice of all Employment Equity matters for their respective groups. In the US, Advania UK operates under a co-employment solution to ensure compliance with federal and state US labour laws. Advania Denmark is not part of any collective agreement with worker unions. This will be evaluated in the coming years in collaboration with employee representatives.

At Advania, we prioritise transparency and the safety of everyone involved in the whistleblowing process. Whistleblowing is a crucial tool for maintaining high standards, allowing concerns about reported. Advania Group has a centralised whistleblowing channel, which enables reporting of concerns across Advania. The whistleblowing channels in all Advania Group entities and processes are governed by the Whistleblowing Policy (Advania Group Central Channel, FUR-2023-001). In Sweden, Advania UK, and Advania Iceland, the whistleblowing channels with related processes have additional confidential reporting.

Employees are free to choose their reporting channel. However, if employees can report using an internal whistleblowing channel, we would expect that they would use it also. This dual-channel approach should have multiple avenues to raise their concerns for matters that do not fall within the reporting channel. Employees not engaged by Advantia may raise issues with an immediate supervisor, HR, or a management team. This approach is

concerns such as salary disputes, work-life balance, and interpersonal conflicts. Each country is responsible for ensuring that its own labour laws are properly formed about, and has competence in the processes available for raising their concerns. This is especially true for addressing their effect on the labour market. For example, policy information, guidance, and regular reminders during employment are essential for whistleblowing procedures to be explained and followed. For further details on Austria's whistleblowing procedures, see section ESRS G1, page 30.

18 ERSR disclosure requirement incorporated by reference under this heading: S1-2; 27, 28

19 ESRB disclosure requirement incorporated by reference under this heading: S1-2.27d

20 EPRS disclosure requirement incorporated by reference under this heading: SI-3 32b: 32c: 32e: 33

Community engagement initiatives

Besides addressing the material impacts and risks directly associated with our own workforce, we also have both the potential and responsibility to act as a positive force in our local communities and within our area of influence.

 Mattecentrum – Tutor and inspire the next generation in mathematics

Advania Sweden is collaborating with Mattecentrum (MC), an independent non-profit organisation that has been offering free math tutoring to children and young people since 2008. MC's mission is to increase students' understanding of mathematics and its role in society. By inspiring, providing free math support, and serving as role models, MC complements the educational system effectively. The organisation is a central meeting point and leading platform within the STEM fields (Science, Technology, Engineering, Mathematics). The students range from middle school to high school levels. By collaborating with Mattecentrum, we can inspire young women to see themselves as future leaders and innovators in STEM and the tech industry. Advania Sweden contributes to MC with both technical and financial resources, and employees can participate as volunteers within MC.

 TENK initiative for girls in tech

Advania Norway collaborates with the TENK initiative for girls in tech, which is an effort involving various partners, aimed at inspiring girls to pursue careers in technology through coding workshops and 'technology camps'. By providing, for example, hands-on experiences in building mobile apps and other tech-related activities, the initiative helps girls develop technical skills and confidence. Additionally, it establishes a foundation for future female leaders in the tech industry. This year, Advania contributed with a workshop showing the girls how fun and interesting technology is. They used Lego which was controlled by Python Code, as a fun and challenging way to enter the coding universe.



 Workplace Safaris and Schools Outreach Programme

Advania UK continues to collaborate with the Workplace Safari programme. It aims to provide young adults with first-hand experience in various career pathways, particularly in the tech sector. Advania hosted another two successful Workplace Safaris in 2024, which were attended by over 60 students. The programme aims to create a more inclusive and dynamic industry. Advania UK acts as Enterprise Advisors to local schools and colleges to support young learners in their career paths and answer questions about embarking on technology careers.

Veronet Playbook

Advania Iceland continues its support for the Vertonet project, which aims to provide equal employment opportunity to women in IT in Iceland. Vertonet is an Icelandic non-profit organisation for women in tech, and Advania Iceland has been involved from the start. It participated in putting together the Vertonet Playbook in 2024. The playbook is a free and open tool to help companies and IT leaders to take meaningful steps towards an inclusive workplace culture. Advania Iceland hosted a full-day live broadcast for Vertonet at the end of the year, where participants could follow the progress of the playbook's creation and get inspiration from interesting speakers. The President of Iceland, Halldór Ásgrímsson, opened the programme.

 Stockholm Pride – Partners

Advania Sweden is a partner of Stockholm Pride. Stockholm Pride is the largest Pride festival in the Nordic region. Since 1998, the festival has aimed to highlight LGBTQ+ issues and create a safe space for homosexuals, bisexuals, transgender people, queer individuals, and the gender expressions within the LGBTQ+ movement. Within the collaboration, Advania Sweden provides refurbished hardware and technological support to the staff engaged in Stockholm Pride. Moreover, Advania Sweden offers all employees the opportunity to volunteer during work hours for one day in

in connection with the annual Pride festival in Stockholm. As a volunteer, employees can help with the festival's main event, the Pride parade, or assist in building a colourful park in the days leading up to the festival's opening. Moreover, Advania Sweden participates in partner meetings to exchange experiences, as well as discuss issues and challenges related to the LGBTQ+ community with the purpose to learn from others and strengthen our work to promote rights and inclusion in our organisations.

 Girl Tech Fest

Advania Norway is a partner of the Girl Tech Fest, an initiative that aims to increase younger girls' interest in science and technology through engaging workshops and activities. During Girl Tech Fest, girls aged 10–12 are invited to different events to interact with technology in new ways, for example engaging in programming and trying out different technologies. Organised by women who work in technology, the purpose of this initiative is to inspire young girls to explore technology and inspire them to pursue a career in tech. Additionally, it aims to foster creativity and technology innovation among young girls. As a volunteer, you can participate in organising and leading workshops, sharing your experiences, and encouraging girls to pursue their interests in technology.

 Broad-based Black Economic Empowerment initiatives

Advania South Africa participates in incentive programmes as part of the Republic of South Africa's Department of Trade, Industry and Competition's Broad-based Black Economic Empowerment Policy. Advania South Africa provided monetary support to two 100% black-owned micro-businesses to enable them to grow and create further employment opportunities. It also supported a local non-profit enterprise and supplier development organisation that partners with investors and communities to drive success in emerging SMEs; and it supported a local primary school, by donating funds to buy IT equipment for the IT classrooms.

 Care Community Programme

Advania UK's Care Community is a platform where employees are invited to submit requests for support across three pillars of Environment, Social Responsibility and Wellness. Support can take the form of financial assistance, merchandise, and exposure of the wider company via internal communications. Recent successful events have included litter picking, donations to charities, and wellness initiatives such as running clubs and events.

+ Women in Tech Finland Network

Network, which aims to foster a more inclusive tech industry. The network supports recognition, and career progression of encouraging them to explore opportunities. Women in Tech Finland raises discussions on diversity and inclusion in technology, highlighting inspiring career stories. The network engages events focused on technology growth.

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

Our performance

[MDR–A, MDR–T; SI–4, SI–5]

Our commitments on building an inclusive and equal workplace serves as the foundation for our targets, the key actions taken during the year, and our reporting on progress. At the country level, each company sets more detailed goals and action plans to achieve our joint commitments and targets.

Linked SDGs

TARGET 5-1

ENHANCEMENT AGAINST WOMEN AND GIRLS

TARGET 5-5

FOUR EQUAL PARTICIPATION AND DECISION-MAKING

TARGET 8-5

FULL AND DECENT ANCESTRAL WORK WITH DIGNITY

TARGET 8-8

PROTECT LABOUR RIGHTS AND PROMOTE ENVIRONMENT

Linked policies

— Sustainability Policy

— Code of Conduct for Suppliers

Advania AB

ESRS S1

Advania key figures

Commitment score

4.07

Engagement score

4.11

Total sick leave

3.1%

Percentage of women in total

2023

2024

21%23%

Percentage of women in top management

2023

2024

29%34%

New employees women

2023

2024

298252

Total turnover LTM %

2023

2024

16.2%17.9%

Turnover women LTM %

2023

2024

16.3%18.2%

Percentage of women in total

2023

2024

79%77%

Percentage of women in top management

2023

2024

72%66%

New employees women

2023

2024

83550

Turnover men LTM %

2023

2024

15.9%17%

advania

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
SE +	Targets 2024 Linked IROs: Equality and inclusion; Discrimination and harassment Implement proactive measures and take actions to ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles Implement proactive measures and take actions to ensure equal treatment and opportunities for all employees Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities Implement proactive measures and take action to ensure pay equity across the organisation Key actions and activities Management training programme in inclusive leadership: Advania Sweden continued its management training programme in inclusive leadership with newly appointed and existing managers (approx. 50 participants). Also, the programme was intensified and extended by introducing a follow-up training step (1 day). The purpose of the training is to enhance leaders' ability to lead and communicate inclusively. The initiative will continue in 2025.		Targets 2024 Linked IRO: Compensation, benefits and competence development Increase engagement and commitment scores to above 4.20 Comment on progress Engagement score was 4.10 and commitment 4.12. Engagement has improved slightly since last year and there was a minor decrease in commitment. The main reason for not achieving the targets is deemed to be lower scores in companies acquired during the year. Key actions and activities Workshops to improve employee engagement: Advania Sweden's HR team facilitated workshops with the teams that had the lowest engagement scores in the employee survey, to support and strengthen the teams' employee engagement. The teams where from different parts of the organisation, both operational and supporting functions. Linked IRO: Health and safety Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover Key actions and activities Proactive and systematic management of abuse or addition: All managers in Advania Sweden completed mandatory in-person training, while employees have undergone online training and onboarding, related to proactive and systematic management of abuse or addition. Advania Sweden has also implemented an anonymous employee support system. Enhanced risk management system: Advania Sweden has implemented a new risk management system for work environment and safety, improving the reporting and management of health and safety risks and incidents. Activities include platform development and training sessions with managers.		Achieved Achieved 4.10/4.12 achieved	Achieved Achieved 4.10/4.12 achieved
	Outcome Unbiased recruitment: Advania Sweden has led several initiatives related to unbiased and open-minded recruitment. Activities include system updates and guidelines for managers.		Outcome Extended scope of ISO45001: Advania Sweden expanded the existing certification to all new offices and new business units acquired through mergers, now covering the entire organisation. Activities include gap analysis and interviews with managers in all new offices/units.		Outcome Extended scope of ISO45001: Advania Sweden expanded the existing certification to all new offices and new business units acquired through mergers, now covering the entire organisation. Activities include gap analysis and interviews with managers in all new offices/units.	

1. THIS IS ADVANIA		2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
UK							
Targets 2024		Outcome			Targets 2024	Outcome	
Linked IROs: Equality and inclusion; Discrimination and harassment					Linked IRO: Health and safety		
Implement proactive measures and take actions to ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles		Achieved			Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover		Achieved
Implement proactive measures and take actions to ensure equal treatment and opportunities for all employees		Achieved			Key actions and activities		
Implement proactive measures and take action to ensure pay equity across the organisation		Achieved			Capacity planning: Advania UK implemented thorough capacity planning and introduced a new resource planning team and tool this year to enhance workforce management, maintaining clear shift patterns and reasonable working hours.		Workplace Stress Assessments: Advania UK introduced an assessment tool conducted by HR Business Partners to understand and address employee stress levels and any triggers that may be caused within the work environment.
Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities		Achieved					
Comment on progress		enabling the review of localised data and the development of bespoke People Plans where necessary. Successful implementation of the training and policy.					
Gender pay gap reduced by >3%. Moreover, Advania UK has made a strong progress following the introduction of quarterly business reviews in the largest departments.							
Key actions and activities							
Mandatory Gender Bias Training: Advania UK has mandated gender bias training for all new leaders and senior managers. This training is now part of the quarterly leader training sessions and is available on Advania UK's newly created leader training portal.		and segmenting engagement survey data to better understand all employees experiences.					
Initiatives for equal attrition: Advania UK's multifaceted approach included deep data analysis by business unit to identify root causes and trends, conducting 'stay interviews' with staff, prioritizing succession planning as a part of employee and talent reviews, lanning in talent reviews,		Implement a new Dignity & Respect at Work Policy and training in sexual harassment awareness: In October 2024, Advania UK launched Sexual Harassment Awareness Training and mandated it across Advania UK. This was implemented alongside a new Dignity & Respect at Work Policy, which all staff members, including contractors, were required to verify.					
Linked IRO: Compensation, benefits and competence development		Increase commitment and engagement scores to above 4.20					
Comment on progress		4.06 achieved					
Whilst Advania UK moved in a positive direction, it has not shifted at the rate as hoped. Further action has therefore been taken by mandating People Plans and follow ups/ workshops for all teams underperforming on their Gallup scores versus the UK's mean average team score. The		Comp and Bens function was established with focused attention on pay benchmarking and family care benefits. Two new benefits have been signed off for introduction in 2025, and they are in the market to swap out to a more tech-focused Pay benchmarking tool.					
Key actions and activities							
Expand the People function to include a new Compensation and Benefits team: Advania UK focused on developing and managing comprehensive compensation strategies, ensuring competitive and fair pay practices enhancing employee benefits packages, and supporting overall employee satisfaction and retention.		Initiatives to strengthen employee engagement: Advania UK conducted workshops in collaboration with HR and managers for teams with an engagement score below 4 (Scale 1-5). They identified specific actions for each team based on the results from the 2024 employee survey. Quarterly pulse surveys were implemented to track progress in selected areas and adjustments were made based on the pulse survey results.					

1. THIS IS ADVANIA		2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
IS							
Targets 2024		Outcome		Targets 2024		Outcome	
Linked IROs: Equality and inclusion; Discrimination and harassment Implement proactive measures and take actions to ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles Implement proactive measures and take actions to ensure equal treatment and opportunities for all employees Implement proactive measures and take action to ensure pay equity across the organisation Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities		Comment on progress Result from pay gap analysis and a survey on equality conducted at the end of 2024 indicated that former measures to create an equal workplace were successful.		Linked IRO: Health and safety Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover Key actions and activities Mental health training and support resources: Advania Iceland's initiative includes comprehensive training for managers to recognise mental health needs within their teams. Additionally, all employees have access to a platform offering self-help resources, questionnaires, and free psychological consultations. Furthermore, they offer		Health Week: Advania Iceland leads an annual initiative focused on promoting health and well-being and to encourage healthy lifestyles to all employees.	
Key actions and activities Management Training: Advania Iceland provided ongoing training for managers, focusing on inclusive leadership and effective team management. This initiative aims to equip		Linked IRO: Compensation, benefits and competence development Level of commitment and engagement scores to above 4.20		Comment on progress Commitment and Engagement scores were 4.31 and 4.27. Engagement rose slightly, with a 0.06 increase from 2023. Commitment was 0.09 lower than reported in 2023, which		Comment on progress Commitment and Engagement scores were 4.31 and 4.27. Engagement rose slightly, with a 0.06 increase from 2023. Commitment was 0.09 lower than reported in 2023, which	
Key actions and activities Coaching for new leaders: Advania Iceland held targeted coaching sessions, consisting of five focused modules, designed to help new leaders transition smoothly into their roles while developing strong management practices.		Support for expectant and new parents: Advania Iceland implemented changes to support expectant and new parents with the purpose to ensure that employees receive the support they need to cope with the new roles and responsibilities that come with parenthood. The changes include paid leave at the end of pregnancy, accrual of leave, and part-time work after maternity leave with full pay.					

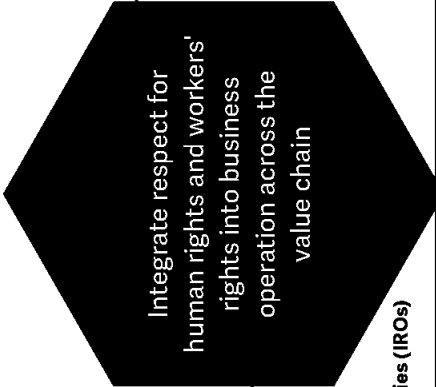
1. THIS IS ADVANIA		2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
DK +							Achieved In progress
Targets 2024 Outcome							
Linked IROs: Equality and inclusion; Discrimination and harassment Implement proactive measures and take actions to ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles Implement proactive measures and take actions to ensure equal treatment and opportunities for all employees Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities Implement proactive measures and take action to ensure pay equity across the organisation							
		Achieved					
		Achieved					
		Achieved					
		Achieved					
Key actions and activities Initiatives to ensure unbiased recruitment: Advania Denmark collaborated with external recruitment agencies on a candidate shortlist intended to improve and strengthen the list of the final candidates, with candidates being		equally qualified and removing any unintended biases from the process.					
Linked IRO: Compensation, benefits and competence development Increase commitment and engagement scores to above 4.20							
		Not achieved					
Comment on progress Commitment score was 4.01 and engagement score was 4.10. Due to an organisational transformation following acquisitions made in 2023, the focus for Advania Denmark has been on aligning company culture with Advania's mindset and		strategy for growth in market. The efforts and energy devoted to this project have had an impact on the managers' ability to focus on further strengthening the commitment and engagement score and hence the goal to reach the target was not a key focus.					
Key actions and activities Standardisation of compensation and benefits: Advania Denmark led several initiatives to ensure a transparent and fair system for compensation and benefits, following the		ongoing merger of acquired companies. The activities include, for example, reviewing and updating of bonus schemes for all employees.					

the Democratic Republic of Congo (DRC) face significant dangers due to ongoing armed conflict in the region. Additionally, indigenous peoples are especially vulnerable due to insufficient regulatory compliance with legislation designed to protect their rights. Indigenous peoples are more vulnerable because their land is often taken for mining activities, leading to displacement and loss of their traditional livelihoods. This exacerbates their marginalisation and exposes them to further socio-economic and environmental risks.

Downstream, workers involved in the informal recycling sector, including children, are often subjected to unsafe working conditions, low wages, and long hours.

Advania has a comprehensive understanding of how certain groups of workers may be at greater risk of harm, for example, through insights derived from our internal expertise and experience in addressing industry challenges, as well as our active engagement with organisations such as the Responsible Business Alliance and the UN Global Compact. Advania has chosen to present the information related to 'ESRS S2 Workers in the value chain' and 'ESRS S3 Affected communities' in a single chapter. This reflects our internal practice of managing these topics through the same processes and policies.

Our commitments



Material impacts, risks and opportunities (IROs)

Material sustainability matter	IRO topic	Description of IRO topic	Value chain position
Workers in the supply chain	Working conditions in the supply chain	Working conditions are often poor in the supply chain of IT hardware, from the sourcing of minerals to component manufacturing and final assembly. In addition, the protection of human rights in the production countries is often lacking. As an IT reseller and an entity in the IT value chain, Advania can be linked to negative impact on workers in the supply chain.	Upstream
	Discrimination and lack of inclusion in the value chain	Advania can have a potential negative impact by choosing suppliers that do not properly work with equal opportunities and inclusion.	Upstream
	Other work-related rights	Advania can, through its suppliers, have a potential negative impact on other work-related rights of workers in the supply chain including child labour, forced labour and adequate housing.	Upstream
Sourcing of minerals	Conflict minerals	Advania could potentially have a negative impact on people and the environment through the sourcing of conflict minerals which are used as components in the hardware that the company buys. The sourcing of conflict minerals can negatively impact local communities affected by mining activities and society at large due to the perspective that conflict minerals contribute to financing guerrilla military/armed conflicts.	Upstream
	Rights of indigenous people	Advania could potentially negatively impact the rights of indigenous people through the sourcing of minerals used in IT hardware.	Upstream
Responsible management of e-waste	Electronic waste	Advania may potentially be contributing to e-waste downstream through the disposal of hardware by users and illegal export of electronic waste. This results in a potential negative impact on the human rights of community members that live near e-waste hotspots and are impacted by pollution of the environment and exposure to hazardous materials and substances.	Downstream

Our approach

[MDR-P; S2-1, S2-2, S2-3, S2-4, S3-1, S3-2, S3-3, S3-4]

As an IT reseller, Advania recognises that negative impacts are most likely to occur in the early stages of the upstream supply chain and the late stages of the downstream value chain, where we have limited control and access to information. Our primary responsibility, given our position in the value chain, is to conduct due diligence on our business partners, identify high-risk areas, and leverage our influence to address and mitigate human rights violations throughout our value chain. Advania focuses on communication and engagement with our business partners to ensure their compliance with human rights standards and to promote sustainable and ethical practices. Through systematic risk assessment and proactive engagement, we aim to foster a more responsible and ethical supply chain that respects human rights and contributes to the sustainable development of all stakeholders involved.

Policies related to workers in the supply chain and affected communities²¹

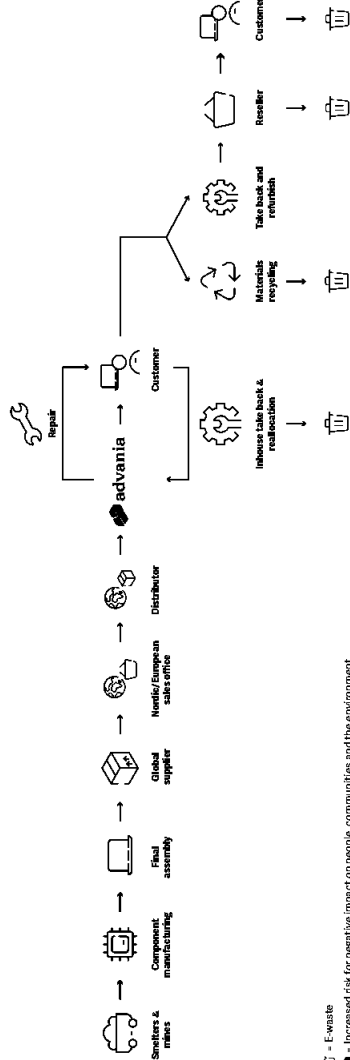
The Advania Group Code of Conduct for Suppliers sets forth our expectations for suppliers and sub-suppliers to uphold human rights and labour rights, take responsibility for their environmental impact, and conduct ethical business practices throughout their operations and supply chains. The Code applies to all upstream suppliers and is communicated during supplier onboarding. The country CEO or CFO, whichever is applicable, is responsible for the implementation of the Code.

As a member of the UN Global Compact, Advania bases its Code of Conduct for Suppliers on the Compact's 10 principles and related declarations and conventions, including the Universal Declaration of Human Rights, the International Labour Organisation's core conventions, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. The Code

also references the Responsible Business Alliance's (RBA) Code of Conduct, which all hardware suppliers are expected to comply with. During 2024, Advania began aligning our processes with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

The policy strictly prohibits forced and child labour, mandates fair employment terms and conditions, promotes health and safety initiatives, encourages responsible environmental management, and enforces zero tolerance for bribery and corruption. Advania considers the interests of key stakeholders by aligning with international corporate responsibility guidelines, particularly regarding human rights and labour rights in the supply chain. Our membership in the Responsible Business Alliance provides valuable insights and guidance on incorporating stakeholder interests into policy decisions.

The Code of Conduct for Suppliers is available on the company website, and the RBA Code of Conduct is available on www.responsiblebusiness.org. In 2025, Advania plans to extend the scope of the policy to include downstream business partners.



In addition to the Group Code of Conduct, Advania UK publishes an annual Modern Slavery Statement in compliance with the UK Modern Slavery Act 2015. This statement reaffirms the commitment of Advania UK to maintaining a working relationship with its suppliers free from human trafficking, slavery, and forced labour, both within our own operations and across our supply chains.

As a member of the RBA, Advania adheres to the principles of the RBA Code of Conduct, which requires major hardware suppliers to also comply with the Code, which includes provisions on mitigating negative impacts on communities due to environmental issues. Additionally, the Code mandates that businesses must conduct due diligence regarding human rights and exercise due diligence regarding environmental and exercise due diligence regarding ethical issues.

Advania currently lacks a formal policy for managing potential or actual negative impacts on communities. In 2025, Advania will update its policy to ensure compliance with upcoming legislation, ensuring a responsible approach throughout the value chain. The updated policy will include a compliance assurance statement for all suppliers, requiring downstream business partners to manage used IT products responsibly with applicable regulations. This includes ensuring that IT products do not cause sustainable end-of-life practices to harm to people and the environment. Advania will implement adequate e-waste management through channels in low and middle income countries.

Processes for engagement with suppliers and affected communities and communities
In relation to supply chain workers and affected communities, Advania's business relationships are directly linked to our business relationships. Due to our position as a reseller, Advania's limited consultation with its suppliers and affected communities. Advania's main work to use our leverage to address and mitigate violations, including engagement with affected communities, is through sustainable and ethical practices through

²¹ ESRs disclosure requirement incorporated by reference under this heading: MDR-P

²² ESRs disclosure requirement incorporated by reference under this heading: S2-2, S2-3, S2-4, S3-1, S3-2, S3-3, S3-4

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
chain. To gain insight into workers' and community members' perspectives, Advania consults independent expert resources, such as the Responsible Business Alliance (RBA) and the UN Global Compact, which serve as credible proxies for workers' and community members' interests and concerns, including those of particularly vulnerable groups. Equally, when negative impact is identified in our supply chain Advania engages with our suppliers, and where possible, uses our commercial leverage to ensure that our suppliers implement appropriate and effective management and remediation measures. This includes setting clear expectations and monitoring progress through regular follow up assessments. As a member of the RBA, Advania benefits from its expertise in promoting responsible business conduct in global supply chains. The RBA engages with diverse stakeholders – workers, governments, civil society, NGOs, trade unions, academics, and policymakers – to address worker-related concerns and share insights with member companies. Advania actively participates in RBA meetings, task forces, and working groups, strengthening its ability to address supply chain challenges collaboratively. In 2025, Advania will evaluate additional measures to gain deeper knowledge and understanding of issues affecting communities throughout the value chain. This assessment will help us and our business partners identify ways to contribute positively to these communities' development. Risk management approach to mitigating negative impacts for supply chain workers and affected Communities²³ Advania's requirements and expectations regarding workers in the supply chain are communicated in the Code of Conduct for Suppliers, which is shared with new suppliers during onboarding. Additionally, all new suppliers undergo a comprehensive compliance screening process that checks for sanction violations, criminal records, and	sustainability-related offenses. Suppliers flagged during this screening are escalated to the local compliance and management team for further assessment and final decisions on onboarding. This process helps us identify and manage risks prior to the onboarding of suppliers. Advania evaluates and follows up on the sustainability efforts of our major suppliers, i.e. partners representing 80% of spend. As a member of the Responsible Business Alliance (RBA), Advania has access to the Sustainability Assessment Questionnaire (SAQ) results and audit reports of these key suppliers. Additionally, Advania conducts a sustainability engagement programme aimed at fostering long-term relationships and collaborative approaches to industry challenges. The programme consists of a number of qualitative dialogues and data collection, allowing us to engage with suppliers, leveraging our commercial influence to promote and share best practices. Through the dialogues, Advania can track the sustainability performance of our major partners, including SAQ and audit results as well as engage with suppliers on their identified risks, remedial actions and other responses to negative impacts in their value chains. In 2024, the focus of the engagement programme was climate impact and end-of-life management. In 2025, these dialogues will have a particular focus on the early stages of the upstream supply chain. By working together with our partners, we aim to achieve continuous progress and improvements in relevant sustainability areas. The engagement programme provides regular updates on our major suppliers' progress on critical topics. This not only aids our internal efforts and helps us meet our sustainability targets but also enhances the knowledge and awareness of our sales teams. As a result, we become better consultants and experts for our customers, which ultimately leads to more informed and sustainable procurement practices. We continuously assess and refine our processes to ensure compliance with legal requirements and alignment with stakeholder expectations. We regularly gather input	and business intelligence from reputable sources, such as the Responsible Business Alliance, to support our evaluations. In 2024, we enhanced our supply chain management processes to better align with upcoming legal requirements, including more systematic and effective tools for risk identification and follow-up. This work included a company-wide human rights impact assessment and the implementation of a third-party platform for supplier management within sustainability. This platform will facilitate a more systematic approach to risk identification and management, enabling risk assessments of the supplier base based on industry and geographical risks, as well as follow-ups through self-assessment questionnaires and direct communication channels with suppliers based on SAQ responses and non-conformities. Channels for supply chain workers to raise concerns²⁴ Advania's formal grievance mechanism is available to all external stakeholders, including supply chain workers and members of affected communities. The detailed breakdown of Advania's grievance mechanism is in section ESRS G1 on page 90, in this sustainability statement. Currently, Advania has no process in place which supports or requires the availability of reporting channels in the workplace of supply chain workers. The requirement to ensure efficient and appropriate grievance mechanisms will be included in the updated Code of Conduct for Suppliers in 2025. The number of cases reported through the whistleblowing channel are compiled annually and reported on externally in our sustainability statement. Advania does not assess whether supply chain workers or members of affected communities are aware of and trust available grievance mechanisms. Advania's policy against retaliation is described in the G1 section on page 90. The Norwegian Transparency Act On 1 July 2022, the Norwegian Transparency Act came into force, requiring companies in Norway to respect human rights and ensure decent working conditions in their operations and supply chains. Advania Norway, subject to this act, published its first compliance report in July 2023.	In 2024, Advania Norway further enhanced its human rights and activities by providing high-quality training for employees and customers, increasing diligence into internal purchasing processes, and establishing relevant role descriptions, and establish manage sustainability and human rights report detailing Advania Norway's compliance with the act. The report will be published on its webpage in August 2025, produced in accordance with the standards set by the Trade Norway, ensures full compliance with reporting obligations of the Norwegian Transparency Act. During 2025, Advania Norway mapped all suppliers, overtime, forced labour, living wage, health and safety, and marginalized groups at suppliers in China and Vietnam. In the risk mapping, non-conformities were identified at a number of facilities in China. Advania Norway will work to address these risks. Internal functions responsible for human rights The Head of Corporate Responsibility is responsible for coordinating the work of the internal functions responsible for human rights and affected communities. This work is carried out throughout the value chain, from the Group level by the Business and Human Rights Specialist and executed by dedicated country of operation. Local responsibility is communicated and enforced through the Code of Conduct for Suppliers, followed by specific non-conformities with them to identify relevant action areas. Advania Norway participates in the sustainability engagement where qualitative dialogues on relevant issues are conducted to promote sustainable practices.	Advania Norway further enhanced its human rights and activities by providing high-quality training for employees and customers, increasing diligence into internal purchasing processes, and establishing relevant role descriptions, and establish manage sustainability and human rights report detailing Advania Norway's compliance with the act. The report will be published on its webpage in August 2025, produced in accordance with the standards set by the Trade Norway, ensures full compliance with reporting obligations of the Norwegian Transparency Act. During 2025, Advania Norway mapped all suppliers, overtime, forced labour, living wage, health and safety, and marginalized groups at suppliers in China and Vietnam. In the risk mapping, non-conformities were identified at a number of facilities in China. Advania Norway will work to address these risks. Internal functions responsible for human rights The Head of Corporate Responsibility is responsible for coordinating the work of the internal functions responsible for human rights and affected communities. This work is carried out throughout the value chain, from the Group level by the Business and Human Rights Specialist and executed by dedicated country of operation. Local responsibility is communicated and enforced through the Code of Conduct for Suppliers, followed by specific non-conformities with them to identify relevant action areas. Advania Norway participates in the sustainability engagement where qualitative dialogues on relevant issues are conducted to promote sustainable practices.	Advania Norway further enhanced its human rights and activities by providing high-quality training for employees and customers, increasing diligence into internal purchasing processes, and establishing relevant role descriptions, and establish manage sustainability and human rights report detailing Advania Norway's compliance with the act. The report will be published on its webpage in August 2025, produced in accordance with the standards set by the Trade Norway, ensures full compliance with reporting obligations of the Norwegian Transparency Act. During 2025, Advania Norway mapped all suppliers, overtime, forced labour, living wage, health and safety, and marginalized groups at suppliers in China and Vietnam. In the risk mapping, non-conformities were identified at a number of facilities in China. Advania Norway will work to address these risks. Internal functions responsible for human rights The Head of Corporate Responsibility is responsible for coordinating the work of the internal functions responsible for human rights and affected communities. This work is carried out throughout the value chain, from the Group level by the Business and Human Rights Specialist and executed by dedicated country of operation. Local responsibility is communicated and enforced through the Code of Conduct for Suppliers, followed by specific non-conformities with them to identify relevant action areas. Advania Norway participates in the sustainability engagement where qualitative dialogues on relevant issues are conducted to promote sustainable practices.	Advania Norway further enhanced its human rights and activities by providing high-quality training for employees and customers, increasing diligence into internal purchasing processes, and establishing relevant role descriptions, and establish manage sustainability and human rights report detailing Advania Norway's compliance with the act. The report will be published on its webpage in August 2025, produced in accordance with the standards set by the Trade Norway, ensures full compliance with reporting obligations of the Norwegian Transparency Act. During 2025, Advania Norway mapped all suppliers, overtime, forced labour, living wage, health and safety, and marginalized groups at suppliers in China and Vietnam. In the risk mapping, non-conformities were identified at a number of facilities in China. Advania Norway will work to address these risks. Internal functions responsible for human rights The Head of Corporate Responsibility is responsible for coordinating the work of the internal functions responsible for human rights and affected communities. This work is carried out throughout the value chain, from the Group level by the Business and Human Rights Specialist and executed by dedicated country of operation. Local responsibility is communicated and enforced through the Code of Conduct for Suppliers, followed by specific non-conformities with them to identify relevant action areas. Advania Norway participates in the sustainability engagement where qualitative dialogues on relevant issues are conducted to promote sustainable practices.

1. THIS IS ADVANIA			2. STRATEGY		3. WHAT WE OFFER AND TRENDS		4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
Targets 2024 Linked IRGs: All 100% of Advania's major suppliers are assessed in a risk analysis based on ESG parameters (human rights, workers' rights, anti-corruption and environment) Assess and coordinate annual dialogue meetings with all major suppliers During 2024, develop a basic process to assess risks of negative impact on people, planet, and communities in the supply chain Comment on progress We assessed 94% and held dialogues with 81% of our major suppliers. The implementation of the supplier assessment platform was not fully completed in 2024, preventing us from achieving our goal of assessing 100% of Advania's suppliers based on ESG risk parameters. Advania assessed 15 of its 16 major suppliers based on ESG criteria in 2024. Key actions and activities Supplier assessment and engagement programme: Throughout 2024, Advania assessed its major suppliers, including the suppliers' self-assessment questionnaire results and relevant audit results in the RBA online platform. Additionally, Advania conducts a sustainability engagement programme aimed at fostering long-term relationships and collaborative approaches to industry challenges with its major suppliers. Reviewing steering document: Advania updated its former Code of Conduct with the aim to enhance the effectiveness and user-friendliness of sustainability steering documents, and to ensure alignment with regulatory requirements and stakeholder expectations. The document was renamed the Advania Group Internal Code of Conduct and covers workers in own operations and upstream and downstream value chain workers. It was approved by the Board of Directors in December 2024, and the Code of Conduct for Suppliers is scheduled for Board approval in March 2025.			Partly achieved Partly achieved Achieved		Outcome		Outline a human rights due diligence process for Advania, including conducting human rights impact assessment: Advania launched a human rights impact assessment aimed at identifying and mapping potential adverse impact on people, communities, and the environment within the supply chain, as well as identify prioritised actions based on established human rights criteria. This impact assessment was part of the work to outline a human rights due diligence process for Advania. This work will be completed in 2025. Process development: Advania UK extended and embedded the ESG parameters in their supplier questionnaire. All existing regular suppliers were requested to update their responses in the new format supplier questionnaire. Work was undertaken to implement a Supplier Management tool, with the purpose to facilitate monitoring supplier responses of ESG risks as well as other criteria. At the end of 2024 the project was in progress and is due for full implementation in 2025.			

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
ESRS G1 Corporate culture, corruption and bribery Governance information; ESRS G1 business conduct				Why it matters [SBM-3] Advania is firmly committed to a zero-tolerance approach to unethical behaviour. We strive to make a positive impact throughout the value chain, and consider business practices to be fundamental for long-term sustainable success. Moreover, high standards of business ethics not only strengthens stakeholder confidence, but also preserves public trust in institutions, minimises the risk of human rights violations, reduces environmental harm. By clearly communicating our expectations to our partners, providing access to grievance mechanisms for stakeholders, and encouraging whistleblowers' safety, we can extend our positive impact beyond our direct operations. For Advania, the material risks of unethical behaviour stem from inappropriate behaviour with suppliers and customers, including the exchange of inappropriate gifts, favouritism, and conflicts of interest. These risks are particularly relevant in units engaging with the public sector due to stricter regulations, highlighting the importance of maintaining trust in public institutions. Moreover, corruption remains a significant issue in many key regions involved in manufacturing of IT hardware, particularly in relation to the extraction of minerals in electronic components. Therefore, businesses share a responsibility to uphold ethical practices throughout the value chain, and work collaboratively to ensure that business operations are conducted in compliance with applicable laws and regulations.		
88	Why it matters					
89	Our approach					
91	Our performance					

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
with engaging sanctioned entities or individuals, and protecting the company from potential negative consequences. In alignment with Advania's corporate values and commitment to ethical business conduct, the policy defines clear responsibilities for transactions, supplier onboarding, business travel, and training requirements. This policy emphasises Advania's dedication to upholding the highest standards of integrity and regulatory compliance. Advania's Antitrust and Competition Compliance Policy ensures adherence to applicable competition laws and regulations. It emphasises the company's commitment to fair competition, raises awareness of potential competition risks, and provides employees with clear guidance on expected behaviours in various situations. This policy reinforces ethical and lawful practices across all operations. Whistleblowing channel²⁷ Employees can report instances of suspected or confirmed non-compliance with Advania's policies or legal regulations to their immediate supervisor, through Advania's internal reporting channels, or via Advania's external whistleblowing channel for matters of public interest. The external whistleblowing channel is also available to external stakeholders and allows for anonymous reporting. Advania's Whistleblowing Policy includes a non-retaliation clause for reports made in good faith. Advania's whistleblower channel is monitored by an external party. The external partner provides a secure, encrypted, and confidential channel for reporting that is available online 24/7. The link to the external whistleblower channel is easily accessible via our website and intranet. All grievances are handled promptly, confidentially, and in compliance with applicable data privacy laws. Cases are initially managed by the external third party who assesses and delegates them to an appointed point of contact. Typically, cases are further delegated to the local HR or	management teams for additional assessment. If a case involves HR or local management, it is escalated to the Management Team. The central whistleblowing channel is available to the following people: — workers/employees — volunteers — trainees — self-employed persons — persons otherwise performing work for Advania — persons belonging to the administrative, management or supervisory body of Advania — shareholders that are active in Advania — customer and suppliers of Advania — other stakeholders, whether internal or external to Advania Prevention and detection of corruption and bribery²⁸ Advania's policies are essential to ensure awareness and understanding of our company values and expectations regarding business conduct. All employees at Advania undergo mandatory training in the Internal Code of Conduct and Anti-Corruption Policy during their onboarding and repeat these training sessions annually or biannually thereafter. Individuals in leadership or sales positions receive additional training in our sanctions and competition policies during their onboarding and biannually thereafter. Throughout the year, additional communication initiatives may be carried out locally in the countries of operation, such as through periodic newsletters, company-wide meetings, or online communication forums. While Advania has not yet identified specific high-risk functions for targeted training in corruption and anti-bribery, we plan to do so in the upcoming year. To ensure alignment across Advania and to provide support and share best practices, the topic of business ethics and corporate culture is coordinated through	several forums: The Compliance Business Ethics Team and the Compliance Screening Team, with representatives from each country of operation, meet monthly and quarterly, respectively. The training provided in Advania's Internal Code of Conduct is an online module that covers the legal foundation of the Code and outlines Advania's expectations for its employees in areas such as human rights, workers' rights, environmental responsibility, business ethics, information security, and data privacy. The anti-corruption training is also an online module emphasising Advania's zero tolerance for unethical business practices and the expectation of compliance with relevant laws and regulations. This training includes specific provisions on bribery, money laundering, fraud, nepotism, and conflicts of interest, as well as the responsibilities of different employee groups, such as managers or sales staff, at Advania. The training sessions in Advania Group's Internal Code of Conduct and Anti-corruption Policy are mandatory also for members of the local management teams. Advania UK administers its own online training module in anti-corruption to meet specific requirements in the UK Bribery Act. In addition, Advania UK also provides Modern Slavery training to its employees, in compliance with the UK Modern Slavery Act. In Advania Norway, targeted training on corruption and bribery is provided for sales and management personnel. To identify risks related to our business partners, all new suppliers and customers undergo compliance screening during the onboarding phase using a third-party tool. The screening is carried out by designated screening staff in each country of operations. The screening flags records of financial crime, regulatory, and reputational risks, including money laundering, sanctions, terrorist financing, Politically Exposed Person (PEP) relationships, adverse media, and criminal proceedings. This process is crucial in identifying high-risk entities that might pose increased risks for Advania. Identified major risks are escalated to the Group Compliance Officer and/or country management as appropriate. Major risks associated with a	potential supplier or customer may lead to non-engagement. In Advania Sweden, suppliers acting as subcontractors undergo additional due diligence relevant for suppliers who, through a lawyer or similar, represent Advania or whose employees are perceived as being part of our customer delivery. The process includes gathering detailed business ethics programmes to ensure Advania's requirements and expectations are included in Advania UK's Statements. Processes and the evaluation of new suppliers. During 2024, Advania Finland also implemented of in-depth due diligence that will act on behalf of Advania, which during 2025. To facilitate the detection of instances of corruption or legal non-compliance with Advania's policies, employees and external stakeholders are encouraged to report instances of suspected or confirmed bribery via one of Advania's reporting channels into instances of suspected or confirmed bribery or corruption are always handled and objectively, either by an independent investigation team or through the whistleblowing cases reported through the whistleblowing the local management teams. Incidents of corruption are reported to the local management teams in the countries of operations. In addition, the Group may utilise established communication channels to the CEO and the Board of Directors. Compliance and Sustainability.			

