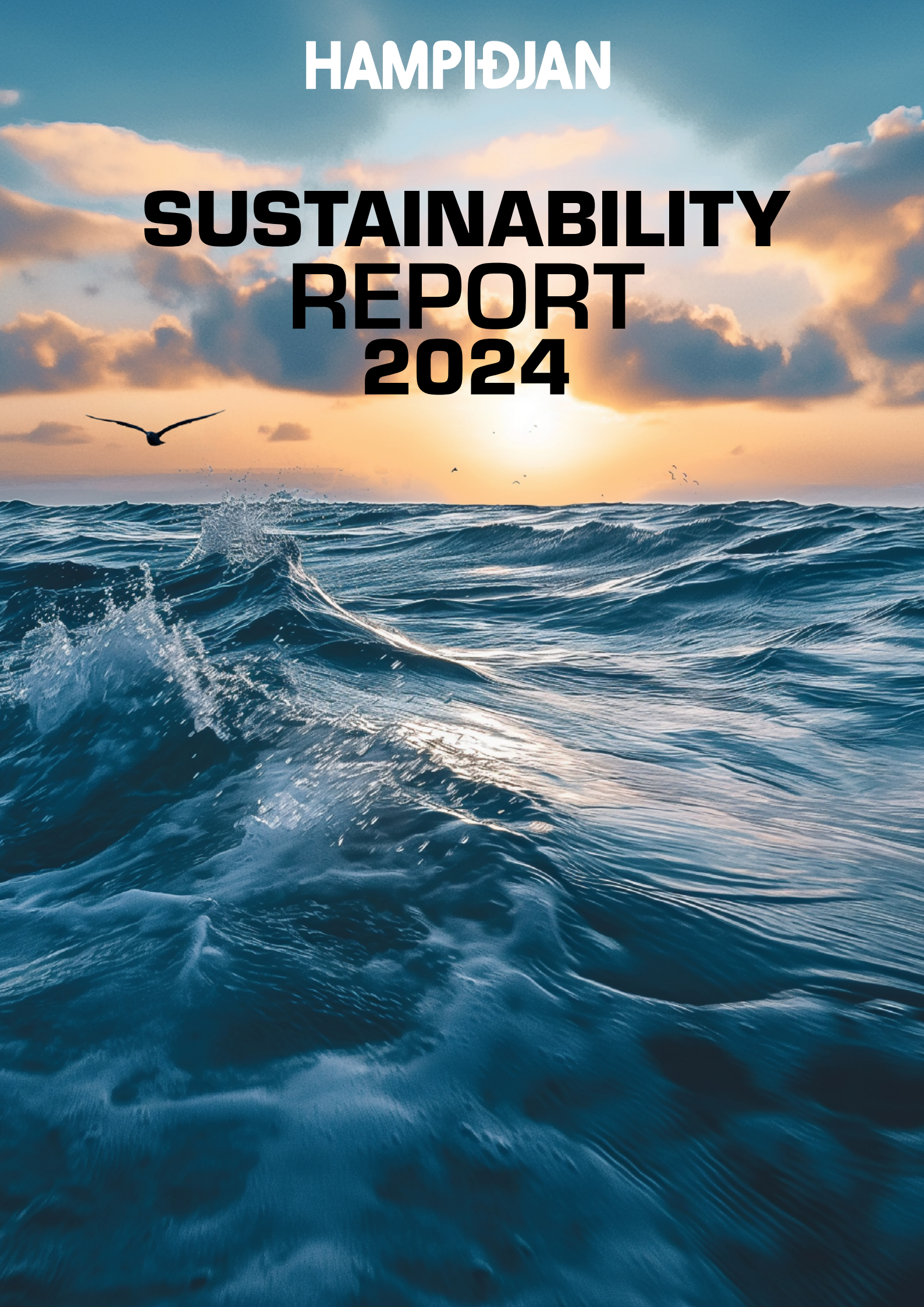


HAMPIĐJAN

**SUSTAINABILITY
REPORT
2024**



1 Message from the CEO

Dear stakeholders,

I am pleased to share Hampiðjan Group's Sustainability Report for 2024. This report outlines the progress we have made in integrating sustainability throughout our operations. While there is still much work ahead, it reflects our steady commitment to reducing environmental impact and promoting responsible business practices.

In 2024, Hampiðjan Group started preparing for the EU's Corporate Sustainability Reporting Directive (CSRD) to enter into force in Iceland. We've seen this as an opportunity to lift our gazes, reconsider our current focus areas, and to engage in meaningful conversations with our stakeholders on what opportunities and challenges they see ahead related to environmental, social, and governance (ESG) matters. Over the past months, we've invested a great deal of time and thought into this work, and we are now proud to present the five pillars that form the foundation of our new sustainability strategy: Climate change, circular economy, health and safety (HSE),



Hjörtur Erlendsson,
CEO of Hampiðjan Group

responsible supply chain, and business conduct. These pillars are an integral part of our work with sustainability and will also guide our future initiatives within this field. The sustainability report is structured based on these focus areas, and you are welcome to read more about our current efforts within these fields in the following chapters.



**CLIMATE
CHANGE**



**CIRCULAR
ECONOMY**



**HEALTH AND
SAFETY**



**RESPONSIBLE
SUPPLY CHAIN**



**BUSINESS
CONDUCT**

Looking ahead, we are determined to strengthen our sustainability work further, understanding that continuous improvement is key. In Hampiðjan Group, we are driven by an desire to always do better, our motto being that *relentless product development* is the essence of our

being. While we don't claim to have solved all challenges, we remain committed to be ambitious in our work and to make progress in ways that matter for our stakeholders and the environment.

Thank you for your trust and support.

Best regards,

Hjörtur Erlendsson

CEO, Hampiðjan Group

2 General Information

2.1 Basis for Preparation

The sustainability statement has been prepared on a consolidated basis for Hampiðjan hf, the scope of consolidation being the same as for the financial statements, with the exception of Fiizk Protection AS. Fiizk Protection AS was acquired by Hampiðjan Group in Q3 2024 and will be included in next year's sustainability statement. The sustainability statement covers the period January 1 to December 31, 2024.