advania

27

ESRS disclosure requirement incorporated by reference under this heading: S1-3 32 b-e, S1-3 33, S2-3 27 b-d, S2-3 28, S2-3 29, S2-3 30, S2-3 31, S2-3 32, S2-3 33, S2-3 34, S2-3 35, S2-3 36, S2-3 37, S2-3 38, S2-3 39, S2-3 40, S2-3 41, S2-3 42, S2-3 43, S2-3 44, S2-3 45, S2-3 46, S2-3 47, S2-3 48, S2-3 49, S2-3 50, S2-3 51, S2-3 52, S2-3 53, S2-3 54, S2-3 55, S2-3 56, S2-3 57, S2-3 58, S2-3 59, S2-3 60, S2-3 61, S2-3 62, S2-3 63, S2-3 64, S2-3 65, S2-3 66, S2-3 67, S2-3 68, S2-3 69, S2-3 70, S2-3 71, S2-3 72, S2-3 73, S2-3 74, S2-3 75, S2-3 76, S2-3 77, S2-3 78, S2-3 79, S2-3 80, S2-3 81, S2-3 82, S2-3 83, S2-3 84, S2-3 85, S2-3 86, S2-3 87, S2-3 88, S2-3 89, S2-3 90, S2-3 91, S2-3 92, S2-3 93, S2-3 94, S2-3 95, S2-3 96, S2-3 97, S2-3 98, S2-3 99, S2-3 100, S2-3 101, S2-3 102, S2-3 103, S2-3 104, S2-3 105, S2-3 106, S2-3 107, S2-3 108, S2-3 109, S2-3 110, S2-3 111, S2-3 112, S2-3 113, S2-3 114, S2-3 115, S2-3 116, S2-3 117, S2-3 118, S2-3 119, S2-3 120, S2-3 121, S2-3 122, S2-3 123, S2-3 124, S2-3 125, S2-3 126, S2-3 127, S2-3 128, S2-3 129, S2-3 130, S2-3 131, S2-3 132, S2-3 133, S2-3 134, S2-3 135, S2-3 136, S2-3 137, S2-3 138, S2-3 139, S2-3 140, S2-3 141, S2-3 142, S2-3 143, S2-3 144, S2-3 145, S2-3 146, S2-3 147, S2-3 148, S2-3 149, S2-3 150, S2-3 151, S2-3 152, S2-3 153, S2-3 154, S2-3 155, S2-3 156, S2-3 157, S2-3 158, S2-3 159, S2-3 160, S2-3 161, S2-3 162, S2-3 163, S2-3 164, S2-3 165, S2-3 166, S2-3 167, S2-3 168, S2-3 169, S2-3 170, S2-3 171, S2-3 172, S2-3 173, S2-3 174, S2-3 175, S2-3 176, S2-3 177, S2-3 178, S2-3 179, S2-3 180, S2-3 181, S2-3 182, S2-3 183, S2-3 184, S2-3 185, S2-3 186, S2-3 187, S2-3 188, S2-3 189, S2-3 190, S2-3 191, S2-3 192, S2-3 193, S2-3 194, S2-3 195, S2-3 196, S2-3 197, S2-3 198, S2-3 199, S2-3 200, S2-3 201, S2-3 202, S2-3 203, S2-3 204, S2-3 205, S2-3 206, S2-3 207, S2-3 208, S2-3 209, S2-3 210, S2-3 211, S2-3 212, S2-3 213, S2-3 214, S2-3 215, S2-3 216, S2-3 217, S2-3 218, S2-3 219, S2-3 220, S2-3 221, S2-3 222, S2-3 223, S2-3 224, S2-3 225, S2-3 226, S2-3 227, S2-3 228, S2-3 229, S2-3 230, S2-3 231, S2-3 232, S2-3 233, S2-3 234, S2-3 235, S2-3 236, S2-3 237, S2-3 238, S2-3 239, S2-3 240, S2-3 241, S2-3 242, S2-3 243, S2-3 244, S2-3 245, S2-3 246, S2-3 247, S2-3 248, S2-3 249, S2-3 250, S2-3 251, S2-3 252, S2-3 253, S2-3 254, S2-3 255, S2-3 256, S2-3 257, S2-3 258, S2-3 259, S2-3 260, S2-3 261, S2-3 262, S2-3 263, S2-3 264, S2-3 265, S2-3 266, S2-3 267, S2-3 268, S2-3 269, S2-3 270, S2-3 271, S2-3 272, S2-3 273, S2-3 274, S2-3 275, S2-3 276, S2-3 277, S2-3 278, S2-3 279, S2-3 280, S2-3 281, S2-3 282, S2-3 283, S2-3 284, S2-3 285, S2-3 286, S2-3 287, S2-3 288, S2-3 289, S2-3 290, S2-3 291, S2-3 292, S2-3 293, S2-3 294, S2-3 295, S2-3 296, S2-3 297, S2-3 298, S2-3 299, S2-3 300, S2-3 301, S2-3 302, S2-3 303, S2-3 304, S2-3 305, S2-3 306, S2-3 307, S2-3 308, S2-3 309, S2-3 310, S2-3 311, S2-3 312, S2-3 313, S2-3 314, S2-3 315, S2-3 316, S2-3 317, S2-3 318, S2-3 319, S2-3 320, S2-3 321, S2-3 322, S2-3 323, S2-3 324, S2-3 325, S2-3 326, S2-3 327, S2-3 328, S2-3 329, S2-3 330, S2-3 331, S2-3 332, S2-3 333, S2-3 334, S2-3 335, S2-3 336, S2-3 337, S2-3 338, S2-3 339, S2-3 340, S2-3 341, S2-3 342, S2-3 343, S2-3 344, S2-3 345, S2-3 346, S2-3 347, S2-3 348, S2-3 349, S2-3 350, S2-3 351, S2-3 352, S2-3 353, S2-3 354, S2-3 355, S2-3 356, S2-3 357, S2-3 358, S2-3 359, S2-3 360, S2-3 361, S2-3 362, S2-3 363, S2-3 364, S2-3 365, S2-3 366, S2-3 367, S2-3 368, S2-3 369, S2-3 370, S2-3 371, S2-3 372, S2-3 373, S2-3 374, S2-3 375, S2-3 376, S2-3 377, S2-3 378, S2-3 379, S2-3 380, S2-3 381, S2-3 382, S2-3 383, S2-3 384, S2-3 385, S2-3 386, S2-3 387, S2-3 388, S2-3 389, S2-3 390, S2-3 391, S2-3 392, S2-3 393, S2-3 394, S2-3 395, S2-3 396, S2-3 397, S2-3 398, S2-3 399, S2-3 400, S2-3 401, S2-3 402, S2-3 403, S2-3 404, S2-3 405, S2-3 406, S2-3 407, S2-3 408, S2-3 409, S2-3 410, S2-3 411, S2-3 412, S2-3 413, S2-3 414, S2-3 415, S2-3 416, S2-3 417, S2-3 418, S2-3 419, S2-3 420, S2-3 421, S2-3 422, S2-3 423, S2-3 424, S2-3 425, S2-3 426, S2-3 427, S2-3 428, S2-3 429, S2-3 430, S2-3 431, S2-3 432, S2-3 433, S2-3 434, S2-3 435, S2-3 436, S2-3 437, S2-3 438, S2-3 439, S2-3 440, S2-3 441, S2-3 442, S2-3 443, S2-3 444, S2-3 445, S2-3 446, S2-3 447, S2-3 448, S2-3 449, S2-3 450, S2-3 451, S2-3 452, S2-3 453, S2-3 454, S2-3 455, S2-3 456, S2-3 457, S2-3 458, S2-3 459, S2-3 460, S2-3 461, S2-3 462, S2-3 463, S2-3 464, S2-3 465, S2-3 466, S2-3 467, S2-3 468, S2-3 469, S2-3 470, S2-3 471, S2-3 472, S2-3 473, S2-3 474, S2-3 475, S2-3 476, S2-3 477, S2-3 478, S2-3 479, S2-3 480, S2-3 481, S2-3 482, S2-3 483, S2-3 484, S2-3 485, S2-3 486, S2-3 487, S2-3 488, S2-3 489, S2-3 490, S2-3 491, S2-3 492, S2-3 493, S2-3 494, S2-3 495, S2-3 496, S2-3 497, S2-3 498, S2-3 499, S2-3 500, S2-3 501, S2-3 502, S2-3 503, S2-3 504, S2-3 505, S2-3 506, S2-3 507, S2-3 508, S2-3 509, S2-3 510, S2-3 511, S2-3 512, S2-3 513, S2-3 514, S2-3 515, S2-3 516, S2-3 517, S2-3 518, S2-3 519, S2-3 520, S2-3 521, S2-3 522, S2-3 523, S2-3 524, S2-3 525, S2-3 526, S2-3 527, S2-3 528, S2-3 529, S2-3 530, S2-3 531, S2-3 532, S2-3 533, S2-3 534, S2-3 535, S2-3 536, S2-3 537, S2-3 538, S2-3 539, S2-3 540, S2-3 541, S2-3 542, S2-3 543, S2-3 544, S2-3 545, S2-3 546, S2-3 547, S2-3 548, S2-3 549, S2-3 550, S2-3 551, S2-3 552, S2-3 553, S2-3 554, S2-3 555, S2-3 556, S2-3 557, S2-3 558, S2-3 559, S2-3 560, S2-3 561, S2-3 562, S2-3 563, S2-3 564, S2-3 565, S2-3 566, S2-3 567, S2-3 568, S2-3 569, S2-3 570, S2-3 571, S2-3 572, S2-3 573, S2-3 574, S2-3 575, S2-3 576, S2-3 577, S2-3 578, S2-3 579, S2-3 580, S2-3 581, S2-3 582, S2-3 583, S2-3 584, S2-3 585, S2-3 586, S2-3 587, S2-3 588, S2-3 589, S2-3 590, S2-3 591, S2-3 592, S2-3 593, S2-3 594, S2-3 595, S2-3 596, S2-3 597, S2-3 598, S2-3 599, S2-3 600, S2-3 601, S2-3 602, S2-3 603, S2-3 604, S2-3 605, S2-3 606, S2-3 607, S2-3 608, S2-3 609, S2-3 610, S2-3 611, S2-3 612, S2-3 613, S2-3 614, S2-3 615, S2-3 616, S2-3 617, S2-3 618, S2-3 619, S2-3 620, S2-3 621, S2-3 622, S2-3 623, S2-3 624, S2-3 625, S2-3 626, S2-3 627, S2-3 628, S2-3 629, S2-3 630, S2-3 631, S2-3 632, S2-3 633, S2-3 634, S2-3 635, S2-3 636, S2-3 637, S2-3 638, S2-3 639, S2-3 640, S2-3 641, S2-3 642, S2-3 643, S2-3 644, S2-3 645, S2-3 646, S2-3 647, S2-3 648, S2-3 649, S2-3 650, S2-3 651, S2-3 652, S2-3 653, S2-3 654, S2-3 655, S2-3 656, S2-3 657, S2-3 658, S2-3 659, S2-3 660, S2-3 661, S2-3 662, S2-3 663, S2-3 664, S2-3 665, S2-3 666, S2-3 667, S2-3 668, S2-3 669, S2-3 670, S2-3 671, S2-3 672, S2-3 673, S2-3 674, S2-3 675, S2-3 676, S2-3 677, S2-3 678, S2-3 679, S2-3 680, S2-3 681, S2-3 682, S2-3 683, S2-3 684, S2-3 685, S2-3 686, S2-3 687, S2-3 688, S2-3 689, S2-3 690, S2-3 691, S2-3 692, S2-3 693, S2-3 694, S2-3 695, S2-3 696, S2-3 697, S2-3 698, S2-3 699, S2-3 700, S2-3 701, S2-3 702, S2-3 703, S2-3 704, S2-3 705, S2-3 706, S2-3 707, S2-3 708, S2-3 709, S2-3 710, S2-3 711, S2-3 712, S2-3 713, S2-3 714, S2-3 715, S2-3 716, S2-3 717, S2-3 718, S2-3 719, S2-3 720, S2-3 721, S2-3 722, S2-3 723, S2-3 724, S2-3 725, S2-3 726, S2-3 727, S2-3 728, S2-3 729, S2-3 730, S2-3 731, S2-3 732, S2-3 733, S2-3 734, S2-3 735, S2-3 736, S2-3 737, S2-3 738, S2-3 739, S2-3 740, S2-3 741, S2-3 742, S2-3 743, S2-3 744, S2-3 745, S2-3 746, S2-3 747, S2-3 748, S2-3 749, S2-3 750, S2-3 751, S2-3 752, S2-3 753, S2-3 754, S2-3 755, S2-3 756, S2-3 757, S2-3 758, S2-3 759, S2-3 760, S2-3 761, S2-3 762, S2-3 763, S2-3 764, S2-3 765, S2-3 766, S2-3 767, S2-3 768, S2-3 769, S2-3 770, S2-3 771, S2-3 772, S2-3 773, S2-3 774, S2-3 775, S2-3 776, S2-3 777, S2-3 778, S2-3 779, S2-3 780, S2-3 781, S2-3 782, S2-3 783, S2-3 784, S2-3 785, S2-3 786, S2-3 787, S2-3 788, S2-3 789, S2-3 790, S2-3 791, S2-3 792, S2-3 793, S2-3 794, S2-3 795, S2-3 796, S2-3 797, S2-3 798, S2-3 799, S2-3 800, S2-3 801, S2-3 802, S2-3 803, S2-3 804, S2-3 805, S2-3 806, S2-3 807, S2-3 808, S2-3 809, S2-3 810, S2-3 811, S2-3 812, S2-3 813, S2-3 814, S2-3 815, S2-3 816, S2-3 817, S2-3 818, S2-3 819, S2-3 820, S2-3 821, S2-3 822, S2-3 823, S2-3 824, S2-3 825, S2-3 826, S2-3 827, S2-3 828, S2-3 829, S2-3 830, S2-3 831, S2-3 832, S2-3 833, S2-3 834, S2-3 835, S2-3 836, S2-3 837, S2-3 838, S2-3 839, S2-3 840, S2-3 841, S2-3 842, S2-3 843, S2-3 844, S2-3 845, S2-3 846, S2-3 847, S2-3 848, S2-3 849, S2-3 850, S2-3 851, S2-3 852, S2-3 853, S2-3 854, S2-3 855, S2-3 856, S2-3 857, S2-3 858, S2-3 859, S2-3 860, S2-3 861, S2-3 862, S2-3 863, S2-3 864, S2-3 865, S2-3 866, S2-3 867, S2-3 868, S2-3 869, S2-3 870, S2-3 871, S2-3 872, S2-3 873, S2-3 874, S2-3 875, S2-3 876, S2-3 877, S2-3 878, S2-3 879, S2-3 880, S2-3 881, S2-3 882, S2-3 883, S2-3 884, S2-3 885, S2-3 886, S2-3 887, S2-3 888, S2-3 889, S2-3 890, S2-3 891, S2-3 892, S2-3 893, S2-3 894, S2-3 895, S2-3 896, S2-3 897, S2-3 898, S2-3 899, S2-3 900, S2-3 901, S2-3 902, S2-3 903, S2-3 904, S2-3 905, S2-3 906, S2-3 907, S2-3 908, S2-3 909, S2-3 910, S2-3 911, S2-3 912, S2-3 913, S2-3 914, S2-3 915, S2-3 916, S2-3 917, S2-3 918, S2-3 919, S2-3 920, S2-3 921, S2-3 922, S2-3 923, S2-3 924, S2-3 925, S2-3 926, S2-3 927, S2-3 928, S2-3 929, S2-3 930, S2-3 931, S2-3 932, S2-3 933, S2-3 934, S2-3 935, S2-3 936, S2-3 937, S2-3 938, S2-3 939, S2-3 940, S2-3 941, S2-3 942, S2-3 943, S2-3 944, S2-3 945, S2-3 946, S2-3 947, S2-3 948, S2-3 949, S2-3 950, S2-3 951, S2-3 952, S2-3 953, S2-3 954, S2-3 955, S2-3 956, S2-3 957, S2-3 958, S2-3 959, S2-3 960, S2-3 961, S2-3 962, S2-3 963, S2-3 964, S2-3 965, S2-3 966, S2-3 967, S2-3 968, S2-3 969, S2-3 970, S2-3 971, S2-3 972, S2-3 973, S2-3 974, S2-3 975, S2-3 976, S2-3 977, S2-3 978, S2-3 979, S2-3 980, S2-3 981, S2-3 982, S2-3 983, S2-3 984, S2-3 985, S2-3 986, S2-3 987, S2-3 988, S2-3 989, S2-3 990, S2-3 991, S2-3 992, S2-3 993, S2-3 994, S2-3 995, S2-3 996, S2-3 997, S2-3 998, S2-3 999, S2-3 1000, S2-3 1001, S2-3 1002, S2-3 1003, S2-3 1004, S2-3 1005, S2-3 1006, S2-3 1007, S2-3 1008, S2-3 1009, S2-3 1010, S2-3 1011, S2-3 1012, S2-3 1013, S2-3 1014, S2-3 1015, S2-3 1016, S2-3 1017, S2-3 1018, S2-3 1019, S2-3 1020, S2-3 1021, S2-3 1022, S2-3 1023, S2-3 1024, S2-3 1025, S2-3 1026, S2-3 1027, S2-3 1028, S2-3 1029, S2-3 1030, S2-3 1031, S2-3 1032, S2-3 1033, S2-3 1034, S2-3 1035, S2-3 1036, S2-3 1037, S2-3 1038, S2-3 1039, S2-3 1040, S2-3 1041, S2-3 1042, S2-3 1043, S2-3 1044, S2-3 1045, S2-3 1046, S2-3 1047, S2-3 1048, S2-3 1049, S2-3 1050, S2-3 1051, S2-3 1052, S2-3 1053, S2-3 1054, S2-3 1055, S2-3 1056, S2-3 1057, S2-3 1058, S2-3 1059, S2-3 1060, S2-3 1061, S2-3 1062, S2-3 1063, S2-3 1064, S2-3 1065, S2-3 1066, S2-3 1067, S2-3 1068, S2-3 1069, S2-3 1070, S2-3 1071, S2-3 1072, S2-3 1073, S2-3 1074, S2-3 1075, S2-3 1076, S2-3 1077, S2-3 1078, S2-3 1079, S2-3 1080, S2-3 1081, S2-3 1082, S2-3 1083, S2-3 1084, S2-3 1085, S2-3 1086, S2-3 1087, S2-3 1088, S2-3 1089, S2-3 1090, S2-3 1091, S2-3 1092, S2-3 1093, S2-3 1094, S2-3 1095, S2-3 1096, S2-3 1097, S2-3 1098, S2-3 1099, S2-3 1100, S2-3 1101, S2-3 1102, S2-3 1103, S2-3 1104, S2-3 1105, S2-3 1106, S2-3 1107, S2-3 1108, S2-3 1109, S2-3 1110, S2-3 1111, S2-3 1112, S2-3 1113, S2-3 1114, S2-3 1115, S2-3 1116, S2-3 1117, S2-3 1118, S2-3 1119, S2-3 1120, S2-3 1121, S2-3 1122, S2-3 1123, S2-3 1124, S2-3 1125, S2-3 1126, S2-3 1127, S2-3 1128, S2-3 1129, S2-3 1130, S2-3 1131, S2-3 1132, S2-3 1133, S2-3 1134, S2-3 1135, S2-3 1136, S2-3 1137, S2-3 1138, S2-3 1139, S2-3 1140, S2-3 1141, S2-3 1142, S2-3 1143, S2-3 1144, S2-3 1145, S2-3 1146, S2-3 1147, S2-3 1148, S2-3 1149, S2-3 1150, S2-3 1151, S2-3 1152, S2-3 1153, S2-3 1154, S2-3 1155, S2-3 1156, S2-3 1157, S2-3 1158, S2-3 1159, S2-3 1160, S2-3 1161, S2-3 1162, S2-3 1163, S2-3 1164, S2-3 1165, S2-3 1166, S2-3 1167, S2-3 1168, S2-3 1169, S2-3 1170, S2-3 1171, S2-3 1172, S2-3 1173, S2-3 1174, S2-3 1175, S2-3 1176, S2-3 1177, S2-3 1178, S2-3 1179, S2-3 1180, S2-3 1181, S2-3 1182, S2-3 1183, S2-3 1184, S2-3 1185, S2-3 1186, S2-3 1187, S2-3 1188, S2-3 1189, S2-3 1190, S2-3 1191, S2-3 1192, S2-3 1193, S2-3 1194, S2-3 1195, S2-3 1196, S2-3 1197, S2-3 1198, S2-3 1199, S2-3 1200, S2-3 1201, S2-3 1202, S2-3 1203, S2-3 1204, S2-3 1205, S2-3 1206, S2-3 1207, S2-3 1208, S2-3 1209, S2-3 1210, S2-3 1211, S2-3 1212, S2-3 1213, S2-3 1214, S2-3 1215

ESRS G1

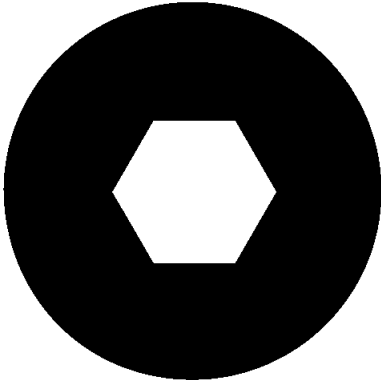
Advania key figures

Our performance

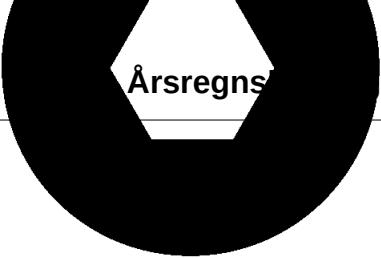
[MDR-A, MDR-T; G1-4]

Advania is committed to proactively integrating business ethics into our corporate culture. Our targets and key actions serve as indicators when reporting on our alignment with this commitment²⁹.

Employees educated in Anti-corruption policy %



Employees educated in Code of Con



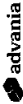
Linked SDGs



Linked policies

- Anti-corruption policy
- Advania Group Internal Code of Conduct
- Whistleblowing policy

²⁹ For to the IROs 'Corporate Values' and 'Unethical Business Practices'. Advania largely shares ambitions and governance across the Group. As a result, targets and key actions are presented at Group level. In addition to the joint key actions, several country-specific actions have also been implemented, as detailed in the performance tables.



Targets 2024	Outcome
Linked IRGs: Corporate values; Unethical business practices 100% of employees are trained in Advania Group's Internal Code of Conduct periodically thereafter 100% of employees are trained in Advania Group's Anti-corruption Policy, during onboarding and periodically thereafter	Partly achieved
Comment on progress Advania Norway achieved both the targets, and Advania UK achieved the target for training of Internal Code of Conduct. Besides that a majority of the countries had an achievement grade of >92%. For more detailed results, see section 7 "Appraise and other". Advania is committed to achieving	Partly achieved
Key actions and activities Review of steering documents: During 2024, Advania strengthened its governance framework by updating key policies, including the Internal Code of Conduct, Anti-corruption Policy and Sanctions and Export Controls Policy. The policies were revised in the Business Ethics Compliance Group, with input from additional relevant internal stakeholders, and ensured enhanced clarity, effectiveness, and readability, while also ensuring the policies are adapted to meet stakeholder and regulatory requirements. This work will continue in 2025.	Training in ethical guidelines: Advania Norway held a gathering for key people on the topic of sustainable business. Internal communication on business conduct: Advania Iceland addressed the topic of business conduct in the local compliance team's recurring newsletter, with the aim to educate employees on this subject as well as encourage discussions and questions Review of anti-corruption guidelines: Advania Finland updated the anti-corruption guidelines with regards to local spending limits for gifts and hospitality.
Review of anti-corruption guidelines: Advania Sweden updated the Anti-Corruption Guidelines for the Swedish operations to clarify company requirements regarding gifts and hospitality.	Internal communication on business ethics: Advania Finland updated the information pertaining to business conduct on the local intranet with the aim to increase clarity and user-friendliness, including clearer communication on mandatory training sessions in Advania's Internal Code of Conduct.
Adaptation of travel policy: Advania Sweden revised its travel policy to ensure compliance with sanctions requirements related to the IT sector.	Adding Code of Conduct for suppliers to supplier contracts: Advania Finland added the Code of Conduct for Suppliers to its subcontractor agreements.

Entity Specific

Cyber security and privacy

Governance: Entity Specific

Why it matters

[SBM-3]

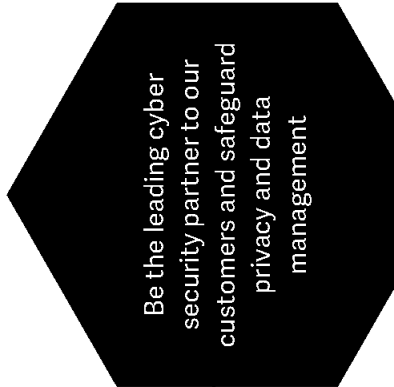
As a leading IT service provider in Northern Europe, we face heightened cyber threats and increased regulatory scrutiny. Cybercrime is at an all-time high, and machine learning being used by both attackers and defenders, and on geopolitical tensions have led to state-sponsored cyber activities. Moreover, regulations are adding complexity to cyber security.

To succeed in this challenging environment, we need a robust security strategy to safeguard our operations and maintain our market position. Advania is committed to being a trustworthy and secure partner for our customers with a strong focus on privacy by complying with the regulatory requirements, applying the appropriate security controls, having a strong and mature cyber security strategy, and our work in line with international standards.

The entity specific sustainability matter 'cyber security and privacy' is considered material for Advania both in a privacy and personal data perspective, and information security and sensitive data perspective.

93	Why it matters
94	Our approach
97	Our performance

Our commitments



Material impacts, risks and opportunities (IROs)

Material sustainability matter	IRO topic	Description of IRO topic	Value chain position	Time horizon
Cyber security and privacy	Security breach	Advania can have a potential negative impact should a security breach occur. Advania handles sensitive data, such as confidential data and personal data defined by data protection laws. A security breach is defined as leakage, DDOS or ransomware linked to employee or end-users' information and data. Furthermore, as Advania provides critical infrastructure services, a security breach could also undermine the operational resilience of Advania's end users, and negatively impact their operations and stakeholders. End users primarily refer to Advania's customers in the private and public sector, however, could also include other actors that come into contact with Advania (e.g. visitors on the web and events). The IRO is also considered financially material. Advania handles significant amounts of information and data in its own operations and on behalf of customers and end users. The information handled can be related to sensitive data and several customers have specific security agreements, where fees are included. Potential infringements and/or breaches include cyberattacks or aspects related to GDPR breaches. This entails a material risk for Advania and may have a negative impact on the cashflow and future market position, and lead to reputational risks.	Own operation; downstream	Short-term, medium-term, Long-term
	Cyber security and privacy services	Advania operates and develops products and services to improve cyber security and privacy aspects (technical, administrative, personal, continuity) for customers, with the ultimate goal to ensure resilient operations. Delivering expertise and solutions to enhance information security aspects — confidentiality, integrity, and availability — is a crucial facet of Advania's business today.	Own operation; downstream	Short-term, medium-term, long-term



Our approach

[MDR-P; SBM-3]

Advania has a customer-centric and decentralised approach, letting local companies manage information security according to their market needs while complying with applicable regulations. With that said, all companies must comply with the regulatory requirements that apply to them directly or indirectly through their customers.

The management systems in a majority of the countries are certified according to ISO27001, and hence well prepared for the current and upcoming regulations. The ISO 27001 certification not only signifies a commitment to high standards of information security management but also guarantees a consistent and methodical approach to safeguarding sensitive information throughout the organisation. This, together with our security strategy of dividing cyber security into three areas (technical, administrative, and behavioural security), allows us to set up a comprehensive multi-layered and flexible cyber security defence based on the current and future threat and risk landscape. This flexible approach along with Advania's constant focus on user awareness, training, and testing will be a crucial part of Advania's ability to handle today's rapidly changing cyber security threats and safeguarding data.

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
In addition to ISO 27001, the organisation is encouraged to adopt further frameworks such as CIS Controls, ISO 22301, and ISAE 3402. The CIS Controls offer a set of best practices and guidelines for securing IT systems and data, while ISO 22301 focuses on business continuity management, ensuring the organisation can continue operations during and after a disruptive incident. ISAE 3402 provides an international assurance standard for reporting on the controls at a service organisation, reinforcing trust and transparency with stakeholders. In alignment with these high standards, Advania's focus is on three pivotal areas: Compliance, Cyber Risk and IT Platforms. These areas have been identified as the most relevant and critical at this stage, ensuring that the organisation not only meets regulatory requirements but also effectively manages cyber threats and optimises its technological infrastructure. Ensuring compliance Compliance within a security organisation involves adhering to laws, regulations, standards, and internal policies. Implementing and maintaining a framework like ISO 27001 ensures the organisation's information security systems are robust and effective. ISO 27001 offers a structured approach to managing sensitive information and ensuring it is protected against threats. Advania strives to certify all their management systems to ISO27001. This certification ensures that each entity meets the high standards of information security management, maintaining a consistent and robust approach to protecting sensitive information across the organisation. Adhering to various regulations is also crucial for an effective cyber security strategy. Ensuring compliance not only helps in maintaining the integrity and confidentiality of sensitive data but also mitigates legal, financial and reputational risks associated with data breaches. Here are key regulations related to cyber security: — NIS 2: The Network and Information Security (NIS) Directive aims to enhance the overall level of cyber security in the EU by ensuring that member states have the necessary capabilities to respond to cyber threats.	Advania Sweden, Finland, and Denmark will all be subject to this regulation starting at the end of October 2025. — DORA: The Digital Operational Resilience Act focuses on ensuring that the financial sector can withstand, respond to, and recover from all types of ICT-related disruptions and threats. As a third-party provider with many customers in the financial sector, Advania will also be impacted by this regulation, requiring us to enhance our own resilience measures to support our clients effectively. — AI Act: This regulation aims to establish a legal framework for the use of artificial intelligence in Europe, ensuring that AI technologies are safe, transparent, and respect human rights. — CSRD: The Corporate Sustainability Reporting Directive mandates that companies disclose information on their environmental, social and governance impact, which includes aspects related to cyber security and data protection. — GDPR: The General Data Protection Regulation sets stringent requirements for the protection of personal data and has significant implications for cyber security practices within organisations. — Cyber Resilience Act: This act aims to bolster the cyber security of digital products and services by ensuring that they are designed and developed with robust security features. — EU Accessibility Act: This regulation aims to make digital services and products more accessible to people with disabilities, which includes ensuring that cyber security measures do not create barriers to accessibility. — eIDAS: The electronic Identification, Authentication and Trust Services regulation provides a framework for secure electronic interactions between businesses, citizens, and public authorities. — EUCS Framework: The European Cybersecurity Certification Scheme (EUCS) provides a comprehensive framework to enhance the cyber security of ICT products, services, and processes. It introduces a set of	Advania must ensure that personal data is processed in identifiable formats for as long as the reason for such retention. Once all such data has been exhausted, the data must either be destroyed. Advania's GDPR Data Retention Policy outlines the rules on their respect to the processing of personal data out the minimum data protection standards for Advania and supplements the data for Employees Policy. Every Advania processes personal data in the course of its business and must abide by the provisions of this policy. The team in each country has the overall responsibility for implementing the policy and that the policy requirements. Cyber risk Managing cyber risks involves identifying, assessing, and mitigating the risks that threaten the organisation's information systems. By following frameworks like ISO 27001 and implementing risk management measures, the organisation can reduce the risk of cyber breaches. Regular risk assessments and security measures are crucial for maintaining a secure environment. Top 5 cyber security threats (generated by AI): — Phishing Attacks: Deceptive attempts to obtain sensitive information by masquerading as a trustworthy entity in electronic communication. Phishing attacks often lead to data breaches and financial losses. — Ransomware: Malicious software that encrypts an organisation's data and demands a ransom for decryption key. Ransomware attacks have become a significant operational disruption and financial damage. — Insider Threats: Risks posed by individuals within an organisation who have legitimate access to systems and misuse that access, either intentionally or unintentionally, to harm the organisation.	certification levels, ranging from basic to high, to ensure that these digital elements meet rigorous security standards. This framework helps build trust in the digital ecosystem by providing clear certification processes for vendors and increasing transparency regarding the cyber security posture of certified products and services. Policies related to cyber security and privacy [MDR-P] Advania's 'GDPR Data Retention Policy' and 'Guideline for Advania Cyber Security - Advania Group' are the main policies related to cyber security and privacy. In addition to these, every company holds locally specific internal policies to manage the area. The 'Guidelines for Advania Cyber Security - Advania Group' provides a comprehensive framework for ensuring the security and integrity of digital assets within the Advania organisation. Its main objective is to enhance security awareness by educating employees and stakeholders about the importance of cyber security and best practices to safeguard information. It also aims to protect sensitive data by implementing policies and procedures to prevent unauthorised access and breaches. Another key objective is ensuring compliance with relevant cyber security regulations and standards. Additionally, the guidelines focus on mitigating potential cyber security risks through proactive measures and establishing a robust incident response plan to address and recover from security breaches. Finally, the guidelines emphasise the importance of continuous improvement by regularly reviewing and updating cyber security policies to adapt to evolving threats and technologies. These guidelines are essential for safeguarding against the growing threats in the cyber landscape and ensuring that all organisational processes are aligned with best practices. Each country CEO has overall accountability for implementing the necessary security controls to meet these outlined requirements, with responsibility for implementation and management falling to roles such as the in-country CISO. In accordance with the General Data Protection Regulation (GDPR) and the UK GDPR (where applicable),			

advania

Advania Group report 2024 for 992009241

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
— Advanced Persistent Threats (APTs): Prolonged and targeted cyber-attacks in which an intruder gains access to a network and remains undetected for an extended period, aiming to steal data rather than cause immediate damage. — Distributed Denial of Service (DDoS) Attacks: Attacks that overwhelm an organisation's network or website with a flood of internet traffic, rendering the system unusable and causing business disruptions. <i>Negative impact related to data breach</i> When a data breach occurs involving confidential and private sensitive information, the impact for a data subject, either an individual or an organisation, can be quite severe. Potential negative impacts include (but are not limited to): — Loss of control over personal data: The data subject may lose control over their personal data, which can lead to unauthorised use or access — Identity theft or fraud: Stolen personal information, such as social security numbers or credit card details, can be used to commit identity theft or fraud — Financial loss: The data subject and/or third party may suffer financial losses due to unauthorised transactions, operational disruptions or the costs associated with mitigating the breach — Damage to reputation: The breach can result in reputational damage, especially if sensitive information is exposed — Loss of confidentiality: The confidentiality of personal data protected by professional secrecy may be compromised — Physical, material, or non-material damage: A data breach can result in various types of damage, including physical, material, or non-material harm to the data subjects and/or third parties — Social disadvantage: The data subject may face significant social disadvantages as a result of the breach (e.g. discrimination).	These consequences highlight the importance of protecting sensitive information and responding promptly to data breaches to mitigate their impact. IT platforms The Advania security organisation's work with IT platforms involves ensuring that all technical systems and infrastructures are secure and up to date. This includes everything from network infrastructure to applications and databases. By using standards like ISO 27001, the organisation can implement best practices to protect its IT platforms against various threats. Vendor management Advania's vendor management involves overseeing and managing the companies and individuals that provide goods and services to the organisation. It is essential for Advania to ensure that these vendors meet the same security standards as the organisation itself. ISAE 3402, a standard for reporting on controls at service organisations, is often used to assess and monitor the internal control systems of vendors. Processes The establishment of standardised processes is essential for enabling control and governance of cyber security. These processes provide a structured approach to identifying, managing, and mitigating risks, ensuring that all security measures are consistently applied across the organisation. Standardised processes not only help in maintaining compliance with regulatory requirements but also foster a culture of continuous improvement and vigilance. By documenting and regularly reviewing these processes, Advania can adapt to evolving threats and incorporate best practices to enhance its security posture.	organisations effectively manage technology, ensuring alignment with maximising value. — EUCS (European Union Cybersecurity Scheme): A comprehensive cyber framework designed to enhance the products, services, and processes within the Union. This framework ensures that meet rigorous security standards, trust and reliability in the digital m Community engagement initiative security On top of addressing the material directly associated to our operational chain, we also have both the potential to act as a positive force in our communities and societies within our area. Advania is committed to actively contributing to our society's security and resilience in our social Cyber security Academy - Raising online safety (Advania Sweden) Advania Sweden is collaborating with the Young Researchers, IBM and several other organisations, aiming to spread awareness about cybersecurity through educational materials, lectures, and workshops. The purpose of this initiative is to help young people develop safe online habits and how to protect their data, while reducing the incidence of online attacks. The employees of Advania Sweden are giving lectures on cybersecurity to	Awareness training Awareness training is a critical component of the Advania security organisation's work. By educating our employees on security risks and best practices, Advania can reduce the risk of human error and social engineering. Regular training sessions and phishing attack simulations help maintain high awareness and keep employees updated on the latest threats. Correlation to Enterprise Risk Management Information security is an integral part of Advania's overall risk management. By correlating security initiatives with broader enterprise risk management, Advania can ensure that all potential risks are addressed holistically. ISO 31000, a standard for risk management, can be used as a framework to integrate security risk management with enterprise risk management. Additionally, the COBIT framework provides a comprehensive approach to governance and management of enterprise IT, ensuring that information security aligns with business objectives and regulatory requirements. <i>References to Relevant Standards and Frameworks</i> — ISO 27001: An international standard for information security management. — ISAE 3402: A standard for reporting on controls at service organisations. — ISO 31000: An international standard for risk management. — ISO 22301: An international standard for business continuity management, relevant for backup and recovery strategies. — CIS Framework: A prioritised set of actions to protect organisations and data from known cyber attack vectors. This framework is essential for strengthening an organisation's cyber security posture through practical and effective measures. — COBIT: A comprehensive framework for the governance and management of enterprise IT. It provides principles, practices, analytical tools, and models to help	organisations effectively manage technology, ensuring alignment with maximising value. — EUCS (European Union Cybersecurity Scheme): A comprehensive cyber framework designed to enhance the products, services, and processes within the Union. This framework ensures that meet rigorous security standards, trust and reliability in the digital m Community engagement initiative security On top of addressing the material directly associated to our operational chain, we also have both the potential to act as a positive force in our communities and societies within our area. Advania is committed to actively contributing to our society's security and resilience in our social Cyber security Academy - Raising online safety (Advania Sweden) Advania Sweden is collaborating with the Young Researchers, IBM and several other organisations, aiming to spread awareness about cybersecurity through educational materials, lectures, and workshops. The purpose of this initiative is to help young people develop safe online habits and how to protect their data, while reducing the incidence of online attacks. The employees of Advania Sweden are giving lectures on cybersecurity to	18.06.2025 kl 14:49	

 advania

Arngårnsskoleteknisk skola 2024 for 9920092

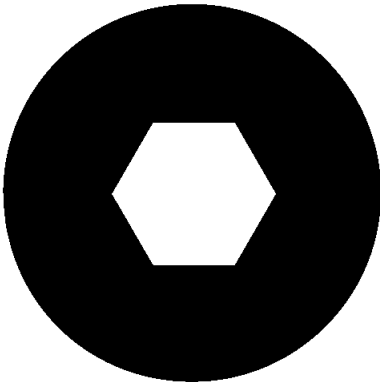
Entity specific
Advania key figures

Our performance

[MDR-A, MDR-T]

In 2024, Advania established the Centre of Excellence for Cyber Security, introducing a joint strategy, a 2025 action plan, and a minimum-security policy for the Group. This joint strategy serves as the foundation for setting targets and key actions related to cyber security and privacy.

% Employees trained in GDPR and information security



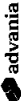
2024, 98%

Linked SDGs



Linked policies

- Guideline for Advania Cyber Security Advania Group
- GDPR Data Retention Policy
- Sustainability Policy



1. THIS IS ADVANIA		2. STRATEGY		3. WHAT WE OFFER AND TRENDS		4. BOARD AND MANAGEMENT		5. SUSTAINABILITY STATEMENT		6. FINANCIAL STATEMENTS		7. APPENDICES AND OTHER INFORMATION	
NO		IS		IS		IS		IS		IS		IS	
Targets 2024		Outcome		Achieved		Achieved		Achieved		Achieved		Achieved	
Linked IROs: Security breach: cyber security and privacy services		No information leakage		100% of employees trained in information security and GDPR		Key actions and activities		Reinforced security governance framework: As part of Advania Norway's continuous commitment to safeguarding sensitive information, they have reinforced their security governance framework, aligning with the latest industry standards and best practices. This comprehensive approach has been critical in effectively managing risks and vulnerabilities, ensuring proactivity in addressing emerging threats.		Stringent adherence to these legal frameworks, ensuring that that clients' data and operations are always safeguarded. Advania Norway's dedicated Data Protection Officer, working within the Governance, Risk, and Compliance (GRC) department, has played a pivotal role in guiding the efforts. Advania Norway are conducting regular assessments of our policies and procedures to ensure their effectiveness, as well as fostering a culture of awareness across the organisation.		Comment on progress	
No information leakage		100% of employees trained in information security and GDPR		Key actions and activities		Addressing vulnerabilities and upgraded encryption protocols: In 2024 and recent years, Advania Iceland has addressed vulnerabilities in their environment, upgrading encryption protocols, and conducted overall vulnerability assessments.		Strengthened governance and training: Advania Iceland has improved its governance with a focus on safeguarded compliance with updated regulations, conducting risk assessments, and improved detailed reporting. Furthermore, during 2024 emphasis was put on staff training, while awareness campaigns promoted secure practices.		New and improved services: Advania Norway has introduced new and improved services that not only address current security challenges but also anticipate future needs.		New and improved services: Advania Norway has introduced new and improved services that not only address current security challenges but also anticipate future needs.	
Collaboration to strengthen strategies		Collaboration to strengthen strategies		Collaboration to strengthen strategies		Collaboration to strengthen strategies		Collaboration to strengthen strategies		Collaboration to strengthen strategies		Collaboration to strengthen strategies	

advania

1. THIS IS ADVANIA		2. STRATEGY		3. WHAT WE OFFER AND TRENDS		4. BOARD AND MANAGEMENT		5. SUSTAINABILITY STATEMENT		6. FINANCIAL STATEMENTS		7. APPENDICES AND OTHER INFORMATION	
FI						+		DK		In progress		Achieved	

ESRS Index

[IRO-2]

LIST OF MATERIAL DISCLOSURE REQUIREMENTS

ESPS Standard/Disclosure requirement		Page reference
1. General information		
ESRS 2 General Disclosures		
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	40–41
IRO-2	Disclosure requirements in ESRs covered by the undertaking's sustainability statement	41, 101
BP-1	General basis for preparation of sustainability statement	33
BP-2	Disclosures in relation to specific circumstances	34
GOV-1	The role of the administrative, management and supervisory bodies	44–45
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	44–45
GOV-3	Integration of sustainability-related performance in incentive schemes	45
GOV-4	Statement on due diligence	45
GOV-5	Risk management and internal controls over sustainability reporting	34
SBM-1	Strategy, business model and value chain	10–25, 31–32, 34–37
SBM-2	Interests and views of stakeholders	35
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	38–40

2. Environmental information

Disclosures pursuant to Article 8 of Regulation 2020/852
(Taxonomy Regulation)

ESRSE1 Climate change

E1-1	Transition plan for climate change mitigation	51-53
E1-2	Policies related to climate change mitigation and adaptation	42
E1-3	Actions and resources in relation to climate change policies	56-61, 154-160
E1-4	Targets related to climate change mitigation and adaptation	56-61, 154-160
E1-5	Energy consumption and mix	141
E1-6	Gross Schemes 1, 2, 3 and Total GHG emissions	142

ESRS Standard/Disclosure requirement		Page reference	ESRS Standard/Disclosure requirement
ESRS E5 Resource Use and Circular Economy			ESRS S3 Affected communities
E5-1	Policies related to resource use and circular economy	42, 64	S3-1 Policies related to affected communities
E5-2	Actions and resources related to resource use and circular economy	65–69, 161–166	S3-2 Processes for engaging with affected communities about resource use and circular economy
E5-3	Tracking effectiveness of policies and actions through targets	65–69, 161–166	S3-3 Processes to remediate negative impacts and channels for affected communities to raise concerns
E5-5	Resource outflows	144	S3-4 Taking action on material impacts on affected communities
Entity specific	Hardware sales, takeback and re-sell	144	S3-5 Approaches to managing material risks and opportunities related to resource use and circular economy
3. Social information			
ESRS S1 Own workforce			
S1-1	Policies related to own workforce	42, 72–73	Entity specific
S1-2	Processes for engaging with own workforce and workers' representatives about impacts	73	4. Governance information
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	73	ESRS G1 Business conduct
S1-4	Taking action on material impacts on own workforce	75–81, 167–170	G1-1 Business conduct policies and corporate culture
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	75–81, 167–170	G1-3 Prevention and detection of corruption and bribery
S1-6	Characteristics of the undertaking's employees	145	Entity specific
S1-7	Characteristics of non-employees in the undertaking's own workforce	146	Information
S1-8	Collective bargaining coverage and social dialogue	146	Entity Specific Information – Cyber Security and Privacy
S1-9	Diversity metrics	147	Entity specific
S1-13	Training and skills development metrics	147	MDR-P related to cyber security and privacy
S1-14	Health and safety metrics	148	MDR-A related to cyber security and privacy
S1-15	Work-life balance metrics	148	Entity specific
S1-16	Remuneration metrics (pay gap and total remuneration)	149	MDR-T related to cyber security and privacy
S1-17	Incidents, complaints and severe human rights impacts	149	Entity specific
Entity specific	Employee satisfaction	145	Entity specific
ESRS S2 Workers in the value chain			Entity specific
S2-1	Policies related to value chain workers	42, 84–85	
S2-2	Processes for engaging with value chain workers about impacts	85	
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	90	
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and opportunities	84–87	
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	86–87, 171	
Entity specific	Supplier assessment	150	



Årsregnskap regnskapsåret 2024 for 992009241

Financial statements

102	Financial statements
103	Management report
107	Consolidated financial statements
111	Parent company financial statements
115	Consolidated notes
135	Parent company notes
137	Signing of the financial statements
138	Auditor's report



MIA GRETLAND, FINANCE PROCESS IMPROVEMENT MANAGER, ADVANIA NORWAY

“Trust is built through strong relationships. Since we spend a lot of time together, we focus on creating joy, well-being, and a sense of accomplishment among both colleagues and customers. And we always remember to have fun – after all, weekdays far outnumber weekends!”