In 2024, Hampiðjan Group started preparing for the EU's Corporate Sustainability Reporting Directive (CSRD) to enter into force in Iceland. An important part of this work has been the development of a double materiality analysis, establishing which sustainability matters are most material for Hampiðjan Group and setting the course for our future work with sustainability. This sustainability statement is structured based on the identified focus areas and is divided into four sections containing 1) general information, 2) environmental information, 3) social information, and 4) governance information.

Material value chain information is included when necessary and feasible. Relevant information regarding calculation and presentation of different sustainability metrics is included together with the respective metrics.

2.1.1 Reporting Errors in Prior Periods

After detecting a material error in last year's Scope 1 emissions in one subsidiary, we have updated the tables in Section 3.1.3 to reflect the corrected GHG emissions for 2023.

2.2 Governance

2.2.1 The Role and Composition of Administrative Management and Supervisory Bodies

The Board of Hampiðjan Group has five members as of 31.12.2024. The gender composition of the Board is two women (40%) to three men (60%) and therefore fulfils the requirements of Article 63(1) of the Act on Public Limited Companies regarding gender ratios. The Executive Management consists of five members, with a gender composition of four men (80%) to one woman (20%). Board members have submitted personal information, for

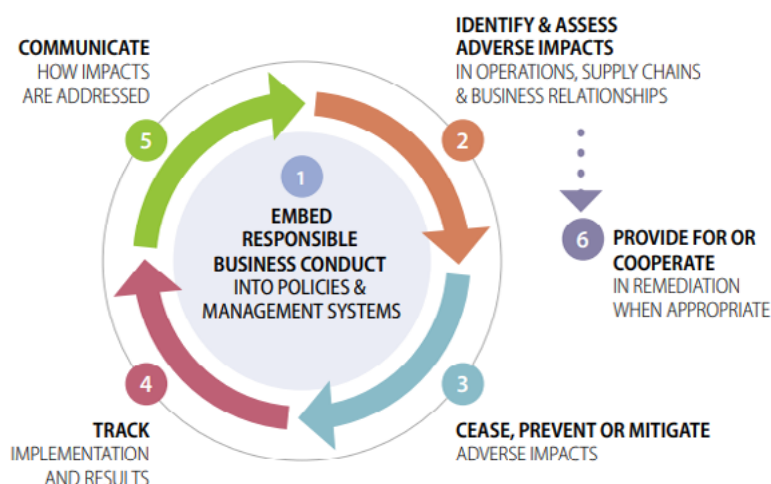
example about other positions of trust and potential conflicts of interest, to facilitate the assessment of their suitability. All board members (100%) are considered independent of the company and day-to-day management and two board members (40%) are considered independent of large shareholders.

The Board has overall responsibility for ESG matters and is involved in the development of the company's policy commitments on environment, social issues, and business governance. The CEO is management accountable and has management oversight of ESG topics relevant for Hampiðjan Group. Strategic development and day-to-day coordination of the company's ESG efforts, including management of material impacts, risks, and opportunities, is delegated to the company's ESG Director, who reports on a monthly basis to the CEO on the status and development of this work. The ESG Director heads a team of two managers, which work together with the subsidiaries of the group to implement ESG initiatives in their respective parts of the company.

The CEO has presented the Board with Hampiðjan Group's material impacts, risks, and opportunities, and has provided information on how the company has conducted its double materiality assessment. The Executive Management will oversee the setting of targets related to material impacts, risks, and opportunities, monitoring progress towards them on a regular basis. The CEO will then update the Board on the progress of this work on an annual basis, as a minimum.

2.2.2 Due Diligence Statement

Hampiðjan Group bases its approach to due diligence on the OECD Due Diligence Guidance for Responsible Business Conduct. A description of the company's due diligence work for environmental, social, and governance matters is described in Table 2.1: Core elements of Due Diligence. Hampiðjan Group has come furthest in due diligence when it comes to human rights and decent working conditions in the value chain, which can be read more about in Section 4.2.



Credits: OECD (2018), OECD Due Diligence Guidance for Responsible Business Conduct Design: Peggy King Cointepas

Core elements of due diligence	
1: Embed responsible business conduct into policies and management systems	Hampiðjan Group has established a set of company policies addressing responsible business conduct and implemented these across the group. Please see https://hampiðjan.com/about-us/policies/ .
2: Identify and assess adverse impacts	Hampiðjan Group identifies and assesses adverse impacts both through a double materiality assessment, continuous improvement work in the group's subsidiaries, and through the establishment of a whistleblower channel, where employees, suppliers, and others in a business relationship with Hampiðjan Group can raise concerns about adverse impacts.
3: Cease, prevent or mitigate adverse impacts	Actions plans are set up to address adverse impacts.
4: Track implementation and results	Hampiðjan Group shall track implementation and results by setting relevant targets.
5: Communicate how impacts are addressed	Hampiðjan Group communicates how impacts are addressed through publishing a yearly report. Some subsidiaries also publish separate reports on due diligence within human rights and decent working conditions.
6: Provide for or cooperate in remediation when appropriate	When necessary and possible, Hampiðjan Group will go into dialogue with stakeholders that are impacted by the activity and seek to implement corrective actions.

Table 2.1: Core elements of due diligence

2.2.3 Risk Management and Internal Controls Over Sustainability Reporting

Hampiðjan Group reported on ESG matters for the consolidated group for the first time in 2023 and is working continuously to mitigate risks and strengthen internal controls in relation to sustainability reporting. Such risks can be incomplete reporting on sustainability topics, inaccurate data inputs from subsidiaries, and manual errors when compiling data into a consolidated report. To miti-

gate these risks, Hampiðjan Group has established standardized procedures for reporting and quality assurance of GHG data, investigates anomalies where comparable data exists, and is in the progress of establishing solid data management system for relevant ESG matters. In 2023, the company purchased a software system for GHG emission reporting and related data management, and, in 2024, the decision was made to expand this license to also include reporting and data management for other environmental, social, and governance matters.

2.3 Strategy, Business Model and Value Chain

Hampiðjan Group has its main operations in three sectors:



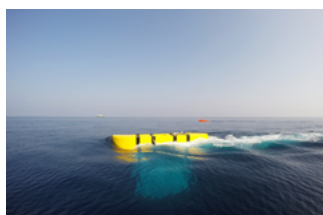
Fisheries

Production of materials for fishing gear, nets, and ropes, construction of trawls, both bottom and pelagic, purse seines, and maintenance and service in specialized netlofts.



Aquaculture

Production of nets, mooring systems, and flotation rings. Service of nets, including washing, repairing, application of anti-fouling and other general maintenance.



Offshore

Production and sale of ropes, strops, and hardware for seismic vessels. Engineered lifting slings for offshore structures and windmill installation. Equipment for deep sea research.

Hampiðjan Group has a global presence with facilities spanning across the world. Key markets include the North Pacific Ocean, the North Atlantic Market, and Australasia, and key customer groups include fisheries com-

panies, fish farming companies, and companies within the offshore energy sector. Operating income for FY 2024 was €318.8 million.

Key Figures, 2024

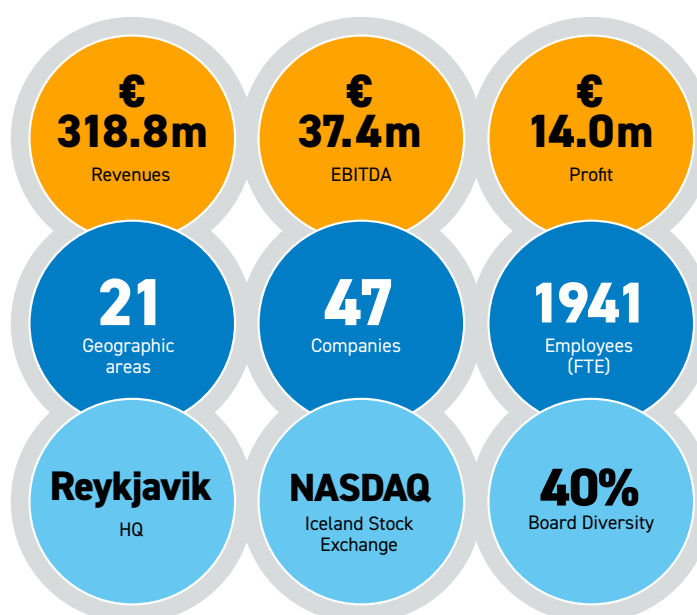


Figure 2.2: Key figures, 2024



Figure 2.3: Hampiðjan Group's worldwide network

Since its establishment in 1934, Hampiðjan Group has developed into a large international company with 47 companies in 21 geographic areas and almost 2,000 employees. The headquarters are in Reykjavík, where the main offices, net workshop, and the company's main warehouse in Iceland are situated. The heart of the com-

pany's production is Hampiðjan Baltic in Lithuania, where threads, knotted nets, braided super ropes, and fully assembled fishing gear are produced. A headcount of employees by geographical areas can be found in Section 4.1.1.

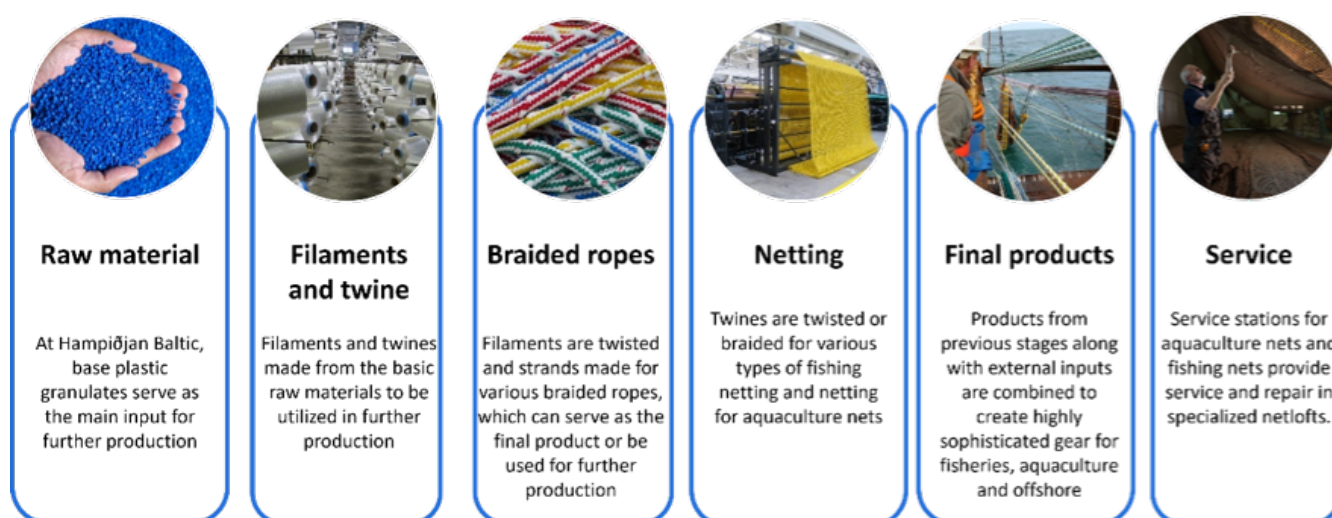


Figure 2.4: Hampiðjan Group's key value chain captures a large part of the entire value chain.