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHERS																																																								
Earnings EBITDA for the year was SEK 1,272 (1,339) million and EBITA SEK 836 (906) million. Non-recurring cost for 2024 relating to refinancing and investments in areas such as circular IT, as well as acquisition and integration expenses, impacted the earnings with SEK -515 (-261) million. Adjusted for the non-recurring cost the EBITA margin was 9.0 (8.6)%. Depreciation and amortisation Depreciation and amortisation amounted to SEK -1,022 (-1,014) million, of which SEK -278 (-164) million was related to the amortisation of right-of-use assets, and SEK -586 (-581) million to the amortisation of excess value from acquisitions. Net financial items Net financial items totalled SEK -1,124 (-1,135) million. Loss after financial items was SEK -874 (-810) million. Profit/loss after tax The tax expense was SEK 23 (49) million. Loss for the year after tax was SEK -852 (-761) million. Acquisitions In March, Advania acquired the remaining 48% of the shares in Solv AS, Norway. Advania is now the sole owner of Solv and the company is now operating within the Advania brand. In June, Advania acquired Servium Ltd in the UK, along with its subsidiary. At the end of October, CCS Media Holdings Ltd, UK, and its subsidiaries, were also acquired. The acquisitions in the UK are expected to add sales of approximately SEK 4.1 billion per year to the Group. See Note 30 for further information on acquisitions.		Geographical split Reported <table><thead><tr><th>Country</th><th>Reported</th><th>Pro forma</th></tr></thead><tbody><tr><td>Sweden</td><td>68%</td><td>5%</td></tr><tr><td>UK</td><td>10%</td><td>2%</td></tr><tr><td>Norway</td><td>17%</td><td>6%</td></tr><tr><td>Finland</td><td>2%</td><td>39%</td></tr><tr><td>Denmark</td><td>2%</td><td>33%</td></tr><tr><td>Iceland</td><td>2%</td><td>14%</td></tr><tr><td>Group & eliminations</td><td>3%</td><td>2%</td></tr></tbody></table> Pro forma Revenue per country for 2024 and revenue compared to revenue per country pro forma including recently acquired companies if included for the full year 2024. Cash flows and investments Cash flows from operating activities increased to SEK 109 (67) million. Changes in working capital amounted to SEK 34 (-235) million. Cash flows used in investing activities amounted to SEK -2,060 (-382) million, including payments related to the acquisitions of subsidiaries of SEK 1,799 (-226) million following acquisitions in the UK and Norway. Cash flows from financing activities was SEK 2,231 (18) million following the refinancing and issue of share capital during the year. Cash flows for the year was SEK 280 (-297) million. Financial position Net debt on 31 December amounted to SEK -11,850 (-9,544) million, which corresponds to a capital structure ratio (net debt/adjusted EBITDA) of 5.3 (5.8). Net debt includes lease liabilities of SEK 964 (774) million. Consolidated cash and cash equivalents were SEK 573 (273) million. The total credit line amounted to SEK 2,478 (814) million, of which SEK 1,529 (308) million was unutilised as of 31 December. At year-end, equity amounted to SEK 8,213 (7,541) million. The equity/assets ratio was 31.1% (34.9).		Country	Reported	Pro forma	Sweden	68%	5%	UK	10%	2%	Norway	17%	6%	Finland	2%	39%	Denmark	2%	33%	Iceland	2%	14%	Group & eliminations	3%	2%	Employees As of 31 December, the average number of employees (FTE) was 4,465 (4,495). The acquisitions completed during 2024 increased the full year average number of employees by approximately 440. See Note 12 for further information about employees. FTE <table><thead><tr><th>Year</th><th>FTE</th></tr></thead><tbody><tr><td>2021</td><td>4,800</td></tr><tr><td>2022</td><td>4,495</td></tr><tr><td>2023</td><td>3,956</td></tr><tr><td>2024</td><td>1,909</td></tr></tbody></table> Geographical markets Revenue for Sweden increased by 11.6% to SEK 7,002 (6,276) million. Revenue in the UK increased by 51.4% to SEK 2,781 (1,837) million, with acquisitions increasing revenue by 803 million. CCS Media Ltd was acquired at the end of October, contributing sales for only two months of the financial year, while Servium added sales for seven months. Revenue per country <table><thead><tr><th>Country</th><th>2023</th><th>2024</th></tr></thead><tbody><tr><td>Sweden</td><td>6,276</td><td>7,002</td></tr><tr><td>UK</td><td>1,837</td><td>2,781</td></tr><tr><td>Norway</td><td>2,762</td><td>2,623</td></tr><tr><td>Iceland</td><td>1,342</td><td>1,493</td></tr><tr><td>Finland</td><td>945</td><td>922</td></tr><tr><td>Denmark</td><td>469</td><td>342</td></tr></tbody></table>		Year	FTE	2021	4,800	2022	4,495	2023	3,956	2024	1,909	Country	2023	2024	Sweden	6,276	7,002	UK	1,837	2,781	Norway	2,762	2,623	Iceland	1,342	1,493	Finland	945	922	Denmark	469	342	Sustainability report Advania takes a focused approach to social, environmental, and ethical responsibilities, aligned with the principles from UN Global Compact and the UN's Sustainable Development Goals. Through its sustainability efforts, Advania aims to promote sustainable development and the positive environmental impact from its operations while ensuring favorable social conditions and profitability. Advania has initiated the transition to its sustainability reporting with the European Sustainability Reporting Directive (ESRD) and the Sustainability Reporting Directive (SRD) and issued by EFRAG. In 2024, a double materiality assessment was conducted in accordance with the EU Reporting Standards (ESRS). This assessment identified Advania's significant impacts, opportunities, and risks, ensuring alignment with regulatory requirements. Advania's efforts are guided by the materiality around three priority areas: • Environment • Social responsibility • Governance Advania will be subject to reporting requirements under the EU Taxonomy. Advania voluntarily reports in accordance with the EU Taxonomy Sustainability Statement, although the statement is not comprehensive. For 2024, Advania's scope of the taxonomy and the alignment with the taxonomy criteria. Advania's statement also describes the Advania's policies, risks and risk management approach work with environment, social, employee and anti-corruption, in accordance with that applied before 1 July 2024, of which Annual Accounts Act (1999:1554). The Statement can be found on pages 30-31. Advania is not engaged in any open license under the Swedish environmental	
Country	Reported	Pro forma																																																												
Sweden	68%	5%																																																												
UK	10%	2%																																																												
Norway	17%	6%																																																												
Finland	2%	39%																																																												
Denmark	2%	33%																																																												
Iceland	2%	14%																																																												
Group & eliminations	3%	2%																																																												
Year	FTE																																																													
2021	4,800																																																													
2022	4,495																																																													
2023	3,956																																																													
2024	1,909																																																													
Country	2023	2024																																																												
Sweden	6,276	7,002																																																												
UK	1,837	2,781																																																												
Norway	2,762	2,623																																																												
Iceland	1,342	1,493																																																												
Finland	945	922																																																												
Denmark	469	342																																																												

advania

Årsregnskap 2024

2024-09-24 10:24:11

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS		7. APPENDICES AND OTHER INFORMATION
Corporate Governance Corporate governance refers to the framework of rules and structures designed to guide and manage operations of a limited company in an efficient and controlled manner. Advania HoldCo's corporate governance is based on Swedish law, principally the Swedish Companies Act (2005:551), its Articles of Association, internal rules, regulations and policies. Risk and risk management Advania's operations and market are exposed to various risks, including external factors beyond its control, such as economic trends, regulations, laws and political decisions. Risk management is based on the Advania's corporate culture, values, internal control, financial reporting and financial control. Financial risks Advania is exposed to financing risk, liquidity risk, credit risk, interest rate risk and currency risk. Advania is primarily exposed to changes in the exchange rates of ISK, NOK, DKK, EUR, GBP and USD in relation to SEK. Risk management for financial instruments and the reporting of risks in financial instruments can be found in Note 7. Operational risk Advania offers a wide range of IT services, platforms, cloud solutions, and support tailored to the needs of large and small private companies, multinationals, government authorities and public sector organisations, all focused on creating value for customers. Advania faces IT-related risks, including potential breaches of its network security, where unauthorised individuals may gain access to information under the Advania's responsibility. Furthermore, there is a risk that the Advania's products, software or solutions may contain undetected errors or deficiencies, which could lead to a decline in demand for the Advania's services. If an IT-related risk materialises, relationships with customers and stakeholders could be impacted, potentially damaging its reputation and brand.	Advania's operations involve sustainability risks related to the environment, social conditions, employees, human rights, and corruption. While the Advania's direct environmental impact is limited, its offerings provide significant opportunity to positively influence customers' environmental performance by supporting the digitisation of their business. Shortcomings in the Advania's social conditions could impact its ability to recruit and retain employees, and as demand for qualified employees increases, Advania faces growing pressure to position itself as an attractive employer. Healthy, motivated staff with the right skills are essential for Advania to achieve its goals. There is an ongoing risk that Advania may face challenges in recruiting and retaining senior executives and other key personnel with the specialist expertise critical to its success. The risk of human rights infringements is most significant in the supply chain, often occurring far from the market in which Advania operates. Advania can exert indirect influence by setting requirements for its business partners to adhere to fundamental principles. Advania could be held responsible if an employee fails to adhere to regulations or internal policies regarding corruption. Advania's business also involves risks of disputes and legal challenges. Disputes may arise in relation to contracts, the delivery of products or services, or disagreements with customers over applicable terms and conditions. Disputes may also arise in agreements with business partners or during company acquisitions. Risk management All business leaders or managers within Advania are obliged to identify, assess, and manage risk within their own area of responsibility. Advania accepts and manages risk that forms part of the necessary strategic and operative elements required to the achievement of our objectives, are aligned with Advania values, regulatory environment and stakeholder requirements. Advania has little tolerance for risk that's not required to achieve our objectives and or does not align with Advania values.	Advania's sustainability policy outlines the focus areas that guides its efforts across all countries to address the impact of its activities on people and the environment. It also details how Advania must influence suppliers and business partners to take responsibility, and it proactively supports customers in becoming more sustainable through its services. The sustainability policy is based on the double materiality analysis, where the impacts, risks and opportunities are assessed within the areas of environment, social and governance. The policy also highlights selected UN Sustainable Development Goals from Agenda 2030, where Advania has the greatest potential to positively influence social development. Ultimate responsibility for the sustainability policy lies with the CEO and the outcomes of the policy are monitored by the Board of Directors. The policy is implemented locally in each country, where decisions are made on local goals, policies, procedures, and instructions based on standardised principles for management systems. A clear allocation of responsibility for areas and risks is also determined locally in each country. Advania adheres to all relevant laws and regulations applicable in the local markets where Advania operates, including regulations on systematic work environment management and national laws prohibiting discrimination on all grounds. The Code of Conduct for employees and business partners, along with policies on anti-corruption, sanctions and trade controls, antitrust, and privacy, outlines the overarching governance framework and the division of responsibilities at both central and local levels. These policies support systematic efforts to ensure compliance with sanctions, regulations, General Data Protection Regulation (GDPR), and the prevention of corruption, among other areas.	Strategic risks Strategic risks may affect the Advania's operational goals. Strategic risks include that domestic and international services comparable to those of Advania may be developed or priced strategically over the long term. Advania may have difficulty to improve and develop forms in a timely manner to keep pace with technology, IT trends, and the evolution of end users. Advania may also encounter challenges in achieving its expansion that supports its strategy. Advania may face challenges in successfully identifying integrating companies or technological strategic goals. Advania's strategy is built on delegation and trust to employees who are enabled to make effective decisions to achieve the greatest value. This strategy involves ongoing dialogue with customers to ensure that Advania's offerings, pricing and advancement. Advania has a comprehensive internal system for evaluating potential acquisitions and participating in formal auctions. In addition, Advania identifies the most suitable acquisition targets and initiating discussions with the management. Advania has established a mutual understanding is to progress further. Share and ownership details Each share provides entitlement to one vote in four classes with a number of different preference shares. The share classes are: one share class with equal voting to dividend payments but equal voting to dividend payments (including five largest direct shareholders (including Advania) as of 31 December 2024 were six) controlled or affiliated with Goldman Sachs & Co. LLC, one share class controlled by Luxco 7 S.à.r.l. with 19.63% of the total number of shares and two further share classes.	Advania's sustainability policy outlines the focus areas that guides its efforts across all countries to address the impact of its activities on people and the environment. It also details how Advania must influence suppliers and business partners to take responsibility, and it proactively supports customers in becoming more sustainable through its services. The sustainability policy is based on the double materiality analysis, where the impacts, risks and opportunities are assessed within the areas of environment, social and governance. The policy also highlights selected UN Sustainable Development Goals from Agenda 2030, where Advania has the greatest potential to positively influence social development. Ultimate responsibility for the sustainability policy lies with the CEO and the outcomes of the policy are monitored by the Board of Directors. The policy is implemented locally in each country, where decisions are made on local goals, policies, procedures, and instructions based on standardised principles for management systems. A clear allocation of responsibility for areas and risks is also determined locally in each country. Advania adheres to all relevant laws and regulations applicable in the local markets where Advania operates, including regulations on systematic work environment management and national laws prohibiting discrimination on all grounds. The Code of Conduct for employees and business partners, along with policies on anti-corruption, sanctions and trade controls, antitrust, and privacy, outlines the overarching governance framework and the division of responsibilities at both central and local levels. These policies support systematic efforts to ensure compliance with sanctions, regulations, General Data Protection Regulation (GDPR), and the prevention of corruption, among other areas.	Risk management All business leaders or managers within Advania are obliged to identify, assess, and manage risk within their own area of responsibility. Advania accepts and manages risk that forms part of the necessary strategic and operative elements required to the achievement of our objectives, are aligned with Advania values, regulatory environment and stakeholder requirements. Advania has little tolerance for risk that's not required to achieve our objectives and or does not align with Advania values.	Operational risk Advania offers a wide range of IT services, platforms, cloud solutions, and support tailored to the needs of large and small private companies, multinationals, government authorities and public sector organisations, all focused on creating value for customers. Advania faces IT-related risks, including potential breaches of its network security, where unauthorised individuals may gain access to information under the Advania's responsibility. Furthermore, there is a risk that the Advania's products, software or solutions may contain undetected errors or deficiencies, which could lead to a decline in demand for the Advania's services. If an IT-related risk materialises, relationships with customers and stakeholders could be impacted, potentially damaging its reputation and brand.	Share and ownership details Each share provides entitlement to one vote in four classes with a number of different preference shares. The share classes are: one share class with equal voting to dividend payments but equal voting to dividend payments (including five largest direct shareholders (including Advania) as of 31 December 2024 were six) controlled or affiliated with Goldman Sachs & Co. LLC, one share class controlled by Luxco 7 S.à.r.l. with 19.63% of the total number of shares and two further share classes.



Consolidated statement of profit and loss and other comprehensive income

Amounts in SEK millions		Note	2024	2023	Amounts in SEK millions		Note
Revenue		8	15,072.6	13,538.6	Loss attributable to: Owners of the parent company Non-controlling interest		
Other income		10	91.9	76.9			
Total revenue			15,164.6	13,615.5			
Operating expenses					Loss attributable to: Owners of the parent company Non-controlling interest		
Cost of goods for resale, licenses and consultants			-8,298.1	-7,259.5			
Selling and administrative expenses		11	-891.5	-724.5			
Salaries and related expenses		12	-4,633.3	-4,232.9			
Depreciation and amortisation		19-21	-1,022.1	-1,014.0			
Other operating expenses		13	-69.2	-59.6			
Operating profit			250.3	325.0		17	
Net finance costs					Earnings per share, SEK		
					Before dilution	-0.1	
					After dilution	-0.1	

Consolidated statement of financial position

Amounts in SEK millions		Note	31/12/2024	31/12/2023	Amounts in SEK millions		Note
Assets					Equity and liabilities		
Non-current assets					Equity		
Intangible assets		19, 21			Share capital		0.2
Goodwill			14,112.1	11,712.1	Other contributed capital		10,456.4
Other intangible assets			5,965.3	5,313.6	Translation reserve		271.4
Total intangible assets			20,077.4	17,025.7	Retained earnings including profit/loss for the year		-2,514.5
Tangible assets					Equity attributable to owners of the Company		8,213.4
Property, plant and equipment	20		316.8	257.8	Non-controlling interest		-
Right-of-use assets	21		749.2	548.8	Total equity		8,213.4
Total tangible assets			1,066.0	806.7	Non-current liabilities		
Financial non-current assets					Loans and borrowings	29	10,314.1
Other receivables and investments, including derivatives	22		342.5	233.1	Lease liabilities		615.0
Total financial non-current assets			342.5	233.1	Other liabilities and derivatives		27.6
Deferred tax assets	16		49.4	28.6	Prepaid income		28.6
Total non-current assets			21,535.3	18,094.1	Deferred tax liabilities	16	1,357.8
Current assets					Total non-current liabilities		12,343.3
Inventories			226.5	240.5	Current liabilities		
Current receivables					Loans and borrowings	29	940.0
Trade receivables	23		2,579.3	2,139.5	Overdraft facility		-
Other receivables			129.5	82.4	Lease liabilities		348.5
Prepaid expenses and accrued revenue	24		1,392.3	801.0	Trade payables		2,424.3
Total current receivables			4,101.1	3,022.9	Current tax liability		85.8
Cash and cash equivalents	25		573.4	272.7	Other liabilities		477.6
Total current assets			4,901.0	3,536.1	Accrued expenses and prepaid income	27	1,603.3
Total assets			26,436.3	21,630.1	Total current liabilities		5,879.7
					Total equity and liabilities		26,436.3



Consolidated statement of changes in equity

Amounts in SEK millions	Share capital	Other contributed capital	Translation reserve	Retained earnings including profit for the year	Total equity attributable to shareholders of the parent company	Non-controlling interests	Total equity
Balance at 1 January 2024	0.2	9,034.0	139.2	-1,636.3	7,536.9	4.4	7,541.3
Loss for the year	-	-	-	-852.3	-852.3	0.7	-851.6
Other comprehensive income	-	-	132.2	-	132.2	-	132.2
Total comprehensive income for the year	-	-	132.2	-852.3	-720.1	0.7	-719.4
Transactions with owners of the Company							
Contributions and distributions							
Redemption of shares (class of shares A, D)	-0.0	-55.0	-	-	-55.0	-	-55.0
Issue of shares	-	1,477.5	-	-	1,477.5	-	1,477.5
Bonus issue	0.0	-0.0	-	-	0.0	-	0.0
Total contributions and distributions	-0.0	1,422.5	-	-	1,422.5	-	1,422.5
Changes in ownership interests							
Non-controlling interest acquired	-	-	-	-25.9	-25.9	-5.1	-31.0
Total changes in ownership interests	-	-	-	-25.9	-25.9	-5.1	-31.0
Total changes with owners of the Company	-0.0	1,422.4	-	-25.9	1,396.6	-5.1	1,391.5
Balance at 31 December 2024	0.2	10,456.4	271.4	-2,514.5	8,213.4	-	8,213.4
Balance at 1 January 2023	0.2	9,039.1	275.8	-864.0	8,451.1	54.4	8,505.5
Loss for the year	-	-	-	-765.6	-765.6	4.8	-760.8
Other comprehensive income	-	-	-136.7	-	-136.7	-	-136.7
Total comprehensive income for the year	-	-	-136.7	-765.6	-902.3	4.8	-897.5
Transactions with owners of the Company							
Contributions and distributions							
Dividend paid	-	-	-	-	-	-0.2	-0.2
Redemption of shares (class of shares A, D)	-0.0	-46.8	-	-	-46.8	-	-46.8
Issue of shares	0.0	41.7	-	-	41.7	-	41.7
Bonus issue	0.0	-0.0	-	-	0.0	-	0.0
Total contributions and distributions	-0.0	-5.1	-	-	-5.1	-0.2	-5.3
Changes in ownership interests							
Non-controlling interest acquired	-	-	-	-6.7	-6.7	-54.6	-61.3
Total changes in ownership interest	-	-	-	-6.7	-6.7	-54.6	-61.3
Total changes with owners of the Company	-0.0	41.7	0.0	-6.7	-11.8	-54.8	-66.6
Balance at 31 December 2023	0.2	9,034.0	139.2	-1,636.3	7,536.9	4.4	7,541.3

Consolidated statement of cash flows

Amounts in SEK millions		2024	2023	Note	Amounts in SEK millions	Note
Cash flows from operating activities						
Loss before income tax						
Adjustments for non-cash items:						
Depreciation and amortisation						
Capital gains/losses on sale of non-current assets						
Net finance cost						
Realised foreign exchange differences						
Interest received						
Interest paid						
Income tax paid						
Cash flows from operating activities before changes in working capital						
Changes in working capital						
Decrease(+)/increase(-) in inventories						
Decrease(+)/increase(-) in operating assets						
Decrease(-)/increase(+) in operating liabilities						
Cash flows used in/from changes in working capital						
Cash flows from operating activities						
Cash flows for the year						
Cash and cash equivalents at the beginning of year						
Exchange difference in cash and cash equivalents						
Cash and cash equivalents at the end of year						

Årsregnskap regnskapsåret 2024 for 992009241

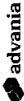
skapsåret 2024 for 9920092

Parent company statement of comprehensive income

Parent company statement of financial position

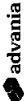
Amounts in SEK millions		Note	31/12/2024	31/12/2023	Amounts in SEK millions		Note	31/12/2024
Assets					Equity and liabilities			
Non-current assets					Equity			
Financial non-current assets					Restricted equity			
Investments in Group companies					4	10,527.6	9,067.7	Share capital
Total non-current assets						10,527.6	9,067.7	Total restricted equity
								Non-restricted equity
								Other contributed capital
								Retained earnings including profit/loss for the year
Current assets								Total non-restricted equity
Current receivables								
Receivables from Group companies					11.1	7.8		Total equity
Prepaid expenses and accrued income					0.1	–		10,563.7
Total current receivables					11.2	7.8		
Cash and cash equivalents					5	25.0	9.9	Current liabilities
								Trade payables
								Other liabilities
								Total current liabilities
Total current assets					36.2	17.8		
Total assets					10,563.7	9,085.6		Total equity and liabilities
								10,563.7

Årsregnskap regnskapsåret 2024 for 992009241



Parent company statement of changes in equity

Amounts in SEK millions	Restricted equity		Unrestricted equity		Total equity
	Share capital	Other contributed capital	Retained earnings	Profit for the year	
Balance at 1 January 2024	0.2	9,033.9	-2.2	49.0	9,081.0
Appropriation of previous year's profit/loss	-	-	49.0	-49.0	0.0
Profit for the year	-	-	-	60.3	60.3
Total comprehensive income	-	-	-	60.3	60.3
Redemption of shares (class of shares A, D)	-0.0	-55.0	-	-	-55.0
Bonus issue	0.0	-0.0	-	-	-
Issue of share capital	0.0	1,477.5	-	-	1,477.5
Balance at 31 December 2024	0.2	10,456.4	46.8	60.3	10,563.7
Balance at 1 January 2023	0.2	9,039.1	-	-2.2	9,037.1
Appropriation of previous year's profit/loss	-	-	-2.2	2.2	0.0
Profit for the year	-	-	-	49.0	49.0
Total comprehensive income	-	-	-	49.0	49.0
Redemption of shares (class of shares A, C, D)	-0.0	-46.8	-	-	-46.8
Bonus issue	0.0	-0.0	-	-	0.0
Issue of share capital	0.0	41.7	-	-	41.7
Balance at 31 December 2023	0.2	9,033.9	-2.2	49.0	9,081.0



Parent company statement of cash flows

Amounts in SEK millions		Note	2024	2023
Cash flows from operating activities				
Profit before income tax			60.3	49.0
Net finance cost			-0.2	-46.8
Interest received			0.2	-
Cash flows from operating activities before changes in working capital			60.3	2.2
Changes in working capital				
Decrease(+)/increase(-) in operating assets			-3.4	-3.6
Decrease(-)/increase(+) in operating liabilities			-4.5	0.1
Cash flows used in/from changes in working capital			-7.8	-3.6
Cash flows from/used in operating activities			52.5	-1.3
Investing activities				
Dividend received			-	46.8
Group contribution to subsidiaries			-1,459.9	-4.2
Cash flows used in/from investing activities			-1,459.9	42.6
Financing activities				
Redemption of shares			-55.0	-46.8
Issue of share capital			1,477.5	4.2
Cash flows from/used in financing activities			1,422.5	-42.6
Cash flows for the year			15.1	-1.3
Cash and cash equivalents at beginning of year			9.9	11.3
Cash and cash equivalents at end of year		5	25.0	9.9

Notes to the consolidated financial statements

Note 1 — Reporting entity

Ainavda HoldCo AB, with the company registration number 559299-1557, is a limited liability company registered in Sweden with its registered office in Stockholm.

Ainavda HoldCo AB (Advania) operates through subsidiaries. The composition of the Group is described in Note 18. Advania is a North-European turnkey technology supplier with a large customer base in both the private and public sector. Advania offers a wide range of technology services and solutions, hardware, eco-friendly hosting and global technology platforms, with a focus on tailored solutions. Advania works in strategically selected business areas, all of which focus on the customer's requirements, with long-term mutual loyalty as the ultimate goal.

Note 2 — Basis of accounting

The consolidated financial statements for Ainavda HoldCo AB have been prepared in accordance with IFRS® Accounting standards as approved by the EU. In addition to IFRS Accounting standards the Swedish Corporate Reporting Board's recommendation RFR 1, Supplementary Accounting Standards for Groups, has also been applied.

Note 3 — Functional and presentation currency

The Parent Company's functional currency is Swedish kronor, which is also the reporting currency for the Parent Company and the Group. This means that the financial reports are presented in Swedish kronor. All amounts have been rounded to the nearest million kronor, unless otherwise indicated.

Note 4 — Use of judgements and estimates

Critical judgements about the application of accounting policies involve judgement about revenue recognition concerning whether the Group is an agent or principal in relation to software and hardware sales and whether hardware supplied to customers in different types of contracts constitute a sale, an operating lease or finance lease. Revenue recognition is described below in note 6.

Estimates with a significant risk of material adjustment to carrying amounts during the next financial year are judged to exist for goodwill. Sensitivity analyses and other disclosures are provided in note 19. Estimates are also required for the recognition of deferred tax assets and the availability of future taxable profit against which tax losses and interest tax carry forward can be utilised. Disclosures of deferred tax assets and carry forwards are provided in note 16.

Measurement of fair values

A number of the Group's accounting policies and disclosures require the measurement of fair value, both for financial and non-financial assets, and financial and non-financial liabilities. Fair values have been determined for measurement and/or disclosure purposes based on the following methods. Where applicable, further information about the assumptions made in determining fair values is disclosed in the notes specific to that asset or liability.

The fair value of customer relationships acquired in a business combination is determined using the multi-period excess earnings method, whereby the subject asset is valued after deducting a fair return on all other assets that are part of creating the related cash flows. The fair value of other intangible assets is based on the discounted cash flows expected to be derived from the use and eventual sale of the assets. If third party information is used to measure fair values, then the evidence obtained from third parties to support the conclusion is assessed so that these valuations meet the requirements of the Accounting Standards. Significant valuation issues are reported to the audit committee.

Note 5 — Changes in material accounting policies

The Group has adopted Classifications of Liabilities and Current or Non-current (Amendments to IAS 1) and Non-current Liabilities with Covenants (Amendments to IAS 1) from 1 January 2024. The amendments apply retrospectively. They clarify certain requirements for determining whether a liability should be classified as current or non-current and require new disclosures for current or non-current loan liabilities that are subject to covenants within 12 months after the reporting period. The change in accounting policy has not had any impact on the classification of liabilities, however the standard requires additional disclosures. The Group adopted, without any significant impact, the new effective requirements in Lease Liability in a Sale and Leaseback (Amendments to IFRS16 on variable lease payments) and Supplier Finance Arrangements (Amendments to IAS 7 and IFRS 7).

Standards issued but not yet effective

IFRS 18 Presentation and Disclosure in Financial Statements will replace IAS 1 Presentation of Financial Statements and applies for annual reporting periods beginning on or after 1 January 2027. The new standard introduces

- the following key new requirements:
 - Entities are required to classify all items into five categories in the statement, namely the operating, investing, financing and income tax categories required to present a newly-defined subtotal. Entities' net profit will not be closed in a single note in the financial statements.
 - Enhanced guidance is provided on presentation in the financial statements.

In addition, all entities are required to report profit subtotal as the starting point for cash flows when presenting operating cash flows in the indirect method. The Group is still assessing the impact of the new standard is expected to result in a change of the income statement line item reported to have any other significant impact on the statements.

- Lack of exchangeability of the shares
- Classification and Measurement
- Amendments to IFRS 9 and IFRS 10

Note 6 — Material accounting policies

Business combinations

The Group accounts for business combinations using the acquisition method when control is transferred to the Group. The consideration transferred is measured at fair value, as is the identifiable intangible asset that arises in the acquisition. Any goodwill that arises is

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
	impairment. Any gain on a bargain purchase is recognised in profit or loss immediately. Transaction costs are expensed as incurred, except if related to the issue of debt or equity securities. Any contingent consideration is measured at fair value at the date of the acquisition. If an obligation to pay contingent consideration that meets the definition of a financial instrument is classified as equity, then it is not remeasured and settlement is accounted for within equity. Otherwise, other contingent consideration is remeasured at fair value at each reporting date and subsequent changes in the fair value of the contingent consideration are recognised in profit or loss as other income or other operating expenses.	Hardware and software Standard hardware sale and software sales. Customer obtain control of the goods when the products have been transferred to the customer. Invoices are generated at that point in time. Invoices are usually payable within 30 days. Some discount may be provided for larger clients or large orders. Some contracts permit the customer to return an item in exchange for new goods. No cash refunds are offered.	Nature and timing of satisfaction of performance obligations, including significant payment terms	Revenue recognition policies Revenue is recognised when the goods are delivered and have been accepted by premises. If a right to access the Group's intellectual property as it exists throughout the performance obligation is considered to be satisfied over time. However, the Group's intellectual property exists when the license is granted to the performing the point when the license is granted to the customer. Advania can be both Principal controls the goods or services before they are transferred to customers), and Agent arrangements for the goods or services to be provided by another party without taking goods or services). Software licenses are recognised net of related cost (agent's other paid services are provided. For contracts that permit the customer to return is recognised to the extent that it is highly probable that a significant reversal in cumulative revenue recognised will not occur. Therefore, the amount of revenue adjusted for expected returns, which are estimated based on the historical data products. No refund liability is recognised as historical returns are very low. The returned goods asset is measured at the former carrying amount of the inventory costs to recover goods. The Group reviews its estimate of expected returns at each reporting date and amounts of the asset and liability accordingly.	Revenue Revenue is measured based on the consideration specified in contracts with customers. Revenue is recognised when control over goods or services are transferred to the customer. Revenue from sales of software licenses and rights to use software are recognised at the time the software is made available and can be used by the customer. Software license revenue where no other paid services are provided, are recognised as revenue net of related cost (agent revenue). When contracts contain lease components, the lease part is separated and recognised in accordance with principles for lease accounting (below). Such components, for instance, exist when control over a specific asset has not been transferred because the customer has a right to sell the asset back to the Group at a future time and the customer has economic reasons to do so. Also, to the extent that an asset is 'sold' to a finance company and leased back, in this transaction itself the asset is not considered sold and is consequently not derecognised; instead a liability to the finance company is recognised. The Group's revenue originates primarily from the sale of services (billable hours), contracts, hardware and software.	Advania
		Sale of services (billable hours) Billable hours, contracts for cloud services, hosting and operations, IT services, project management, IT administration, ad-hoc services, mainframe, annual upgrade contracts and human resource management software. Invoices are usually generated monthly and the typical payment terms with the customers is 30 days (can vary between 14 and 60 days). Some discount may be provided for larger clients or large orders. There are no customer returns for sales of services.			Contracts These services include among others cloud manage in the services, infrastructure and platform services on premises and in the cloud. There are two activities in these contracts: an implementation phase and the actual operation where services are provided (operational phase). Invoices for contracts are issued on a monthly basis and are usually payable within 30 days.	
					Advania Group's revenue is recognised as follows: Revenue from sale of services is recognised when the customer can obtain the service and simultaneously receives and consumes the benefits. Revenue is based on usage of services and underlying service level agreements. Contracts are monitored and assessed at each contract date whether contracts at a fixed price will be profitable or if any cautionary entries are needed. Revenue is recognised when the benefits from a fixed price project. Revenue may be recognised over the following criteria are met: a) customer consumes benefits as Advania performs customer controls benefits as Advania performs the service, c) the benefits of alternative use and Advania have the right to receive the payment. The implementation does not transfer any goods or services to the customer. All fulfill the contract during the implementation phase, is capitalised and amortised term if they meet the criteria of IFRS 15. Implementation fees paid up front by the customer are recognised as a contract non-current liability until services are delivered. For the operational phase, the rendering of services in a contract are assessed guidance and is accounted for as a single performance obligation for which revenue is recognised over time. The revenue is recognised when the service is delivered and referred to the customer.	Advania Group's revenue is recognised as follows:

Note 7 — Financial risk management and financial instruments

Through its operations the Group is exposed to various kinds of financial risks, such as market, liquidity and credit risks. Market risks consist primarily of interest rate risk and currency risk. The Company's Board of Directors has ultimate responsibility for the exposure, management and monitoring of the Group's financial risks. The framework for the exposure, management and monitoring of the financial risks is established in a treasury policy. This policy is reviewed annually and the Board of Directors can decide to deviate from it. The risks are reported to the CEO on a monthly basis and to the Board on a quarterly basis. The reports cover available liquidity reserves, the loan portfolio and covenant monitoring.

Market risks

Currency risks

Currency risk refers to the risk of a fluctuation in fair value or future cash flows as a result of changes in exchange rates. Exposure to currency risk arises mainly from borrowing in foreign currency and from payment flows in foreign currency, referred to as transaction exposure.

Transaction exposure

Transaction exposure can be divided into commercial and financial. These involve a risk that earnings will be negatively affected by fluctuations in exchange rates for the cash flows that take place in foreign currency. The Group's commercial inflows and outflows consist mainly of EUR, and USD, as well as limited flows in other currencies.

Financial transaction exposure consists mainly of borrowing in GBP, NOK and EUR, as well as limited bank balances in other currencies. The Group is therefore greatly affected by changes in these exchange rates. The Group has entered into currency swaps to align the currency mix of the loans and borrowings to the operational currency mix of the Group. The swaps are valid until March 2028. The secured bank loans are also to some extent hedged with intercompany loans as well as shares in subsidiaries. The intercompany loans are issued in the subsidiaries' reporting currency. The purpose is to reduce currency exposure. The intercompany loans are eliminated in the consolidation, but reduce the currency exposure in total.

In addition to reporting, there is a policy for assets that are to be invested in the unit's reporting currency. Deviations from this are permitted where this reduces exposure.

The summary quantitative data about Group's exposure to currency risk as reported to the management of the Group is as follows. The exposure is stated on the basis of the Group's payment flows in the most important currencies. The effects of changes in exchange rates in relation to SEK for the most significant foreign currencies are presented under 'Sensitivity analysis for market risks' on the next page.

Interest rate risks

Interest rate risk refers to the risk of a fluctuation in fair value or future cash flows as a result of changes in market interest rates. The Group is primarily exposed to interest rate risk through its loan financing. Loans are subject to variable interest rates, which means that the Group's future financial expenses are affected by changes in market interest rates. At year end the Group has ensured that approximately 44% of its interest rate risk exposure is at a fixed rate for all loan currencies except for ISK. This is achieved by borrowing at a floating rate and using interest rate swaps as hedges of the variability in cash flows attributable to the movements in interest rates. The swap is valid for a period of three years, starting in Q2 2024 except for NOK that will expire in September 2025.

The effects of changes in market interest rates are presented under 'Sensitivity analysis for market risks' below.

2024				
	ISK	EUR	USD	DKK
Trade receivables	-	78.7	52.2	2.6
Cash	2.4	164.4	54.7	35.8
Loans and borrowings	-	-1,665.5	-	-344.6
Internal loans	-	1,041.5	-	-
Trade payables	-	-144.5	-128.0	-16.4
Net exposure	2.4	-525.5	-21.1	-322.6
2023				
	ISK	EUR	USD	DKK
Trade receivables	-	97.3	37.8	6.5
Cash	-	8.7	49.3	-3.2
Loans and borrowings	-389.8	-	-	-
Internal loans	-	251.5	-	-
Trade payables	-	-124.8	-40.4	-0.6
Net exposure	-389.8	232.7	46.7	2.7

Arrearskapregnkapsett 2024 för 992009241

The sensitivity analysis of the interest rate risk shows that the Group's sensitivity to the event of a decrease of 1% in the market interest rate is based on the effect on the market interest rate, change in the market interest rate, interest income and interest expense. It does not report any change in value of comprehensive income or equity, as corresponding sensitivity analysis is in equity. The sensitivity analysis shows that all other factors remain unchanged.

Trade receivables are spread across many customers and no single customer represents a proportion of total trade receivables. No receivables are concentrated in any particular area. The Group therefore considers the risks to be limited, see note 23 regarding losses on trade receivables. The Group's exposure to credit risk is assessed to be equivalent to the amount of all financial assets and liabilities below.

Accounting classification and fair values

The following table shows the measurement categories for financial assets and liabilities.

31 December 2024	Note	Financial assets at amortised cost	Financial assets/ liabilities measured at fair value	Financial liabilities at amortised cost	Total
Financial non-current assets		342.5			342.5
Trade receivables	23	2,579.3			2,579.3
Other receivables		129.5			129.5
Currency swaps			20.0		20.0
Cash and cash equivalents	25	573.4			573.4
		3,624.7	20.0		3,644.7
Loans and borrowings	29			10,314.1	10,314.1
Current loans and borrowings	29			940.0	940.0
Other non-current liabilities				27.6	27.6
Trade payables				2,424.3	2,424.3
Interest swaps			24.8		24.8
Other current liabilities			56.6	421.1	477.6

Capital management

The Group's policy is to maintain a strong relationship with its major shareholders, as to maintain investor, creditor, and community confidence and to sustain future development of the company. Management monitors the return on

The Group monitors capital using 'EBITDA'. Net debt is calculated as total liabilities (as shown in the statement of financial position) less cash and cash equivalents. EBITDA calculation is calculated as the operating profit and consolidated statement of profit and loss less depreciation and amortisation, adjusted for non-recurring items. The weighted average cost of capital rate and proforma effects of entities acquired are disclosed in note 29 for further information.

Fairvalue level 2 Derivat	2024	2023
Interest rate swaps	-24.8	32.7
Currency swaps	20.0	-
Total	-4.8	32.7
Fairvalue level 3 Contingen consideration	2024	2023
Opening balance	20.3	54.8
Paid during the year	-14.9	-55.0
Assumed in business combination	21.6	20.3
Adjusted purchase price allocation	29.6	-
Translation difference for the year	-	0.2
Total	56.6	20.3

Measurement of fair values

The carrying amounts of all financial assets and financial liabilities are considered to be a good approximation of their fair values, as the term and/or fixed-interest period is less than three months, which means that discounting based on prevailing market conditions is not considered to have any significant effect.

The credit margin for non-current liabilities is considered to have been stable and therefore discounting of this has no significant effect.

Contingent considerations are valued at discounted cash flows considering development of performance in the acquired operation. The contingent consideration is a level 3 measurement in the fair value hierarchy.

The swaps are estimated at market value from the counterparty and the counterparty use mid prices in their pricing models.

31 December 2023	Note	Financial assets at amortised cost	Financial assets/liabilities measured at fair value	Financial liabilities at amortised cost	Total
Financial non-current assets		233.1			233.1
Trade receivables	23	2,139.5			2,139.5
Other receivables		82.4			82.4
Interest swaps			32.7		32.7
Cash and cash equivalents	25	272.7			272.7
		2,727.7	32.7		2,760.3
Loans and borrowings				8,533.3	8,533.3
Other non-current liabilities	29			6.9	6.9
Current loans and borrowings	29			333.9	333.9
Overdraft facility	29			109.5	109.5
Trade payables				1,550.9	1,550.9
Other current liabilities			20.3	370.0	390.2
			20.3	10,904.5	10,924.8



Note 8 — Operating segments and disaggregation of revenue

The management evaluates the operations based on geographical areas. The Group's reportable operating segments during the year are Sweden, Iceland, Norway, Finland, Denmark and UK.

technology platforms in all segments. The accounting policies for the reportable segments correspond to those of the Group. Sales between segments are eliminated in Group adjustments and eliminations.

The Group management monitors EBITA. EBITA is defined as the profit for the year excluding financial items, income tax and amortisation related to acquisitions.

[illegible]

2023	Sweden	Iceland	Norway	Finland	Denmark	UK	Other
Hardware	3,632.5	213.7	1,018.8	204.1	308.7	146.8	
Software	81.4	6.5	24.9	23.0	5.9	29.3	
Billable work	904.1	434.3	458.0	153.8	17.5	460.6	
Contracts ¹	1,657.7	667.3	1,260.4	564.0	136.8	1,200.2	
Other	-	20.6	-	-	0.3	-	
Total revenue	6,275.5	1,342.4	2,762.2	945.0	469.3	1,837.0	
EBITA	398.0	104.2	184.6	58.1	-8.1	186.0	
Amortisation							
Financial income							
Financial expenses							

Loss before income tax		
Revenue by country	2024	2023
Sweden	7,002.5	6,275.5
Iceland	1,493.3	1,342.4
Norway	2,623.0	2,762.2
Finland	922.0	945.0
Denmark	341.9	469.3
UK	2,781.4	1,837.0
Group adjustments and eliminations	-91.5	-92.8
Total	15,072.6	13,538.6

Contracts refer to solutions, managed services and IT operations for a fixed price or volume based fee for a specific contract period. Its assignments involve typical IT solutions, such as operation, support and maintenance, outsourcing of infrastructure and application operations or cloud services (IaaS, SaaS, PaaS).

Information about large customers
The Group has no customer that alone more of its revenue.

	2023	2024
Gross revenue	14,883.0	17,206.3
Gross revenue ²	14,883.0	17,206.3
Netting of cost of goods sold	-1,344.4	-2,133.6
Total revenue	13,538.6	15,072.6

Gross revenue reflects gross software sales (agent)

Note 9 — Contract balances

The following table provides information about trade receivables, contract assets and contract liabilities from contracts with customers.

	31/12/2024	31/12/2023
Trade receivables	2,579.3	2,139.5
Contract assets	480.6	108.4
Contract liabilities	299.5	87.7

The contract assets primarily relate to the Group's rights to consideration for work completed but not billed at the reporting date. No impairment is posted on contract assets during the period ended 31 December 2024. The contract assets are transferred to receivables when the rights become unconditional. This usually occurs when the invoice is issued to the customer.

The contract liabilities primarily relate to the advance consideration received from customers for which revenue is recognised over time.

Note 10 — Other operating income

	2024	2023
Foreign exchange differences	60.7	58.1
Other	31.3	18.9
Total	91.9	76.9

Note 11 — Auditors' remuneration

	2024	2023
KPMG		
Audit assignments	10.7	10.9
Tax advisory services	-	-
Other services	0.8	0.6
Other audit firms		
Audit assignments	6.1	3.6
Tax advisory services	0.1	1.3
Other services	-	0.5
Total	17.7	16.8

Audit assignment means the auditor's remuneration for the statutory audit. This work includes reviewing the annual report and consolidated financial statements, the accounts and the administration by the Board of Directors and the CEO, as well as fees for audit advice provided in connection with the audit assignment.

Note 12 — Number of employees, senior executives and employee costs

Average number ¹ of employees 2024	Women	Men	Total
Parent company	-	-	-
Subsidiaries			
Sweden	349	1,197	1,546
Iceland	172	399	571
Norway	117	640	757
Finland	58	269	327
Denmark	11	49	60
UK	186	573	759
Other	136	309	445
Subsidiaries total	1,029	3,436	4,465

Group total **1,029** **3,436** **4,465**
¹ Full time equivalents, FTE. Employees of companies acquired during the year are included according to the proportion of the year that the company was part of the Group.

Average number ¹ of employees 2023	Women	Men	Total
Parent company	-	-	-
Subsidiaries			
Sweden	335	1,227	1,562
Iceland	167	415	582
Norway	125	715	840
Finland	54	264	318
Denmark	8	51	59
UK	154	562	716
Other	117	301	418
Subsidiaries total	960	3,535	4,495
Group total	960	3,535	4,495

Board Members and other senior executives

Parent company
Women:
Board of Directors
Men:
Board of Directors

Parent company total

Group

Women:
Board of Directors
Other senior executives, incl. CEO
Men:
Board of Directors
Other senior executives, incl. CEO
Group total

Arbeidskostnader og andre utgifter til arbeidstakere

Cost of employee benefits

Parent company
Salaries and other benefits
Social security expenses
Pension costs

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

Employee benefit expenses	2024	2023
Salaries and other benefits	3,670.0	3,367.2
Social security contributions	656.4	612.5
Pension costs	306.9	250.4
Total	4,633.3	4,230.1

Of the Group's pension costs, none relate to the Board of Directors as no salaries are paid. The Group's outstanding pension obligations to these total SEK 0 million.

2024	Salaries and other benefits to the Board of Directors and CEO and to other employees	Board and CEO	Other employees
Parent company	-	-	-
of which bonuses and similar benefits	-	-	-
Subsidiaries	10.1	3,659.9	
of which bonuses and similar benefits	0.9		
Group total	10.1	3,659.9	
of which bonuses and similar benefits	0.9		

Benefits for senior executives

There is no CEO in Ainaavda HoldCo AB and no fees are paid to the Board members in Ainaavda HoldCo AB. The CEO referred to in the table above is the Group CEO of Advania AB.

Key management personnel compensation

Key management personnel compensation comprised the following:

	2024	2023
Short-term employee benefits	12.3	14.1

Defined benefit pension plans through Alecta

For salaried employees in Sweden, the ITP 2 plan's defined benefit pension obligations for old-age and family pension are secured through an insurance policy at Alecta.

According to a statement from the Swedish Financial Reporting Board, UFR 10 Reporting of ITP 2 pension plan financed through insurance at Alecta, this is a multi-employer defined benefit plan. The ITP 2 pension plan, which is secured through an insurance policy at Alecta, is therefore reported as a defined contribution plan. The premium for the defined benefit old-age and family pension is individually calculated and is dependent, among other things, on salary, pension previously earned and expected remaining period of service.

The anticipated fees for the next reporting period for ITP 2 insurance arranged at Alecta amount to SEK 58.6 million (2023: SEK 53.9 million).

The Group's share of the total fees for the plan and the Group's share of the total number of active members in the plan are 0.36018% (2023: 0.27042%) and 0.36036% (2023: 0.27060%) respectively. The collective funding level is the market value of Alecta's assets as a percentage of the insurance commitments, calculated in accordance with Alecta's actuarial methods and assumptions, which do not comply with IAS 19. The collective funding level is normally permitted to vary between 125% and 170%. If Alecta's collective funding level falls below 125% or exceeds 170%, measures must be taken in order to create the conditions for the funding level to return within the normal range. If funding is too low, possible measures include increasing the agreed price for new registrations and extending existing benefits. If funding is too high, possible measures include applying premium reductions. At the end of 2024, Alecta's surplus in the form of the collective funding level was 162% (2023: 158%).