2.3.1 Product Development

Product development is one of Hampiðjan Group's core values, and, as stated in Hampiðjan Group's Environmental Policy, the company has set special goals for product development to reduce the environmental impact of some key product groups. These goals include:

- Lower the carbon footprint of fishing gear, aquaculture, and offshore equipment during use
- Develop fishing gear technology that results in greater selectivity in terms of size and species
- Develop fishing gear, aquaculture, and offshore equipment in such a way that recycling end-of-life equipment is as practical as possible
- Design for the increased usage of secondary (recycled) materials to reduce consumption of virgin resources

Key milestones from 2024 include the development of Environmental Product Declarations (EPDs) for aquaculture equipment in Mørenot Aquaculture (see Section 3.1.2), development of the revolutionary semi-circle hoppers as an alternative to rock-hoppers, where testing shows lighter towing load, lower resistance and fuel-consumption, and increased catch-efficiency to 40-50%, by Mørenot Fishery, and development of 100% recycled nylon in the production of netting as a one-to-one replacement for virgin nylon made from raw oil (see Section 3.2.2).

Hampiðjan Group has identified three of the UN SDGs considered to be especially important to the company, and that the company can contribute to through its efforts within product development.



9 Industry, innovation, and infrastructure

Hampiðjan Group shall strive to become a leader in innovation within the fishing industry, with focus on efficient fishing gear, that reduces the GHG-emissions of the vessel, and increased durability and lifetime of the gear.



12 Responsible consumption and production

Hampiðjan Group will aim to design and produce fishing gear that allows material recycling and supports the transition to a circular economy. Additionally, Hampiðjan Group will work to reduce the energy consumption during production.



14 Life below water

Hampiðjan Group aims to design and manufacture fishing gear that contributes to a more responsible and efficient use of marine resources. With fisheries specific targeted designs and separators, it is possible to increase species selectivity and avoid capture of undersized fish.

2.3.2 Stakeholder Engagement

In general, stakeholder engagement happens both at the corporate level and at a more local level through the subsidiaries within the group. Stakeholder engagement on a local level varies from subsidiary to subsidiary. For

instance, in some larger subsidiaries leaders conduct townhall meetings to update all employees on current status and events within the company. An overview of Hampiðjan Group's key stakeholders can be found in *Table 2.5: Stakeholder Engagement in Hampiðjan Group*.

Stakeholder	Type of Engagement
Employees	<ul style="list-style-type: none"> • Subsidiary leaders and line managers • Appraisal interviews • Working environment committees and unions • Whistleblower channel
Customers	<ul style="list-style-type: none"> • Customer meetings • Dialogue as part of daily operations • Joint projects on product development • Expos
Suppliers	<ul style="list-style-type: none"> • Supplier visits • ESG Supplier Evaluations and On-site assessments • Expos
Investors and financial institutions	<ul style="list-style-type: none"> • Annual report and quarterly reports • General meeting and quarterly meetings • Press releases • ESG rating • Regular dialogue with financial institutions
Society	<ul style="list-style-type: none"> • News media and social media • Regular publishing of news on Hmpiðjan Group's website and subsidiary websites • Contribution in research projects

Table 2.5: Stakeholder engagement in Hmpiðjan Group

2.4 Materiality Assessment

The Double Materiality Assessment (DMA) is a fundamental part of Hmpiðjan Group's sustainability work and reporting. Together with internal and external stakeholders, a thorough analysis to understand both what significant impacts Hmpiðjan Group has on the environment, society, and economy (Impact materiality) and what significant impacts environmental and societal factors have on Hmpiðjan Group's operations and financial performance (Financial materiality) has been conducted.

A summary of the results from Hmpiðjan Group's materiality assessment can be found in Figure 2.6 *Material impacts from a value chain perspective*. Each of the impacts are then further described in Table 2.7: *Summary of material impacts, risks, and opportunities*.

The assessment can be divided into four main parts:

- **Step 1:** Understanding Hmpiðjan Group's context, including activities, business relationships, industry context, value chain, and stakeholders.
- **Step 2:** Identification of potential and actual sustainability-related impacts, risks, and opportunities across the value chain.
- **Step 3:** Evaluation and conclusion on the material impacts, risks, and opportunities for Hmpiðjan Group.
- **Step 4:** Reporting according to the requirements set out in the CSRD regulation.

The impact materiality assessment considered Hampiðjan Group's potential and actual impacts, positive or negative, on people or the environment over the short-, medium-, or long term. Each impact was characterized on its occurrence in the value chain and, if relevant, the specific sector and geographic area the impact occurs in. The impacts were assessed based on severity and likelihood. For impacts related to human rights, severity took precedence over likelihood. The assessment was conducted by Hampiðjan Group's ESG team, with input from other functions in the group (HR, finance, segment experts) as needed.

The financial materiality assessment considered risks and opportunities generated by sustainability matters that may have a material influence on Hampiðjan Group from a financial perspective. This was evaluated based on two criteria: 1) magnitude of (potential) financial effects in the

medium term and 2) the probability that the said opportunity/risk would occur. Additionally, it was considered how the risk/opportunity would evolve in the short-term and long-term. The assessment was carried out by Hampiðjan Group's finance team together with the ESG Director.

Several stakeholder interviews were conducted as part of the materiality assessment, and emphasis was placed on ensuring the views of a diverse set of stakeholders by conducting interviews with stakeholders from different stakeholder groups, geographies, and industries.

The ESG Director has ownership of the DMA process, and the results are presented and discussed with Hampiðjan Group's Executive team. The DMA will be annually reviewed, and material impacts, risks, and opportunities will be updated based on the outcome of the review.

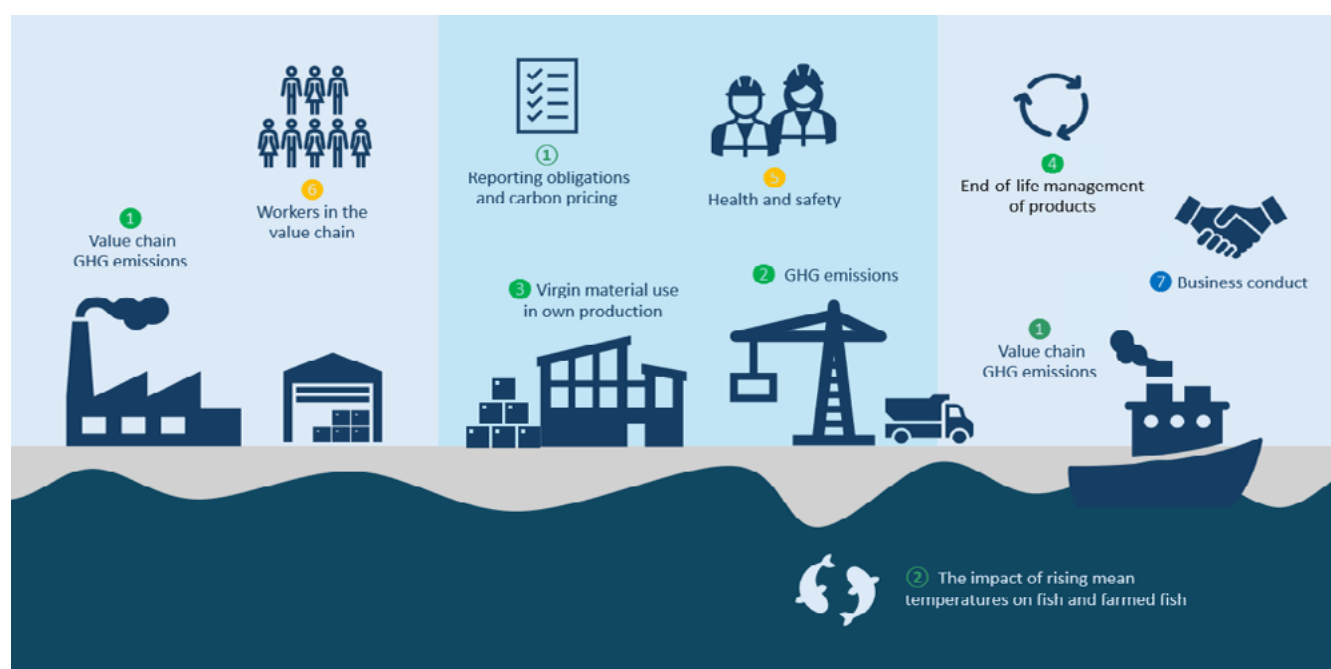


Figure 2.6: Material impacts and risks from a value chain perspective. Impact materiality is denoted with filled number symbols (●) and financial materiality with number symbols that are not filled (⊙). Green, yellow, and blue symbols represent environmental, social, and governance matters respectively.

Topic	Hampiðjan Group material focus	Description	Further reading
Climate Change	<p>GHG emissions</p> <p>Increasing reporting obligations and carbon pricing</p> <p>Rising mean temperatures' impact on the ecosystem of fish populations and farmed fish</p>	Hampiðjan Group recognizes that its operations impact the external environment and climate change, both through GHG emissions stemming from its own activities and indirectly through value chain emissions. At the same time, climate change and the transition towards a lower-carbon economy presents both risks and opportunities for the company.	Section 3.1: Climate change
Circularity and resource use	<p>Virgin material used in own production</p> <p>End of life management of products</p>	Hampiðjan Group impacts the external environment through use of resources to produce fishing gear and equipment and, from a value chain perspective, through the disposal of this equipment at end-of-life. This impact can be mitigated through more circular management of plastics, for instance by recycling of products at end-of-life and introducing recycled material into own production when possible. Through initiatives within circularity and recycling, as well as collection of end-of-life equipment, Hampiðjan Group also seeks to prevent that fishing gear and aquaculture components end up in the external environment.	Section 3.2: Resource use and circularity
Own workforce	Potential health and safety incidents	Hampiðjan Group employs close to 2000 employees and strives to create a good and safe workplace for all of them. The company's activities expose employees to safety risks (e.g., heavy lifting, working with sharp tools) and, therefore health and safety is a top priority.	Section 4.1: Own workforce
Workers in the value chain	Potential impacts on human rights for workers in value chain	Hampiðjan Group has a global value chain with suppliers in numerous regions and countries. The group remains committed to only work with suppliers who respect human rights and to continue due diligence work in the supply chain.	Section 4.2: Workers in the value chain
Business conduct	Responsible business conduct	Responsible business conduct is key to ensure Hampiðjan Group's commitment to do business according to the law and in an ethical manner. By maintaining a high standard for ethical business conduct, the company can mitigate risks of violations of laws, regulations, and ethical guidelines and contribute to a transparent business environment.	Section 5.1: Responsible business conduct

Figure 2.7: Summary of material impacts, risks, and opportunities.

3 Environmental Information

3.1 Climate Change

Hampiðjan Group recognizes that its operations impacts the external environment and climate change, both through GHG emissions stemming from its own activities and indirectly through value chain emissions. At the same time, climate change and the transition towards a lower-carbon economy presents both risks and opportunities for the company.

3.1.1 Policies and Commitments

Hampiðjan Group's Environmental Policy illustrates Hampiðjan Group's commitment to continuously monitor and evaluate its environmental performance and implement and maintain systems to improve, as well as complying with legal requirements related to the company's environmental aspects in all regions. The policy also encourages subsidiaries within the group to become certified according to ISO 14001 Environmental Management. As of end of year 2024, Hampiðjan Baltic, Hampiðjan Island, Hampiðjan Advant, Mørenot Aquaculture, Mørenot Fishery, Mørenot Baltic, Mørenot Mediterranean, Mørenot China, Swan Net Gundry and Coastal Cages are all certified, the two latter obtaining the certification in 2024.