Note 13 — Other operating expenses	
Foreign exchange differences	
Total	

Note 14 — Financial income	
Change in market value of swaps	
Interest income, other	
Foreign exchange differences	
Other	
Total	

Note 15 — Financial expenses	
Change in market value of swaps	
Financial liabilities measured at amortised cost - interest expenses	
Foreign exchange differences	
Other	
Total	

Årsrensning och regnskapsåret 2024 for 992009241



Note 16 — Tax

	2024	2023
Current tax		
Current tax on loss for the year	-129.5	-98.8
Deferred tax		
Difference between estimated and levied taxes	17.9	8.7
Deferred tax attributable to temporary differences	134.1	139.3
Total tax expense for the year	22.5	49.2

Reconciliation of tax expenses
for the year

Loss before tax	-874.1	-810.0
Tax at applicable tax rate for parent company (20.6%)	180.1	166.9
Tax effect of different tax rates for foreign subsidiaries	-14.1	9.7
Other non-deductible expenses	-30.3	-18.9
Non-taxable income	26.2	1.8
Utilised loss carryforwards for which no deferred tax assets were recognised in previous years	1.4	8.6
Interest expenses not deductible	-164.8	-145.0
Adjustments recognised in the current year for current tax in previous years	20.6	24.8
Other	3.4	1.3
Total tax expense for the year	22.5	49.2

Note 16 — Tax

	31/12/2024	31/12/2023
Deferred tax asset		
Intangible assets	332.2	232.7
Tangible assets	18.5	0.1
Right of use assets	9.2	8.0
Other temporary differences	13.8	6.9
Interest expenses carried forward	392.7	240.3
Tax loss carry forward	39.2	21.4
Deferred tax asset	805.6	509.5
Deferred tax asset not recognised	-393.2	-243.9

Deferred tax asset

Deferred tax asset not recognised	-393.2	-243.9
Net deferred tax asset	412.3	265.6
Deferred tax liability		
Intangible assets	1,603.5	1,337.8
Tangible assets	29.4	36.5
Tax allocation reserve	81.2	40.0
Other temporary differences	6.7	7.2
Deferred tax liability	1,720.8	1,421.5

Deferred tax liability

Of which recognised as a deferred tax asset	49.4	28.6
Of which recognised as a deferred tax liability	1,357.8	1,184.5

Of which recognised as a deferred tax asset

Of which recognised as a deferred tax liability	1,357.8	1,184.5
---	---------	---------

Of which recognised as a deferred tax liability

Note 16 — Tax

Deferred tax assets are valued depending on how the carrying amount of the corresponding asset or liability is expected to be received or settled respectively. The amounts are based on the tax rates and tax rules that have been adopted on the balance sheet date and have not been discounted to present value.

Deferred tax assets attributable to loss carry-forwards are valued no higher than the amount that is likely to be recovered based on future taxable profits. The Group analyses and assesses each case of uncapitalised items separately. These decisions are based on, among other things, expectations of the future and the facts available at the time the assessment is made.

At year-end, the Group has estimated loss carry-forwards with a tax effect of SEK 39.8 million and mostly indefinite timing. In addition the tax effect of interest expenses carried forward total of SEK 392.7 million. The interest expenses carried forward have not been recognised as deferred tax assets.

The tax rate for the calculation of deferred tax is determined according to local tax rules. The Group is subject to the OECD Pillar II model rules (global minimum top-up tax). The Group does not expect the top up tax to be material for the Group since the effective tax rate in each jurisdiction is above 15 %.

Note 17 — Earnings per share

Basic earnings per share

Basic earnings per share is calculated as profit attributable to equity holders of the company divided by the weighted average outstanding number of shares during the period.

Loss for the year attributable to the shareholders of the parent company	-8
Basic weighted average number of ordinary shares outstanding	7.8

Basic earnings per share: SEK

Diluted earnings per share

The Group does not have any instruments that are convertible into ordinary shares (ordinary shares). Consequently, diluted earnings per share is equal to basic earnings per share.

Note 18 — Investments in subsidiaries

For business combinations, see Note 30. In March, the Advania acquired the remaining 48% of the shares in Solv AS, Norway, and is now the sole owner of the company. In June Servium Ltd in the UK was acquired and in October the Advania acquired CCS Media Holdings AS and its five subsidiaries.

The Group has the following subsidiaries as at 31 December 2024:

Name	Comp. reg. no. and country of operation	Activities	Shareholding (%)¹
Ainavda Midco AB	559299-1540, Sweden	Owns and manages shares in IT companies	100.0%
Ainavda Parentco AB	559299-1532, Sweden	Owns and manages shares in IT companies	100.0%
Ainavda Bidco AB	559299-1524, Sweden	Owns and manages shares in IT companies	100.0%
Advania AB	556963-8991, Sweden	Owns and manages shares in IT companies	100.0%
Advania Holding AB	556616-7998, Sweden	Owns and manages shares in IT companies	100.0%
Advania Sverige AB	556214-9996, Sweden	IT consultancy and trading of IT-related products	100.0%
Advania Finance AB	556737-7840, Sweden	Provision of financing solutions and handling of used IT equipment	100.0%
Real Time Services AB	556516-5114, Sweden	IT consultancy and trading of IT-related products	100.0%
Real Time Services Technology Platforms AB	559359-4111, Sweden	IT consultancy and trading of IT-related products	100.0%
Advania Communications AB	559494-1352, Sweden	Unified communications provider	100.0%
Aktiebolaget Grundstenen 201861 u.ä. Advania Recommence AB	559509-3930, Sweden	Trading of IT-related products	100.0%
Advania IBIZ AS	916 458 487, Norway	IT consultancy	100.0%
Advania Holding ehf.	670514-2340, Iceland	Owns and manages shares in IT companies	100.0%
Advania Island ehf.	590269-7199, Iceland	IT consultancy and trading in IT-related products	100.0%
Advania Holding AS	916 156 146, Norway	Owns and manages shares in IT companies	100.0%
Advania Norge AS	992 009 241, Norway	IT consultancy and trading of IT-related products	100.0%
Advania Vestfold AS	884 511 852, Norway	IT consultancy and trading of IT-related products	100.0%
Advania Norge 51 AS	979 623 151, Norway	IT consultancy and trading of IT-related products	100.0%
Solv AS	996 480 194, Norway	IT consultancy and trading of IT-related products	100.0%
Advania Finance AS	934 159 837, Norway	Provision of financing solutions and handling of used IT equipment	100.0%
Advania Holding A/S	371 44 282, Denmark	Owns and manages shares in IT companies	100.0%
Advania Danmark A/S	326 43 485, Denmark	IT consultancy and trading of IT-related products	100.0%
Advania Manage Services A/S	264 69 368, Denmark	IT managed services and solution provider	100.0%
Advania Holding Oy	3022297-4, Finland	Owns and manages shares in IT companies	100.0%
Advania Finland Oy	2116894-5, Finland	IT consultancy and trading in IT-related products	100.0%
Advania Focus Oy	2060883-0, Finland	IT consultancy and trading in IT-related products	100.0%



Name	Comp. reg. no. and country of operation	Activities
Advania Holdings UK Ltd	10151635, UK	Owns and manages shares in IT companies
Advania UK Ltd	03645998, UK	IT consultancy and trading of IT-related products
CCS Media Holdings Ltd	13215070, UK	IT consultancy and trading of IT-related products
CCS Media Ltd	04418144, UK	IT consultancy and trading of IT-related products
CCS Media Group Ltd	01693516, UK	Dormant
CCS Media Ltd	569426, Ireland	IT consultancy and trading of IT-related products
CCS Media B.V.	83015620, Netherlands	IT consultancy and trading of IT-related products
CCS Media Services Ltd	14500914, UK	Dormant
Servium GmbH	20953, Germany	IT consultancy and trading of IT-related products
Servium Ltd	06933341, UK	IT consultancy and trading of IT-related products
SIP Communication Ltd	05759363, UK	Unified communications provider
SIP Communication Corp.	83-1380319, USA	Unified communications provider
Sol-Tec Ltd	02723912, UK	IT managed services and solution provider
Perspective Risk Ltd	07296612, UK	Security consultancy
Advania Dormant Ltd	04239103, UK	IT managed services and solution provider
Azzure IT Ltd	07349355, UK	IT consultancy and trading of IT-related products
The Mirus Trading Group Ltd	07545679, UK	Owns and manages shares in IT companies
Mirus IT Solutions Ltd	04569266, UK	IT managed services and solution provider
Mirus Managed Print Ltd	03754764, UK	Managed print service provider
Mirus Telephony Ltd	07545528, UK	Telephony service and solution provider
Advania SA Proprietary Ltd	2008/024432/07 S-Africa	IT consultancy for Group companies
Mirius Dormant Ltd	08070995, UK	Dormant
Advania Pvt Ltd	PV 90827 Sri Lanka	IT consultancy for Group companies
Kogun USA Inc	20-4410293, USA	Dormant
Advania Inc	32037291864, USA	Dormant
Advania Doo	21269611, Serbia	IT consultancy for Group companies

¹ Percentage shareholding refers to the share of ownership and share of votes held by the Parent company.

Associates

In 2024 Advania acquired 50% of the shares in Fix-Forum Oy, reg no. 2206354-7, in Finland. The share of votes in Fix-Forum Oy is 50%.

The group does not have a controlling interest in the company and therefore the company is not considered a subsidiary.

The Group had the following subsidiaries as at 31 December 2023:

Name	Comp. reg. no. and country of operation	Activities	Shareholding (%) ¹	Name	Comp. reg. no. and country of operation	Activities
Ainavda MidCo AB	559299-1540, Sweden	Owns and manages shares in IT companies	100.0%	Advania UK Ltd	03645998, UK	IT consultancy and trading of IT-related products
Ainavda ParentCo AB	559299-1532, Sweden	Owns and manages shares in IT companies	100.0%	SIP Communication Group Ltd	11086803, UK	Owns and manages shares in IT companies
Ainavda BidCo AB	559299-1524, Sweden	Owns and manages shares in IT companies	100.0%	SIP Communication Ltd	05759363, UK	Unified communications provider
Advania AB	556963-8991, Sweden	Owns and manages shares in IT companies	100.0%	SIP Communication Corp.	83-1380319, USA	Unified communications provider
Advania Holding AB	556616-7598, Sweden	Owns and manages shares in IT companies	100.0%	Sol-Tec Ltd	02723912, UK	IT managed services and solution provider
Advania Finance AB	556737-7840, Sweden	Provision of financing solutions and handling of used IT equipment	100.0%	Perspective Risk Ltd	07296612, UK	Security consultancy
RTS Group AB	559157-5310, Sweden	Owns and manages shares in IT companies	100.0%	Content and Cloud Ltd	07949424, UK	Owns and manages shares in IT companies
Real Time Services Cloud AB	559236-0019, Sweden	IT consultancy and trading of IT-related products	100.0%	Advania Dormant Ltd	04239103, UK	IT managed services and solution provider
Real Time Services AB	556516-5114, Sweden	IT consultancy and trading of IT-related products	100.0%	Azzure IT Ltd	07349355, UK	IT consultancy and trading of IT-related products
Real Time Solutions AB	556691-3942, Sweden	IT consultancy and trading of IT-related products	100.0%	The Mirus Trading Group Ltd	07545679, UK	Owns and manages shares in IT companies
Real Time Services Technology Platforms AB	559359-4111, Sweden	IT consultancy and trading of IT-related products	100.0%	Mirus IT Solutions Ltd	04569266, UK	IT managed services and solution provider
Advania IBIZ AS	916 458 487, Norway	IT consultancy	100.0%	Mirus Managed Print Ltd	03754764, UK	Managed print service provider
Advania Holding ehf.	670514-2340, Iceland	Owns and manages shares in IT companies	100.0%	Mirus Telephony Ltd	07545528, UK	Telephony service and solution provider
Advania Island ehf.	590269-7199, Iceland	IT consultancy and trading in IT-related products	100.0%	Advania SA Proprietary Ltd	2008/024432/07 S-Africa	IT consultancy for Group companies
Advania Holding AS	916 156 146, Norway	Owns and manages shares in IT companies	100.0%	Mirus Dormant Ltd	08070995, UK	Dormant
Advania Norge AS	992 009 241, Norway	IT consultancy and trading of IT-related products	100.0%	Advania Pvt Ltd	PV 90827, Sri Lanka	IT consultancy for Group companies
Advania Vestfold AS	884 511 852, Norway	IT consultancy and trading of IT-related products	100.0%	Kogun USA Inc	20-4410293, USA	Dormant
Advania Norge 51 AS	979 623 151, Norway	IT consultancy and trading of IT-related products	100.0%	Advania Inc	32037291864, USA	Dormant
Solv AS	996 480 194, Norway	IT consultancy and trading of IT-related products	100.0%	Advania Doo	21269611, Serbia	IT consultancy for Group companies
Coneqt AS	955 387 419, Norway	IT consultancy and trading of IT-related products	52.0%			
Advania Holding A/S	371.44.282, Denmark	IT consultancy and trading of IT-related products	100.0%			
Advania Danmark A/S	326 43 485, Denmark	Owns and manages shares in IT companies	100.0%			
Advania Managed Services A/S	264 69 368, Denmark	IT managed services and solution provider	100.0%			
Advania Holding Oy	3022297-4, Finland	Owns and manages shares in IT companies	100.0%			
Advania Finland Oy	2116894-5, Finland	IT consultancy and trading in IT-related products	100.0%			
Advania Focus Oy	2060883-0, Finland	IT consultancy and trading in IT-related products	100.0%			
Advania Holdings UK Ltd	10151635, UK	Owns and manages shares in IT companies	100.0%			

¹ Percentage shareholding refers to the share of ownership and share of votes held by the parent company. The share of votes 2023.



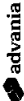
Non-controlling interests

The table below provides information about subsidiaries in the Group that are not wholly owned, but in which there is a significant non-controlling interest (SEK million).

The Group holds 100% of the shares in Advania Holding AS, which on 31 December 2023 held 52.0% of the shares in Solv AS. At 31 December 2024 Advania Holding AS holds 100% of the shares.

Summarised financial information is provided below for each subsidiary with a non-controlling interest that is of significance to the Group. The amounts indicated for each subsidiary are before intra-Group eliminations. Only 2023 is shown as there was no non-controlling interest as at 31 December 2024.

		2023	Solv AS	
		Non-current assets		
31 December 2024				1.1
Solv AS	Norway	Current assets		23.6
Total		Equity		-9.8
		Current liabilities		-14.9
31 December 2023				
Advania Finance AB	Sweden	Revenue		64.8
Solv AS	Norway	Expenses		-59.1
Total		Financial income and cost		1.2
		Income tax		-1.3
		Profit for the year		5.5
		Profit attributable to the shareholders of the parent company		3.0
		Profit attributable to non-controlling interest		2.5
		Profit for the year		5.5
		Dividends paid to non-controlling interests		-0.2
		Cash flows from operating activities		4.3
		Cash flows used in investing activities		-0.3
		Cash flows used in financing activities		-0.5
		Increase/decrease in cash and cash equivalents		3.5



Note 19 — Intangible assets

	Purchased intangible assets					Internally generated intangible assets		
	Goodwill	Customer relationships	Trade-marks	Technology	Software	Other intangible assets	Software and technology	Total
Cost								
Balance at 1 January 2024	11,712.1	5,297.4	848.6	319.4	44.2	38.8	84.9	18,345.5
Purchases	-	2.5	-	-	1.2	5.0	96.7	105.4
Business combinations	2,032.2	1,043.5	-	-	-	-	-	3,075.7
Translation difference for the year	367.9	141.6	6.3	0.5	3.4	0.2	0.8	520.7
Balance at 31 December 2024	14,112.2	6,485.1	854.9	319.9	48.7	44.0	182.5	22,047.2
Amortisation								
Balance at 1 January 2024	-	-1,086.7	-48.1	-154.5	-17.9	-12.1	-47.2	-1,366.6
Amortisation for the year	-	-499.3	-13.2	-70.8	-5.8	-8.7	-20.3	-618.3
Translation difference for the year	-	-33.9	-2.3	-0.9	-1.9	-0.2	0.4	-38.9
Balance at 31 December 2024	-	-1,620.0	-63.7	-226.3	-25.7	-21.0	-67.1	-2,023.8
Carrying amount at 31 December 2024	14,112.2	4,865.1	791.2	93.6	23.1	23.0	115.3	20,023.5

The intangible assets are amortised over their expected useful life, which is as follows:

	3–15 years	0–5 years
Customer relationships		
Trademarks		

Technology and software
Software and technology
Licenses

The normal useful life for customer relationships is 3–15 years, which covers the majority of assets; other useful

ives relate to smaller elements of customer relationships acquired through previous mergers.

The normal useful life for software and technology is 3-5 years, other useful lives relate to computer programs acquired through acquisitions where the Group has

considered the lifetime to be longer.

All intangible assets except for software, other intangible assets and internally generated assets are acquired through business combinations.

For leased software, see note 21.

Impairment testing of goodwill

Goodwill has been allocated to the following cash-generating units:

Goodwill by cash generating unit	31/12/2024	31/12/2023
Denmark	151.7	129.0
Finland	962.6	929.8
Iceland	538.9	525.0
Norway	2,446.1	2,502.8
Sweden	3,815.1	3,785.4
UK	6,197.8	3,840.2
Carrying amount	14,112.1	11,712.1

[illegible]

stock market risk premium and an estimated reasonable borrowing cost above the risk-free interest rate.

The forecast period, discount rates (WACC), growth rate, EBITDA margin, and inflation that are used to extrapolate the cash flows beyond the forecast period vary for the different cash generating units in the manner shown below.

The estimated growth rate is based on industry forecasts and the expectations of the company management.

	2024					
	UK	Denmark	Finland	Iceland	Norway	Sweden
Forecast period (years)	9.0	5.0	5.0	5.0	5.0	5.0
WACC before tax (%)	15.0	15.5	13.2	15.3	12.8	11.9
Growth rate after the forecast period (%)	2.0	2.0	2.0	4.0	2.0	2.0
EBITDA-margin after the forecast period (%)	21.6	12.5	12.4	14.4	14.2	10.2
Inflation rate (%)	2.3	1.9	1.9	2.7	2.0	1.9
Tax rate (%)	25.0	22.0	20.0	21.0	22.0	20.6
	2023					
	UK	Denmark	Finland	Iceland	Norway	Sweden

	10.0	5.0	5.0	5.0	5.0	5.0
Forecast period (years)	10.0	5.0	5.0	5.0	5.0	5.0
WACC before tax (%)	13.9	13.9	11.6	15.3	11.9	11.4
Growth rate after the forecast period (%)	2.0	2.0	2.0	4.0	2.0	2.0
EBITDA-margin after the forecast period (%)	19.7	15.0	11.5	13.1	14.3	10.2
Inflation rate (%)	2.1	1.9	2.0	3.0	2.0	2.1
Tax rate (%)	25.0	22.0	20.0	20.0	22.0	20.6

Based on the assumptions described above, the value in use exceeds the recognised value of goodwill for each cash-generating unit. Reasonable changes for three of key assumptions above could cause the carrying amount to exceed the value in use for Finland, Norway and UK for 2024. For 2023 reasonable change in the same key assumptions also caused potential impairment for Finland, Iceland

The forecast EBITDA margin has been based on previous results and on the management's market expectations. The management considers that the final values for average EBITDA margin will not in any case exceed the average growth rates for the markets in which the company operates. The estimated inflation rate is based on the future expectations of the central bank in each country.

Note 20 — Property, plant and equipment

2024			2023
	Buildings	Fixtures and Equipment	Total
Cost			
Opening balance	-	572.1	572.1
Purchases	-	157.9	157.9
Business combinations	8.8	10.7	19.5
Sales/disposals	-	-0.9	-0.9
Translation differences for the year	0.2	20.6	20.8

Accumulated depreciation	
Opening balance	-314.2
Depreciation for the year	-124.4
Translation differences for the year	-14.1
Total	-452.7
Carrying amount as at 31 December	9.1

Depreciation is calculated to write off the cost of items of plant and equipment less their estimated residual values using the straight-line method over their estimated useful lives, and is generally recognised in profit or loss.

The estimated useful lives of plant and equipment for current and comparative periods are as follows:

Depreciation is calculated to write off the cost of items of plant and equipment less their estimated residual values using the straight-line method over their estimated useful lives, and is generally recognised in profit or loss.	Fixtures and IT equipment and fittings
The estimated useful lives of plant and equipment for current and comparative periods are as follows:	Buildings
	Depreciation methods, useful lives and reviewed at each reporting date and appropriate.

Note 21 — Leases

A. Leases as lessee

The Group leases office buildings, vehicles, IT-equipment, and software. The leases typically run for a period of 1-10 years, with an option to renew the lease after that date.

Some leases provide for additional rent payments that are based on changes in local price indices. For certain leases,

i. Right-of-use assets

	Buildings	Vehicles and equipment	Software ¹	Total
Carrying amount at 1 January 2024	295.0	253.8	46.9	595.7
Additions	261.7	163.2	25.6	450.6
Business combinations	8.1	1.3	-	9.4
Disposals	-0.1	-0.4	-	-0.5
Translation differences for the year	20.4	7.3	0	27.6
Depreciation for the year	-131.2	-129.7	-18.5	-279.5
Carrying amount at 31 December 2024	453.8	295.4	54.0	803.3

	Buildings	Vehicles and equipment	Software¹	Total
Carrying amount at 1 January 2023	344.6	227.0	26.9	598.4
Additions	51.7	158.2	33.0	242.9
Business combinations	14.7	-	-	14.7
Disposals	-	-1.3	0.0	-1.3
Translation differences for the year	7.5	-0.2	0.0	7.3
Depreciation for the year	-123.5	-129.7	-12.9	-266.2
Carrying amount at 31 December 2023	295.0	253.8	46.9	595.8

iii. Amounts recognised in profit or loss

	2024	2023
Interest on lease liabilities	35.1	35.7

¹ Leased software is included in other intangible assets in the balance sheet.

iii. Amounts recognised in statement of cash flows

	2024	2023
Total cash outflow for leases	405.0	367.1

iv. Extension options

Some property leases contain extension options exercisable by the Group up to one year before the end of the non-cancellable contract period. Where practicable, the Group seeks to include extension options in new leases to provide operational flexibility. The extension options held are exercisable only by the Group and not by the lessors. The Group assesses at lease commencement date whether it is reasonably certain to exercise the extension options. The Group reassesses whether it is reasonably certain to exercise the options if there is a significant event or significant changes in circumstances within its control.

B. Leases as lessor

The following table sets out a maturity analysis of lease receivables, showing the undiscounted lease payments to be received after the reporting date.

	2024	2023
Within one year	104.2	91.5
Within two years	66.8	68.4
Within three years	30.9	33.0
Total undiscounted lease receivable	201.9	192.9

Note 22 — Other receivables and investments, including derivatives

The Group's assessment is that payments for trade receivables that are overdue are written down, as the payment history is good.

	31/12/2024	31/12/2023
Investment in associates	0.5	–
Currency swap	20.0	–
Other long-term receivables	17.4	9.6
Long-term prepaid expense and accrued revenue	206.9	122.0
Accrued leasing income	97.7	101.4
Total	342.5	233.1

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

Note 24 — Prepaid expenses and accrued revenues

	31/12/2024	31/12/2023
Prepaid expenses	423.9	328.6
Accrued revenue	968.4	472.4
Total	1,392.3	801.0

Note 25 — Cash and cash equivalents

	31/12/2024	31/12/2023
Available balances at banks	573.4	272.7
Total	573.4	272.7

Note 26 — Equity

A year end 2024 the number of shares were 8,018,973,870 (2023: 7,824,575,080) shares at a par value of SEK 0.000026 (2023: SEK 0.000025), giving a total share capital of SEK 206,227 (2023: SEK 201,228). Each share provides entitlement to one vote and shared are divided into five classes, A, A2, B, C, and Preference, with number of different series of preference shares. The share classes have different rights to dividend payments but equal voting rights.

Translation reserves relate to currency translation differences due to translation of foreign operations to SEK. It is recognised in other comprehensive income.

The Board of Directors proposes that retained earnings be carried forward. Reference is made to the financial statements regarding allocation of profit and other changes in equity.

Note 27 — Accrued expenses and prepaid income

	31/12/2024	31/12/2023
Accrued salaries	94.0	65.9
Accrued holiday pay	280.5	270.4
Accrued social security expenses	94.4	148.5
Prepaid income	426.2	349.0
Other accrued cost	708.3	302.4
Carrying amount	1,603.4	1,136.3

Note 28 — Pledged assets and contingent liabilities

Pledged assets	
Assets with retention of title	
Trade receivables and inventories	
Total	

In addition to the above pledged assets Advania Bidco AB, Advania UK Ltd, Advania Norge Ltd, Advania Island ehf, Advania Norge AB and Advania Finland Oy have been granted loans and borrowings from credit Group's book value of the pledged shares is 13,922 million.

Contingent liabilities	
Guarantee commitments	
Other contingent liabilities	
Total	

Contingent liabilities related to the subsidiaries of Advania AB and constitute a repurchase obligation (in relation to residual equipment issued to various funding SEK 154.5 (131.0) million). The repurchase obligation is a contingent asset equivalent to at the time of realisation, which is when a low valuation in relation to the anticipated market value at the time of realisation has been made for these rights. The repurchase obligation has been lower market value at the time of realisation is a contingent asset equivalent to at the time of realisation, which is when the contingent liability.

Note 29 — Profit and loss

	31/12/2024	31/12/2023
Retained earnings	SEK 10,503,188,655	SEK 60,276,987
Profit for the year	SEK 10,563,465,642	SEK 10,563,465,642
Total	SEK 21,066,654,297	SEK 60,337,974

The following profits are at the disposal of the AGM:

Retained earnings	SEK 10,503,188,655
Profit for the year	SEK 60,276,987
Total	SEK 10,563,465,642

The Board proposes that the profit is appropriated as follows:

Dividend to shareholders SEK 0 per share	SEK -
Carried forward	SEK 10,563,465,642
Total	SEK 10,563,465,642

advania

advania

Årsregnskap 2024 for 9920092

Note 29 — Statement of liabilities attributable to financing activities

	Non-current liabilities			Current liabilities		
	Loans and borrowings	Lease liabilities	Loans and borrowings	Overdraft facilities	Lease liabilities	
Carrying amount 1 January 2024	8,533.3	463.5	333.9	109.5	311.1	
Cash flows from financing activities						
Loans and borrowings raised	10,217.1		940.0			
Loans and borrowings repaid	-8,867.8		-627.4	-109.5		
Lease liabilities repaid		-369.9				
Changes not affecting cash flows:						
Loans raised, leases		522.5				
Acquisition of subsidiaries	-	8.6	293.4			
Financing fees amortisation	193.3					
Effect of changes in exchange rates	238.3	28.0				
Other changes						
Reclassification between non-current liabilities and current liabilities relating to the payments for the coming year		-37.6				
Carrying amount 31 December 2024	10,314.1	615.1	940.0	-	348.5	

	Non-current liabilities		Current liabilities	
	Loans and borrowings	Lease liabilities	Loans and borrowings	Lease liabilities
Carrying amount 1 January 2023	8,499.8	431.9		
Cash flows from financing activities				
Loans and borrowings raised	-			333.9
Lease liabilities repaid		-326.4		
Changes not affecting cash flows:				
Loans raised, leases		373.9		
Acquisition of subsidiaries	-	14.7		
Financing fees amortisation	40.1			
Effect of changes in exchange rates	-6.7	4.7		
Other changes				
Reclassification between non-current liabilities and current liabilities relating to the payments for the coming year		-35.3		
Carrying amount 31 December 2023	8,533.3	463.4		

Group has a senior facilities agreement with a consortium of lenders including JPM and GS (Global Coordinators), Danske Bank and Nordea (Nordic Coordinators), KKR (Sterling Bookrunner), CACIB, Mizuho, SEB and MV Credit. The agreement was signed in May 2024. The facilities are split into a term loan facility and a revolving credit facility (RCF) of EUR 210 million of which SEK 150 million is available as an overdraft. The term loan facility is 7 years but 6.5 years for the RCF. The subsidiary Advania Island ehf. has further overdraft facilities of ISK 700 million and USD 0.95 million and expires in April 2025. The Group's secured bank loans are subject to covenants that needs to be complied with within 12 months of the reporting date.

The Group has a secured bank loan with a carrying amount of SEK 10,520 million at 31 December 2024. The loan contains a covenant stating that if drawn RCF is greater than 40 % at the end of a quarter, the covenant should be tested. If when tested, the Group's debt exceeds 9.78 times LTM run-rate adjusted EBITDA, the loan will be repayable on demand. All conditions under the financing agreement were fulfilled as at the balance sheet date. Pledged assets for the Group's borrowing are described in Note 28.

Note 30 — Business combinations

In October Advania, via Advania UK Ltd, acquired 100% of the shares in the UK-based IT solution specialist CCS Media Group Ltd and its five subsidiaries. Earlier in June Advania UK Ltd acquired Servium and its subsidiary, specializing in managed services. Both acquisitions align with Advania's strategic focus on expanding its capability within the UK market. The combination will enable highly complementary solutions and services offering across an end customer-centric offering in line with Advania's overall strategy. The acquisitions provide for synergy effects, primarily in new offering to existing customers and purchasing.

Goodwill is attributable to estimated synergies described above. Expenses relating to acquisitions amount to SEK 149.7 million (2023: SEK 12.2 million) and have been recognised as other expenses in the statement of profit and loss.

In March the Group acquired the remaining 48% of the shares in Solv AS, Norway, and is now the sole owner of the company. See consolidated statement of changes in equity.

Consideration transferred	SolvAS	Servium Ltd	CCS Media Hold. Ltd	Other acquisitions
Cash consideration paid	19.0	96.3	1,956.1	1.2
Shares	-	15.7	300.5	-
Consideration recognised as a liability	7.3	12.7	-	-
Total consideration transferred	26.3	124.7	2,256.5	1.2

Amounts recognised at the time of acquisition for net assets acquired according to preliminary purchase allocation

	Solv AS	Servium Ltd	CCS Media Hold. Ltd	Other acquisitions
Non-current assets				
Intangible assets	-	33.9	1,032.3	-
Property, plant and equipment	-	2.9	28.9	-
Current assets				
Inventories	-	0.8	0.6	-
Tradereceivables	-	61.5	494.8	-
Other current receivables	-	2.1	36.9	-
Cash and cash equivalents	-	29.9	203.9	-
Non-current liabilities				
Deferred tax liability	-	-8.6	-258.1	-
Current liabilities				
Trade payables	-	-51.8	-668.2	-
Other current liabilities	-	-6.8	-578.9	-
Identifiable assets and liabilities, net	-	63.9	292.2	-
Consideration transferred	-	124.7	2,256.5	-
Goodwill	-	60.7	1,964.4	-
Net cash flows from acquisitions				
Cash consideration paid	19.0	96.3	1,916.2	1.2
Less: Cash and cash equivalents acquired	-	-29.9	-203.9	-
Net cash flows	19.0	66.4	1,712.3	1.2

The acquisitions impact on the Group

Net cash flows from acquisitions		
Solv AS		
Servium Ltd		
CCS Media Group Ltd		
Other		
Net cash flows		
Business combinations in 2025		
Advania completed one acquisition at a preliminary purchase price of 100 million per year.		
Preliminary purchase price allocation		
Cash consideration paid		
Shares		
Consideration recognised as a liability		
Cash and cash equivalents acquired		
Total consideration transferred		
Identifiable assets and liabilities net		
Goodwill		

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

Business combinations in 2023

Consideration transferred	Advania Finance AB	RTS Group AB	Other acquisitions
Cash consideration paid	61.3	235.0	-
Consideration recognised as a liability	-	37.6	-0.1
Total consideration transferred	61.3	272.6	-0.1

Amounts recognised at the time of acquisition for net assets acquired according to preliminary purchase price allocation

	RTS Group AB
Non-current assets	
Intangible assets	59.6
Property, plant and equipment	5.9
Current assets	
Inventories	24.9
Trade receivables	178.3
Other current receivables	15.5
Cash and cash equivalents	70.4
Non-current liabilities	
Deferred tax liability	-17.2
Current liabilities	
Trade payables	-167.0
Other current liabilities	-110.0
Identifiable assets and liabilities, net	60.4
Consideration transferred	272.6
Goodwill	212.2
Net cash flows from acquisitions	
Cash consideration paid	235.0
Less: Cash and cash equivalents acquired	-70.4
Net cash flows	164.6

advania

The acquisition's impact on the Group's earnings

All of the the Group's revenue is attributable to acquisitions during the year. If the acquisition had taken place on 1 January 2023, the Group's revenues for 2023 would have been approximately SEK 14,300 million and the Group's EBITA would have been SEK 1,380 million.

Net cash flows from acquisitions		2023
RTS Group AB		164.6
Advania Finance AB		61.3
Net cash flows		225.9

Note 31 — Transactions with related parties

Transactions between the parent company and its subsidiaries, which are related parties of the company, have been eliminated on consolidation, therefore no information is provided about these transactions in this note. All transactions with related parties take place on market terms.

Details of benefits for senior executives are provided in Note 12. Details on related party transactions relating to equity changes are provided in notes to the parent company.

Note 32 — Significant events after the end of the period

In January 2025 Advania acquired the Audio-Visual specialist company Visuell Teknik Scandinavia AB in Sweden. For more information, see note 30.

In February, Artti Aurasmaa resigned from the Board. At the end of February Advania successfully did a repricing of its existing EUR 375 million Term Loan B, reducing the interest rate by 75 basis points and upsizing the facility to EUR 425 million. In conjunction with this refinancing, Advania is also repricing its direct lending tranches in GBP, SEK, and NOK currencies.

Note 33 — Definitions of alternative key performance indicators

	Definition	Explanation/Use
EBITDA	Profit before interest, taxes, depreciation and amortisation.	Indicates the profit generated from operations, excluding financial items, tax, depreciation and amortisation of intangible assets.
EBITA	Profit before interest and taxes and amortisation of acquisition related intangible assets. EBITDA margin is calculated as EBITDA divided by revenue.	Indicates the profit generated from operations, excluding financial items, taxes and amortisation of intangible assets.
EBIT	Profit before interest and taxes.	Indicates the profit generated from operations, excluding financial items and tax.
Gross revenue	Revenue before adjustment for agent revenue.	Used for measurement of revenue and cost of good sold on agent revenue.
Non-recurring expenses	A non-recurring expense is defined as one that does not arise out of day-to-day business operation, but instead is attributable to one-off events that are extraordinary in nature. Non-recurring expenses are infrequent and not expected to be recurring.	Used for comparing the business performance over reported periods excluding expenses for example acquisition or integration cost on both related and unrelated activities.
Equity ratio (%)	Equity divided by total assets on the balance sheet date.	Specifies how large a proportion of the Group is financed with equity and used as a measure of financial stability.
Return on equity (%)	Profit after tax attributable to the shareholders of the parent company for the current period divided by average equity excluding non-controlling interests during the current period (less current liabilities and based on opening and closing balance).	Indicates profitability by showing the return on the company's equity in relation to the company's shareholders.
Return on capital employed (%)	Operating profit plus financial income for the current period divided by average capital employed during the current period (based on opening and closing balance).	Indicates the effectiveness of the company that requires a return on capital higher than the company's cost of capital.
Net debt	Total interest bearing liabilities (as shown in the statement of financial position) less cash and cash equivalents.	Indicates the level of interest bearing liabilities.

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

The undersigned affirm that the consolidated accounts and the annual accounts, respectively, have been prepared in accordance with the international accounting standards referred to in Regulation (EC) No. 1606/2002 of the European Parliament and of the Council of 19 July 2002 on the application of international accounting standards and generally accepted accounting practices and give a true and fair view of the financial position and results for the Group and Parent company. The directors' report for the Group and Parent company, respectively, provides a true and fair view of the Group's and Parent company's operations, financial position and performance, and describe material risks and uncertainties faced by the Parent company and Group companies.

The Annual and Sustainability Report and the consolidated financial statements were approved for publication by the Board on 15 April 2025. The Annual Report also contains the Group's and Parent company's statutory sustainability reporting in accordance with the Swedish Annual Accounts Act, Chapter 6, Section 11. The consolidated statement of income and comprehensive income and

Stockholm, 15 April 2025

Gestur G. Gestsson
Chairman of the Board

Benjamin Kramarz

Michael Bruun

Carol Roche Austin

Colin Brown

Elisabeth Hoffneil Vagnin

Lill Beate Pedersen

Maria Brunow

Marianne Horstmann

Mikael Noaksson

Tania Howarth

Our audit report was issued on 15 April 2025
KPMG AB

Hök Olov Forsberg
Authorized Public Accountant

Årsrapport regnskapsåret 2024 for 992009241

advania



Auditor's report

To the general meeting of the shareholders of Ainavda HoldCo AB, corp. id 559299-1557

Report on the annual accounts and consolidated accounts

Opinions

We have audited the annual accounts and consolidated accounts of Alnavda HoldCo AB for the year 2024. The annual accounts and consolidated accounts of the company are included on pages 102-137 in this document.

In our opinion, the annual accounts have been prepared in accordance with the Annual Accounts Act, and present fairly, in all material respects, the financial position of the parent company as of 31 December 2024 and its financial performance and cash flow for the year then ended in accordance with the Annual Accounts Act. The consolidated accounts have been prepared in accordance with the Annual Accounts Act and present fairly, in all material respects, the financial position of the group as of 31 December 2024 and their financial performance and cash flow for the year then ended in accordance with IFRS Accounting Standards, as adopted by the EU, and the Annual Accounts Act. The statutory administration report is consistent with the other parts of the annual accounts and consolidated accounts.

We therefore recommend that the general meeting of shareholders adopts the income statement and balance sheet for the parent company and the group.

Basis for Opinions

We conducted our audit in accordance with International Standards on Auditing (ISA) and generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's



Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions.

Other Information than the annual accounts and consolidated accounts

This document also contains other information than the annual accounts and consolidated accounts and is found on pages 1-101 and 140-175. The Board of Directors are responsible for this other information.

Our opinion on the annual accounts and consolidated accounts does not cover this other information and we do not express any form of assurance conclusion regarding this other information.

In connection with our audit of the annual accounts and consolidated accounts, our responsibility is to read the information identified above and consider whether the information is materially inconsistent with the annual accounts and consolidated accounts. In this procedure we also take into account our knowledge otherwise obtained in the audit and assess whether the information otherwise appears to be materially misstated.

If we, based on the work performed concerning this information, conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors

The Board of Directors is responsible for the preparation of the annual accounts and consolidated accounts and that they give a fair presentation in accordance with the Annual Accounts Act and, concerning the consolidated accounts, in accordance with IFRS Accounting Standards as adopted by the EU. The Board of Directors is also responsible for such internal control as they determine is necessary to enable the preparation of annual accounts and consolidated accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts and consolidated accounts The Board of Directors is responsible for the assessment of the company's and the group's ability to continue as a going concern. They disclose, as applicable, matters related to going concern and using the going concern basis of accounting. The going concern basis of accounting is however not applied if the Board of Directors intend to liquidate the company, to cease operations, or has no realistic alternative but to do so.

The Audit Committee shall, without prejudice to the Board of Director's responsibilities and tasks in general, among other things oversee the company's financial reporting process.

Auditor's responsibility

Our objectives are to obtain reasonable assurance about whether the annual accounts and consolidated accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level

of assurance, but is not a guarantee of accuracy. Audits conducted in accordance with ISAs and auditing standards in Sweden will allow misstatements when it exists. Misstatements from fraud or error are considered differently or in the aggregate, they could result in different economic decisions on the basis of these annual accounts and consolidated accounts.

As part of an audit in accordance with the standards of the AICPA, the auditor is required to exercise professional judgment and maintain objectivity throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual accounts and consolidated financial statements, whether due to fraud or error, Design procedures responsive to those risks and obtain sufficient and appropriate evidence that is sufficient and appropriate basis for our opinions. The risk of a material misstatement resulting from fraud is higher than for one resulting from error, a, a, collusion, forgery, intentional omission, or the override of internal controls, Obtain an understanding of the controls relevant to our audit in order to identify and assess the risks of material misstatement that are appropriate in the circumstances but not for the purposes of expressing an opinion on the effectiveness of the company's internal control system, Evaluate the appropriateness of accounting policies used and the reasonableness of the related disclosures made by the company, Conclude on the appropriateness of the accounting treatment and

1. THIS IS ADVANIA		3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND OTHER INFORMATION
Directors', use of the going concern basis of accounting in preparing the annual accounts and consolidated accounts. We also draw a conclusion, based on the audit evidence obtained, as to whether any material uncertainty exists related to events or conditions that may cast significant doubt on the company's and the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual accounts and consolidated accounts or, if such disclosures are inadequate, to modify our opinion about the annual accounts and consolidated accounts. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company and a group to cease to continue as a going concern. - Evaluate the overall presentation, structure and content of the annual accounts and consolidated accounts, including the disclosures, and whether the annual accounts and consolidated accounts represent the underlying transactions and events in a manner that achieves fair presentation. - Plan and perform the group audit to obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the consolidated accounts. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our opinions. We must inform the Board of Directors of, among other matters, the planned scope and timing of the audit. We must also inform of significant audit findings during our audit, including any significant deficiencies in internal control that we identified.		Report on other legal and regulatory requirements Opinions In addition to our audit of the annual accounts and consolidated accounts, we have also audited the administration of the Board of Directors of Alnavda HoldCo AB for the year 2024 and the proposed appropriations of the company's profit or loss. We recommend to the general meeting of shareholders that the profit be appropriated in accordance with the proposal in the statutory administration report and that the members of the Board of Directors be discharged from liability for the financial year. Basis for Opinions We conducted the audit in accordance with generally accepted auditing standards in Sweden. Our responsibilities under those standards are further described in the Auditor's Responsibilities section. We are independent of the parent company and the group in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinions. Responsibilities of the Board of Directors The Board of Directors is responsible for the proposal for appropriations of the company's profit or loss. At the proposal of a dividend, this includes an assessment of whether the dividend is justifiable considering the requirements which the company's and the group's type of operations, size and risks place on the size of the parent company's and the group's equity, consolidation requirements, liquidity and position in general. The Board of Directors is responsible for the company's organization and the administration of the company's affairs. This includes among other things continuous assessment of the company's and the group's financial situation and ensuring that the company's organization is	designed so that the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. Auditor's responsibility Our objective concerning the audit of the administration, and thereby our opinion about discharge from liability, is to obtain audit evidence to assess with a reasonable degree of assurance whether any member of the Board of Directors in any material respect: - has undertaken any action or been guilty of any omission which can give rise to liability to the company, or - in any other way has acted in contravention of the Companies Act, the Annual Accounts Act or the Articles of Association. Our objective concerning the audit of the proposed appropriations of the company's profit or loss, and thereby our opinion about this, is to assess with reasonable degree of assurance whether the proposal is in accordance with the Companies Act. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with generally accepted auditing standards in Sweden will always detect actions or omissions that can give rise to liability to the company, or that the proposed appropriations of the company's profit or loss are not in accordance with the Companies Act. As part of an audit in accordance with generally accepted auditing standards in Sweden, we exercise professional judgment and maintain professional scepticism throughout the audit. The examination of the administration and the proposed appropriations of the company's profit or loss is based primarily on the audit of the accounts. Additional audit procedures performed are based on our professional judgment with starting point in risk and materiality. This means that we focus the examination on such actions, areas and relationships that are material for the operations and where deviations and violations would have particular importance for the	company's situation. We examine and evaluate the accounting, management of assets and the company's financial affairs otherwise are controlled in a reassuring manner. Board of Directors' proposed appropriation of the company's profit or loss we examined in accordance with the Companies Act, the Annual Accounts Act or the Articles of Association. Stockholm 15 April 2025 KPMG AB Höök Olov Forsberg Authorized Public Accountant	Årsregnskap regnskapsåret 2024 for 992009241	



Appendix and other

140	Appendix and other
141	Sustainability data
152	Taxonomy tables
154	Sustainability targets and actions
175	Contact information



ERIK WERNER, CHIEF ADMINISTRATION OFFICER, ADVANIA SWEDEN

‘My job isn’t just about numbers or contracts – it’s about making smart, responsible decisions that make a real difference. I appreciate being part of a company that truly puts long-term impact ahead of short-term gains.’

Data for 2024 include several optional categories that some countries chose to report and other have not; Employee commute, Waste generated in operations, Use of sold products and End-of-life treatment for sold products. A few countries also include food and other purchases in addition to hardware in the category Purchased goods and services. In a Group perspective these additions are not significant, however they impact the emissions for the separate countries and may complicate the comparability between the years. The emissions from 'Purchased goods and services' has been recalculated for 2023 with updated Product Carbon Footprint declarations

from hardware manufacturers. A radiative forcing index (RFI) of 1,9 instead of 2,7 was decided for 2024. Resultingly, 2023 emissions and Sweden's 2019 emissions related to air freights and business travel conducted with flights have been recalculated. Advania Iceland is using a different methodology for flights in business travel, where DEFRA is used with no RFI. Advania Sweden has recalculated the years 2023 and 2019 to include the emissions of the acquisition of RTS. Advania UK data includes the off-shore company in South Africa. Advania Iceland is using a separate calculation methodology, where rental cars are included in scope 3 instead of scope 1. The data for 2023

has been adjusted for this methodology has increased the energy consumption scope 3 due to more accurate data for For more details about calculation methodology we refer to Advania Climate

Sustainability Data

ESRS E1

E1-5 energy consumption and mix

Energy consumption and mix	GROUP				SE		UK		NO		IS		FI		DK		RS	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
(1) Fuel consumption from coal and coal products (MWh)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(2) Fuel consumption from crude oil and petroleum products (MWh)	1,879	1,980	933	637	283	391	64	261	544	569	42	88	13	33	0	0	0	0
(3) Fuel consumption from natural gas (MWh)	154	144	102	119	27	25	0	0	0	0	0	0	0	0	0	0	0	0
(4) Fuel consumption from other non-renewable sources (MWh)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(5) Consumption from nuclear products (MWh)	13	47	12	19	0	24	0	3	0	0	0	0	0	1	1	0	0	0
(6) Consumption of purchased or acquired electricity, heat, steam, and cooling from non-renewable sources (MWh)	6,636	8,399	2,067	2,101	826	494	3,229	2,194	18	22	276	2,977	78	92	0	0	0	0
(7) Total non-renewable energy consumption (MWh) (calculated as the sum of lines 1 to 6)	8,683	10,569	3,114	2,875	1,137	934	3,293	2,458	562	592	318	3,066	92	126	0	0	0	0
(8) Share of non-renewable sources in total energy consumption (%)	24%	28%	31%	29%	62%	66%	41%	34%	8%	7%	6%	53%	2%	3%	0	0	0	0
(9) Fuel consumption for renewable sources including biomass (also comprising industrial and municipal waste of biologic origin), biofuels, biogas, hydrogen from renewable sources, etc.	601	318	415	140	61	29	57	84	46	49	19	13	3	4	0	0	0	0
(10) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	27,448	26,255	6,382	6,823	621	451	4,690	4,728	6,671	7,270	5,446	2,694	3,628	4,289	0	0	0	0
(11) The consumption of self-generated non-fuel renewable energy (MWh)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(12) Total renewable energy consumption (MWh) (calculated as the sum of lines 9 to 11)	28,049	26,574	6,797	6,963	682	480	4,747	4,811	6,717	7,319	5,464	2,707	3,631	4,293	0	0	0	0
(13) Share of renewable sources in total energy consumption (%)	76%	72%	69%	71%	38%	34%	59%	66%	92%	93%	94%	47%	98%	97%	0	0	0	0
Total energy consumption (MWh) (calculated as the sum of lines 7 and 12)	36,732	37,143	9,911	9,838	1,819	1,414	8,040	7,269	7,278	7,911	5,783	5,773	3,722	4,419	0	0	0	0

Advania have activities in the High Climate Impact Sectors 46.51 'Wholesale of computers, computer peripheral equipment and software' and 46.52 'Wholesale of electronic and telecommunications equipment and parts'. However, the energy consumption specifically allocated to those activities is not possible to extract accurately. There are a combination of activities and roles relating to administration, sales and consultants providing services where hardware sales is integrated to a varying extent.

SE = Advania Sweden, UK = Advania UK, NO = Advania Norway, IS = Advania Iceland, FI = Advania Finland, DK = Advania Denmark, RS = Advania Sri Lanka



1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDIX AND OTHERS

E1–6 gross scopes 1,2,3 and total GHG emissions

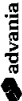
GHG emission scope 1,2,3	GROUP		SE		UK		NO		IS		FI		DK		RS	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Scope1 GHG emissions																
Gross Scope 1 GHG emissions (tCO ₂ eq)	488	571	188	195	89	109	31	66	151	169	22	22	3	9	5	0
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Scope 2 GHG emissions																
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	3,066	2,631	610	634	541	279	620	602	48	45	659	567	503	447	54	25
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	2,621	4,028	216	221	433	267	1,688	981	36	37	133	2,198	37	42	53	31
Significant scope 3 GHG emissions																
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ eq)	116,569	90,356	81,887	61,323	1,258	1,231	14,611	15,854	6,007	5,372	2,105	2,248	10,616	4,178	25	28
1 Purchased goods and services	102,101	77,984	73,725	54,892	801	776	11,923	12,848	4,845	4,212	1,710	1,750	9,095	3,414	0	0
3 Fuel and energy-related Activities (not included in Scope1 or Scope 2)	568	756	135	136	45	92	173	190	55	61	144	224	15	48	1	5
4 Upstream transportation and distribution	10,576	7,512	7,188	4,607	112	87	1,660	1,995	18	19	165	176	1,433	628	0	0
5 Waste generated in operations	6	11	-	-	-	-	-	-	6	11	-	-	-	-	-	-
6 Business travel	1,743	1,972	804	1,049	299	274	284	297	185	171	84	98	59	79	2	2
7 Employee commuting	827	1,452	-	616	-	-	564	514	205	267	-	-	6	6	21	18
9 Downstream transportation	52	37	35	23	1	0	8	10	-	-	1	1	8	3	0	0
11 Use of sold products	37	34	-	-	-	-	-	-	37	34	-	-	-	-	-	-
12 End-of-life treatment of sold products	656	598	-	-	-	-	-	-	656	598	-	-	-	-	-	-
Total GHG emissions																
Total GHG emissions (location-based) (tCO ₂ eq)	120,123	93,559	82,685	62,152	1,887	1,619	15,262	16,522	6,206	5,586	2,786	2,837	11,122	4,635	84	88
Total GHG emissions (market-based) (tCO ₂ eq)	119,677	94,955	82,291	61,739	1,779	1,607	16,329	16,901	6,194	5,578	2,260	4,468	10,656	4,229	83	87
-Recalculations for Advania Norway's 2023 year data has been performed due to additional hardware data, which impacts the emissions related to hardware and transportation.																
-Advania Sri Lanka has increased the emissions in scope 1 in 2024, due to additional purchased goods, such as food.																
-Advania Sri Lanka has increased the emissions in scope 3 in 2024, which is due to more accurate data for cooling, which stands for a large part of the total emissions.																
-For 2024, Guarantee of Origin (GoO) is required for the reported energy to be counted as renewable. Where no GoO has been reported, residual mix has been used to calculate the emissions. Advania Iceland is excluded from this requirement with the reasoning that close to all energy produced in Iceland stems from renewable sources.																
-For Advania Finland, GoO was not available for locations that previous year was counted as renewable energy, which has increased scope 2 emissions.																
-Any cell indicated with '-' implies that the metric is not measured.																

Arstregnskap Regnskapsåret 2024 for 992009241

SE = Advania Sweden, UK = Advania UK, NO = Advania Norway, IS = Advania Iceland, FI = Advania Finland, DK = Advania Denmark, RS = Advania Serbia, LK = Advania Sri Lanka

advania

SE = Advania Sweden, UK = Advania UK, NO = Advania Norway, IS = Advania Iceland, FI = Advania Finland, DK = Advania Denmark, RS = Advania Serbia, LK = Advania Sri Lanka



Årsregnskap regnskapsåret 2024 for 992009241

ESRS E5

E5–5 Total waste generated

Total waste generated in the company's own operations	GROUP		SE		UK		NO		IS		FI		DK	
	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024
Total amount of waste generated [tonnes]	296.6	144.6	12.9	87.7	39.2	5.3	6.9							
Total amount of hazardous waste [tonnes]	22.5	7.5	-	5.8	3.9	5.3	-							
Total amount of non-hazardous waste [tonnes]	274.1	137.0	12.9	81.9	35.3	-	6.9							

Hardware sales, takeback and re-sell (entity specific)	GROUP		SE		UK		NO		IS		FI		DK	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Number of new units sold during the reporting period	544,448	416,336	439,628	320,548	325	3,818	63,707	61,897	8,565	7,578	5,798	6,650	26,425	15,845
Number of used hardware taken back during the reporting period	169,828	137,052	163,383	133,019	0	190	3,005	3,753	92	90	0	0	2,901	0
Number of used units resold during the reporting period	142,634	113,490	139,408	108,866	0	148	3,005	3,506	92	90	129	880	0	0
Circulated units as a share of total hardware sales*	21%	22%	24%	25%	0%	4%	5%	5%	1%	1%	2%	12%	0%	0%

* Circulated units means used hardware resold.

SE = Advania Sweden, UK = Advania UK, NO = Advania Norway, IS = Advania Iceland, FI = Advania Finland, DK = Advania Denmark, RS = Advania Serbia, LK = Advania Sri Lanka



1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDIX AND

ESRS S1

Data concerning our employees are collected through our financial and payroll systems and through an external service for employee surveys. All employees in the own workforce are disclosed in the numbers. Advania does not have any employees with non-guaranteed hours. The reporting of gender is based on what the employees has specified themselves.

Employee Satisfaction [entity specific]

	GROUP		SE		UK		NO		IS		FI		DK		RS	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Commitment	4.10	4.07	4.16	4.12	4.02	4.05	3.99	3.95	4.35	4.31	3.83	3.77	4.07	4.01	4.32	4.30
Engagement	4.06	4.11	4.09	4.10	4.01	4.06	4.04	4.18	4.21	4.27	3.88	3.88	4.13	4.13	4.25	4.30

S1–6 Characteristics of employees

	GROUP		SE		UK		NO		IS		FI		DK		RS	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Total number of employees (headcount end of year)																
Number of employees																
Average number of employees																
Male																
Female																
Not reported																
Total Employees																
Permanent and temporary employees (headcount end of year)																
Number of permanent employees - female																
Number of permanent employees - male																
Number of temporary employees - female																
Number of temporary employees - male																
New employees (headcount)																
Total number new employees																
New employees women																
New employees men																
Employee turnover (permanent & temporary)																
Total turnover LTM %																
Women turnover LTM %																
Men turnover LTM %																
Unwanted turnover LTM %																

SE = Advania Sweden, UK = Advania UK, NO = Advania Norway, IS = Advania Iceland, FI = Advania Finland, DK = Advania Denmark, RS = Advania Serbia, LK = Advania Sri Lanka

advania

regnskap regnskapsåret 2024 for 992009241

S1-7 - Characteristics of non-employees in the undertaking's own workforce

	GROUP		SE		UK		NO		IS		FI		DK		RS	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024

Total number of external contractors last day of the reporting period

- The non-employees in our workforce are predominantly contractors or subcontractors (off payroll workers).
- Reported as FTE at the end of the reporting period.

S1-8 Collective bargaining coverage and social dialogue

	GROUP		SE		UK		NO		IS		FI		DK	
	2024		2024		2024		2024		2024		2024		2024	

Collective bargaining coverage (%) of employees – EEA (for countries with >50 empl. representing >10% total empl.)

Collective bargaining coverage (%) of employees – Non-EEA (estimate for regions with >50 empl. Representing >10%total empl)

Workplace representation (EEA only) (for countries with >50 empl. representing >10% total empl.)

- For Advania Finland, the leadership team members are not covered.



S1-9 Diversity metrics

		GROUP		SE		UK		NO		IS		FI		DK		RS	
		2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Gender																	
Number of employees (headcount) at top management level		64	59	10	10	10	9	10	10	8	8	11	11	6	5	6	2
Percentage women in top management level		28%	34%	20%	30%	10%	11%	30%	40%	63%	63%	36%	36%	0%	20%	50%	50%
Percentage men in top management level		72%	66%	80%	70%	90%	89%	70%	60%	37%	37%	64%	64%	100%	80%	50%	50%
Percentage women in management [entity specific]		25%	26%	26%	28%	28%	28%	17%	15%	36%	36%	15%	17%	22%	33%	50%	50%
Percentage men in management [entity specific]		75%	74%	74%	72%	72%	72%	83%	85%	64%	67%	85%	83%	78%	67%	50%	50%
Percentage women in administration [entity specific]		65%	70%	80%	79%	50%	65%	66%	68%	59%	61%	77%	73%	80%	57%	100%	100%
Percentage men in administration [entity specific]		35%	30%	20%	21%	50%	35%	34%	32%	41%	39%	23%	27%	20%	43%	0%	0%
Percentage women in operation [entity specific]		17%	19%	17%	18%	16%	21%	13%	14%	26%	27%	14%	15%	7%	18%	27%	31%
Percentage men in operation [entity specific]		83%	81%	83%	82%	84%	79%	87%	86%	74%	73%	86%	85%	93%	82%	73%	69%
Percentage women in total [entity specific]		21%	23%	23%	24%	24%	27%	16%	17%	31%	31%	18%	18%	15%	20%	31%	34%
Percentage men in total [entity specific]		79%	77%	77%	76%	76%	73%	84%	83%	69%	69%	82%	82%	85%	80%	69%	66%
Age (yearly average headcount)																	
Number of employees (headcount) under 30 years old		835	835	317	325	196	230	201	177	65	55	15	15	11	10	13	8
Percentage of employees under 30 years old		19%	18%	22%	20%	20%	22%	24%	23%	11%	9%	5%	4%	18%	19%	41%	28%
Number of employees (headcount) between 30 and 50 years old		2,564	2,627	785	897	657	690	450	400	365	335	229	223	29	29	18	19
Percentage of employees between 30 and 50 years old		59%	58%	55%	55%	67%	65%	53%	51%	60%	57%	70%	67%	47%	54%	56%	66%
Number of employees (headcount) over 50 years old		919	1,078	317	416	127	140	196	208	174	200	81	96	22	15	1	2
Percentage of employees over 50 years old		21%	24%	22%	25%	13%	13%	23%	26%	29%	34%	25%	29%	35%	28%	3%	7%

- Top management is defined as C-level management.
- For Advania UK, Servium included in the data.

S1-13 — Training and skills development metrics

	GROUP	SE	UK	NO	IS	FI	DK	RS	LK
	2024	2024	2024	2024	2024	2024	2024	2024	2024
Average number of training hours per person for employees	25	46	22	8	4	16	1	0	26
Average training hours per employee, Female: (hours)	25	40	32	8	4	15	0	0	18
Average training hours per employee, Male: (hours)	26	48	19	8	4	16	30	0	27
Percentage of employees that participated in regular performance and career development reviews	85%	100%	76%	93%	69%	55%	35%	100%	100%

The data is based on estimations and assumptions due to lack of data completeness; not all employee trainings are registered. During 2025, Advania intend to strengthen the quality of the data.

SE = Advania Sweden, UK = Advania UK, NO = Advania Norway, IS = Advania Iceland, FI = Advania Finland, DK = Advania Denmark, RS = Advania Serbia, LK = Advania Sri Lanka



S1–14 — Health and safety metrics

	GROUP 2024	SE 2024	UK 2024	NO 2024	IS 2024	FI 2024	DK 2024	RS 2024	LK 2024
Work-related injuries and ill health*									
Number of fatalities in own workforce as result of work-related injuries and work-related ill health	1	0	0	0	1*	0	0	0	0
Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking's sites	0	0	0	0	0	0	0	0	0
Number of recordable work-related accidents for own workforce	13	5	5	0	3	0	0	0	0
Rate of recordable work-related accidents for own workforce	1.6	1.8	2.7	0	3.4	0	0	0	0
Number of cases of recordable work-related ill health of employees	32	11	9	12	0	0	0	0	0
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to employees	782	263	194	325	0	0	0	0	0
Sick leave [entity specific]									
Total sick leave %	3.1 %	3.0 %	1.4 %	3.6 %	3.8 %	2.6 %	1.7 %	1.3 %	2.0 %

S1-14 entail new metrics, hence no comparison with previous year.
*Measurement of 'work-related injury' is not according to the ESRS-S1 definition for Advania Iceland. Due to Icelandic law, a fatality that happens on route to or from work is considered to be a work-related fatality.

S1–15 Work-life balance metrics

	GROUP 2024	SE 2024	UK 2024	NO 2024	IS 2024	FI 2024	DK 2024	RS 2024	LK 2024
Percentage of employees entitled to take family-related leave	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percentage of entitled employees that took family-related leave	11%	16%	8%	6%	8%	16%	13%	10%	0%
Percentage of entitled employees that took family-related leave – female	15%	19%	14%	10%	11%	20%	28%	10%	0%
Percentage of entitled employees that took family-related leave – male	10%	15%	6%	5%	7%	15%	12%	10%	0%

S1-16 — Remuneration metrics (pay gap and total remuneration)

	GROUP		SE		UK		NO		IS		FI		DK		RS	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Gender pay gap (average gross hourly pay level of male employees - average gross hourly pay level of female employees / average gross hourly pay) (level of male employees)	14.8%	9.9%	13.3 %	7.4 %	16.8 %	20.2 %	11.0 %	13.1 %	0.9 %	0.3 %	17.9 %	15.2 %	32.2 %	5.7 %	10.9 %	13.5 %
Annual total remuneration ratio (highest paid individual to the median annual total remuneration for all employees [excluding the highest-paid])	7.08	6.07	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
For Advania UK, the gender pay gap is 14,2% for the employees in UK and 23,7% for the employees in South Africa.																

S1-17 — Incidents, complaints and severe human rights impacts

	GROUP		SE		UK		NO		IS		FI		DK		RS	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Number of incidents of discrimination, including harassment	5	3	1	1	2	1	2	1	0	0	0	0	0	0	0	0
Number of complaints filed through channels for people in own workforce to raise concerns	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of complaints filed to National Contact Points for OECD Multinational Enterprises	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Amount of material fines, penalties, and compensation for damages as result of violations regarding social and human rights factors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of severe human rights issues and incidents connected to own workforce	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of severe human rights issues and incidents connected to own workforce that are cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Amount of material fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
-No severe human rights issues and incidents connected to own workforce have occurred. Information about reconciliation of amount of material fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce with most relevant amount presented in financial statements.																
-For Advania Sweden, the incident is no longer subject to action. Remediations plans have been implemented.																
-For Advania UK, the incident relate to both discrimination-related and non-discrimination-related concerns. After a thorough review, the discrimination-related concerns were not upheld. Due to a breakdown of trust, it was mutually agreed that the situation was untenable and was subsequently managed through a settlement.																
-For Advania Norway, the incident is no longer subject to action. Remediations plans have been implemented.																

SE = Advania Sweden, UK = Advania UK, NO = Advania Norway, IS = Advania Iceland, FI = Advania Finland, DK = Advania Denmark, RS = Advania Serbia, LK = Advania Sri Lanka



1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND ADDITIONAL INFORMATION

ESRS S2 & ESRS S3

Supplier assessment 2024 [entity specific]

	Number of major suppliers*	Number (%) of major direct suppliers assessed by Advania Group	Number (%) of suppliers participating in deep dive dialogues		Advania assessment result					
			Low risk	Medium risk	High risk					
Major direct suppliers	16	15 (94%)	13 (81%)	14	2	0				
Major indirect suppliers	167	167 (100%)	N/A	99	68	0				

*Major suppliers are suppliers that together correspond to minimum 80% of Advania Group spend on procurement.

ESRS G1

Training in anti-corruption policy and Code of Conduct [entity specific]

	GROUP		SE		UK		NO		IS		FI		DK		RS	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
% Employees educated in Anti-corruption policy [entity specific]	98%	96%	98%	96%	100%	96%	100%	100%	93%	95%	98%	96%	96%	78%	100%	100%
% Employees educated in Code of Conduct [entity specific]	93%	97%	99%	96%	95%	100%	76%	100%	95%	95%	98%	92%	100%	85%	100%	100%

G1—4 — Confirmed incidents of corruption or bribery

	GROUP		SE		UK		NO		IS		FI		DK		RS	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Number of convictions for violation of anti-corruption and anti-bribery laws	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Amount of fines for violation of anti-corruption and anti-bribery laws	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

SE = Advania Sweden, UK = Advania UK, NO = Advania Norway, IS = Advania Iceland, FI = Advania Finland, DK = Advania Denmark, RS = Advania Serbia, LK = Advania Sri Lanka

advania

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDIX AND OTHER INFORMATION

Entity Specific - Cyber security and privacy

Security breaches [entity specific]

	GROUP	SE	UK	NO	IS	FI	DK	RS	LK
	2024	2024	2024	2024	2024	2024	2024	2024	2024
Total number of security breaches in the reporting period: Leakage	1	0	0	0	1	0	0	0	0
Total number of security breaches in the reporting period: DDOS	1	1	0	0	0	0	0	0	0
Total number of security breaches in the reporting period: Ransomware	0	0	0	0	0	0	0	0	0

- A 'Security breach' is defined as leakage, DDOS or ransomware linked to employee or end-users' information and data, where Advania is deemed to be the legally liable party for the breach.

- Advania Iceland's leakage did not involve sensitive data, however considered serious due to amount of PII. Breach was reported to IDPA. Case is still open. Based on previous history, it is highly unlikely that the data breach will have any financial consequences

- For Advania Sweden, the incident was a Distributed Denial of Service (DDoS) attack affecting productivity during a shorter network outage. The incident had no other impact nor financial loss.

Information security & GDPR training [entity specific]

	GROUP	SE	UK	NO	IS	FI	DK	RS
	2023	2024	2023	2024	2023	2024	2023	2024
% Employees trained in information security and GDPR	95%	98%	99%	100%	92%	100%	94%	100%

Substantiated complaints [entity specific]

	GROUP	SE	UK	NO	IS	FI	DK	RS
	2023	2024	2023	2024	2023	2024	2023	2024
Total number of substantiated complaints received from regulatory bodies concerning breaches of customer privacy	0	0	0	0	0	0	0	0

SE = Advania Sweden, UK = Advania UK, NO = Advania Norway, IS = Advania Iceland, FI = Advania Finland, DK = Advania Denmark, RS = Advania Serbia, LK = Advania Sri Lanka

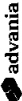
advania

Advania

Årsrapport 2024

Årsrapport 2024 for 992009241

SE = Advania Sweden, UK = Advania UK, NO = Advania Norway, IS = Advania Iceland, FI = Advania Finland, DK = Advania Denmark, RS = Advania Serbia, LK = Advania Sri Lanka



1. THIS IS ADVANIA		2. STRATEGY		3. WHAT WE OFFER AND TRENDS		4. BOARD AND MANAGEMENT		5. SUSTAINABILITY STATEMENT		6. FINANCIAL STATEMENTS		7. APPENDIX AND									
												+ SE		TARGETS AND ACTIONS MOVING FORWARD							
												Material IRO		Short-term Target (<2025)		Mid-term Target (2030)		Long-term Target (>2030)			
												Climate-smart and energy efficient solutions		— All participants in Advania Sweden's pilot 'Advania Way Sustainability Programme' feel empowered and with increased knowledge on how to be a sustainability advisor to customers		— Sustainability is a recurring theme in cooperation forums with all customers		— Advania leading sustainable			
												Planned key actions		— Update and implement the Climate transition plan		— Continue and finalise the Sustainability Programme during 2025		— Establish a collaboration forum with key managers in Business Units			
												How we are tracking progress		— Annually in sustainability statement							
												GHG emissions in own operations		— SBTi net-zero targets have been approved for Advania Sweden		— Advania Sweden has implemented an updated climate transition plan in accordance with the CSRD requirements		— Increase the share of electric vehicles in the company car fleet to 75%		— Advania Sweden prioritises train travel and reducing flights and their GHG emissions by 10% (kg CO ₂ e/employee) compared to 2024	
												Linked policies		— Sustainability Policy		— Code of Conduct for Suppliers		Advania AB			
												Linked SDGs		13 CLIMATE ACTION		TARGET 12-2		TARGET 12-5			
														SUSTAINABLE MANAGEMENT AND CLIMATE RESPONSIBILITY		SUSTAINABLE MANAGEMENT AND CLIMATE RESPONSIBILITY		SUSTAINABLE MANAGEMENT AND CLIMATE RESPONSIBILITY			

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

+

SE

TARGETS AND ACTIONS MOVING FORWARD

Material IRO

Short-term Target (2025)

Mid-term Target (2030)

Long-term Target (>2030)

Supply chain disruption (weather disasters); transition risks

— Advania Sweden has during the year performed an analysis of climate-related risks

— Advania Sweden has integrated ESG and recurring Climate risk assessments in the companies Enterprise Risk Management (ERM) system

— Advania Sweden is a resilient organisation with a high ESG competence and the ability to adapt to a changing market and regulatory landscape

Planned key actions

— Perform risk analysis of both physical and transition risks related to climate change

How we are tracking progress

— To be decided in 2025 how progress will be tracked

Energy consumption; increased energy prices or fluctuation and increased consumption

— Advania Sweden has, during the year, reduced energy use per virtual server with at least 5% compared to 2024

— Advania Sweden upholds 100% renewable energy in its data centre operations

— Advania Sweden has reduced the energy use in data centers operated by Advania Sweden with at least 50% per virtual server since the 2023 base year

— Advania Sweden only partners with co-location data centre providers offering industry leading energy efficiency in the centres (complying with the EU CoC for energy efficient data centres or similar).

Planned key actions

— Implement energy efficiency guidelines for data centre operations

How we are tracking progress

— Annually in sustainability statement and Advania climate statement

advania

SE

+

Årsregnskap regnskapsåret 2024 for 992009241

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

+

SE

TARGETS AND ACTIONS MOVING FORWARD

 advania

	Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (>2030)
Climate smart and energy efficient solutions	Supply chain disruption (weather disasters); transition risk	— Advania UK delivers secure IT services to customers' businesses and contributes to a more sustainable society	— Advania UK empowers customers to transition to a low carbon and sustainable society	— Advania UK has set up a network of ESG Champions with representation from each business unit
		— Identify opportunities where Advania can work with customers to deliver sustainable solutions	— Advania UK has achieved ISO14001 certification	— Advania UK has integrated ESG and recurring climate risk assessments in the company Enterprise Risk Management (ERM) system
		— Raise awareness of sustainability initiatives internally to equip client facing teams to discuss sustainability-related matters with clients		
		How we are tracking progress	Planned key actions	
		— Progress is tracked and communicated internally to C-level management team and externally in the sustainability statement	— Recruit and manage a network of ESG champions with representation from each business unit	
			How we are tracking progress	
GHG emissions in own operations	Energy consumption increased energy prices or fluctuation and increased consumption	— Advania UK has reduced the GHG emissions in scope 1-3 by at least 37% compared to the base year 2023 in line with the Carbon Reduction Plan	— Advania UK has 100% renewable energy in its data centre operations	— Advania UK has 100% renewable energy in its data centre operations
		— Advania UK has reduced GHG emissions in scope 1-3 in line with the Carbon Reduction Plan (5.7% overall reduction in carbon)	— Continue to engage with data centre suppliers to ensure 100% renewable energy in data centre operations	— Advania UK has 100% renewable energy in its data centre operations
		Planned key actions	Planned key actions	
		— Work with CCS Media and Servium to integrate GHG emissions data into the Advania UK Carbon Reduction Plan	— Plan to open up dialogues with each data centre provider to request regular and accurate co-located energy audits	— Advania UK has 100% renewable energy offering efficiencies (comparable energy similar)
		— Identify opportunities for further GHG emissions reductions	— Ensure all decision makers involved with data centres are aware of the importance of renewable energy	
		How we are tracking progress	How we are tracking progress	
		— Annually in sustainability statement, Advania climate statement and against the Carbon Reduction Plan	— Annually in sustainability statement and Advania climate statement	

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND DOCUMENTS

NO

⚡

TARGETS AND ACTIONS MOVING FORWARD

Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (>2030)	Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (>2030)
Climate smart and energy efficient solutions	- Clearly defined climate mitigation business activities following taxonomy reporting and first plan to increase share of revenue - Integrate sustainability in service development process	Advania Norway will continuously increase the revenue from taxonomy aligned climate mitigation economic activities	Advania Norway empowers customers to transition to a low-carbon and sustainable society	Supply chain disruption (weather disasters); transition risk	Advania Norway has during the year performed an analysis of climate-related risks and started on a follow-up plan	Advania Norway has integrated ESG and recurring climate risk assessments in the company's Enterprise Risk Management (ERM) system	Advania Norway has adapted its climate risk regulatory
	Planned key actions - EU taxonomy follow-up work - Iteration of customer climate reporting tool - Workshops to integrate ESG into service development process				Planned key actions - Climate risk assessment in collaboration with the entire Group - Integration of updated risk assessments into central ERM		
	How we are tracking progress - Regular internal reporting to relevant management - Annually in sustainability statement				How we are tracking progress To be decided in 2025 how progress will be tracked		
GHG emissions in own operations	SBTi near term targets have been approved for Advania Norway, and a climate transition plan has been implemented	Advania Norway has reduced the GHG emissions in scope 1-3 with at least 50% by 2030 compared to the 2023 base year.	Advania Norway is committed to net-zero GHG emissions in scope 1-3 by 2045	Energy consumption Increased energy prices or fluctuation and increased consumption	- Advania Norway has improved energy efficiency in data centres by 8% (kwh/vCPU) 100% renewable energy in all data centres	- Advania Norway has improved energy efficiency in data centres by 35% (kwh/vCPU) 100% renewable energy in all data centres and offices	Advania Norway has adapted its climate risk regulatory
	Planned key actions - Validate near term targets with SBTi - Implement a climate transition plan				Planned key actions - Refresh of hardware with higher energy efficiency (servers, storage and network) - Collaboration with suppliers about energy efficiency, both hardware and data centre provision - Work towards increased virtualisation in data centres (more virtual machines per physical server) - Investment in new energy efficient technologies - Continued procurement of renewable energy certificates in all data centres		
	How we are tracking progress - Regular internal reporting to relevant management - Annually in sustainability statement and Advania climate statement				How we are tracking progress Quarterly to MSP management, and reported annually internally to C-level and board through the Advania climate statement		

Arsregnskap regnskapsåret 2024 for 992009241

advania

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

IS

IS

TARGETS AND ACTIONS MOVING FORWARD

Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (>2030)	Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (>2030)
Climate smart and energy efficient solutions	— Advania Iceland has held dialogues with 100% of data centre suppliers on their progress towards EU CoC for energy efficiency.	— Advania Iceland delivers secure IT services to its customers' businesses and contributes to a more sustainable society. — 100% renewable electricity in all data centre operations.	— Advania Iceland empowers customers to transition to a low-carbon and sustainable society	Supply chain disruption (weather disasters); transition risk	— Advania Iceland has performed an analysis of climate-related risks to the company	— Advania Iceland has an integrated climate risk assessment in the company's overall risk assessment.	— Advania organises competitions to the company's market
	Planned key actions — Plan and perform dialogues with all data centre suppliers				Planned key actions — Assess climate risk		
	How we are tracking progress — Annually in sustainability statement				How we are tracking progress — To be decided in 2025 how progress is tracked		
GHG emissions in own operations	— Advania Iceland has implemented a climate transition plan	— Advania Iceland shall reduce scope 1 and 2 GHG emissions with 50% by 2030 — Reduce scope 3 emissions by 52% per ISK value added by 2030	— Advania Iceland is committed to net-zero GHG emissions in scope 1-3 by 2045	Energy consumption Increased energy prices or fluctuation and increased consumption	— Advania continues to update its car fleet to renewable energy — Advania Iceland has held dialogues with 100% of data centre suppliers on their progress towards EU CoC for energy efficiency.	— The car fleet uses 100% renewable energy — 100% renewable electricity in all data centre operations	— Advania uses 100% renewable energy — Advania's data centre operations provide 100% renewable CoC for customers' centres — Advania's data centre operations provide 100% renewable CoC for customers' centres
	Planned key actions — Implement and communicate a climate transition plan — Advania Iceland will perform a ISO 14001 gap analysis				Planned key actions — Implement a car fleet policy in relation to climate transition plan.		
	How we are tracking progress — Annually in sustainability statement and Advania climate statement				How we are tracking progress — Annually in sustainability statement and Advania climate statement		

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

Ar

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHERS

FI

TARGETS AND ACTIONS MOVING FORWARD

Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (>2030)	Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (>2030)
Climate smart and energy efficient solutions	—	— Sustainable digitalisation is a recurring topic in all customer collaboration forums in Advania Finland	— Advania Finland is one of the leading actors in Finland within sustainable digitalisation	Supply chain disruption (weather disasters); transition risk	— Advania Finland has performed a climate risk assessment	— Advania Finland has integrated ESG and recurring climate risk assessments in the companies Enterprise Risk Management (ERM) system	— Advania Finland has improved energy efficiency in data centres by 30% (kwh/vCPU)
	How we are tracking progress — Annually in sustainability statement				Planned key actions — Climate risk assessment		
GHG emissions in own operations	— Advania Finland completes GHG emission reduction plan			Energy consumption Increased energy prices or fluctuation and increased consumption	How we are tracking progress — To be decided in 2025 how progress will be tracked		
	Planned key actions — Current state analysis of data quality and data collection processes has been made for basis to more accurate data for scope 1 and 2 — GHG emission reduction plan				How we are tracking progress — Advania Finland has 100% renewable energy in its data centre operations		
How we are tracking progress — Annually in sustainability statement and Advania climate statement				How we are tracking progress — Annually in sustainability statement and the Advania climate statement			

arsregnskap regnskapsåret 2024 for 992009241

advania

1. THIS IS ADVANIA		2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND ADDITIONAL INFORMATION
+ DK		TARGETS AND ACTIONS MOVING FORWARD					
Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (>2030)	Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (>2030)
Climate smart and energy efficient solutions	All business units offer their hardware customers a carbon footprint report of the life cycle emissions	Sustainability is a recurring theme in cooperation forums with all customers	Advania Denmark is one of the leading actors in Denmark within sustainable digitalisation	Supply chain disruption (weather disasters); transition risk	—	Advania Denmark has an integrated climate risk assessment in the company's overall risk assessment.	Advania Denmark is an organisation competing on the market
GHG emissions in own operations	How we are tracking progress Annually in sustainability statement	- Advania Denmark prioritises travel by train and reducing flights and their GHG emissions by 10% (compared to 2024) - Advania Denmark has implemented a climate transition plan	Advania Denmark is committed to net-zero GHG emissions in scope 1-3 by 2045	Energy consumption Increased energy prices or fluctuation and increased consumption	How we are tracking progress - To decide in 2025 how progress will be tracked 100% renewable energy in the data centres.	100% renewable energy in the data centres and offices.	Advania Denmark provides leading CoC for centres
	Planned key actions - Develop clear guidelines for Advania Denmark Travel Policy How we are tracking progress - Annually in sustainability statement and Advania climate statement				How we are tracking progress Annually in sustainability statement and Advania climate statement		

ESRS E5

Targets and actions moving forward

For targets and planned key actions related to the IRO 'circular supplier', see ESRs S2 and S3 in this appendix, and for the IRO 'IT as a service/managed services' see ESRs E1, and the IRO 'energy consumption' in this appendix.

The targets related to circular economy are in general more ambitious than legislation requires, and the main focus is on preventing waste, as defined in the waste hierarchy, by increasing the usage time of IT hardware.



Linked SDGs



Linked policies

- Sustainability Policy
- Code of Conduct for Suppliers

Circulated = reused.

Årsregnskap regnskapsåret 2024 for 992009241

Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (≥2035)
Circular products and services	— At least 25% of all sold IT hardware in Advania Sweden during the year should be circulated¹	— Until 2030 at least 50% of all sold IT hardware in Advania Sweden should be circulated¹	— Advani-actors shift to IT hard-ware
Circular suppliers	— Advania Sweden has developed a 'preferred partner programme' including requirements on ambitious climate transition targets and transition plans with a strategy for circular IT	— All new suppliers need to qualify their climate transition targets and plans before Advania Sweden enters a partnership	— Advani-actors with external SBTs as targets programme transit
IT as-a-service/managed services	— Develop and implement a method for assessing our strategic suppliers and select preferred sustainable partner to Advania Sweden	— Progress is tracked and communicated internally to C-level management team and external stakeholders	— Advania IT serv-ice business more s
IT as-a-service/managed services	— 6 new customers onboarded to the managed services business	— 5-10 % organic revenue growth every year	— Advania IT serv-ice business more s
IT as-a-service/managed services	— Professional onboarding of all new customers and pave the way for a long-term business relationship	— Recruiting new talents and build successful customer teams	— Advania IT serv-ice business more s
IT as-a-service/managed services	— Sales and marketing to the Swedish market to win new customers	— Sales and marketing to the Swedish market to win new customers	— Advania IT serv-ice business more s
IT as-a-service/managed services	— Progress is tracked and communicated internally to C-level management team and external stakeholders	— Progress is tracked and communicated internally to C-level management team and external stakeholders	— Advania IT serv-ice business more s

Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (>2030)
Advisory on climate impact and circularity	— All business units offer their hardware customers a carbon footprint report of the life cycle GHG-emissions	— Sustainability is a recurring topic in all customer collaboration forums	— Advania Sweden is one of the leading actors in Sweden within sustainable digitalisation
	Planned key actions — Develop a consistent methodology for climate reporting for their products and services to customers for more of the Business Units including circular products for their refurbish centre		
	How we are tracking progress — Progress is tracked and communicated internally to C-level management team and externally in the sustainability statement		
Electronic waste	— Advania Sweden communicates the compliance assurance statement to 100% of recommerce customers	— 100% of identified high risk customers² are assessed in accordance with Advania Sweden's sustainability risk management for recommerce business	— All products sold by Advania Sweden are circulated responsibly in a country with regulation and infrastructure, once the products are at end-of-life
	Planned key actions — Implement process for risk evaluation of recommerce customers, including a risk register, self-assessment questionnaire, follow-up, and escalation routines.		
	How we are tracking progress — Annually in the sustainability statement		

² High risk customers are identified based on a number of ESG criteria.



Advania UK

At Advania UK, hardware resale has historically been less of a focus area than service and support offerings.

However, since the acquisitions of Servium and CCS Media in 2024, whose core business are both centred around the resale of IT hardware, Advania UK has been committed to integrating sustainable practices into these operations to minimise their environmental impact. Both Servium and CCS Media have established partnerships with responsible IT recycling companies, and Advania UK will make a similar service available to its current client base. As the integration of Servium and CCS Media into Advania UK is ongoing, specific targets, such as number of units taken back and resold, have not yet been set, but a baseline will be set in 2025 to be used in the formation of targets for 2026.



Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (>2030)
Circular products and services	- Establish a baseline for circular products and services to set specific targets for 2026 100% adherence to the Hardware Lifecycle Policy - Make available a device takeback and responsible recycling service to all UK customers.	Advania UK has acquired or built an IT recycling capability	Advania UK is one of the leading actors in the UK to drive the shift towards circular handling of IT hardware
	Planned key actions Onboard recycling partners to make available a device take-back and responsible recycling service to all UK customers		
	How we are tracking progress - Progress will be tracked quarterly to monitor the number and type of units recycled as a result of the newly implemented EBS Hardware Recycling Policy - Annually in the sustainability statement		
Electronic waste	Make available a device takeback and responsible recycling service to all UK customers.	100% of identified high risk customers² are assessed in accordance with Advania UK sustainability risk management for recommerce business.	All products sold by Advania UK are circulated responsibly, in a country with regulation and infrastructure, once the products are at end-of-life
	Planned key actions - Only internal hardware products that cannot be reused, repaired or refurbished will be sent for secure disposal using a reputable e-waste company - Reselling of refurbished products is undertaken by the newly acquired CCS Media and Servium. During the integration effort, this process will be reviewed to ensure that all customers are assessed for ESG risk.		
	How we are tracking progress Annually in the sustainability statement		

² High risk customers are identified based on a number of ESG criteria.

1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDIX AND DOCUMENTS

NO

⌕

Material IRO

Short-term Target (2025)

Mid-term Target (2030)

Long-term Target (>2030)

Circular products and services

— 70% of key personnel completed circular IT procurement training

— At least 5 new circular IT services defined, and a clear go-to market plan defined

Planned key actions

— Establish cooperation with the Swedish Dreamhouse

— Refine takeback processes for prioritised hardware streams (both from internal equipment and from customers)

— Create clear and full set of service descriptions of prioritised circular IT services (e.g. takeback options, life cycle management, refurbishment, etc.)

— Upskill internally around services and circular IT

— External communication of services and market insight work

How we are tracking progress

— The strategic efforts relating to circular IT is a part of the central business plan for 2025, therefore there will be monthly reporting directly to the C-level management team. Status will also be reported externally in the sustainability statement.