The Environmental Policy takes into account Hampiðjan Group's major impact points with the natural environment. It outlines the groups ambitions and actions to minimize the footprint through product design and end of life solutions for major product categories. It addresses climate change mitigation, including the monitoring and reporting of Hampiðjan Group's greenhouse gas emissions as well as setting relevant reduction targets that help systematically reduce the company's carbon footprint over time. The policy also addresses climate change adaptation, stating that the group will regularly map and evaluate its climate-related risks and incorporate findings into strategic planning.

Employees and managers within the group have a responsibility to make themselves familiar with the company's environmental policy and to work accordingly. The CEO of Hampiðjan Group has overall responsibility of the Environmental Policy. The policy is to be reviewed regularly by the Environmental Manager of Hampiðjan Group and updated in consultation with top level management.

Hampiðjan Group's Environmental Policy was updated in 2024, both to align it with the outcomes of the double materiality analysis and to broaden its scope to include the full group. The updated policy is to be implemented in the group's subsidiaries in 2025 and will be made available for stakeholders on Hampiðjan Group's website.



Photo 3.1: Swan Net Gundry achieves ISO 14001:2015 certification

3.1.2 Hampiðjan Group's Efforts

Hampiðjan Group has been collecting information on all its operations direct greenhouse gas emissions since 2023, although some entities have been collecting such information for longer. After the group's first year of full Scope 1 and Scope 2 reporting in 2023, Hampiðjan Group's efforts in 2024 have mostly revolved around gaining a better understanding of the company's value chain emissions and increasing the scope of reporting. Key actions from 2024 include:

Expanded GHG emission reporting with selected Scope 3 categories

Hampiðjan Group has conducted an initial screening exercise on the 15 Scope 3 categories identified by the GHG Protocol Corporate Standard based on the company's activities. This has led to the classification of categories into material, non-material and not relevant with regards to the activities of the group. As the company is able to map more of its GHG inventory, the screening exercise will be updated accordingly.

In 2024, Hampiðjan Group has started monitoring and reporting emissions related to fuel and energy-related activities, waste generated in operations, business travel, and employee commuting.

Investment in solar panels in Lithuania to reduce Scope 2 emissions

Even though the work to define reduction targets is ongoing, the group has still invested in and achieved reductions in its overall emissions. In 2024 Hampiðjan Baltic, the largest energy consumer within the group, invested into a 950 kW solar array on the roof of existing production facilities. The projected annual energy savings of 850 MWh amount to about 20% of annual use. Close by the production facility of Vónin Lithuania also installed 300 kW of solar capacity on its roof with the ability to produce 270 MWh annually which should cover the energy needs of the building and production. The total investment into the solar installations was 852.506 Euro of which 42% were covered by public subsidies.



Photo 3.2: Hampiðjan Baltic's factory in Lithuania.

Environmental Product Declarations (EPD)

In 2024, Mørenot Aquaculture published two Environmental Product Declarations (EPDs) for Hvalpsund Extreme 500 NG and for the Flexilink® Connection Point. An EPD provides a comprehensive and science-based analysis of a product's environmental impact throughout its life cycle. The EPDs have been prepared in accordance with international standards and provide detailed information on resource use, energy consumption, emissions and waste management related to the production of the company's products. This represents a significant milestone in the company's work with sustainability.

Photo 3.3: From left Product Line Manager Mooring in Mørenot Aquaculture, Ingrid Høydal, and ESG Manager in Mørenot Aquaculture, Liv. A. Lund, with the two published EPDs.



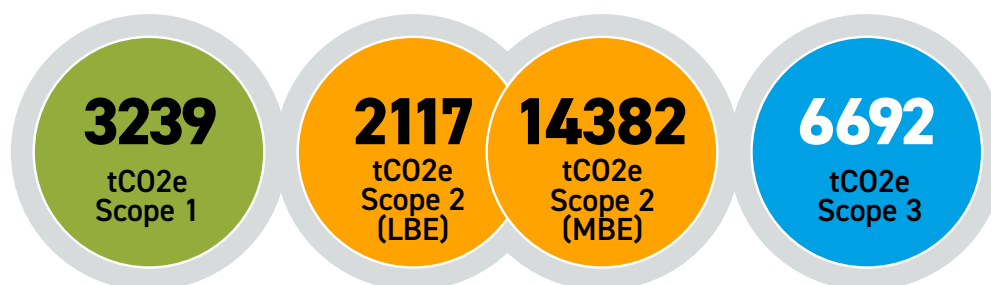


Figure 3.4: Hampiðjan Group's reported Scope 1, Scope 2 (LBE and MBE method), and Scope 3 emissions.

3.1.3 Performance

The amount of emissions (location-based¹ (LBE)) registered for Hampiðjan Group in 2024 amounts to a total of 12.047 tCO₂e (Figure 3.5). Figure 3.6 illustrates Hampiðjan Group's registered emissions for 2024 calculated with the market-based² (MBE) method, which amounts to a total of 24.313 tCO₂e. All subsidiaries report in full their Scope 1 and Scope 2 emissions resulting from direct and indirect emissions from their activities. The registered

GHG emissions for 2024 also include Q4 emissions from Fiizk Protection AS, which joined the group in the autumn months. Emission density for Scope 1 and Scope 2 based on group revenue was 16,8 in 2024 (LBE), down from 17,7 in 2023. Reporting on relevant Scope 3 categories is being rolled out across the group. Scope 3 reporting is still incomplete, but more locations are reporting on several Scope 3 categories for the 2024 reporting period.