Circular suppliers

— Advania Norway communicates clearly expectations relating to climate, circularity and sustainability in local partner dialogue meetings

Planned key actions

— Climate integrated as part of the partner programmes

— Continued participation in sustainability deep dive dialogue with strategic suppliers

— Continued work with partner team on supplier management processes

How we are tracking progress

— Quarterly reporting to product management team (BU responsible) and externally in the sustainability statement

— Regular CEO reporting will be done by the CSO as direct report

Material IRO

Short-term Target (2025)

Mid-term Target (2030)

Long-term Target (>2030)

Advisory on climate impact and circularity

— Clearly defined climate mitigation business activities following the taxonomy reporting and an initial plan to increase the share of taxonomy aligned revenue

— Integrate sustainability in service development process

Planned key actions

— Iterate climate footprint reports solution to customers

— Workshops to integrate ESG in service development

— EU taxonomy follow-up planning

How we are tracking progress

— For service development, quarterly reporting to MSP management team on all ESG targets

Other targets will be followed up by regular reporting to the CEO and external stakeholders

Electronic waste

— Advania Norway develops and communicates a responsible e-waste policy to recommence customers to promote sustainable practices

Planned key actions

— Adoption and implementation of Group policy

— Revision of internal take-back processes and expansion of circular IT offering (including services)

How we are tracking progress

— Quarterly reporting to product management team (owning business unit) and external statement

— Regular CEO reporting will be done by the CSO as direct report

2 High risk customers are identified based on a number of ESG criteria.

Arsregnskap

regnskapsåret 2024 for 992009241

advania

2 High risk customers are identified based on a number of ESG criteria.



1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

IS

IS

TARGETS AND ACTIONS MOVING FORWARD			
Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (>2030)
Circular products and services	At least 10% of all sold IT hardware during the year should be circulated ¹	Double the number of units of hardware taken back through Advania Iceland until 2030.	Advania Iceland is one of the leading actors in Iceland to drive the shift towards circular handling of IT hardware
	Planned key actions - Increase awareness of the impact of e-waste even further, both internally and externally. - Formalising internal processes around hardware management and by expanding the relationship with customers to help them extend the life cycle of IT hardware - Communicate best practices for ways to increase numbers of hardware returned to Advania		
	How we are tracking progress Progress is tracked annually and is communicated in the Advania climate statement and sustainability statement		
	Circular suppliers Advania Iceland has established the preferred partner programme including requirements on ambitious climate transition targets and transition plans including a strategy for circular IT		
IT as a service/managed services	Participate in supplier dialogues on circularity	Advania Iceland has developed a 'preferred partner programme' including requirements on ambitious climate transition targets and transition plans including a strategy for circular IT	Advania Iceland cooperates only with partners that have externally validated near-term SBTs and long-term net-zero targets and show a steady progress in line with their climate transition plan.
	Planned key actions Participate in Group initiatives on preferred partner programmes		
	How we are tracking progress Progress is tracked and communicated internally to C-level management team and externally in the sustainability statement		
	IT as a service/managed services Advania Iceland delivers secure IT services to our customers' businesses and contributes to a more sustainable society.		
Circular suppliers	Implement at least 5 new customers into Skjöldur security managed platform	Migrate at least 5 new customers from on-prem operational platforms to the Advania IT co-hosted platform	Implement at least 6 customers into Oracle cloud
	Planned key actions - Implement at least 5 new customers into Skjöldur security managed platform - Migrate at least 5 new customers from on-prem operational platforms to the Advania IT co-hosted platform - Implement at least 6 customers into Oracle cloud		
	How we are tracking progress Progress is tracked internally within MSP business unit and externally in the sustainability statement		
	Circular suppliers Advania Iceland has developed and communicated a responsible e-waste policy to recommence customers to promote sustainable practices		
IT as a service/managed services	Implement an internal process for circular IT hard-ware handling	Effective communication with customers on circular IT and how to minimize e-waste.	Progress is tracked annually and is communicated internally in C-level management
	Planned key actions - Implement an internal process for circular IT hard-ware handling - Effective communication with customers on circular IT and how to minimize e-waste.		
	How we are tracking progress Progress is tracked annually and is communicated internally in C-level management		
	Circular suppliers Advania Iceland has developed and communicated a responsible e-waste policy to recommence customers to promote sustainable practices		

1 Circulated = reused.



1 Circulated - reused.



1. THIS IS ADVANIA

2. STRATEGY

3. WHAT WE OFFER AND TRENDS

4. BOARD AND MANAGEMENT

5. SUSTAINABILITY STATEMENT

6. FINANCIAL STATEMENTS

7. APPENDICES AND OTHER INFORMATION

FI

</

1 Circulated = reused.

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES
+ SE				TARGETS AND ACTIONS MOVING FORWARD		
ESRS S1 Targets, progress and key actions moving forward [MDR-A; MDR-T; S1-4; S1-5]				Material IRO	Short-term Target (2025)	Long-term Target (>2030)
				Equality and inclusion: Discrimination and harassment	- Implement proactive measures and take actions to ensure equal treatment and opportunities for all - Implement proactive measures and take actions to ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles - Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities for all - Implement proactive measures and take action to ensure pay equity across the organisation	We maintain an equal, inclusive culture free from discrimination
				Planned key actions	- Pilot training for all employees in Gothenburg on equality and inclusion - Training managers in unbiased recruitment - Mentor and competence networks - Continue with existing training in inclusive leadership for managers	
				How we are tracking progress	Monthly to Group Management and Group BoD and annually in Sustainability statement	
				Attractive compensation and benefits; Health and safety	- Engagement score: 4.20 - Commitment score: 4.20 - Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover	Advania Sweden has an inclusive, safe, and developing workplace
				Linked policies	- Sustainability Policy - Advania Group Internal Code of Conduct	
				Linked SDGs	TARGET 5-1 GOALS 5: GENDER EQUALITY AND WOMEN'S EMPOWERMENT TARGET 5-5 GOALS 5: GENDER EQUALITY AND WOMEN'S EMPOWERMENT TARGET 8-5 GOALS 8: DECENT WORK AND ECONOMIC GROWTH TARGET 8-9 GOALS 8: DECENT WORK AND ECONOMIC GROWTH	
				How we are tracking progress	Monthly to Advania's Management and BoD and annually in sustainability statement	

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES AND ACTIONS MOVING FORWARD
UK	NO			Material IRO	TARGETS AND ACTIONS MOVING FORWARD	
					Short-term Target (2025)	Long-term Target (>2030)
Equality and inclusion: Discrimination and harassment		Equality and inclusion: Discrimination and harassment		Equality and inclusion: Discrimination and harassment	Equality and inclusion: Discrimination and harassment	
— Implement proactive measures and take actions to ensure equal treatment and opportunities for all		— Implement proactive measures and take actions to ensure equal treatment and opportunities for all			— Implement proactive measures and take actions to ensure equal treatment and opportunities for all	
— Ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles		— Ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles		— Ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles	— Ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles	
— Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities for all		— Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities for all			— Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities for all	
— Implement proactive measures and take action to ensure pay equity across the organisation		— Implement proactive measures and take action to ensure pay equity across the organisation		— Implement proactive measures and take action to ensure pay equity across the organisation	— Implement proactive measures and take action to ensure pay equity across the organisation	
Planned key actions		Planned key actions			Planned key actions	
— Continued investment in providing employee programs that support networking, employee development, and accelerating high performers		— Continued investment in providing employee programs that support networking, employee development, and accelerating high performers		— Develop proactive recruitment strategy that ensures we have the right people in the right roles	— Develop proactive recruitment strategy that ensures we have the right people in the right roles	
— Linking senior leaders bonuses and quarterly business reviews to include equity reporting with tailored People Plans		— Linking senior leaders bonuses and quarterly business reviews to include equity reporting with tailored People Plans			— Build a framework that promotes equality and creates a culture where every employee has a voice	
— Localised quarterly business reviews to include equity reporting with tailored People Plans		— Localised quarterly business reviews to include equity reporting with tailored People Plans		— Participate in key industry groups	— Participate in key industry groups	
How we are tracking progress		How we are tracking progress			How we are tracking progress	
— Monthly to Advania's Management and BoD and annually in sustainability statement		— Monthly to Advania's Management and BoD and annually in sustainability statement		— Monthly to Advania's Management and BoD and annually in sustainability statement	— Monthly to Advania's Management and BoD and annually in sustainability statement	
Attractive compensation and benefits: Health and safety		Attractive compensation and benefits: Health and safety			Attractive compensation and benefits: Health and safety	
— Engagement score: 4.20		— Engagement score: 4.20		— Engagement score: 4.20	— Engagement score: 4.20	
— Commitment score: 4.20		— Commitment score: 4.20			— Commitment score: 4.20	
— Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover		— Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover		— Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover	— Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover	
Planned key actions		Planned key actions			Planned key actions	
— Quarterly business reviews and localised data-driven People Plans for all large departments and all teams who scored under the company average		— Quarterly business reviews and localised data-driven People Plans for all large departments and all teams who scored under the company average		— Workshop with HR and quarterly measurements for all departments starting February 2025	— Workshop with HR and quarterly measurements for all departments starting February 2025	
— Introduction of a head of department bonus for all teams over 10 FTE scoring over 4.20 in FY25 Gallup		— Introduction of a head of department bonus for all teams over 10 FTE scoring over 4.20 in FY25 Gallup			— Create attractive career paths and development opportunities to support retention	
— Continued focus on leader training with the launch of the Leader Microsite and training pathways and a schedule of Lunch & Learns throughout the year including absence management		— Continued focus on leader training with the launch of the Leader Microsite and training pathways and a schedule of Lunch & Learns throughout the year including absence management		— Increased focus on pride, a clear business plan for 2025, and an Employer Branding Day	— Increased focus on pride, a clear business plan for 2025, and an Employer Branding Day	
— Localised department level equity data reporting and subsequent People Plans		— Localised department level equity data reporting and subsequent People Plans			— Recognition of Mental Health Day	
— Mandated plans for underperforming teams in relation to engagement		— Mandated plans for underperforming teams in relation to engagement		— Reminders and information about health insurance and preventive services	— Reminders and information about health insurance and preventive services	
— Focus on building career pathways in areas of high attrition for reasons of progression		— Focus on building career pathways in areas of high attrition for reasons of progression			— Assess and align leadership capabilities with Advania's vision of what good leadership is	
— Swap out of pay benchmarking tool to be more agile/relevant to tech pay scales		— Swap out of pay benchmarking tool to be more agile/relevant to tech pay scales		— Assess and align leadership capabilities with Advania's vision of what good leadership is	— Assess and align leadership capabilities with Advania's vision of what good leadership is	
— Introduction of 2 new benefits (new health cover and childcare financial support)		— Introduction of 2 new benefits (new health cover and childcare financial support)			How we are tracking progress	
— Introduction of Mental Health First Aiders		— Introduction of Mental Health First Aiders		— Monthly to Advania's Management and BoD and annually in sustainability statement	— Monthly to Advania's Management and BoD and annually in sustainability statement	
How we are tracking progress		How we are tracking progress			How we are tracking progress	
— Monthly to Advania's Management and BoD and annually in sustainability statement		— Monthly to Advania's Management and BoD and annually in sustainability statement				

advania

1. THIS IS ADVANIA	2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES
IS			FI			
TARGETS AND ACTIONS MOVING FORWARD						
Material IRO	Short-term Target (2025)	Long-term Target (>2030)	Material IRO	Short-term Target (2025)	Long-term Target (>2030)	
Equality and inclusion: Discrimination and harassment - Implement proactive measures and take actions to ensure equal treatment and opportunities for all - Ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles - Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities for all - Implement proactive measures and take action to ensure pay equity across the organisation Planned key actions - Continuously improve, embed processes and perform interventions to maintain our strong foundation of a positive and supportive culture, for example, interviews and surveys to monitor the status of different departments - Support improved access to STEM fields of study by providing financial support - Engage in initiatives aimed at fostering equality and inclusion within the IT sector How we are tracking progress - Monthly to Group Management and Group BoD and annually in sustainability statement	Equality and inclusion: Discrimination and harassment - Implement proactive measures and take actions to ensure equal treatment and opportunities for all - Ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles - Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities for all - Implement proactive measures and take action to ensure pay equity across the organisation Planned key actions - Presentations highlighting our entire range of employees and share these in our career development - Continue cooperation with industry groups and host events that support employee development - Increase the number of trainees and advertise these positions at relevant universities How we are tracking progress - Monthly to Group Management and Group BoD and annually in sustainability statement	Equality and inclusion: Discrimination and harassment - Implement proactive measures and take actions to ensure equal treatment and opportunities for all - Ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles - Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities for all - Implement proactive measures and take action to ensure pay equity across the organisation Planned key actions - Presentations highlighting our entire range of employees and share these in our career development - Continue cooperation with industry groups and host events that support employee development - Increase the number of trainees and advertise these positions at relevant universities How we are tracking progress - Monthly to Group Management and Group BoD and annually in sustainability statement	Equality and inclusion: Discrimination and harassment - Implement proactive measures and take actions to ensure equal treatment and opportunities for all - Ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles - Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities for all - Implement proactive measures and take action to ensure pay equity across the organisation Planned key actions - Presentations highlighting our entire range of employees and share these in our career development - Continue cooperation with industry groups and host events that support employee development - Increase the number of trainees and advertise these positions at relevant universities How we are tracking progress - Monthly to Group Management and Group BoD and annually in sustainability statement	Equality and inclusion: Discrimination and harassment - Implement proactive measures and take actions to ensure equal treatment and opportunities for all - Ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles - Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities for all - Implement proactive measures and take action to ensure pay equity across the organisation Planned key actions - Presentations highlighting our entire range of employees and share these in our career development - Continue cooperation with industry groups and host events that support employee development - Increase the number of trainees and advertise these positions at relevant universities How we are tracking progress - Monthly to Group Management and Group BoD and annually in sustainability statement	Equality and inclusion: Discrimination and harassment - Implement proactive measures and take actions to ensure equal treatment and opportunities for all - Ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles - Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities for all - Implement proactive measures and take action to ensure pay equity across the organisation Planned key actions - Presentations highlighting our entire range of employees and share these in our career development - Continue cooperation with industry groups and host events that support employee development - Increase the number of trainees and advertise these positions at relevant universities How we are tracking progress - Monthly to Group Management and Group BoD and annually in sustainability statement	Equality and inclusion: Discrimination and harassment - Implement proactive measures and take actions to ensure equal treatment and opportunities for all - Ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles - Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities for all - Implement proactive measures and take action to ensure pay equity across the organisation Planned key actions - Presentations highlighting our entire range of employees and share these in our career development - Continue cooperation with industry groups and host events that support employee development - Increase the number of trainees and advertise these positions at relevant universities How we are tracking progress - Monthly to Group Management and Group BoD and annually in sustainability statement
Attractive compensation and benefits; Health and safety - Engagement score: 4.20 - Commitment score: 4.20 - Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover Planned key actions - Continue to support managers and educate them on psychological safety, mental health and positive leadership in order for each employee to have a secure support system at work - Engagement and commitment (and connected) surveys to be sent out each quarter, with potential actions based on the result - Coach managers how to interpret and respond to their team's result - Extensive leadership training on mental health of employees - Annual health days How we are tracking progress - Monthly to Advania's Management and BoD and annually in sustainability statement	Attractive compensation and benefits; Health and safety - Engagement score: 4.20 - Commitment score: 4.20 - Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover Planned key actions - Negotiate a local salary agreement in collaboration with employee representatives to ensure competitive compensation that aligns with market conditions and employee expectations - Prepare for the EU pay transparency by reviewing our compensation structures and processes - Review and update our bonus models - Conduct workplace assessments for the Espoo and Kuopio offices including a review of the psychosocial aspects of the workplace - Offer the Focus Tiger coaching programme to support employee well-being and personal development - Hold early support training for managers to strengthen their ability to provide employee support How we are tracking progress - Monthly to Advania's Management and BoD and annually in sustainability statement	Attractive compensation and benefits; Health and safety - Engagement score: 4.20 - Commitment score: 4.20 - Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover Planned key actions - Negotiate a local salary agreement in collaboration with employee representatives to ensure competitive compensation that aligns with market conditions and employee expectations - Prepare for the EU pay transparency by reviewing our compensation structures and processes - Review and update our bonus models - Conduct workplace assessments for the Espoo and Kuopio offices including a review of the psychosocial aspects of the workplace - Offer the Focus Tiger coaching programme to support employee well-being and personal development - Hold early support training for managers to strengthen their ability to provide employee support How we are tracking progress - Monthly to Advania's Management and BoD and annually in sustainability statement	Attractive compensation and benefits; Health and safety - Engagement score: 4.20 - Commitment score: 4.20 - Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover Planned key actions - Negotiate a local salary agreement in collaboration with employee representatives to ensure competitive compensation that aligns with market conditions and employee expectations - Prepare for the EU pay transparency by reviewing our compensation structures and processes - Review and update our bonus models - Conduct workplace assessments for the Espoo and Kuopio offices including a review of the psychosocial aspects of the workplace - Offer the Focus Tiger coaching programme to support employee well-being and personal development - Hold early support training for managers to strengthen their ability to provide employee support How we are tracking progress - Monthly to Advania's Management and BoD and annually in sustainability statement	Attractive compensation and benefits; Health and safety - Engagement score: 4.20 - Commitment score: 4.20 - Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover Planned key actions - Negotiate a local salary agreement in collaboration with employee representatives to ensure competitive compensation that aligns with market conditions and employee expectations - Prepare for the EU pay transparency by reviewing our compensation structures and processes - Review and update our bonus models - Conduct workplace assessments for the Espoo and Kuopio offices including a review of the psychosocial aspects of the workplace - Offer the Focus Tiger coaching programme to support employee well-being and personal development - Hold early support training for managers to strengthen their ability to provide employee support How we are tracking progress - Monthly to Advania's Management and BoD and annually in sustainability statement	Attractive compensation and benefits; Health and safety - Engagement score: 4.20 - Commitment score: 4.20 - Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover Planned key actions - Negotiate a local salary agreement in collaboration with employee representatives to ensure competitive compensation that aligns with market conditions and employee expectations - Prepare for the EU pay transparency by reviewing our compensation structures and processes - Review and update our bonus models - Conduct workplace assessments for the Espoo and Kuopio offices including a review of the psychosocial aspects of the workplace - Offer the Focus Tiger coaching programme to support employee well-being and personal development - Hold early support training for managers to strengthen their ability to provide employee support How we are tracking progress - Monthly to Advania's Management and BoD and annually in sustainability statement	Attractive compensation and benefits; Health and safety - Engagement score: 4.20 - Commitment score: 4.20 - Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover Planned key actions - Negotiate a local salary agreement in collaboration with employee representatives to ensure competitive compensation that aligns with market conditions and employee expectations - Prepare for the EU pay transparency by reviewing our compensation structures and processes - Review and update our bonus models - Conduct workplace assessments for the Espoo and Kuopio offices including a review of the psychosocial aspects of the workplace - Offer the Focus Tiger coaching programme to support employee well-being and personal development - Hold early support training for managers to strengthen their ability to provide employee support How we are tracking progress - Monthly to Advania's Management and BoD and annually in sustainability statement

1. THIS IS ADVANIA		2. STRATEGY	3. WHAT WE OFFER AND TRENDS	4. BOARD AND MANAGEMENT	5. SUSTAINABILITY STATEMENT	6. FINANCIAL STATEMENTS	7. APPENDICES
+ DK		TARGETS AND ACTIONS MOVING FORWARD					
Material IRO		Short-term Target (2025)	Long-term Target (>2030)				
Equality and inclusion: Discrimination and harassment		- Implement proactive measures and take actions to ensure equal treatment and opportunities for all - Implement proactive measures and take actions to ensure a diverse mix of perspectives, experiences, and skills in operational, management, and C-level roles - Conduct regular analyses and follow up on performance metrics related to employee demographics to ensure equal treatment and opportunities for all - Implement proactive measures and take action to ensure pay equity across the organisation	We maintain an equal, inclusive and empowering culture free from discrimination and harassment				
Attractive compensation and benefits; Health and safety		How we are tracking progress Monthly to Group Management and Group BoD and annually in sustainability statement	Advania Denmark has an industry-leading prosperous, safe, and developing workplace				
		Engagement score: 4.20 Commitment score: 4.20					
		Implement proactive measures and take actions to ensure a healthy work environment and a low employee turnover					
		How we are tracking progress Monthly to Advania's Management and BoD and annually in sustainability statement					

ESRS S2 and S3

Targets and actions moving forward [MDR-A; MDR-T]

For to the IROs 'workers in the supply chain' and 'sourcing of minerals', Advania largely has shared ambitions and governance. Targets and key actions are therefore presented on Group level. Advania Norway has set specific local targets and actions for the IROs 'workers in the value chain' and 'sourcing of minerals', which are specified in the table. For Advania's targets and planned key actions related to electronic waste, see ESR5 on page 161–166.

Linked SDGs



Linked policies

- Sustainability Policy
- Code of Conduct for Suppliers Advania AB

Årsregnskap regnskapsår 2024 for 992009241

Material IRO	Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (>2030)
Working conditions in supply chain, discrimination and lack of inclusion in value chain, other worker-related rights	— Advania has initiated a group-wide human rights due diligence process, establishing clear policy commitments, a risk assessment and supplier follow-up platform, foundational human rights impact assessments and group-wide guidelines for standardised routines and processes. — 100% of all suppliers assessed on ESG criteria, with particular follow-up of high-risk suppliers (Advania Norway) — Increase rating at Ethical Trade Norway; 'Gjennomfører'-highest in our industry (Advania Norway)	— 100% of the Group's regular suppliers are assessed in a risk analysis based on ESG parameters (human rights, workers' rights, anti-corruption and environment) and Advania Sweden prioritises business with suppliers who demonstrate the most mature practices and have advanced the furthest in their sustainability efforts.	— Advania Group respects human rights in all operations, systems, human rights and the value chain managing potential Through responses Group leads by to driving positive
Conflict minerals, rights of indigenous people	How we are tracking progress — Annually in sustainability statement Planned key actions — Finalise implementation of third-party platform for supplier risk assessment and risk management — Update Code of Conduct for Suppliers to align with regulatory and stakeholder requirements — Draft a human rights policy — Finalise process for human rights due diligence, including the first group-wide human rights impact assessment — Draft group-wide process descriptions for human rights due diligence and updated supplier assessment processes — Develop framework for preferred partner programme — Fully implement a new onboarding function of new suppliers which includes signing of the Code of Conduct — Iteration of internal standardised procurement processes, ensuring ESG and human rights risk assessments from third-party suppliers — part of the procurement decision (Advania Norway)	— Advania identifies and collaborates with high-risk suppliers to ensure responsible minerals sourcing, minimising the risk of conflict minerals in the products we sell and contributing to industry-wide improvements. How we are tracking progress — Develop Advania's engagement programme to collect relevant data on our major partners' work with responsible minerals — Update the Advania Group Code of Conduct for Suppliers to include clear expectations on responsible minerals sourcing How we are tracking progress — Annually in sustainability statement	— Advania works to contextualise the IT hardware.

ESRS G1

Targets and actions moving forward

For to the IROs 'corporate values' and 'unethical business practices', Advania largely has shared ambitions and governance. Targets and key actions are therefore presented on Group level. Advania Norway and Advania Finland has set specific country targets and actions, which are specified in the table.

Linked SDGs



Linked policies

- Sustainability Policy
- Code of Conduct for Suppliers Advania AB



Material IRO		Short-term Target (2025)	Mid-term Target (2030)	Long-term Target (+2035)
Corporate values, unethical business practises		— All new employees are trained in the Advania Group's Internal Code of Conduct and Anti-corruption Policy, no later than two months after they have started their employment	— Advania has a proactive and systematic approach to regulatory compliance with no confirmed incidents of non-compliance. — Advania Norway actively promotes responsible and ethical use of technology. — Advania Finland actively promotes responsible and ethical use of technology.	— Business units are trained into Advania's Code of Conduct with systematic measures to ensure compliance
		Planned key actions — Update the Code of Conduct for Suppliers to meet stakeholder and regulatory requirements — Update Group-wide training in the Internal Code of Conduct and Anti-corruption Policy — Identify high-risk functions for targeted training in corruption and anti-bribery — Implement a guiding document for sanctions and export controls — Define and advocate for responsible AI (Advania Norway) — Complete the implementation of an in-depth due diligence process for suppliers acting in high-risk countries — Attach the updated Code of Conduct for Suppliers to subcontractor agreements (Advania Finland) How we are tracking progress — Annually in the sustainability statement — Annual reporting to the Board Sustainability and Compliance committee		

ESRS Entity Specific

Targets and actions moving forward [MDR-A; MDR-T]

Advania is committed to be the number one partner regarding cyber resilience and to continuously improve and safeguard our data management. Our work is guided by our commitment and our defined targets for 2025.

Linked SDGs

 advania

Material IROs	Target 2025	Planned key actions	How we are progressing
Security breach; cyber security and privacy services	0 security breaches during the year 100% of employees trained in GDPR	- Group wide knowledge sharing and collaboration for strengthened delivery of cyber resilience services - Create and implement a personal data privacy framework - Review and assessment of top Group suppliers - Standardise the Group personal data breach process - Standardise the Group management guidelines around data retention	Monthly review Monthly review Monthly review Annually review
Advania Sweden	Target 2025 0 security breaches during the year 100% of employees trained in GDPR	Planned key actions - ISAE3402 assurance report - EUCS certification - Regulatory fulfilment of NIS2 security controls - Develop privacy framework with additional audits - Investigate possibility to become ISO 27701 certified	Monthly review Quarterly team Annually review
Advania UK	Target 2025 0 security breaches during the year 100% of employees trained in GDPR	Planned key actions Alignment to the Digital Operations Resilience Act (DORA), NIS2 and SOC 2 Type II; building on our existing security and compliance certifications	Monthly review Senior leadership Quarterly Quarterly Risk and Compliance Annually review

A security breach is defined as leakage, DDOS (with business impact) or ransomware linked to employees or end-users' information and data, where Advania is deemed to be the legally liable party for the breach.

A security breach is defined as leakage, DDOS (with business impact) or ransomware linked to employee or end-users' information and data, where Adyana is deemed to be the legally liable party for the breach.

 Advania Norway

Material IRs	Target 2025	Planned key actions	How we are tracking progress
Security breach; cyber security and privacy services	— 0 security breaches ¹ during the year	— Onboard and integrate acquired businesses	Annually in sustainability statement Quarterly in Management Review
	— 100% of employees trained in GDPR	— Adjust the organisation to upcoming changes in legislation	

 Advania Iceland

Material IRs	Target 2025	Planned key actions	How we are tracking progress
Security breach; cyber security and privacy services	— 0 security breaches ¹ during the year	— Complete implementation of ISO 27001:2022 to remaining business units within Advania Iceland	Annually in sustainability statement
	— 100% of employees trained in GDPR	— Implementing pentests for more products — Continued focus on training of staff and preparing for the Icelandic version of NIS2 and DORA	

 Advania Finland

Material IRs	Target 2025	Planned key actions	How we are tracking progress
Security breach; cyber security and privacy services	— 0 security breaches ¹ during the year		Annually in sustainability statement
	— 100% of employees trained in GDPR		

 Advania Denmark

Material IRs	Target 2025	Planned key actions	How we are tracking progress
Security breach; cyber security and privacy services	— 0 security breaches ¹ during the year	— Review software solutions to accelerate the process of logging to detect unwanted behaviour	Annually in sustainability statement
	— 100% of employees trained in GDPR	— Continued business continuity testing, with increased frequency	

¹ A security breach is defined as leakage, DDOS (with business impact) or ransomware linked to employee or end-users' information and data, where Advania is deemed to be the legally liable party for the breach.



The tech company
with people at heart



Aktsomhetsvurderinger for bærekraftig
forretningspraksis

Redegjørelse rapporteringsåret 2024

for ADVANIA NORGE AS



*Etisk handel Norge har vurdert at rapporten til ADVANIA NORGE AS oppfyller våre krav
til gjennomføernivå. Les mer om gjennomføernivå [her](#).*





FNs BÆREKRAFTSMÅL



Til lesere av rapporten

Næringslivet og offentlig sektor har stor påvirkning på mennesker, samfunn, miljø, klima og dyr og kan både bidra positivt til utvikling, men også medvirke negativt og forårsake skade. Virksomheter har derfor en nøkkelrolle i å oppnå FNs bærekraftsmål og Parisavtalens 1,5 graders mål.

Denne rapporten kan brukes som redegjørelse etter åpenhetsloven, men rapporten favner bredere med klima og miljø, sirkulærøkonomi og antikorrupsjon. Våre medlemmer er forpliktet til å jobbe med aktsomhetsvurderinger og årlig rapportere på arbeidet. Medlemmer i Etisk handel Norge som er på Basisnivå oppfyller også åpenhetslovens aktsomhetsvurderingsplikt, og delvis informasjonsplikten.

OECDs begrep Responsible Business Conduct er det vi i Etisk handel Norge kaller for bærekraftig forretningspraksis. Den systematiske innsatsen virksomheter gjør for å kartlegge, forebygge, begrense og gjøre rede for hvordan de håndterer risiko for negativ påvirkning, samt rette opp skade for mennesker, dyr, samfunn og miljø – kalles aktsomhetsvurderinger (due diligence). Virksomheter over en viss størrelse er gjennom åpenhetsloven pålagt å gjøre aktsomhetsvurderinger på menneskerettigheter. Alle virksomheter, uavhengig av størrelse, er av norske myndigheter forventet å gjøre aktsomhetsvurderinger også på samfunn, miljø og dyr og etterleve FNs veiledende prinsipper for næringsliv og menneskerettigheter (UNGP) og OECDs retningslinjer for flernasjonale selskaper. Dette gjelder både næringsliv, offentlig sektor og organisasjoner.

Etisk handel Norges prinsipper (vår Code of Conduct) for bærekraftig forretningspraksis dekker områdene anstendig arbeid, menneskerettigheter, miljø/klima, antikorrupsjon og dyrevelferd. Rapporten viser åpenhet om hvordan virksomheten arbeider med aktsomhetsvurderinger i tråd med UNGP og OECDs retningslinjer. Alle medlemsrapportene gjøres offentlig tilgjengelig på Etisk handel Norges hjemmesider.

Heidi Furustøl

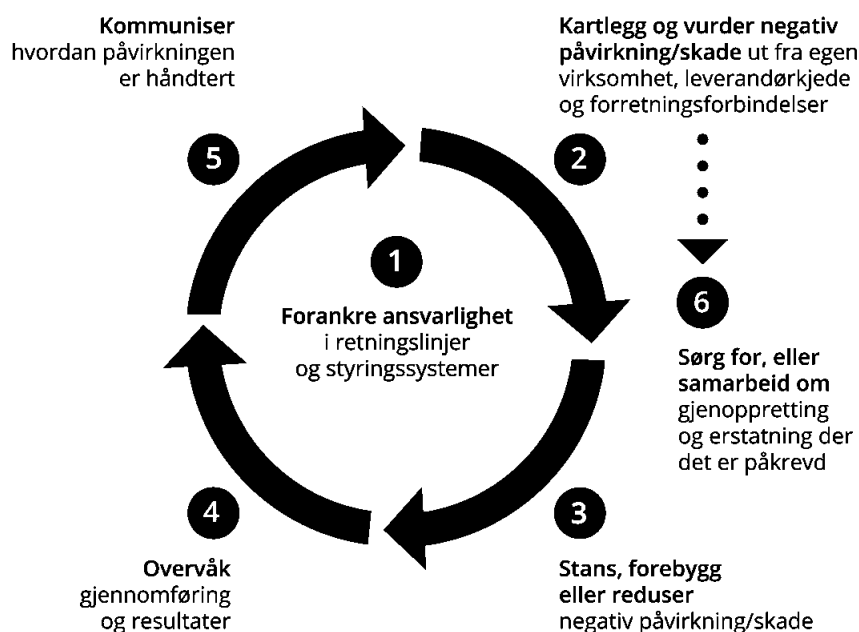
Daglig leder

Etisk handel Norge

Aktsomhetsvurderinger

Denne rapporten er bygget rundt FNs veiledende prinsipper for næringsliv og menneskerettigheter og OECDs modell for aktsomhetsvurderinger for ansvarlig næringsliv.

Modellen har seks trinn som beskriver hvordan virksomheter kan jobbe for mer ansvarlig og bærekraftig forretningspraksis. Å være god på aktsomhetsvurderinger betyr ikke at en virksomhet ikke har negativ påvirkning på mennesker, samfunn og miljø, men heller at virksomheten er åpen og ærlig om utfordringer og håndterer dette på best mulig måte i samråd med sine interessenter. Denne rapporten er delt inn i kapitler basert på denne modellen.





Forord av daglig leder

I Advania setter vi alltid menneskene først – i alt vi gjør. Vi tror at IT handler om mennesker og om å skape bærekraftig verdi og muligheter gjennom smart bruk av IT-løsninger. 2024 var et år preget av usikkerhet, uro og klimautfordringer.

Årets trusselvurderinger bekrefter at også 2025 vil kreve en mer bærekraftig forretningspraksis. Som totalleverandør og teknologirådgiver er vi bevisste på vår rolle og vårt ansvar for å støtte bærekraftig vekst og omstilling i norsk næringsliv. I tillegg til å jobbe aktivt med å minimere vårt eget miljøfotavtrykk og være en attraktiv arbeidsplass for de beste talentene, ser vi også en fantastisk mulighet til å hjelpe kundene våre med å finne sin rolle i omstillingen.

Nøkkelen til et mer bærekraftig og konkurransedyktig norsk næringsliv i fremtiden vil være riktig teknologi til riktig formål. Sirkularitet, tilgjengeliggjøring av bærekraftsdata og ansvarlig bruk av kunstig intelligens, vil være avgjørende for de som ønsker å lykkes fremover.

Når vi ser tilbake på 2024, er det oppløftende å se den økende interessen og engasjementet fra våre kunder for aktsomhetsvurderinger. Vi har hatt en rekke oppfølgingsdialoger med både kunder, leverandører og partnere.

Som medlem av Etisk Handel Norge, i tillegg til å være det første IT-selskapet i dette nettverket, jobber vi hver dag for å etterleve de høyeste standardene for bærekraft og utfordre bransjen på dette området.

Vi har alle et ansvar for å skape et mer bærekraftig næringsliv.

" Vi mener at åpenhet er avgjørende for å skape og ivareta tillit. Derfor er denne Åpenhetsrapporten så viktig for oss. "

Siv Hjellegjerde Martinsen
CEO - Advania Norge



Nøkkelinformasjon om virksomheten og leverandørkjeden

Nøkkelinformasjon om virksomheten

Navn på virksomheten

ADVANIA NORGE AS

Adresse hovedkontor

Pilestredet 33, 0166 Oslo

Viktigste merker, produkter og tjenester

Advania tilbyr et omfattende utvalg av IT-relaterte produkter, drifts- og konsulenttjenester.

Beskrivelse av virksomhetens struktur

Advania Norge er en del av Advania Group, et nordeuropeisk IT-selskap med avdelinger i Norge, Sverige, Danmark, Finland, Storbritannia og Island. Virksomheten ble grunnlagt i 1939 og har totalt over 5000 ansatte. Advania Norge har 16 kontorer og nesten 800 ansatte.

Advania Vestfold AS fusjonerte 01.01.2025 med Advania Norge S1 AS (Romerike). Det nye selskapet endret navn til Advania Focus AS 21.01.2025. Advania Vestfold AS og Advania Norge S1 AS opererte som egne selskaper i Norge i 2024, men fulgte Advania Norges policies og innkjøpsprosesser. Selskapene er også inkludert i intern og ekstern revisjon i henhold til ISO14001, ISO9001 og ISO27001. Rapporteringen omfatter dermed også denne virksomheten.

Forretningen er delt inn i følgende forretningsområder:

- IT-driftstjenester
- IT-infrastruktur
- Konsulenttjenester

Tjenesteporteføljen inneholder blant annet:

- Skytjenester
- IT-sikkerhet
- Digital arbeidsplass
- Konsulenttjenester

De største IT-produsentene er:

Apple, Cisco, Dell Technologies, HP, HPE, Logitech, Jabra, Lenovo, Microsoft og Samsung

Ledergruppen i Advania Norge

Ledergruppen i Norge består av administrerende direktør (CEO), markedsdirektør (CMO), HR-direktør (CHRO), bærekraftsdirektør (CSO), finansdirektør (CFO), teknologidirektør (CTO), direktør produksalg, direktør konsulent, direktør nysalg, COO (operasjonssjef) og direktør driftstjenester (MSP).

Advania Norge kjennetegnes av en desentralisert modell med effektive beslutningsprosesser, klart definerte roller og tydelig ansvarsfordeling. Den administrerende direktøren bærer det overordnede ansvaret for bærekraft i selskapet, men selskapet har også en egen dedikert bærekraftsdirektør i ledergruppen (CSO).



Intern interessentanalyse

Som en viktig del av forankringen i selskapet, samt for å bidra til tydeliggjøring av roller og ansvar, utføres det intern interessentanalyse årlig som også beskriver intern forankring og organisering. Denne ligger åpent tilgjengelig på delt filsystem for alle i selskapet.

Compliance and Sustainability Committee i styret Advania konsernets styre har i tillegg en egen Compliance and Sustainability Committee. Komiteen fører tilsyn med og støtter konsernets arbeid for å overholde gjeldende lovgivning og innsats for å forhindre og redusere den negative påvirkningen selskapets virksomhet kan ha på miljøet, mennesker og samfunn som helhet. Utvalget gjennomgår retningslinjer og prosedyrer, og kontrollerer at sentrale ansatte og andre representanter for Advania er tilstrekkelig opplært til å forstå og overholde retningslinjer og prosedyrer.

Organisering av Advanias bærekraftsarbeid

Advania er opptatt av at bærekraftsarbeidet er forankret gjennom hele organisasjonen, og drar stor nytte av sin størrelse på tvers av landegrensene. På bakgrunn av dette er mye av bærekraftsarbeidet i selskapet organisert på gruppenivå, med egne representanter i hvert land. Bærekraftsansvarlig i Norge (Chief Sustainability Officer) rapporterer både til sin respektive CEO og til Chief Compliance and Sustainability Officer for gruppen. Chief Compliance and Sustainability Officer rapporterer igjen direkte til gruppens CEO.

De mest alvorlige risikoene for menneskerettighetsbrudd og negativ miljøpåvirkning forekommer tidlig i vår verdikjede. Derfor er leverandøroppfølging viktig for oss, og særlig engasjementet i industrikoalisjonen RBA. Vi mener bærekraftig omstilling krever storstilt samarbeid på tvers av verdikjeden for å skape reell endring. RBA er verdens største industrikoalisjon dedikert til ansvarlighet i globale verdikjeder. Gjennom en felles Code of Conduct sikrer vi tydelighet og felles retning for bransjen, samt strukturert oppfølging av viktige risikoer.

Bærekraftsteamet i Norge Bærekraftavdelingen i Norge ledes av Turi Pettersen. Turi er også en del av øverste ledergruppe, der hun gir regelmessig status på bærekraftsarbeidet. Hun fokuserer også på kontinuerlig kompetanseutvikling i ledergruppen på sentrale tema som jobbes med i bærekraftsstrategien.

Turi rapporterer og samarbeider også tett med de andre landene i Advania-konsernet, særlig Helena Nordin i konsernledergruppen og hennes team i Sverige med åtte ytterligere fulltidsressurser.

I tillegg, for å kunne følge opp målene i bærekraftsstrategien, har man utnevnt bærekraftsledere («champions») i de mest sentrale avdelingene i Advania Norge. Dette er nøye utvalgte personer ut fra at de besitter sentrale roller for å kunne realisere bærekraftsstrategien til selskapet.

Følgende roller er nå en del av Advania Norges bærekrafts «champions»-team:

- Partnerdirektør (ansvar for oppfølging av de viktigste partnerne/leverandørene, også på ESG)
- Leder for Advania Finans (eier av sirkulære IT-løsninger i selskapet)
- Products Director Public (representant fra Kundernes bærekraftsutvalg, se eget avsnitt)
- Chief Security Officer (leder arbeidet med sentralt prosessbasert styringssystem i henhold til ISO-standard for miljø, kvalitet og personvern, opplæringsprogrammer, internt arbeid med datasikkerhet og personvern)
- Talent Acquisition Partner (leder arbeidet med rekruttering i selskapet, og representant for Mangfoldsteamet i Advania, se eget avsnitt)
- Leder for bærekraftsrapportering

Leverandøroppfølging

Aktsomhetsvurderinger av leverandørene er tett knyttet opp til partneravdelingen i Advania. Derfor samarbeider partnerdirektør i Advania Norge, Thomas Tuft, tett med Turi. Helena Nordin og menneskerettighetseksperter Emelie Jansson involveres også på områder som har med leverandørkjeden å gjøre. Emelie leder også arbeidet på tvers av konsernet på leverandøroppfølging på bærekraftstematikk.

Advania Vestfold og Advania Norge S1 (Romerike), nå Advania Focus, benytter de samme leverandørene av betydning hva gjelder innkjøpsvolum.

Kundernes bærekraftsutvalg



For at kundenes krav og forventninger jobbes med systematisk og proaktivt, har Advania opprettet et eget utvalg. Utvalget består av ledere av avdelinger som arbeider tett opp mot kundene.

Kundenes bærekraftsutvalg består av: Øverste leder for produktområdet, Partner Director, Director Public (Products-avdelingen), Chief Sustainability Officer, Bid & Contracts Manager Products, Bid Manager New Sales.

I utvalget har vi valgt å ha sterk representasjon fra Product-avdelingen nettopp fordi det er her vi vurderer risikoen for blant annet menneskerettighetsbrudd som størst, men har også representanter fra øvrige deler av selskapet for å sikre representasjon fra hele organisasjonen.

Mangfoldsteamet

Mangfold og inkludering er også et tema som vurderes som vesentlig i bærekraftsarbeidet. For å jobbe med et eget program og strategi for mangfold og inkludering i selskapet, har vi også etablert en egen gruppe som jobber med denne tematikken spesifikt, med representanter fra ulike deler av virksomheten.

Internopplæring på bærekraft og aktsomhetsvurderinger

Advania Norge benytter NanoLearning som sin opplærings- og treningsportal. Portalen brukes også for å hente inn innspill fra den bredere delen av organisasjonen. Her legges det kontinuerlig ut opplæring på området bærekraft. Portalen gir mulighet til å sette opp treninger som «påkrevd», noe som er viktig for å holde kontroll på at alle ansatte faktisk gjennomgår opplæring og trening på området. Det er for eksempel viktig at 100 % av ansatte har lest og forstått Code of Conduct.

Det skjer mye på dette området. Lover og retningslinjer er i konstant endring, kombinert med at den geopolitiske situasjonen gjør at risikovurderinger gjøres fortløpende. Advania har derfor tatt et strategisk valg om at NanoLearning er det beste valget. Her sikrer vi hyppige oppdateringer gjennom hele året, det kan hentes ut rapporter på hvem som gjennomfører kurs, og det fungerer meget godt for at ansatte holder kunnskapen oppdatert. Serien «Ethical Trade and Transparency» er en obligatorisk del av onboardingen for nyansatte i Advania. I tillegg til dette holder Turi Pettersen innlegg om bærekraftsarbeidet som en del av onboardingen for nyansatte.

Omsetning i rapporteringsåret (NOK)

2 573 298 408

Antall ansatte

738

Er virksomheten omfattet av åpenhetsloven?

Ja

Vesentlige organisatoriske endringer siden forrige rapportering og denne rapportens tidsperiode

Advania Vestfold AS fusjonerte 01.01.2025 med Advania Norge 51 AS (Romerike). Det nye selskapet har endret navn til Advania Focus AS 21.01.2025.

Navn, tittel for kontaktperson for rapporten

Turi Pettersen, Chief Sustainability Officer



E-post adresse for kontaktperson for rapporten

Turi.pettersen@advania.no



Informasjon om leverandørkjeden

Generell beskrivelse av virksomhetens innkjøpsmodell og leverandørkjede

Advania Norge tilbyr et omfattende utvalg av produkter og tjenester til en bred kundebase som inkluderer noen av Norges største selskaper innen både privat og offentlig sektor, samt mindre enkeltpersonforetak. Det opprettholdes en høy grad av fleksibilitet og effektivitet i beslutningsprosesser for å imøtekomme behovene til denne mangfoldige kundebasen.

Leverandørkjeden for IT-utstyret og tjenestene Advania leverer er ofte lang, kompleks og global. I Advania benyttes flere distributører for å kunne samle innkjøp og forenkle innkjøpsprosessen.

Innkjøpsprosessen er organisert etter en desentralisert modell, der hver kundekontakt har fullmakt til å gjennomføre innkjøp for videresalg til kunder. Disse kontaktpersonene er ansvarlige for å forhandle frem spesialpriser med produsenter og gjennomføre innkjøp via godkjente distributører, som deretter leverer direkte til kundene.

Til daglig legges bestillinger inn mot etablerte leverandører – hvorav et flertall er distributører. Videre behandles bestillingen slik at varene sendes direkte fra distributør til kunde, noe som betyr at vi sjelden håndterer varene fysisk. Det er derfor avgjørende for Advania å ha gode relasjoner og et godt samarbeid både med distributører og produsenter for å tilfredsstille kundenes krav til leveranser.

Leveransemodellen til Advania Norge er kvalitetssikret og eksternt revidert i samsvar med kravene i NS-EN ISO 9001-standard, NS-EN ISO 14001 og NS-EN ISO 27001.

Arbeid for å sikre etisk handel i innkjøpsprosessene

Kundekontaktene hos Advania Norge følger en tydelig og definert innkjøpsprosess i samsvar med våre retningslinjer. Disse retningslinjene vektlegger bærekraftig forretningspraksis og tar hensyn til miljø, bærekraft, klima og etisk handel. Prosesseier er en dedikert innkjøpsspesialist, med CFO som prosesseier.

I 2024 har vi jobbet med en rekke tiltak for å videreutvikle innkjøpsprosessene våre for å sikre bærekraftig forretningspraksis. Et tiltak har vært å designe en helt ny standardisert onboardingprosess for leverandørene i vårt sentrale kontraktssystem, som sikrer enklere oppfølging og kontroll over at alle leverandørene signerer nyeste versjon av Supplier Code of Conduct. Videre har vi gjennomgått de viktigste prosessene og sikret at bærekraft er et formelt evalueringskriterium i spesifikke innkjøpsprosesser for ulike innkjøpskategorier der vi vurderer dette som vesentlig, blant annet i prosess for valg av underleverandører av IT-utstyr, kontorlokaler, forretningsreiser og kjøp av utstyr til datasentrene.

Leverandøroppfølging på etisk handel på konsernnivå

Videre gjøres en del leverandøroppfølging også på tvers av hele Advania-konsernet (inkludert Advania Island, UK, Finland, Danmark og Sverige). Dette gir oss enda mer mulighet til å påvirke når vi samler vår felles innkjøpsmakt. Dette arbeidet inkluderer at Advania Norge og resten av konsernet er medlem av Responsible Business Alliance (RBA). Dette medlemskapet forplikter oss til å delta i utviklingen og oppfølgingen av RBAs etiske retningslinjer (Code of Conduct), som igjen danner grunnlaget for våre egne etiske retningslinjer for leverandører. En del av dette engasjementet inkluderer at våre største leverandører (utgjør 87 % av spend) godkjenner at vi får tilgang til deres revisjoner gjennom RBAs nettbaserte verktøy, noe som sikrer transparens og overholdelse av høye etiske standarder i hele vår forsyningskjede.

Vi er også med i en rekke undernettverk i RBA, for eksempel Responsible Minerals Initiative, for å følge tett opp arbeidet som gjøres her for å redusere risikoen for bruk av konfliktmineraler i produktene vi selger.

Konsernet, ledet av dedikert menneskerettighetsekspert i Advania, Emelie Jansson, organiserer en rekke ESG-dialogmøter med alle våre største leverandører (som utgjør 80 % av total spend), der vi dyptdykker i ulike temaer fra år til år. I 2024 var fokus klima og arbeid mot en mer sirkulær økonomi, samt energispørsmål. Norge er en aktiv deltaker i disse møtene på lik linje med de andre landene.



Resultatet i ESG-dialogmøtene resulterer i en ESG-score til hver av leverandørene. Denne scoren, sammen med informasjon rundt sentralt arbeid som gjøres hos leverandørene på bærekraftsområdet, blir videreformidlet internt, blant annet til selgerne våre i Advania. Dette er et sterkt incentiv for leverandørene våre til å sikre god praksis for å fremme salg av deres produkter og tjenester.

Advania kartlegger alle nye samarbeidspartnere ved hjelp av et eksternt system kalt World Check. Kartleggingen kontrollerer aktørene opp mot sanksjonslister, databaser over politisk eksponerte personer og andre overvåkningslister. Dette er en del av Advanias prosess for å sikre at nye kunder, leverandører og andre motparter samsvarer med Advanias standard for compliance og forretningsetikk.

I 2024 har vi på tvers av konsernet også jobbet med implementeringen av et nytt støttesystem for å gjøre enda grundigere risikovurderinger på alle leverandørene som ikke ligger i RBA-plattformen. Alle Advanias leverandører ligger også i eget ESG-risikostyringssystem (Stratsys), der vi løpende risikovurderer og følger opp leverandører ut fra land- og sektorrisikospesifikk risiko.

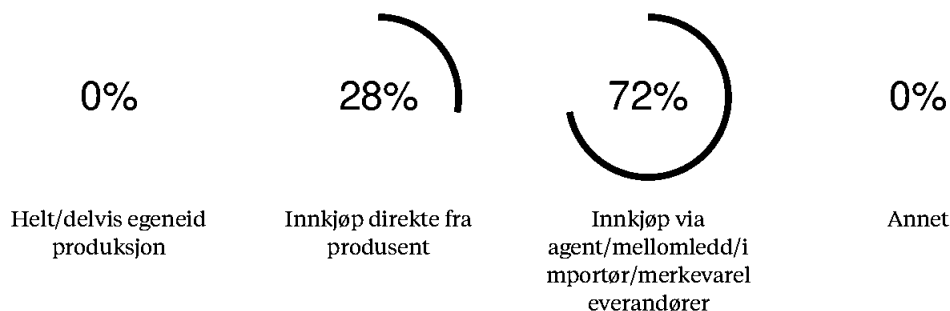
Antall leverandører som virksomheten har hatt kommersielle relasjoner med i rapporteringsåret

835

Kommentar til antall leverandører

Advania har et stort antall produsenter i sin portefølje. Disse forvaltes hovedsakelig gjennom godkjente distributører, som også er ansvarlige for å videreføre Advanias etiske retningslinjer for leverandører. Advania har særlig tett oppfølging av de produsentene som står for 87 % av totalomsetningen, totalt 16 produsenter.

Type innkjøp/ leverandørforhold



Varekost basis for andelsberegninger. Lisenser fra Microsoft kjøpes i hovedsak inn direkte, andre produkter kjøpes gjennom distributør.

Liste over førsteleddsprodusenter per land

USA :	
Kina :	38
Norge :	
Tyskland :	73
Storbritannia :	



Taiwan :	49
Sverige :	
Nederland :	39
Japan :	
Frankrike :	26
Danmark :	
Canada :	13
Italia :	
Sveits :	9
Finland :	
Belgia :	6
Sør-Korea :	
Israel :	5
Tyrkia :	
Tsjekkia :	3
Polen :	
Singapore :	3
Ukraina :	
Thailand :	2
Spania :	
Østerrike :	2
Latvia :	
Romania :	2
Liechtenstein :	
Litauen :	1
Slovenia :	
Portugal :	1
India :	
Sør-Afrika :	1
Brasil :	
Irland :	1
Australia :	

Med førsteleddsprodusenter menes der produktet ferdigstilles/monteres, dvs. fabrikk.

Oppgi antall arbeidere hos førsteleddsprodusenter



Antall arbeidere

836 458

Kommentar til antall arbeidere

Antall arbeidere er basert på tall oppgitt gjennom RBA-samarbeidet, så kun knyttet til de største leverandørene våre (utgjør 87% av spend).

Viktigste innsatsfaktorer/råvarer for produkter eller tjenester og geografi

Kobolt	Australia
	Belgia
	Kongo
	Kina
	Finland
	Japan
	Sør-Korea
	Marokko
	Taiwan
Kobber	Kongo
Nikkel	Australia



Gull

Andorra
De Forente Arabiske Emirater
Australia
Belgia
Brasil
Canada
Sveits
Chile
Kina
Colombia
Tsjekkia
Tyskland
Spania
Frankrike
Ghana
Indonesia
India
Italia
Japan
Sør-Korea
Kasakhstan
Mexico
Nederland
Filippinene
Polen
Sverige
Singapore
Thailand
Tyrkia
Taiwan
Tanzania
Uganda
USA
Usbekistan
Sør-Afrika

Tinn

Belgia
Bolivia
Brasil
Kina
Spania
Indonesia
Japan
Malaysia
Peru
Filippinene
Polen
Rwanda
Thailand
Taiwan
USA
Vietnam



Tantal

Brasil
Kongo
Kina
Tyskland
Estland
Spania
Frankrike
India
Japan
Kasakhstan
Makedonia
Mexico
Malaysia
Mosambik
Nigeria
Thailand
USA

Tungsten

Australia
Brasil
Kina
Tyskland
Japan
Sør-Korea
Filippinene
Taiwan
USA
Vietnam

Lithium

De Forente Arabiske Emirater
Australia
Canada
Kina
Japan
Sør-Korea
USA

Resirkulert materiale

Globalt

Er virksomheten leverandør til offentlig sektor?

Ja



Mål og fremdrift

Prosessmål og fremdrift i rapporteringsåret

- 1**

Mål: Redusere Scope 1 og 2 klimagassutslipp med 50 % innen 2030 fra et 2023-basisår, og Scope 3-utslipp fra innkjøpte varer og tjenester med 30 % per NOK-verdi innen 2030 fra et 2023-basisår.

Fra 2023 til 2024 økte Advania Norges utslipp med 3,5 %, fra 16 331 tonn CO2 til 16 901 tonn CO2e.

Den største prosentvise endringen var i scope 2, med en reduksjon på 42 % i utslipp. Dette skyldes en økt andel fornybar energi brukt i datasentrene (fra 83 % til 98 % i 2024), noe som bringer oss svært nær vårt mål om 100 % fornybar energi.

Status: Den største negative utviklingen var i scope 3 (94 % av totale utslipp med en økning på 9,1 % fra 2023). Hoveddriveren for utslippøkningen var en generell økning i salg av maskinvareprodukter med relativt høye utslipp - noe som ga en økning på 7,4 % fra 2023 til 2024 (fra 11 923 til 12 803 tonn).
- 2**

Mål: Fullfører pilotprosjekt knyttet til å videreutvikle klimarapporter forbundet med Advania-produkter og -tjenester mot kundene.

Status: Oppnådd: Advania Norge utviklet og leverte en ny versjon klimarapport til kundene, som viste klimautslipp forbundet med produkter og tjenester som Advania Norge leverer. Arbeid er planlagt videre for å iterere løsningen og forbedre datagrunnlaget.
- 3**

Mål: Beholde ISO14001 sertifisering (miljøledelse).

Status: Oppnådd. Periodisk eksternrevisjon gjennomført Januar 2025.
- 4**

Mål: 100% fornybar energi på datasentrene.

Status: Nesten oppnådd: 98.4%. La ned to mindre datasenter i løpet av 2024 som ikke hadde fornybarsertifikat.
- 5**

Mål: Etablere baseline og målsetning for energieffektivisering på datasentrene.

Status: Oppnådd. Se nytt mål for 2025 og fremover.
- 6**

Mål: Power Usage Effectiveness (PUE) lavere enn 1,5 på alle datasentre.



Status : Ikke oppnådd. Ett datasenter hadde PUE på 1,66, og de resterende hadde lavere. Gjennomsnittet for datasentrene lå på 1,5. En rekke tiltak, blant annet investering i ny dataserverinfrastruktur, har bidratt til reduksjon i strømforbruk totalt sett fra datasentrene.

7

Mål : **Doble hardware take-back volum sammenlignet med 2023.**

Status : Ikke oppnådd (men +25% økning i take-back oppnådd).

8

Mål : **Lage en sirkulær aksjonsplan.**

Status : Oppnådd. Advania Norge har etablert et eget selskap som skal fokusere på sirkulære IT-tjenester, og ansatt tre personer som skal arbeide med dette. En tydelig strategi og go-to-market-plan er satt opp, som blant annet dekker arbeid med interne take-back-prosesser, opplæring og etablering av nye sirkulære IT-tjenester.

9

Mål : **Det skal utvikles en grunnleggende prosess for å vurdere og håndtere risiko knyttet til videresalg av brukt IT-utstyr.**

Status : Oppnådd. I 2024 har vi jobbet godt med å blant annet etablere et eget underselskap, Advania Finans AS, som skal eie sirkulære IT-tjenester og forbedre interne prosesser for take-back og videresalg av brukt utstyr. I planleggingsarbeidet har vi jobbet med en rekke strategier og planer, deriblant risikovurdering knyttet til videresalg og tilhørende risiko forbundet med salg av brukt utstyr. Risikoer forbundet med miljøvennlig og ansvarlig avhending, datasikkerhet og kvalitetskontroll vil arbeides videre med.

10

Mål : **100% av Advania Gruppens leverandører skal risikovurderes i 2024.**

Status : Oppnådd. I tillegg til risikovurderinger i i RBA har vi også benyttet 2024 til å starte implementeringen av Stratsys som ytterligere støttesystem for ESG risikovurdering og oppfølgingssystem for resterende leverandører. Systemet benyttes på alle leverandører som ikke er en del av RBA-samarbeidet.

11

Mål : **Gjennomføre årlige dialogmøter med minimum 10 av de viktigste leverandørene våre (80% av spend) med fokus på klima, energi og sirkulærøkonomi.**

Status : Oppnådd. Advania vurderte 15 av 16 av de største leverandørene basert på ESG kriterium ved hjelp av egne detaljerte spørreskjema i 2024. 13 av 16 leverandører hadde vi direkte dialogmøter med. Tre leverandører manglet bærekraftsressurser for å bidra inn i dialogmøter.

12

Mål : **100% av Advanias ansatte skal gjennomgå opplæring i Advanias etiske retningslinjer.**



Status : Oppnådd. 100% av ansatte gjennomgikk opplæring i Advanias retningslinjer knyttet til anti-korrupsjon, retningslinjer og forretningsetikk.

13

Mål : **Fullføre risikokartlegging av overtid, tvangsarbeid, levelønn, marginaliserte grupper og beredskapssikkerhet i leverandørkjeden vår i Kina og Vietnam.**

Status : Fullført. Som grunnlag for risikokartleggingen benyttet vi blant annet de nyeste revisjonsrapportene gjennom RBA, gjennomført for de største og viktigste leverandørene våre, der vi hadde et spesielt fokus på overtid, tvangsarbeid, levelønn, marginaliserte grupper og beredskapssikkerhet for fabrikkene i Kina og Vietnam. Vi avdekket åtte tilfeller av større avvik forbundet med disse temaene, knyttet til overtid. Vi har brukt tid sammen med leverandøren det gjaldt etter at vi avdekket dette og diskutert tiltak. Avvikene og tiltakene vil bli fulgt opp i videre leverandørdialog.

14

Mål : **Minst 30% kvinner i C-level ledergruppen innen 2025.**

Status : Oppnådd. Vi hadde 40% kvinner i ledergruppen i utgangen av 2024.

15

Mål : **Minst 17% kvinner i hele selskapet.**

Status : Oppnådd. 17% kvinner i selskapet i utgangen av 2024.

16

Mål : **Mål 16: Øke ansattengasjement til over 4,2 i intern ansattundersøkelse. (Skala 0-5).**

Status : Oppnådd. 4.2 ble resultat for 2024.

Prosessmål for kommende år

1

Klimautslipp:

- Integrere bærekraft og klima i tjenstedesignprosessen.

- Advania Norge har sendt inn klimamål til godkjenning av SBTi organisasjonen innen 2025 (Near targets og Net Zero targets), og arbeidet med en oppdatert klimaomstillingsplan.

- Advania Norge kommuniserer tydelig forventninger til klima, sirkularitet og bærekraft i partnerdialog.

2

Klimatilpasning:



- Advania har ferdigstilt implementering av CSRD rapportering.

- Advania Norge har gjennomført en grundig scenariobasert klimarisikovurdering sammen med en tredjepart og begynt på en oppfølgingplan.

3

Energi:

- Advania Norge har forbedret energieffektivitet i datasentrene med 8% (kwh/vCPU).

- Advania Norge sikrer 100% fornybar strøm på datasentrene.

4

Sirkulær økonomi:

- 100% av personell har gjennomgått kurs i sirkulær IT-anskaffelser

- Minst 5 nye sirkulære IT-tjenester er definert og lansert, med tydelig «go-to-market» plan.

5

Mangfold og inkludering:

- 40% av nyansatte er kvinner.

- 18% kvinnelige ledere innen årsslutt.

- Minst 21% kvinner på alle nivåer innen året.

6

Attraktiv arbeidsplass:

- Ansattengasjement til 4.2 i intern ansattundersøkelse (skala 0-5).

- 100% av ansatte har gjennomført mål- og utviklingssamtale.

7

Ansatte i verdikjeden:

- Risikovurdering: Sikre kontinuerlig risikovurdering av 100% av Advania Norges leverandører på bærekraftsparametre knyttet til geografi og sektor.

- Advania gjennomfører årlig dialogmøter med minimum 10 av våre viktigste leverandører (80% av spend).

8

Konfliktmineraler:

- Advania gjennomfører dialogmøter med de viktigste leverandørene for å gå i dybden på prosesser for



mineralinnkjøpspraksis, og tydelig kommuniserer Advanias forventninger.

9

E-avfall:

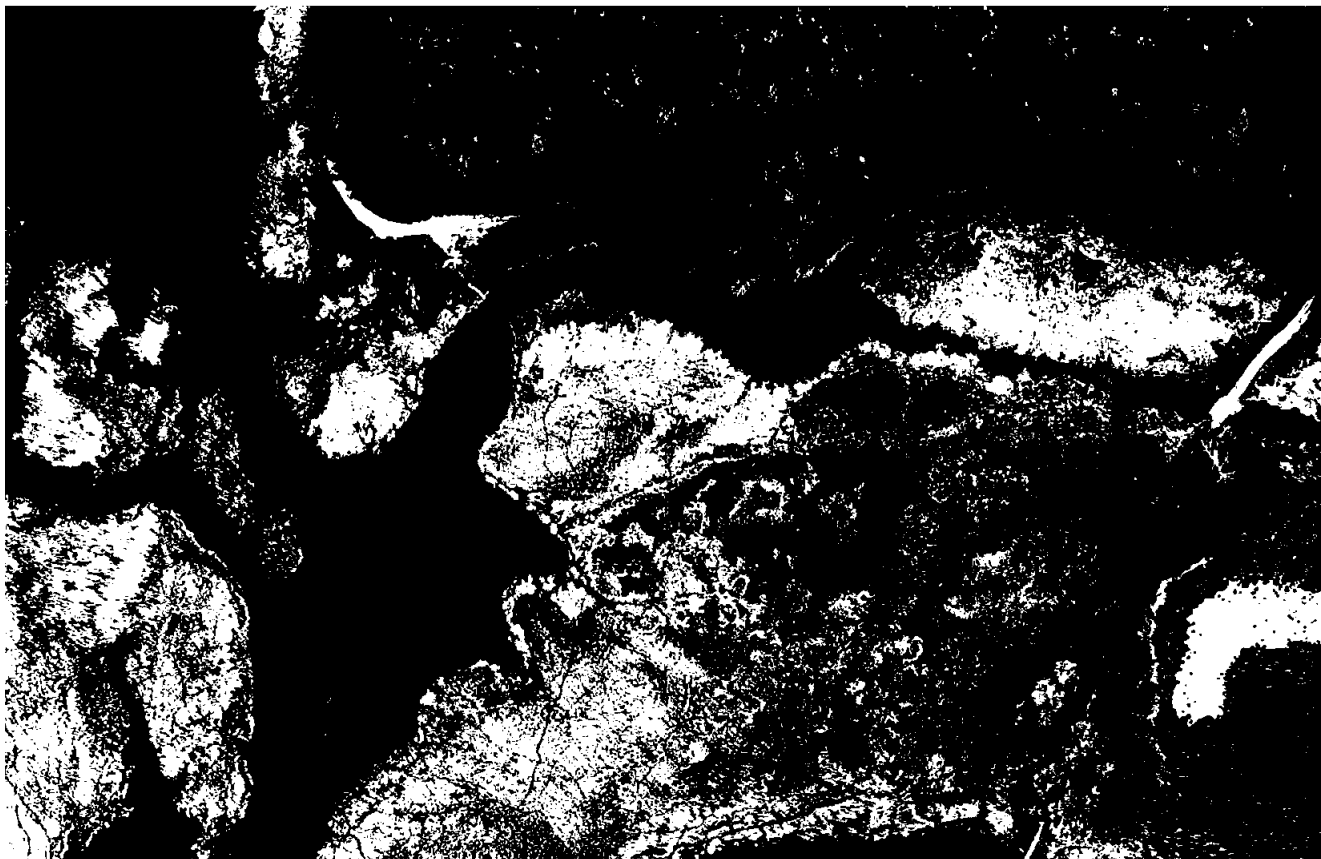
- Advania utvikler og kommuniserer en oppdatert ansvarlig e-avfalls policy.

10

Integritet og cyber security:

- Null sikkerhetshendelser.

- 100% av ansatte opplært i informasjonssikkerhet og GDPR.



1

Forankring av bærekraft i virksomheten

Forankring av ansvarlighet knyttet til bærekraftig forretningspraksis i virksomheten handler om å ha strategier, planer, relevante policyer og retningslinjer for aktsomhetsvurderinger som er vedtatt av ledelsen. Disse bør omfatte hele virksomheten, samt virksomhetens leverandørkjede og forretningsforbindelser. Effektive styringssystemer for implementering er en forutsetning for å lykkes, og arbeidet med aktsomhetsvurderinger bør være en integrert del av virksomhetens forretningsdrift. Tydelige forventninger fra toppledelsen, samt tydelig plassering av ansvar innad i virksomheten for implementering av de ulike delene av aktsomhetsvurderinger er viktig. Alle involverte må vite hva de skal gjøre. Åpenhet om forpliktelser virksomheten har til seg selv, utfordringer de står overfor og hvordan dette håndteres, er vesentlig.





1.A Policy for egen virksomhet

1.A.1 Lenke til offentlig tilgjengelig policy for egen virksomhet

Retningslinje Åpenhetsloven: https://143654890.fs1.hubspotusercontent-eu1.net/hubfs/143654890/NO_B%C3%A6rekraft/Policy%20Transparency_ADNO_2023.pdf

1.A.2 Hva sier virksomheten offentlig om sine forpliktelser til å respektere mennesker, dyr, samfunn og miljø?

Sustainability Policy: <https://143654890.fs1.hubspotusercontent-eu1.net/hubfs/143654890/Tjenestesider/B%C3%A6rekraft/Advania%20Sustainability%20Policy%202025.pdf>

Supplier Code of Conduct: <https://143654890.fs1.hubspotusercontent-eu1.net/hubfs/143654890/Tjenestesider/B%C3%A6rekraft/Advania%20Sustainability%20Policy%202025.pdf>

Internal Code of Conduct: https://143654890.fs1.hubspotusercontent-eu1.net/hubfs/143654890/NO_B%C3%A6rekraft/Code%20of%20Conduct%20Advania%20employees%202022.pdf

Advania's forpliktelser er detaljert beskrevet i våre offentlig tilgjengelige retningslinjer (lenket til ovenfor), som er forankret i anerkjente internasjonale standarder og erklæringer. Disse inkluderer FNs menneskerettighetserklæring, Den internasjonale arbeidsorganisasjonens (ILO) grunnleggende konvensjoner om arbeidsrettigheter, FNs barnekonvensjon og konvensjonen mot korrupsjon. I tillegg har hele konsernet felles retningslinjer for bærekraft, leverandør Code of Conduct og intern Code of Conduct.

Retningslinjene våre stiller klare krav til vår egen virksomhet, spesielt med tanke på aktsomhetsvurderinger. Policierne adresserer vesentlige risikoer og påvirkninger vi har, som avdekket i vesentlighetsvurderinger. De understreker også vårt ansvar for å støtte menneskerettigheter som fri fagorganisering, arbeiderrepresentasjon, samt å fremme leverandørutvikling og partnerskap. Videre fokuseres det på antikorrupsjonstiltak og strenge krav til forhold i leverandørkjeden, inkludert undersøkelser av land som er under handelsboikott.



1.A.3 Hvordan er policy for egen virksomhet blitt utviklet og forankret?

Retningslinjene er utarbeidet i samarbeid med relevante deler av organisasjonen. For eksempel har Policy for Åpenhetsloven involvert styret og ledergruppen, Internal Code of Conduct har involvert HR tett, og Supplier Code of Conduct har involvert innkjøpsorganisasjonen. Bærekraftspolicyen er utviklet med bred involvering av hele virksomheten.

Policierne bygger også på risiko-, mulighets- og påvirkningsanalyser i vår dobbelt vesentlighetsanalyse (konsernnivå, også oversatt og kvalitetssikret lokalt) – gjennomført i henhold til EU og EFRAGs veileder. Blant annet ble bærekraftsdata analysert, nåværende og kommende lovverk studert, og viktige interessenter konsultert, som for eksempel kunder, ansatte og eiere. Som en del av utviklingen av den doble vesentlighetsvurderingen for Advania utvidet vi vårt interessentengasjement. Vi anerkjenner at begrepet interessenter er bredt, og vi arbeider for å ivareta interessene til andre viktige aktører som påvirkes av Advanias virksomhet. Dette inkluderer lokalsamfunnene der produksjonen av produktene vi selger foregår, samt ansatte og fagforeninger hos disse produsentene. Viktig innsikt knyttet til deres perspektiver og behov kommer blant annet fra rapporter fra uavhengige tredjeparter. Videre deltar vi i aktuelle bransjefora og er aktive medlemmer i flere bærekraftfokusede bransjeorganisasjoner, bl.a. UN Global Compact (på konsernnivå), Responsible Business Alliance (RBA), Etisk Handel, Oda Nettverket og TENK. Slik kan vi være med å påvirke viktige toneangivende organisasjoners arbeid som har effekt på tvers av bransjen, samtidig som vi får nyttig innsikt i vårt eget aktsomhetsvurderingsarbeid.

Gjennom medlemskapet i RBA forplikter vi oss også til å delta i utviklingen og oppfølgingen av RBAs etiske retningslinjer (Code of Conduct), som igjen danner grunnlaget for våre egne etiske retningslinjer for leverandører.

Målene i bærekraftsstrategien er speilet i bærekraftspolicyen og er knyttet til arbeid med de mest vesentlige påvirkningene og risikoene/mulighetene. Leverandør- og intern Code of Conduct understreker også tematikk (risikoer og muligheter) som vi ser i vår verdikjede og egen drift.

Konsernpolicier er godkjent av konsernets overordnede styre (Advania AB). For Norge har vi i tillegg en egen policy for Åpenhetslovarbeidet som ble utformet av bærekraftsfunksjonen i Norge i samarbeid med tett involvering av relevante deler av organisasjonen, samt daglig leder. Denne retningslinjen ble vedtatt av Advania Norges styre.

Alle ansatte har også obligatorisk opplæring på alle policies.

1.B Organisering og internkommunikasjon

1.B.1 Hvordan er arbeidet med aktsomhetsvurderinger organisert i virksomheten, forankret i interne retningslinjer og rutiner?

Advania har etablert en god struktur for å fremme bærekraftig forretningspraksis på konsernnivå. Bærekraftsteamet i konsernet er ledet av Helena Nordin, som er Head of Compliance og Sustainability hos Advania Group. Helena har en viktig rolle i å koordinere arbeidet med bærekraft og har også et eget team på ytterligere åtte fulltidsressurser, deriblant en spesialist innen Business and Human Rights/Head of Compliance under seg. Denne ressursen er ansvarlig for å følge opp arbeidet med Responsible Business Alliance (RBA), en fremtredende organisasjon for risikostyring i IT-leverandørkjeden.

I tillegg til RBA sine fabrikkrevisjoner, utfører Head of Compliance selvstendige risikovurderinger av våre største leverandører, som utgjør 87 % av vår varekostnad. Dette innebærer en gjennomgang av blant annet bærekraftsrapporter og dokumentasjon fra leverandørene og årlige dialogmøter, noe som gir oss en grundig oversikt over hvordan disse leverandørene håndterer grunnleggende menneske- og arbeidsrettigheter, samt deres miljøpåvirkning.

På et lokalt nivå i Norge ledes arbeidet med aktsomhetsvurderinger av bærekraftsdirektøren, som har det delegerte ansvaret for bærekraftig forretningspraksis og aktsomhet. Som tidligere nevnt har man også et team med "Sustainability champions" som leder arbeidet med aktsomhetsvurderinger og bærekraft i sine respektive avdelinger. Vår CFO overvåker nye kunder og partnere for eventuelle sanksjoner (ref. tidligere beskrevet prosess for kartlegging av nye leverandører i World Check), mens Partnerdirektøren leder arbeidet med aktsomhetsvurderingene av leverandører i tett samarbeid med innkjøpsspesialisten og bærekraftsdirektøren. Advania har et prosessbasert styringssystem sertifisert i henhold til ISO14001, ISO9001 og ISO27001. Chief Security Officer og innkjøpsspesialisten sikrer at aktsomhetsvurderinger er integrert i selskapets sentrale prosesser. Kundecontakter og avtaleforvaltere er også involvert i å følge opp policyer og rutiner, samt i å distribuere spørreskjemaer til bærekraftsteamet eller innkjøpsansvarlig. Partnerdirektøren er ansvarlig for at bærekraft og utfordringer knyttet til dette er en del av agendaen på kvartalsvise møter med de største produsentene og distributørene.

Med korte kommunikasjonsveier mellom ressurspersonene, både i Norden og Norge, sikrer vi at arbeidet med aktsomhetsvurderinger innlemmes i alle beslutningsprosesser med fokus på bærekraftig forretningspraksis.

1.B.2 Hvordan blir betydningen av virksomhetens aktsomhetsvurderinger konkretisert og tydeliggjort for de ansatte gjennom stillingsbeskrivelse (eller lignende), arbeidsoppgaver og insentivordninger?

Ansatte gjennomgår obligatorisk opplæring i virksomhetens arbeid med aktsomhetsvurderinger og etiske retningslinjer via vårt e-læringssystem. I dette kurset skal blant annet alle ansatte lese og signere våre retningslinjer. Retningslinjene ligger på vårt interne styringssystem og er offentliggjort på våre nettsider. Alle nyansatte får også en gjennomgang i bærekraftig forretningspraksis av Chief Sustainability Officer på Advanias dag for nyansatte.

Bærekraftsdirektøren har en variabel bonus som avhenger av at man realiserer planene i handlingsplanen for bærekraft for året. CEO har også en variabel bonus som blant annet avhenger av hvorvidt Advania kutter klimautslipp i tråd med satte mål.

Advania ser viktigheten i å forankre ansvaret for bærekraftig forretningspraksis i relevante stillingsinstrukser. Derfor har stillingsinstruksen til nøkkelpersoner blitt oppdatert, blant annet for Partner Director og innkjøpsspesialist. Begge måles også på andel leverandører som er risikovurdert i henhold til definerte ESG-parametre, og gjennomføring av revisjoner. Dette er et av flere resultater av det sentrale arbeidet med prosessbasert styringssystem, sertifisert i henhold til ISO14001, ISO27001 og ISO9001, der det gjennomføres møter med prosesseiere for å sikre at alle har relevante KPIer på kvalitet, informasjonssikkerhet og miljø der dette er vesentlig.



1.B.3 Hvordan sikres det at relevante ansatte har tilstrekkelig kompetanse til å gjennomføre arbeidet med aktsomhetsvurderinger?

Nøkkelpersoner har i 2024 gjennomgått opplæring i bærekraftig forretningspraksis og aktsomhetsvurderinger, et initiativ som økte deres forståelse for bærekraftig forretningsvirksomhet og menneskerettigheter.

Videre samarbeider sentrale ansatte (blant annet innkjøpsspesialist, bærekraftsdirektør, Partnerdirektør og andre i Sustainability Champions-teamet til Advania Norge) med ekspertkompetanse på konsernnivå (blant annet vår menneskerettighetseksperter som leder arbeidet fra konsernet). På tvers av konsernet benyttes blant annet månedlige møter til å gjennomgå status på aktsomhetsvurderingsprosjekter (blant annet vår vesentlighetsvurdering) og leverandørdialoger.

Alle i konsernets bærekraftsteam og interne leverandøransvarlige inviteres også til dialogmøtene vi har med de viktigste leverandørene, der vi i detalj går gjennom arbeidet med bærekraft. Leverandøransvarlige involveres også i arbeidet med risikovurdering og øvrig leverandøroppfølging i Stratsys og RBA. Selgerne våre i ulike deler av organisasjonen har også fått en gjennomgang av Advanias arbeid og tilgang til leverandørrateringer på bærekraft.

Videre settes det av tid og ressurser til å gi sentrale ressurser (blant annet i Sustainability Champions-teamet) nødvendig opplæring (tid og penger til for eksempel å delta på kurs og seminarer) for å kunne gjøre aktsomhetsvurdering av sin del av virksomheten.



1.C. Planer og ressurser

1.C.1 Hvordan er virksomhetens forpliktelser til å respektere mennesker, samfunn, dyr og miljø forankret i strategier og handlingsplaner?

Advania Norges strategi for bærekraftig forretningspraksis er som nevnt tett knyttet opp mot forpliktelser og policier vi har på området. En sentral analyse for å prioritere områder i strategi og handlingsplan er vår dobbel vesentlighetsanalyse (risiko, mulighet og påvirkningsanalyser på tvers av verdikjeden). Grunnlaget for denne inkluderer bl.a. interessentdialog, miljøaspektanalyse og lokal juridisk gjennomgang (norske lover og lokale forskrifter, som henger sammen med den lokale tilpasningen av vesentlighetsanalysen).

Policier og strategi oppdateres når man har gjort større oppdateringer av vesentlighetsvurderinger - gjerne i lys av ny informasjon man får tilgang til. Oppdatering av strategi i 2025 kommer som konsekvens av oppdatert dobbelt vesentlighetsanalyse i tråd med EUs krav i nytt bærekraftsrapporteringsdirektiv som gir grunnlag for årets årsrapport i henhold til ESRS standarden. Strategien omfatter tema som klima, sirkulær omstilling, leverandøroppfølging, datasikkerhet og mangfold.

Strategien for å kunne jobbe godt med de vesentlige temaene er utviklet i tett samarbeid med den norske ledergruppen og aktuelle mellomledere i organisasjonen. Hvert enkelt strategiske mål i planen har et tydelig eierskap både til funksjon og aktuell c-level, i tillegg til å ha definert en rekke aktiviteter med klart definerte utførere/ledere basert på hvor det naturlige organisatoriske eierskapet bør ligge (ressurs med tanke på rolle og ansvar). Se mer informasjon om Sustainability Champions-teamet i seksjon "Om virksomheten". Dette teamet har møter hver tredje uke for å diskutere status på KPIer i strategien og konkrete avtalte aktiviteter for å støtte opp under måloppnåelse av disse.

KPIene i strategien rapporteres også jevnlig til ledergruppen, enten årlig gjennom intern og ekstern bærekraftsrapport eller månedlig gjennom operasjonelle og strategiske KPIer. Selskapets bærekraftsstrategi er også integrert i selskapets sentrale strategi for 2025, der spydspissen er satsningen på sirkulær IT (speiles dermed i de strategiske KPIene som rapporteres månedlig). Status for strategi og handlingsplaner kommuniseres eksternt gjennom årlig bærekraftsrapport.

I 2024 allokerer også Advania Norge budsjettmidler til bærekraftrelaterte initiativer i henhold til strategi og plan for 2025. Dette ble godkjent i desember 2024.

1.C.2 Hvordan følges strategier og planer for bærekraftig forretningspraksis opp av ledelse og styre?

Chief Sustainability Officer (CSO) Turi Pettersen sitter i Advania Norges ledergruppe, og rapporterer også direkte til CEO Siv Hjellegjerde Martinsen. Group Head of Sustainability Helena Nordin sitter også i konsernets ledergruppe, og rapporterer direkte til konsernets CEO Hege Støre.

Rapporter til begge de øverste ledelsesorganene (norsk ledergruppe og konsernets ledergruppe) og CEO gjøres på den måten hyppig. I 2025 forretningsplan er også sirkulær IT 1 av 5 hovedsatsningsområder for Advania Norge, og vil følges opp av hele ledergruppen i annenhverukentlige møter og månedlig strategisk KPI-rapportering. Øvrige sentrale KPIer som bør følges opp månedlig er også inkludert i operasjonelle KPIer. Bærekraftsrapporten presenteres også til ledergruppen og styret, og funksjonenes ledergrupper med ansvar for oppfølging av spesifikk mål får også kvartalsvis rapportering fra bærekraftsdirektør og relevant bærekraftschampion.

Videre har Advania AB og Advania Norges styrer fast innslag på status for bærekraft i sin planlagte styremøteplan årlig. Dette kommer i tillegg til at bærekraft et tema for styre og styremøte etter behov, f.eks ved godkjenning av retningslinjer, denne Åpenhetsrapporten og bærekraftsrapport. Advania AB sitt styre har også en egen bærekraftskomiteé (se seksjon «Om virksomhetsstrukturen»)



1.D Partnerskap og samarbeid med leverandører og forretningsforbindelser

1.D.1 Hvordan tydeliggjør virksomheten viktigheten av bærekraftig forretningspraksis i møte med leverandører og forretningsforbindelser?

Advania Norge legger stor vekt på et nært samarbeid og dialog med våre største leverandører for å sikre at de forstår våre krav. En sentral del av dette arbeidet er å kommunisere våre etiske retningslinjer klart og tydelig i møter med forretningsforbindelser. Dette arbeidet ledes primært av vår Partner Director, som har regelmessig kontakt med våre største leverandører og deres representanter i Norge. I disse møtene diskuteres markedsplaner og -krav, som en del av dette også miljø, bærekraft, klima og etisk handel.

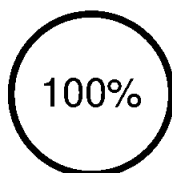
Chief Sustainability Officer spiller også en nøkkelrolle i å formidle Advania Norges forventninger til leverandører om bærekraftig forretningspraksis. Dette skjer gjennom presentasjoner i forretningsmøter, hvor det også informeres om vårt arbeid med Åpenhetsloven.

Som beskrevet under seksjon «Generell beskrivelse av virksomhetens innkjøpsmodell og leverandørkjede» har vi en rekke tiltak knyttet til å følge opp leverandørene våre på bærekraft (både som del av leverandørutvelgelsen) og selve oppfølgingen lokalt og på konsernnivå.

Link til offentlig tilgjengelige retningslinjer for leverandører finnes åpent på nettsiden (Se både konsernets Supplier Code of Conduct og Advania Norges Retningslinjer for Åpenhetsloven).

Indikator

Andel av bedriftens leverandører som har akseptert retningslinjer for leverandører



2024



1.E Erfaringer og endringer

1.E.1 Hvilke erfaringer har virksomheten gjort seg om arbeidet med bærekraftig forretningspraksis i rapporteringsåret, og hva har endret seg som et resultat av dette?

I 2024 har vi gjort en del omstrukturering i hvordan vi jobber med bærekraft, bl.a. ved at bærekraftssjef har kommet opp i øverste ledergruppe i Norge. Samtidig har vi etablert et mer formalisert bærekraftsteam («Sustainability champions») som skal følge opp de strategiske ambisjonene gjennom en konkret handlingsplan der ansvaret er tydelig definert. Operative og strategiske KPIer i ledergruppen har også integrert flere bærekraftsmål i henhold til bærekraftsstrategi.

Erfaringen til nå er at grepene har bidratt til større bevisstgjøring og oppmerksomhet i hele virksomheten på bakgrunn av dette. Det holder ikke at noen få ildsjeler brenner for tema for skape store endringer i måten man arbeider på, dette må gjennomsyre virksomheten og de som har aktuelle roller og ansvar må få nødvendig opplæring og retning for å kunne omstille virksomheten. Resultatet er en tydelig forankret strategi og tydelig retning. Så blir det spennende å se om resultatene på KPIene vi monitorerer som følge av dette!

Videre har vi også innført et nytt system for risikokartlegging – og oppfølgingssystem for ESG for alle leverandører som ikke er med i RBA-samarbeidet. Dette har vært nyttig for å sikre full kontroll og risikobasert tilnærming til leverandørarbeidet vårt. Erfaringen er at det er nyttig å få en tredjepartsvurdering av risikoer, og at det er veldig praktisk å få ting samlet i et enkelt system for å kunne sikre enkel og strukturert oppfølging av leverandører utover de tradisjonelle excelarkene. Vi er også bevisst på dette skaper rapporteringsbyrde for leverandørene våre som allerede rapporterer mye på dette området allerede til ulike stakeholders. Så i valg av underleverandør her har vi forsøkt å finne et system flere bruker for å minimere behov for underleverandør for å sette seg mye inn i nytt støttesystem for dette.

Men behovet for noe felles på tvers av bransjen og alle bransjer (kanskje eid av myndighetene) hadde vært en bedre løsning for å redusere rapporteringsbyrden og maksimere tiden brukt til å skape reell endring hos aktørene



2

Fastsette fokus for rapporten

Kartlegging av virksomhetens påvirkning på mennesker, dyr, samfunn og miljø

Kartlegging handler om å identifisere virksomhetens risiko for, og faktiske negative påvirkning/ skade, på mennesker, dyr, samfunn og miljø, inkludert i leverandørkjeden og gjennom forretningsforbindelser. Det handler om å først danne seg et overordnet risikobilde, for så å prioritere mest vesentlige risikoområder for grundigere kartlegging og håndtering av funn. Hvordan virksomheten er involvert i eventuell negativ påvirkning på mennesker, dyr, samfunn og miljø, er sentralt for å avgjøre riktig respons og tiltak. Involvering av interessenter, spesielt påvirkede parter, er sentralt i kartleggingsarbeidet, så vel som i tiltak for å håndtere utfordringene på en god måte.



2.A Kartlegging og prioritering

PRIORITERT NEGATIV PÅVIRKNING/SKADE FOR MENNESKER, DYR, SAMFUNN OG MILJØ

Å prioritere en eller flere risikoområder på bakgrunn av alvorlighetsgrad, betyr ikke at noen risiko er viktigere enn andre, eller at virksomheter ikke gjør noen med annen risiko, men at det som har størst negativ påvirkning prioriteres først. Kartlegging og prioritering er en kontinuerlig prosess.

2.A.1 List opp prioritert risiko for potensiell og/ eller faktiske negative konsekvenser for mennesker, dyr, samfunn og miljø.

Risiko for uønsket ytre miljø- og klimapåvirkning på tvers av verdikjeden.	Utslipp Drivhusgasser Energi Avfall Vann Materialbruk	Brasil Kina India Norge
Risiko forbundet med arbeiderrettigheter ved produsentenes fabrikker (komponentproduksjon og sluttmontering)	Tvangsarbeid Fagorganisering og kollektive forhandlinger Barnearbeid Lønn Arbeidstid Regulære ansettelser	Brasil Kina India Tyrkia USA Vietnam Sør-Afrika
Risiko forbundet med arbeiderrettigheter ved råvareutvinning	Tvangsarbeid Barnearbeid Brutal behandling Helse, miljø og sikkerhet Marginaliserte befolkningsgrupper	Globalt De Forente Arabiske Emirater Kongo Kina Rwanda Vietnam
Forretningsetikk, anti-korrupsjon, integritet og datasikkerhet i egen operasjon	Korrupsjon	Globalt
Diskriminering og ansatttilfredshet i Advania Norge	Diskriminering Lønn Arbeidstid	Norge



IT-leverandørkjeden er både kompleks og global, og innebærer risikoer som negativ miljøpåvirkning og menneskerettighetsbrudd på tvers av verdikjeden. For å forbedre forholdene i leverandørkjeden kreves det først og fremst en god felles forståelse av risikobildet, etterfulgt av et vedvarende og systematisk arbeid der industrien og samfunnet rundt samarbeider for å drive positiv utvikling.

I følgende avsnitt utdyper vi de største risikoene som forekommer i de tidligere stadiene i verdikjeden, disse i forbindelse med råvareutvinning, komponenttilvirkning og sluttmontering. Dette fordi de mest alvorlige risikoene oppstår her. Mye av aktiviteten foregår i høyrisikoland, med varierende grad av beskyttelse av miljø og menneskerettigheter, blant annet i Sørøst-Asia og Kina. I tillegg er det store risikoer forbundet med råvareledet, blant annet konfliktmineraler, som utvinnes i en del asiatiske og afrikanske land. Videre har vi prioritert en rekke temaer forbundet med vår egen operasjon fordi dette er under vår direkte kontroll og er kritisk for vår drift (blant annet klima, mangfold og inkludering, ansatttilfredshet, forretningsetikk, antikorrupsjon, integritet og datasikkerhet).

Vi har vurdert hva som er mest vesentlig gitt hvor alvorlige konsekvensene er for mennesker og miljø (dette avhenger igjen av forventet skala, omfang og evne til å gjenopprette), samt vår forståelse av sannsynligheten for at vi tror dette forekommer i vår verdikjede.

Risikoer forbundet med gruvedrift og mineralutvinning

Gruvedrift er en sektor forbundet med en rekke større miljømessige og menneskerettslige risikoer. Alvorlige menneskerettighetsbrudd har blitt dokumentert i mange gruver, inkludert tilfeller av barnearbeid og tvangsarbeid. Farlige arbeidsforhold og forurensning fra gruvene kan også påvirke arbeiderne og lokalbefolkningen i nærheten. Studier peker også på at en stor andel av gruvevirksomhet foregår i nærheten av urbefolkning, og tvangsforflytning og brudd på urfolks rettigheter har også vært et problem.

Videre er konfliktmineraler et viktig tema i bransjen. For eksempel forbindes gruver i Kongo med finansiering av væpnede grupper, og tinngruver i Myanmar med finansiering av handelen med illegale narkotiske stoffer.

Gruvedrift og mineralutvinning har også en rekke miljørisikoer. Utvinning av gull krever store mengder energi, spesielt i form av elektrisitet og drivstoff til maskiner og utstyr. Energien kommer ofte fra fossile brensler som kull, olje og naturgass, som slipper ut store mengder klimagasser.

Utvinning av mineraler, for eksempel gull, involverer bruk av helseskadelige kjemikalier som cyanid og kvikksølv for å separere gull fra malm. Dette utgjør også en vesentlig risiko for arbeidere, lokalsamfunn og miljø, blant annet gjennom forurensning av drikkevann og jordbruksområder, noe som påvirker menneskers mulighet til å benytte seg av disse naturressursene og bidrar til økt risiko for sykdom.

Risikoer forbundet med produksjon av fysisk maskinvare (komponentproduksjon og sluttmontering)

De som arbeider i IT-leverandørkjeden med komponentproduksjon og sluttmontering gjør ofte dette i asiatiske land. Disse arbeiderne står overfor en rekke utfordringer knyttet til arbeidsforhold. Risikoer knyttet til blant annet lange arbeidsdager, manglende fritid, lave lønninger, kortsiktige kontrakter, begrensede muligheter til fagforeningsdannelse og lønnsforhandlinger.

Produksjon av fysisk maskinvare har også en rekke miljørisikoer. Mer enn 80 % av klimafotavtrykket gjennom livssyklusen til fysisk maskinvare er assosiert med produksjonen. I elektronikkproduksjon benyttes også helsefarlige kjemikalier. Manglende bruk av verneutstyr og sikkerhetsopplæring er derfor også en risiko. I tillegg krever produksjon av elektronisk utstyr store mengder vann, spesielt i prosesser som kjøling og rengjøring av komponenter.

Arbeidsforhold hos store merkevarer innenfor IT får ofte mye oppmerksomhet, men ikke nødvendigvis deler av verdikjeden der komponentene produseres.

Øvrige risikoer i andre deler av IT-bransjens verdikjede



I bruks- og avhendingsfasen til IT-utstyr finnes det også en rekke kjente risikoer.

IT-bransjen har blant annet en kjent risiko for diskriminering ved at visse grupper kan bli underrepresentert eller ekskludert fra arbeidsmuligheter, noe som kan føre til mangfoldsproblemer. Bransjen er også kjent for å være mannsdominert.

Datasikkerhet er også en stor bekymring, da sensitive data kan bli utsatt for hacking, tyveri eller lekkasjer, noe som kan skade både individer og organisasjoner. Integritet i IT-bransjen er også viktig, da feilaktig eller uetisk bruk av teknologi kan føre til tap av tillit og omdømme. Videre kan manglende overholdelse av personvernlover og forskrifter resultere i alvorlige juridiske konsekvenser og bøter.

E-avfall utgjør også den raskest voksende avfallstrømmen i verden, og nordmenn ligger på verdenstoppen med ca. 28 kg per person per år. Det er også en risiko for at E-avfall havner i fattige land med varierende grad av beskyttelse av fundamentale menneskerettigheter og med varierende infrastruktur for å kunne håndtere avfallsmengdene. Manglende infrastruktur øker risikoen for at for eksempel giftige stoffer forurensner vann og matjord. Det å sikre ansvarlig bruk og avhending (ansvarlig gjenbruk, resirkulering) er dermed en viktig risiko for å sikre kontroll over helseskadelige kjemikalier, verdifulle mineraler og metaller.

BEGRUNNELSE FOR HVORFOR DISSE UTFORDRINGENE ER PRIORITERT SOM MEST VESENTLIGE FOR MENNESKER, DYR, SAMFUNN OG MILJØ

2.A.2 Beskriv: a) virksomhetens rutiner for kartlegging og identifisering av risiko og hvordan den risikoen ble identifisert og prioritert b) eventuelle deler av virksomheten som ikke er dekket i kartleggingen (produktgrupper, egne produkter, avdelinger eller lignende) og hvorfor c) hvordan informasjon ble hentet inn, hvilke kilder som er benyttet og hvilke interessenter som er involvert d) om det er identifisert områder hvor det er manglende informasjon for å vurdere risiko og hvordan dere vil gå frem for å få mer informasjon om dette.

a) Risikokartlegging foregår som en integrert del av vår årlige doble vesentlighetsanalyse i henhold til ESRS standard som del av EUs nye rapporteringsdirektiv CSRD. Denne bygger som nevnt på en rekke analyser som industrirapporter, dialog med leverandørene, intervjuer av sentrale interessenter (som kunder, eiere og ansatte) samt ESG data. Revisor har også godkjent vesentlighetsanalysen.

Videre er virksomheten sertifisert i henhold til ISO-standardene 14001 (miljø), 9001 (kvalitet) og 27001 (informasjonssikkerhet), og vi bruker disse ledelsessystemene og revisjonsprosessene for strukturert arbeid med temaene samt tredjepartsverifisering av risikoidentifisering på miljø og informasjonssikkerhet.

Mye av de mest alvorlige risikoene foregår i råvareutvinning og produsentleddet til Advania for fysisk maskinvare. Advanias rutiner for kartlegging og identifisering av risiko av leverandører består av fire kjernekomponenter:

- (1) Leverandørdialog: Både lokalt i Norge gjennom Partnerprogram, men også på konsernnivå gjennom dypdesamtaler på bærekraft
- (2) Leverandørenes RBA-medlemsstatus og vurdering.
- (3) Øvrige leverandørers risikovurdering i Stratsys, ut fra geografi og sektor i tillegg til egne SAQer der vi etterspør mer informasjon knyttet til identifiserte risikoer som igjen følges opp i systemet.
- (4) I tillegg følger vi med på utviklingen og sammenligner egne vurderinger med eksterne relevante risikovurderinger, som f.eks. Etisk Handels risikoverktøy og DFØs risikovurderinger.

Generelt har vi følgende vurderingskriteriene for leverandører vi anbefaler på grunn av deres arbeid med bærekraftig forretningspraksis baserer seg på at disse:

- Er et RBA-medlem på vanlig eller fullverdig nivå med et aktivt handelsforhold med Advania eller har et lignende rammeverk for leverandøransvar.
- Frigir deres Corporate SAQ årlig med en samlet risikovurdering som er lav eller middels.
- Godtar Advanias plan for bærekraftig samarbeid og kommunikasjon i leverandørkjeden.



- Advanias tidligere erfaring med leverandørens samarbeid og åpenhet i kunderevisjoner.

b) N/A

c) Se også avsnitt a).