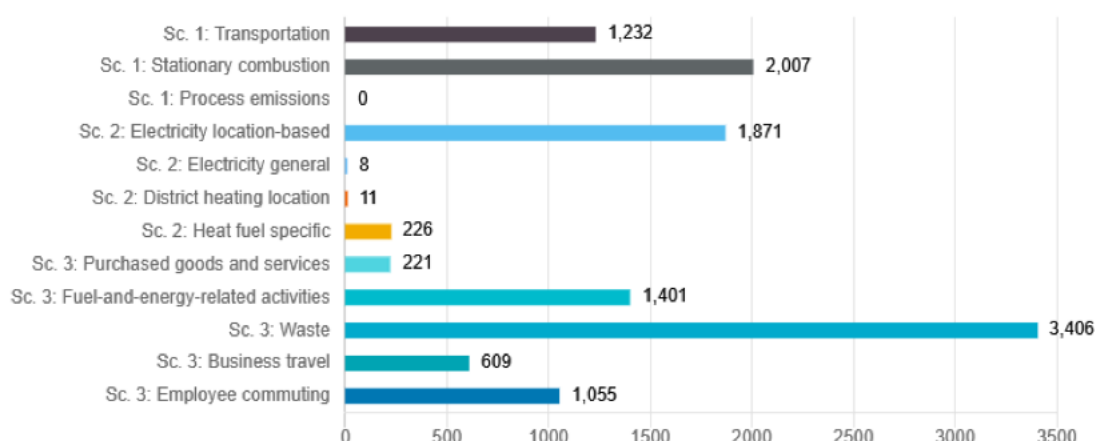


Figure 3.5: GHG emissions (LBE) per category in 2024 (incomplete Scope 3)

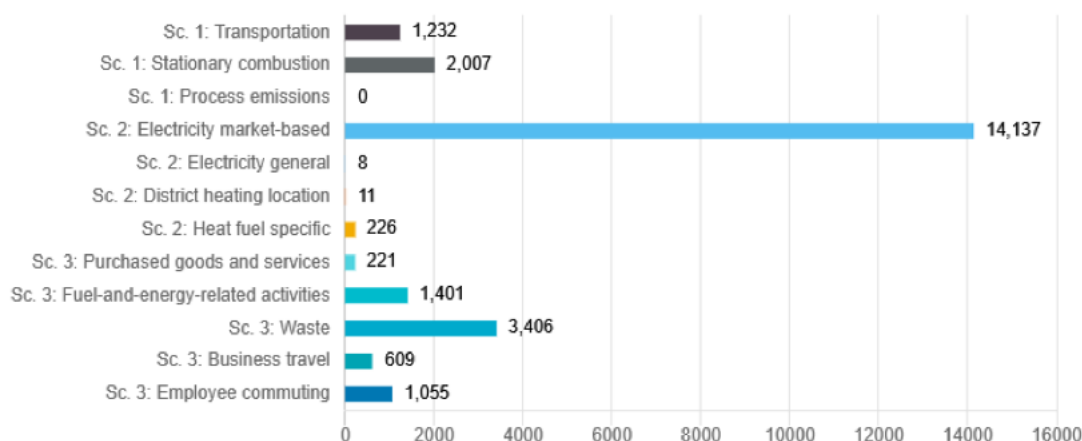


Figure 3.6: GHG emissions (MBE) per category in 2024 (incomplete Scope 3)

¹The location-based method (LBE) reflects the average emissions intensity of grids on which energy consumption occurs.

²The market-based method (MBE) reflects emissions from electricity that companies have purposefully chosen (or their lack of choice).

Scope 1 Emissions

Scope 1 includes all direct emission sources: fuels for stationary combustion or transportation, in owned and, depending on the consolidation approach selected, leased, or rented assets. Scope 1 also may include any possible process emissions, from e.g. chemical processes, industrial gases, direct methane emissions etc., as well as leakage of refrigerants.

Hampiðjan Groups activities require a very limited amount of stationary combustion. A key driver behind the group's Scope 1 emissions, is the natural gas being used for steam generation at Hampiðjan Baltic which is required for processes of product enhancement. This roughly accumulates to a fourth of the group's reported Scope 1 emissions. Scope 1 emissions registered for 2024 accumulated to 3.239 tCO₂eq and have decreased with 2 percent compared to 2023.

Scope 2 Emissions

Scope 2 includes indirect emissions related to purchased energy, including electricity and heating/cooling in assets owned/controlled by the organisation. The majority of Hampiðjan Group's activity has a very low energy requirement. Most assembly of the company's products is done by hand with mechanical assistance for lifting and moving. At sites with primary production like Hampiðjan Baltic and Mørenot China, higher levels of mechanization with

related energy requirements are used. As such they make up 58 percent of Hampiðjan Groups total Scope 2 emissions.

The total Scope 2 emissions were 2.117 tCO₂eq (LBE) and 14.382 tCO₂eq (MBE). Due to lower electricity consumption and the installation of solar energy generation at the production sites of Hampiðjan Baltic and Vonin Lithuania in Siauliai location-based emissions have decreased by close to 11% compared to 2023.

Scope 3 Emissions

Scope 3 emissions are all indirect emissions, excluding those included in Scope 2, that occurs in the reporting company's upstream and downstream value chain. Per 2024, Hampiðjan Group has available emissions data for the following categories: 3) Fuel and energy related activities (not included in Scope 1 or Scope 2), 5) Waste generated in operations, 6) Business travelling, and 7) Employee commuting. Hampiðjan Group will work together with its subsidiaries to be able to report on all significant Scope 3 categories. For the 2024 reporting period this work was still ongoing and reporting on Scope 3 remains incomplete with approximately 4 of 31 reporting units not being able to return data on waste, business travel and employee commuting. In addition, one reporting unit has started mapping their emissions related to Purchased Goods and Services.