For å kunne jobbe med og utfordre leverandørene våre har vi også hentet inn informasjon fra nøytrale tredjeparter, bl.a. fra revisjoner i RBA knyttet til disse temaene, DFØs risikovurderinger og Etisk Handel. I tillegg gjør vi egne risikovurderinger på toppen av dette. I Stratsys har vi et risikokart som dekker både sektor og landdimensjonen. Denne henter informasjon fra følgende kilder:

- Environmental Performance Index (EPI) fra Yale Center for Environmental Law & Policy
- Freedom of the World fra Freedom House (politiske og menneskelige friheter og rettigheter)
- International Trade Union Confederations (ITUC) Global Rights Index
- The Corruption Perceptions Index (CPI) fra Transparency International
- World Development Indicators fra Verdensbanken
- Lister fra EU og FATF (Financial Action Task Force)
- Relevant data fra FN's statistikkavdeling, inkludert SDG-indikatorer
- Anonymisert statistikk fra evalueringer og rangeringer

Vi har også til enhver tid tilgang til et digitalt risikokart med risikooversikt over ulike land i RBA-portalen.

Følgende kilder er brukt til risikokartet:

- Secondary Enrollment Index
- Global Slavery Index
- Human Development Index
- Workers Rights Index, Child Labor Index
- Forced Labor Index
- Freedom of Association Index
- Humane Treatment Index
- Migrant Workers Index, Domestic Migrant Workers Index
- Wages Index
- Working Hours Index fra ELEVATE.

Som nevnt har vi også en rekke dybdesamtaler med våre viktigste leverandører som også utgjør viktige fora for å hente inn informasjon. I tillegg er vi aktive i en rekke bransjesamarbeid, bl.a. gjennom RBA og Etisk Handel, som utgjør viktige kilder for å kunne få tilgang til nyttig innsikt til arbeidet med aktsomhetsvurderinger.

d)

Et viktig forbedringsområde er begrenset evne til å dele informasjon fra RBA-revisjoner fritt. Derfor vil vi fortsette å fokusere på dialog med våre leverandører. I 2024 hadde vi flere strukturerte dialoger med leverandører som også er medlem i RBA. Det er også verdt å merke seg at disse er positive til å dele revisjonsinformasjon i de tilfellene vi ber om dette, og vi vil fortsette å utfordre dem til å dele mer og følge opp funn som avdekkes. Risikovurderingen ved våre produsenters fabrikker baserer seg på tredjepartsrevisjoner gjort gjennom RBA (for de største leverandørene) og Stratsys for de mindre leverandørene.

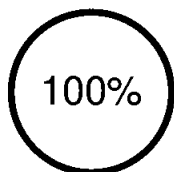
For leverandørene våre som ikke er med i RBA, er mye videre oppfølging bygget på svar på SAQer.

Selvrapportering må i seg selv bygge på tillit, og avhenger av at personene som får ansvar for å følge opp disse har rett kompetanse til å fylle dem ut. For å motvirke dette vil vi alltid gå grundig gjennom SAQene for å avdekke inkonsistens, manglende beskrivelser osv. for å bedre kunne vurdere risiko.

Indikator



Andel leverandører i risikofylte leverandørkjeder som er kartlagt



2024

ANNEN NEGATIV PÅVIRKNING/SKADE

2.A.3 Beskriv annen risiko for negativ påvirkning/skade på mennesker, dyr, samfunn og miljø som ble identifisert men ikke prioritert, og hvordan disse er håndtert

Bærekraftsstrategi og handlingsplaner adresserer viktige risikoer som klima, energi, sirkulær IT, e-avfall, konfliktmineraler, mangfold og inkludering (se seksjon "Prosessmål i kommende rapporteringsår"). Hva gjelder oppfølging av leverandørene våre fokuserte vi i 2024 på klima, sirkularitet og energispørsmål i dialogmøter og analyser av de største leverandørene våre. Vi analyserte 16 store leverandører som til sammen korresponderer med 87% av spend. Vi gjorde også en risikokartlegging og oppfølging på tema overtid, tvangsarbeid, levelønn, marginaliserte grupper og beredskapssikkerhet i leverandørkjeden vår i Kina og Vietnam (se seksjon "Prosessmål og fremdrift i rapporteringsåret").

Øvrige vesentlige risikoer forbundet med leverandørkjeden følges opp i ulik grad gjennom leverandørenes retningslinjer, leverandøroppfølgingsprosesser og industrisamarbeid. Nedenfor finnes en oversikt over vesentlige risikoer i leverandørkjeden, risikobeskrivelser og hvordan disse følges opp:

Barnearbeid: Arbeid utført av barn under 15 år (14 år om lokal lovgivning tillater dette). Risiko både i råvareutvinningsfasen og produksjon av fysisk maskinvare (komponenter og sluttmontering).

Følges bl.a. opp gjennom:

- Supplier Code of Conduct
- Advania Norge leverandøroppfølging 2024
- RBA samarbeid

Begrensede muligheter for fagforeningdannelse: Forbud eller aktivt motarbeidelse av arbeidernes fagforeningsdannelse eller arbeid fra arbeidsgivers side.

Følges opp bl.a. gjennom:

- Supplier Code of Conduct
- RBA samarbeid

E-avfall: Generering av elektronisk avfall som del av slutten av maskinvarens livssyklus, medfører risiko for menneskerettighetsbrudd og forurensning av miljø (drikkevann og matjord) ettersom dette ofte ender opp i land med varierende grad av beskyttelse av menneskerettigheter og infrastruktur for avhending.

Følges opp bl.a. gjennom:

- Supplier Code of Conduct
- RBA samarbeid



Farlige arbeidsforhold: I Gruvedrift og råvareutvinningsleddet innebærer fysiske farer forbundet med kollaps og ras. Eksponering for støv og giftige gasser kan også føre til alvorlige helseproblemer. I komponentproduksjon og sluttmontering håndteres ofte farlige kjemikalier, og arbeiderne kan bli utsatt for risikoer knyttet bl.a. håndtering av maskineri og manglende verneutstyr.

Følges bl.a. opp gjennom:

- Supplier Code of Conduct
- RBA samarbeid

Forurensning: Utslipp av helse- og miljøskadelige stoffer utover tillatte grenser som bl.a. kan forurense vannkilder og andre lokale økosystem.

Følges bl.a. opp gjennom:

- Supplier Code of Conduct
- RBA samarbeid

Helsefarlige og miljøskadelige kjemikalier: Utvinning av metaller og mineraler involverer ofte bruk av kjemikalier som cyanid og kvikksølv. I produksjon av komponenter benyttes en rekke ulike helseskadelige stoffer som kadmium, beryllium og flammehemmere.

Følges bl.a. opp gjennom:

- Supplier Code of Conduct
- RBA samarbeid

Klimafotavtrykk: Komponentproduksjonen krever spesielt mye energi (ofte fossil energi) og ressurser som bidrar til høyt klimafotavtrykk. I tillegg er utslippet vesentlig også fra råvareutvinningsfasen, da f.eks. utvinning av gull krever store mengder energi (som regel fossil) til maskiner og utstyr.

Følges bl.a. opp gjennom:

- Supplier Code of Conduct
- RBA samarbeid

Konfliktmineraler: Tin, titan, tungsten, gull (3TG) som har gjentatte ganger beviselig bidratt til å finansiere væpnet konflikt, der man også har sett bruk av tvangsarbeid. En risiko er at godkjente smelteverk, som angivelig ikke kjøper konfliktmineraler, likevel gjør det. Dette kan føre til en form for hvitvasking av konfliktmineraler.

Følges bl.a. opp gjennom:

- Ikke listet spesifikt i Supplier Code of Conduct i dag, men skal innlemmes i ny versjon som lanseres i 2025.
- Dekkes indirekte bl.a. gjennom krav til å følge lokale lover og regler og i RBAs Code of Conduct som henvises til i Advanias Code of Conduct.
- RBA samarbeid (og engasjement i Responsible Minerals Initiative)

Kortsiktige kontrakter: Midlertidige kontrakter som inngås for arbeidsforholdet som bidrar til redusert arbeidssikkerhet.

Følges opp bl.a. gjennom:

- Ikke eksplisitt nevnt i Supplier Code of Conduct, men dekkes indirekte gjennom øvrige punkter knyttet til arbeidsforhold og retten til forhandling
- RBA samarbeid

Lange arbeidsdager: Arbeidstider utover lovbestemte grenser, inkludert tvungen overtid.



Følges opp bl.a. gjennom:

- Supplier Code of Conduct
- Leverandøroppfølging 2024
- RBA samarbeid

Lave lønninger: Utilstrekkelig eller inkonsistent utbetaling under lokal levelønn.

Følges opp bl.a. gjennom:

- Supplier Code of Conduct
- RBA samarbeid

Lønnsforhandlinger: Manglende mulighet eller aktiv motarbeidelse av ansattes medvirkning til lønnsdannelse.

Følges opp bl.a. gjennom:

- Supplier Code of Conduct
- RBA samarbeid

-Tvangsarbeid: Arbeid utført av en person ved bruk av trusler eller tvang. Inkluderer også utnyttelse av fengselsansatte. Risiko både i råvareutvinningsfasen og produksjon av fysisk maskinvare (komponenter og sluttmontering).

Følges bl.a. opp gjennom:

- Supplier Code of Conduct
- Leverandøroppfølging 2024
- RBA samarbeid

Urfolks rettigheter: Stor andel av gruvedrift foregår i nærheten av urfolk. Tvangsforflytning og brudd på urfolks rettigheter er dermed en risiko.

Følges bl.a. opp gjennom:

- Dekket av Supplier Code of Conduct i dag gjennom krav til å følge menneskerettighetene.
- Inkluderes som eksplisitt punkt i ny versjon av Supplier Code of Conduct som lanseres i 2025.
- Dekkes også av RBA Code of Conduct som refereres til i nåværende Supplier Code of Conduct

Vannforbruk: Høyt vannforbruk forbundet med produksjon av IT-utstyrs komponenter som microchips og kretskort. Bl.a. i rengjøringsprosesser.

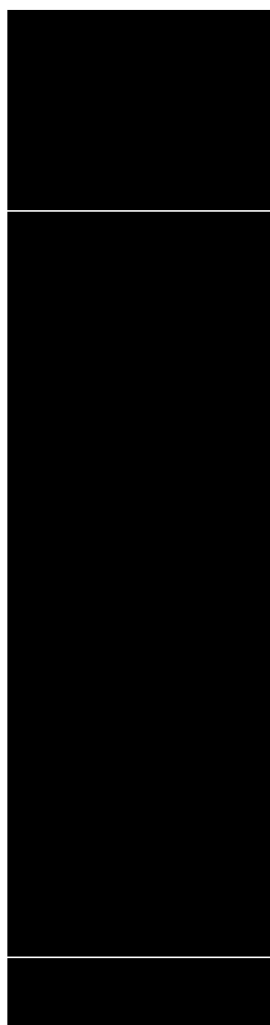
Følges bl.a. opp gjennom:

- Supplier Code of Conduct
- RBA samarbeid



3.A Stanse, forebygge eller redusere

3.A.1 Beskriv mål og status for de tiltakene virksomheten har iverksatt for å redusere prioritert risiko



Risiko for uønsket ytre miljø- og klimapåvirkning på tvers av verdikjeden.

Klimautslipp:

Advania Norge har redusert GHG utslipp, scope 1, 2 og 3, med minst 50% innen 2030 (sammenlignet med baseline 2023).

Advania Norge øker inntektene fra klimautslippsreduserende tjenester (i henhold til EU taxonomiens definisjoner)

Klimatilpasning:

Advania Norge har integrert og vektet bærekraft og klimarisikoanalyser sentralt risikostyringssystem innen 2030

Energi:

Advania Norge har forbedret energieffektiviteten i datasentrene med 35% (kwh/vCPU) innen 2030 sammenlignet med 2024.

Sikre 100% fornybar energiforbruk på alle kontorer og datasentre innen 2030.

Sirkulær økonomi:

100% av laptops som Advania tar til markedet og internt utstyr vi benytter skal bli sirkulert (altså enten gjenbrukt eller resirkulert ansvarlig) innen 2030

Pågår.



Klimautslipp:

Integrere bærekraft og klima i tjenstedesignprosessen.

Advania Norge har sendt inn klimamål til godkjenning av SBTi organisasjonen innen 2025 (Near targets og Net Zero targets), og arbeidet med en oppdatert klimaomstillingsplan.

Advania Norge kommuniserer tydelig forventninger til klima, sirkularitet og bærekraft i partnerdialog.

Se også mål på sirkulær økonomi (påvirker i stor grad scope 3-utslipp) og energi (påvirker i stor grad scope 2-utslipp)

Klimatilpasning:

Advania har ferdigstilt implementering av CSRD rapportering, inkludert EU taxonomirapportering

Advania Norge har gjennomført en grundig scenariobasert klimarisikovurdering sammen med en tredjepart og begynt på en oppfølgingsplan.

Energi:

Advania Norge har forbedret energieffektivitet i datasentrene med 8% (kwh/vCPU).

Advania Norge sikrer 100% fornybar strøm på datasentrene.

Sirkulær økonomi:

100% av personell har gjennomgått kurs i sirkulær IT-anskaffelser.

Minst 5 nye sirkulære IT-tjenester er definert og lansert, med tydelig «go-to-market» plan



Beskriv iverksatte eller planlagte tiltak :

Klimautslipp:

- Prosjekt for å sende inn og få godkjent SBTi mål.
- Workshops med tjenesteutviklingsteam for å få integrert bærekraft og klima inn i aktuelle deler av tjenstedesignprosess.
- Partnerdialogmøter med klima og bærekraft som tema.

Klimatilpasning:

- Ferdigstillelse av CSRD rapportering.
- Klimarisikoanalyse og arbeid med å integrere dette i sentral risikostyring.

Energi:

- Investering i ny infrastruktur, bl.a. energieffektive dataservere.
- Arbeid med høyere visualiseringsgrad.
- Leverandørdialog og kravsetting.

Sirkulær økonomi:

- Lansering av ny meny av sirkulære IT-tjenester.
- Forsette å bygge teamet til Advania Finans (ansvar for sirkulære tjenester).
- Opplæring på sirkulære anskaffelser av salgspersonell og andre nøkkelpersoner.
- Forbedring av interne returlogistikkprosesser.
- Kommunikasjonsarbeid for å fremme sirkulære tjenester i markedet.

Beskriv faktiske eller forventede resultater av tiltaket, samt mål og aktiviteter for kommende rapporteringsår :

Redusert negativ påvirkning forbundet med energiforbruk, miljøskade og menneskerettighetsrisiko forbundet med produksjon av fysisk maskinvare.



Risiko forbundet med arbeiderrettigheter ved produsentenes fabrikker (komponentproduksjon og sluttmontering)

100% av konsernets leverandører er risikovurdert ihht ESG parametre (bl.a. menneskerettigheter, arbeiderrettigheter, anti-korrupsjon og miljø).

Advania Norge reduserer sine scope 3 utslipp med 50% innen 2030 sammenlignet med 2023.

Alle leverandører trenger klimautslippsmål for å kunne kvalifisere som forretningspartner innen 2030.

Pågår.

- Sikre kontinuerlig risikovurdering av 100% av Advania Norges leverandører på bærekraftsparametre knyttet til geografi og sektor.

- Advania Norge bidrar inn i konsernets årlige leverandørdialogmøter med tema bærekraft med minimum 10 av våre viktigste leverandører (80% av spend).

- Advania Norge kommuniserer tydelig forventninger til klima, sirkularitet og bærekraft i lokal partnerdialog.

- Advania Norge har sendt inn klimamål til godkjenning av SBTi organisasjonen innen 2025.

Beskriv iverksatte eller planlagte tiltak :

- Ytterligere oppfølging og avviksrapport satt opp for 100 viktigste høyrisikoleverandører, med korrigerende tiltak som følges opp.

- Advania Norge bidrar inn i konsernets årlige dialogmøter.

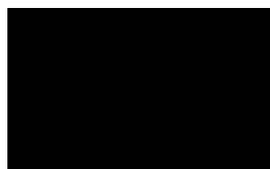
- Introdusere klima, sirkularitet og bærekraft som fast punkt i lokal partnerdialog i Advania Norge med inkludering av klima og sirkularitetsforventninger.

- Prosjekt for å sende inn og få godkjent SBTi mål.

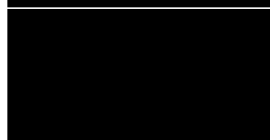


Beskriv faktiske eller forventede resultater av tiltaket, samt mål og aktiviteter for kommende rapporteringsår :

Større tydelighet rundt våre forventninger ut mot leverandørene som skaper et markedssignal.



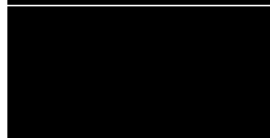
Risiko forbundet med arbeiderrettigheter ved råvareutvinning



Advania konsernet identifiserer og samarbeider med høy-risiko leverandører for å sikre ansvarlig mineralinnkjøp (unngå konfliktminerale).



Pågår.



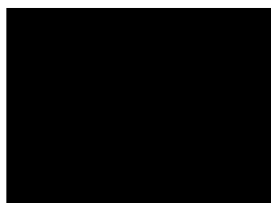
Advania engasjerer i dyptgående dialog med konsernets viktigste leverandører for å forstå prosess for å sikre ansvarlig mineralinnkjøp, og tydelig kommunisere selskapes forventninger.

Beskriv iverksatte eller planlagte tiltak :

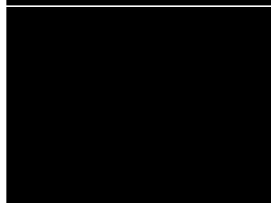
1. Identifisering av høyrisiko-leverandører for konfliktminerale.
2. Fortsatt fokus på konfliktminerale i dialogmøtene med de viktigste leverandørene.
3. Fortsatt engasjement i RBAs Responsible Minerals Initiative.

Beskriv faktiske eller forventede resultater av tiltaket, samt mål og aktiviteter for kommende rapporteringsår :

Større tydelighet rundt våre forventninger som skaper et markedssignal.

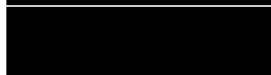


Forretningsetikk, anti-korrupsjon, integritet og datasikkerhet i egen operasjon

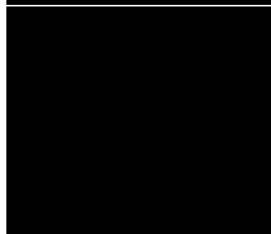


Advania gruppen har et proaktivt og systematisk arbeid med compliance og datasikkerhet med ingen bekreftede tilfeller av non-compliance eller sikkerhetstilfeller.

Advania Norge jobber proaktivt med etisk bruk av teknologi.



Pågår.



0 vesentlige sikkerhetstilfeller.

100% av ansatte trent i GDPR.

Alle nye ansatte skal trenes ihht Advanias Code of Conduct og Anti-korrupsjons-policy senest to måneder etter oppstart.

Beskriv iverksatte eller planlagte tiltak :

- Opplæring gjennom e-learningssystem.
- Onboarding av nyoppkjøpte selskaper i system og retningslinjer.
- Tilpasse opplæring og policy i hht oppdatering av regelverk.

Beskriv faktiske eller forventede resultater av tiltaket, samt mål og aktiviteter for kommende rapporteringsår :

Økt intern bevissthet og etterlevelse av interne retningslinjer.



Diskriminering og ansatttilfredshet i Advania Norge

Advania har et kjønnsbalansert ledelse og organisasjon, og er en industriledende virksomhet både på kjønns mangfold og mangfold i et bredere perspektiv.

Vi sikrer en inkluderende kultur, uten diskriminering.

Pågår.

40% av nyansatte er kvinner.

18% kvinnelige leder innen året.

Minst 21% kvinner i alle avdelinger og divisjoner.

Beskriv iverksatte eller planlagte tiltak :

- Arbeid for inkluderende rekrutteringsprosesser, deriblant en gjennomgang av dagens prosesser og AB testing av kjønnsnøytrale stillingsannonser.
- Arbeid for inkluderende talentutvikling, deriblant integrering av mangfoldtema i lederutvikling og lederprinsipper.
- Arbeid for rettferdig lønn: Gjennomgang og oppfølging av lønnsforskjellsanalyser på tvers av kjønn.
- Arbeid med inkluderende "Employer branding", bl.a. engasjement i TENK og Girl Tech Fest.

Beskriv faktiske eller forventede resultater av tiltaket, samt mål og aktiviteter for kommende rapporteringsår :

Økt bevisstgjøring eksternt og økt evne til å tiltrekke seg mangfoldig talent.



3.B Andre tiltak for å håndtere risiko for negativ påvirkning/skade

3.B.1 Reduksjon av natur- og miljøpåvirkning

Advania Norge har oppnådd sertifisering etter standarden ISO 14001 (ytre miljø). Dette betyr at vi systematisk identifiserer og håndterer betydelige miljøfaktorer i vår drift.

3.B.2 Reduksjon av klimagassutslipp

Dialog med leverandører og kunder knyttet til å kunne flytte mer hardwaretransport fra fly til land og sjøtransport med vesentlig lavere klimafotavtrykk.

3.B.3 Tilpasning av egen innkjøpspraksis

Se seksjon "Generell beskrivelse av virksomhetens innkjøpsmodell og leverandørkjede".

3.B.4 Valg av produkter og sertifiseringer

Alle som leverer produkter til Advania Norge må være godkjent ihht. vår leverandørgodkjenningssystem som er dokumentert i vårt interne styringssystem.

For å forenkle prosessen for kunde å ta miljøvennlige valg, har vi gjort det enklere for kunde å filtrere ut miljøsertifiserte produkter i vår nettbutikk. Slike produkter kan være EPEAT, TCO, Energy Star, Svanemerket, EU-blomsten eller Blå engel-sertifisert.

Vi ønsker oss også at leverandører til Advania Norges interne drift skal levere produkter som er fri for skadelige kjemikalier eller som er FSC-sertifiserte, Svanemerket eller FairTrade. Det er derfor viktig for oss at ytre miljø inngår i utvelgelsesprosessen av nye leverandører til internt bruk.

3.B.5 Støtte aktivt opp om fri fagorganisering og kollektive forhandlinger, eller der lovverket ikke tillater dette, støtte aktivt opp om andre former for demokratisk valgt arbeiderrepresentasjon

Dette er tydelig kommunisert i Advanias etiske retningslinjer.

3.B.6 Bidrag til utvikling, kompetanseheving og opplæring internt og av leverandører og arbeidere i leverandørkjeden

Vi samarbeider tett med våre leverandører, og er et viktig bindeledd mellom våre leverandører og kunder. Som tidligere beskrevet i rapporten har vi også et opplæringsprogram internt for alle ansatte, i tillegg til tett oppfølging og kontinuerlig opplæring av øverste ledergruppe og styret.

3.B.7 Bekjempelse av korrupsjon og bestikkelser i egen virksomhet og leverandørkjeden

Vi har gode interne varslingskanaler gjennom WhistleB. Se: <https://www.advania.no/varslingsssystem>. I tillegg må alle ansatte gjennomgå obligatorisk elektronisk opplæring i våre etiske retningslinjer og anti-korrupsjon.



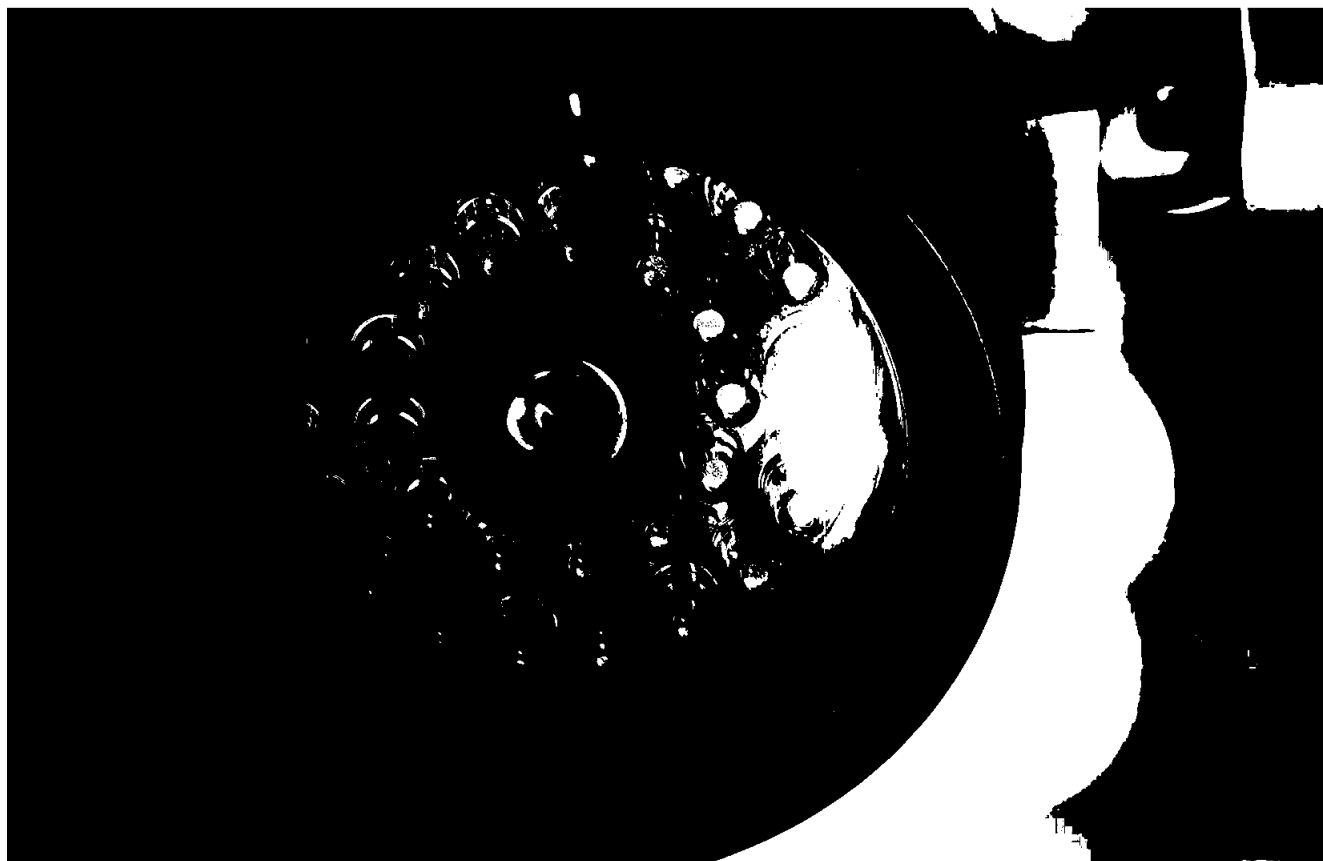
3.B.8 Annen relevant informasjon for hvordan dere arbeider med å redusere, forhindre og håndtere negativ påvirkning

Vi har en god intern og ekstern varslingskanal gjennom WhistleB. Der hvem som helst kan melde inn mistanke om brudd på våre retningslinjer.

Se: <https://www.advania.no/varslingssystem>

Ved brudd alvorlige brudd på bærekraftig forretningspraksis vil CEO, ledergruppe og annet nøkkelpersonell bli involvert. Vi tilstreber å først ta møter sammen med leverandøren for utbedring. Ved mer alvorlige tilfeller vil leverandøren bli gitt sanksjoner eller offboardes.

Kritiske spørsmål som mottas i lys av informasjonsplikten i Åpenhetsloven knyttet til spesifikke leverandører følges også opp og brukes aktivt inn i aktsomhetsvurderingsarbeidet.



4

Overvåking av gjennomføring og resultater

Overvåking av gjennomføring og resultater handler om å måle effekten av systematikken og eget arbeid i hvert trinn i aktsomhetsvurderingene, og viser hvorvidt virksomheten gjør gode aktsomhetsvurderinger. Virksomheten må ha systematikk og rutiner på plass for å kunne fange opp og kritisk vurdere egne konklusjoner, prioriteringer og tiltak som er gjort som en del av aktsomhetsvurderinger. Eksempelvis: Er kartlegging og prioritering av mest negativ påvirkning gjort på en faglig god og troverdig måte, og som reflekterer de faktiske forholdene? Virker tiltakene for å stanse, forebygge og/eller redusere virksomhetens negative påvirkning/skade etter hensikten? Er skade gjenopprettet der det er relevant? Dette kan gjelde tiltak virksomheten gjør selv og som utføres av eller i samarbeid med andre. Erfaringene virksomheten gjør seg med arbeidet med aktsomhetsvurderinger brukes for å forbedre prosesser og resultater i fremtiden.

sk underskrevet

www.visma.no

4.A Overvåkning og evaluering

4.A.1 Beskriv a) hvem som har ansvar for å overvåke effekten og resultatene av tiltak iverksatt og hvordan dette gjennomføres i praksis, b) hvem som har ansvar for å evaluere arbeidet med aktsomhetsvurderinger, og hvordan dette gjennomføres i praksis

a) Hos Advania Norge ligger det overordnede strategiske ansvaret for dette feltet hos Chief Sustainability Director (CSO), mens det operative ansvaret er fordelt mellom de ulike forretningsenhetene og «Sustainability Champions». CSO har dermed det overordnede ansvaret for å overvåke effekten og resultatene av tiltak iverksatt, f.eks. gjennom jevnlig rapportering på operative og strategiske KPIer og jevnlig statusmøter.

Både strategiske og operative KPIer følges opp av relevant ledergruppe. Advania Norges ledergruppe mottar månedlige rapporter på bl.a. en rekke strategiske KPIer knyttet til sentral satsning på sirkulær IT (f.eks. hvor mange som har gått gjennom training på dette, antall nye tjenester som opprettes), men også status på øvrige viktige KPIer som bør følges opp jevnlig (bl.a. energieffektiviseringsmålet, andel leverandører som har gjennomgått ESG screening, antall alvorlige menneskerettighetsbrudd oppdaget). Videre gjøres det en større rapporteringsjobb på nyåret hvert år der man ser på hele strategien, status KPIer og tiltak, som også speiles i denne rapporten men også i konsernets bærekraftsrapport som inneholder enda flere datapunkt. Denne gjennomgås og diskuteres med relevante ledere og øverste ledergruppe.

Leverandøroppfølging er som nevnt et viktig tema, og leverandøroppfølging på ESG gjennomføres av innkjøpsspesialisten og Partner Director, med støtte fra blant annet Chief Sustainability Director og Head of Compliance / Human rights specialist på konsernnivå. Dette sikrer en enhetlig tilnærming til aktsomhetsvurderinger i selskapet. Risikoanalyser, prioritering av leverandørrisiko og oppfølging av leverandører gjennom støttesystem som Stratsys gjøres med andre ord i samarbeid.

Overvåkning og oppfølging av de største leverandørene utføres i stor grad på konsernnivå gjennom RBA. Dette inkluderer risiko- og aktsomhetsvurderinger, overvåkning av leverandører, tilgang til revisjonsrapporter, samt generell overvåkning av verdikjeden og markedet.

b) Evalueringen av arbeidet med aktsomhetsvurderinger skjer løpende ved at vi tilpasser arbeidet når vi mottar ny informasjon som indikerer andre risikoer vi bør prioritere, eller når vi oppdager at planlagte tiltak ikke er effektive. Vi lærer kontinuerlig av våre erfaringer for å forbedre interne prosesser. Risikovurderinger utføres kontinuerlig basert på data, dialog med interessenter og endrede forhold i leverandørkjeden eller virksomhetens øvrige aktiviteter, som for eksempel ved fusjoner og oppkjøp.

Som nevnt rapporterer vi både strategiske og operative KPIer knyttet til vårt bærekraftsarbeid, som er en viktig del av evalueringen. I tillegg gjennomfører vi en større gjennomgang i forbindelse med årlige eksterne revisjoner, som ISO14001-revisjon, årlig oppdatering av dobbel vesentlighetsanalyse til bærekraftsrapporten, og gjennomgang før innsending av Åpenhetsrapport til Etisk Handel. Tilbakemeldinger fra revisor (for ISO-revisjon og bærekraftsrapport) samt rådgiver i Etisk Handel er også viktige tredjepartsevalueringer vi aktivt bruker i forbedringsarbeidet.



4.A.2 Beskriv hvordan dere sannsynliggjør og/ eller måler effekten av tiltak for å redusere risiko

Som tidligere nevnt i rapporten måles en rekke KPIer forbundet med bærekraftsstrategien som helhet både i operative og strategiske KPIer til ledergruppen månedlig. Videre rapporterer vi på alle mål årlig som del av bærekraftsrapport (fra 2025 integrert med finansiell rapport i hht CSRD).

Som nevnt er det store risikoer forbundet med leverandørkjeden til Advania, det er også her det er vanskeligst å oppdrive god data - særlig jo lengre ned man kommer i leverandørkjeden. Vår fremste innsats består derfor i å klart kommunisere våre krav og forventninger til leverandørene. På konsernnivå benytter vi systemstøtte for å identifisere og håndtere muligheter og risikoer. Vi gjennomfører også interne og eksterne revisjoner for å sikre etterlevelse.

Det er en utbredt oppfatning at mange overtredelser i vår leverandørkjede ikke rapporteres fullt ut. Derfor legger vi stor vekt på å oppdage slike saker gjennom god dialog med våre leverandører og vurderer behovet for fabrikkrevisjoner fra sak til sak. Mange leverandører tilbyr fabrikkrevisjoner, noen til og med uten kostnad.

Vi følger også med på avviksrapportene, og antall ulukkede avvik er også en viktig metric for oss.



5

Kommunikasjon av hvordan negativ påvirkning/skade er håndtert

Forutsetningen for god ekstern kommunikasjon om arbeidet knyttet til virksomheters aktsomhetsvurderinger for bærekraftig forretningspraksis er at den bygger på konkrete aktiviteter og resultater. Virksomheten skal kommunisere offentlig om relevante styringsdokumentet knyttet til aktsomhetsvurderinger, eksempelvis policyer, retningslinjer, prosesser og aktiviteter knyttet til å identifisere og håndtere virksomhetens faktiske og potensielle negative påvirkning på mennesker, dyr, samfunn og miljø. Kommunikasjonen bør inkludere hvordan risikoen er avdekket og håndtert, samt hvilke effekter man oppnådde av tiltakene/aktivitetene. Etter åpenhetslovens §4 skal virksomheter som er omfattet årlig offentliggjøre en redegjørelse for aktsomhetsvurderinger.



Elektronisk signert / Elektronisk signerats / Elektronisk signert / Elektronisk underskrevet
 hec0094-3-fca9-4cfb-98da-6e69f86ffc72

visma sign
 www.vismasign.no



5.A. Kommunisere eksternt

5.A.1 Beskriv hvordan virksomheten kommuniserer med berørte interessenter om håndteringen av negativ påvirkning/skade

Ved påvisning av brudd på våre retningslinjer, vil kommunikasjonen med leverandøren finne sted innenfor etablerte juridiske rammer. Våre leverandører, som er en del av RBA, er grundig orientert om disse retningslinjene. Ved identifisering av negativ påvirkning eller skade, er det standard prosedyre å først kontakte leverandøren for å initiere korrektive tiltak. Advania Norge opprettholder regelmessig dialog med leverandører og partnere gjennom Teams, e-post og telefon for å styrke langvarige forretningsforhold, som vi anser essensielt for effektiv påvirkningskraft.

Som en del av denne prosessen, er det avgjørende å verifisere nøyaktigheten av mottatt informasjon. Under undersøkelsen av et mulig regelbrudd, vil berørte parter holdes løpende informert om situasjonen gjennom møter eller telefonsamtaler. Kundecontakter som er involvert i avtalen vil også bli oppdatert regelmessig, og ved behov vil selskapet motta informasjon enten via Workplace eller et ekstraordinært allmøte på Teams.

5.A.2 Beskriv hvordan virksomheten kommuniserer offentlig rundt eget arbeid med kartlegging og håndtering av negativ påvirkning/skade

Advania Norge legger stor vekt på åpenhet og transparens når det gjelder vårt engasjement for bærekraftig forretningspraksis, miljøspørsmål og bærekraft. Dette gjenspeiles i vår kommunikasjon, både i artikler og på sosiale medier, samt i dialogen vi fører i kunde- og salgsmøter, og i interne møter.

Advania Norges retningslinjer og vårt arbeid med bærekraftig forretningspraksis er offentlig tilgjengelig på våre nettsider om bærekraft. Her kan man også blant annet finne klimaregnskapet for Advania Norge og resten av konsernet.

Vår innsats for å overholde Åpenhetsloven har vekket interesse, og vi mottar jevnlig forespørsler om dette arbeidet. Alle disse henvendelsene blir tatt hånd om og besvart, enten direkte av vår bærekraftsansvarlig eller av våre kundecontakter, for å sikre at informasjonen er nøyaktig og relevant. I 2024 hadde vi flere kundemøter én-til-én hvor vi fortalte om vårt arbeid.

På våre nettsider viser vi også til arbeidet med bærekraft.

Informasjon om bærekraftsarbeidet (inkludert link til klimaregnskap):

<https://www.advania.no/om-oss/baerekraft>



5.A.3 Beskriv virksomhetens rutine for å ivareta og besvare eksterne henvendelser relatert til informasjonskravet pålagt virksomheter under åpenhetsloven.

Advania Norge informerer om Åpenhetsloven på våre nettsider: <https://www.advania.no/om-oss/baerekraft>

På nettsidene våre forteller vi kort hva loven er, hva vi gjør, hvor redegjørelsen kan finnes og hvem som kan kontaktes.

Alle henvendelser skal i utgangspunktet sendes inn til innkjøpsspesialisten og bærekraftsdirektøren. Deretter vurderer de hvor omfattende informasjonskravet er.

Dersom informasjonskravet er standard, sendes dette ut til kunden så raskt som mulig og senest innen 3 uker, i tråd med kravet i Åpenhetsloven. Dersom kravet er for omfattende, opplyser vi kunden om dette så raskt som mulig og informerer om når kunden vil få opplysningene. I tilfeller hvor informasjonskravet er urimelig, forbeholder vi oss retten til å avslå kravet, jf. Åpenhetsloven.

I 2024 ble alle henvendelser besvart innen opplysningsplikten på 3 uker, med unntak av én henvendelse som krevde en utvidet frist på to måneder grunnet omfanget av henvendelsen. Advania Norge mottok i gjennomsnitt mellom 2-5 henvendelser i måneden, noe som må sies å være høyt.

6

Gjenoppretting der dette er påkrevd

Når en virksomhet har identifisert at den har forårsaket eller bidratt til skade på mennesker, dyr, samfunn eller miljø håndteres skaden gjennom å sørge for gjenoppretting, eller samarbeide om gjenoppretting. Gjenoppretting kan innebære økonomisk erstatning eller kompensasjon, en offentlig beklagelse, eller at skaden på annet vis rettes opp. Det handler også om å sørge for tilgang til klageordninger for arbeidere og/eller lokalsamfunn slik at de kan få sin sak hørt og håndtert.



6.A Gjenoppretting

6.A.1 Beskriv virksomhetens policy for gjenoppretting ved negative konsekvenser

Det har ikke vært tilfeller av gjenoppretting med negative konsekvenser for mennesker, miljø og samfunn i 2024.

Vår policy på dette området innebærer at man først må ha en god forståelse av de negative konsekvensene, inkludert omfang og alvorlighet. Vi må finne ut hva som har skjedd, hvem ofrene er, og hva deres behov er. Deretter må ansvarsfordelingen evalueres. Hvem har ansvaret, og i hvilken grad har Advania forårsaket eller bidratt til situasjonen? Ansvaret for gjenoppretting må deretter diskuteres og forankres på ledernivå, før man evaluerer mulighetene for gjenoppretting sammen med ofrene og andre relevante aktører (for eksempel samarbeidspartnere).

Beskriv eventuelle tilfeller av gjenoppretting i rapporteringsperioden

Det har ikke vært tilfeller av gjenoppretting i rapporteringsperioden.



6.B Sikre tilgang til klagemekanismer

6.B.1 Beskriv hva virksomheten gjør for å sikre at ansatte og andre interessenter, spesielt påvirkede arbeidere og lokalsamfunn har tilgang til varslingskanaler og klagemekanismer

Advania Norge legger vekt på at det skal være lav terskel for å rapportere eventuelle brudd på våre etiske retningslinjer. Gjennom WhistleB-systemet tilbyr vi alle ansatte og utenforstående muligheten til å melde fra om mistanker om alvorlige brudd på Advania Gruppens retningslinjer.

Vi anerkjenner den viktige rollen våre ansatte spiller i å rapportere bekymringer, spesielt når det gjelder potensielt kritikkverdige forhold som bør forebygges eller endres. Det er ikke nødvendig med bevis for å rapportere mistanker.

WhistleB lar ansatte, leverandører og kunder varsle om alt fra straffbare handlinger og brudd på lovpålagte forpliktelser, til overtredelser av interne retningslinjer og etiske standarder som er bredt akseptert i samfunnet. Dette inkluderer også økonomiske misligheter, trakassering, diskriminering og rasisme.

Alle rapporter blir behandlet anonymt for å sikre at de som rapporterer kan gjøre dette uten frykt for gjengjeldelse. Vår rapporteringskanal, administrert av WhistleB, sikrer en trygg rapporteringsprosess og at ansattes stemmer blir hørt. Saker som rapporteres gjennom WhistleB vil bli behandlet av Advania Sveriges advokatfirma, Wistrand.



Kontaktinformasjon:

ADVANIA NORGE AS
Turi Pettersen, Chief Sustainability Officer
Turi.pettersen@advania.no

etiskhandel.no



SIGNATURES

ALLEKIRJOITUKSET

UNDERSKRIFTER

SIGNATURER

UNDERSKRIFTER

This documents contains 56 pages before this page
Dokumentet inneholder 56 sider før denne siden

Tämä asiakirja sisältää 56 sivua ennen tätä sivua
Dette dokument indeholder 56 sider før denne side

Detta dokument innehåller 56 sidor före denna sida



Erik Kendel - erik.kendel@advania.no - 23.160.24.248

7d57aae3-cc40-4993-a8e6-d1c1bca8ef5a - 2025-04-24 11:29:20 UTC +03:00

Siv Beate Hjellegjerde Martinsen - siv.martinsen@advania.no - 62.101.233.187

2737620a-7b8b-4c38-becf-d071628a1bad - 2025-04-24 11:29:45 UTC +03:00

Henrik Foyn-Laukvik - henrik.foyn-laukvik@advania.com - 62.101.233.187

f83bb57a-3a97-4aae-9aa9-2aeed1e38d9c - 2025-04-24 11:34:10 UTC +03:00

Hans Henrik Schibler - henrik.schibler@advania.com - 62.198.11.48

0cb090e2-c538-49dd-af60-902e5ae1c2f4 - 2025-04-24 11:37:35 UTC +03:00

Mikael Karlsson Noaksson - mikael.noaksson@advania.com - 213.132.100.123

485cf27d-6dd4-4cc3-b445-18e30bd4cbb9 - 2025-04-24 12:29:03 UTC +03:00

Stine Jansen - stine.jansen@advania.no - 62.101.233.187

dfc76af9-74ac-4945-acf2-49ec1b4491c2 - 2025-04-24 12:48:47 UTC +03:00

Hege Støre - hege.store@advania.no - 62.101.233.187

8f95b018-6f85-45a0-97d1-9fd34f4a51f - 2025-04-24 14:30:48 UTC +03:00

authority to sign
representative
custodial

asemavaltuutus
nimenkirjoitusoikeus
huoltaja/edunvalvoja

ställningsfullmakt
firmeckningsrätt
förvaltare

autoritet til å signere
representant
foresatte/verge

myndighed til at underskrive
repræsentant
frihedsberøvende

Electronically signed / Sähköisesti allekirjoitettu / Elektroniskt signerats / Elektronisk signert / Elektronisk underskrevet
<https://sign.visma.net/nb/document-check/fd4e6ba3-fca9-4cfb-98da-6e69f86ffc72>

visma sign
www.vismasign.com



SIGNATURES

ALLEKIRJOITUKSET

UNDERSKRIFTER

SIGNATURER

UNDERSKRIFTER

This documents contains 57 pages before this page
Dokumentet inneholder 57 sider før denne siden

Tämä asiakirja sisältää 57 sivua ennen tätä sivua
Dette dokument indeholder 57 sider før denne side

Detta dokument innehåller 57 sidor före denna sida

Mia Gretland - mia.gretland@advania.no - 62.101.233.187
954e88bd-a611-4c79-a25e-7743fb084550 - 2025-04-24 16:23:23 UTC +03:00

Lilja B. Skúladóttir - lilja.skuladottir@advania.is - 85.62.139.131
82f18f9b-5357-4dd4-a498-42a91849912e - 2025-04-24 18:00:45 UTC +03:00

authority to sign
representative
custodial

asemavaltuus
nimenkirjoitusoikeus
huoltaja/edunvalvoja

ställningsfullmakt
firmateckningsrätt
förvaltare

autoritet til å signere
representant
foresatte/verge

myndighed til at underskrive
repræsentant
frihedsberøvende

Electronically signed / Sähköisesti allekirjoitettu / Elektroniskt signerats / Elektronisk signert / Elektronisk underskrevet
<https://sign.visma.net/nb/document-check/fd4e6ba3-fca9-4cfb-98da-6e69f86ffc72>

visma sign
www.vismasign.com