GHG emissions (tCO ₂ eq)	2023 ³ (Baseline)	2024
Scope 1 GHG emissions		
Gross Scope 1 GHG emissions	3.315	3.239
Scope 2 GHG emissions		
Gross location-based Scope 2 GHG emissions	2.377	2.117
Gross market-based Scope 2 GHG emissions	12.311	14.382
Significant Scope 3 emissions		
Total Gross indirect (Scope 3) GHG emissions		6.692
Purchased goods and services		221
3 Fuel and energy related activities (not included in Scope 1 or Scope 2)		1.401
5 Waste generated in operations		3.406
6 Business travel ⁴		6.09
7 Employee commuting		1.055
Total GHG emissions		
Total GHG emissions (location-based)	5.692 (Scope 1 and Scope 2 only)	12.047
Total GHG emissions (market-based)	15.626 (Scope 1 and Scope 2 only)	24.314

Table 3.7: GHG emissions registered for Hampiðjan Group in 2024

³In last year's carbon accounting, an error in manual data entry led to an overstatement of Scope 1 emissions for one subsidiary. This error was identified during a review of the company's 2024 emissions compared with 2023 emissions. The emissions data for 2023, as well as the GHG intensity reported below, has now been corrected to reflect the accurate amount, ensuring the company's emissions reporting aligns with actual performance.

⁴Scope 3 Category 6: Business Travel mainly includes air travel

GHG Intensity per net revenue	2023	2024
Scope 1 + Scope 2 GHG emissions (location-based) per net revenue (tCO ₂ eq/mEUR)	17,7	16,8
Scope 1 + Scope 2 GHG emissions (market-based) per net revenue (tCO ₂ eq/mEUR)	48,5	55,2
Total GHG emissions (location-based) per net revenue (tCO ₂ eq/mEUR)	N/A	37,8
Total GHG emissions (market-based) per net revenue (tCO ₂ eq/mEUR)	N/A	76,3

Table 3.8: GHG intensity per net revenue

Methodology for Carbon Accounting

Hampiðjan Group reports emissions based on the Greenhouse Gas (GHG) protocol and applies the principles set out by this standard. The principles are as follows: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability. The input for the report is based on consumption data from internal and external sources, which has then been converted into tonnes CO₂-equivalents (tCO₂e) using generic and/or specific emission factors. *Scope 3 Category 7: Employee Commuting* is estimated through an employee survey. Hampiðjan Group utilizes a software system for its GHG emission reporting and relies on emission factors provided by this software. The report considers the following greenhouse gases, all converted into CO₂-equivalents: CO₂, CH₄ (methane), N₂O (nitrous oxide), SF₆, HFCs, PFCs and NF₃.

The analysis is based on the operational control aspect that defines what should be included in the carbon inventory, as well as in the different scopes. When using the control approach to consolidate GHG emissions, companies shall choose between either the operational control or financial control criteria. Under the control approach, a company accounts for the GHG emissions from operations over which it has control. It does not account for GHG emissions from operations in which it owns an interest but has no control.

3.1.4 Key Priorities Moving Forward

This report publishes the second full year of climate data giving a better overview of the scope of our emissions and their variability. The data will be used to identify focus areas and set corresponding GHG emission reduction targets. Hampiðjan Group will set up an action plan for climate change mitigation within the next 2 years. This roadmap will outline targets, actions and allocated resources for the company's transition toward a lower carbon economy. It will also outline actions and targets to be implemented by its subsidiaries. Until targets have been established, the effectiveness of policies and actions related to climate is tracked through the company reporting of GHG emissions.

3.1.5 Climate-related Risks and Opportunities

Hampiðjan Group conducted its first financial materiality assessment in 2024, relying on a qualitative assessment approach for risks and opportunities by key functions in the financial and ESG team. Risks and opportunities were categorized following the categories put forward by The Task Force on Climate-Related Financial Disclosures (TCFD). TCFD divides climate related risks into two main categories; risks concerning the transition to a lower-carbon economy and risks related to the physical impacts of climate related change⁵. Physical risks can either be event-driven risks (acute risk) or risks driven by longer term changes in climate patterns (chronic risks). Climate-related opportunities are divided between various areas of opportunities: Resource Efficiency, Energy Source, Products and Services, Markets, and Resilience. During the materiality assessment, two climate-related risks were identified as material:

Increasing reporting obligations and carbon pricing

Over the past year, policy actions concerning climate change has continued to evolve, increasing the reporting obligations for organizations across various sectors and geographies. Increased carbon pricing and reporting obligations (transition risk) may financially impact Hampiðjan Group moving forward. However, it is Hampiðjan Group's belief that these regulations may also represent opportunities and drive value creation; ESG reporting, and tracking of environmental data in particular, may results in reduced operational costs as the company identifies new opportunities to improve efficiency and thereby reducing its GHG emissions. The rising emphasis on environmental performance from customers, business partners, and consumers also presents an opportunity for the company to improve its competitive advantage by introducing low-emission products and services to its customers.

Rising mean temperatures' impact on the ecosystem of fish populations and farmed fish

As a consequence of global warming, aquatic systems sustaining fisheries and aquaculture operations are experiencing

⁵ Final Report: Recommendations of the Task Force on Climate-related Financial Disclosures, TCFD, June 2017: <https://assets.bbhub.io/company/sites/60/2020/10/FINAL-2017-TCFD-Report-11052018.pdf>

riencing considerable changes⁶. Rising mean temperatures and ocean warming (chronic, physical risk) impacts the ecosystem of fish populations as well as farmed fish and may consequently affect the locations of fish populations and sites suitable for fish farming operations moving forward.

In order to gain a better understanding of the abovementioned risks together with other climate-related risks and opportunities, Hampiðjan Group aims to conduct a climate-resilience analysis to be finalized within the end of the year 2026. The analysis will lay the foundation for a deeper understanding of climate-related risks and opportunities the company is exposed to and may subsequently also result in changes to what financial risks/opportunities are considered material for the group.

3.2 Resource Use and Circular Economy

Plastics have become one of the most important materials of the fishery and aquaculture industry. Their many favourable properties, such as strength, light weight, durability, and resistance against seawater, make them well-suited for the harsh conditions at sea. However, over the recent years several challenges related to the use of plastics have become apparent, such as ocean plastic pollution posing a threat to life in and around the sea, and the costs associated with extraction and use of virgin raw materials. The industry has become increasingly aware of these challenges and is taking steps to address them. Hampiðjan Group is committed to preventing plastics from our own operations from ending up in the oceans, to developing high-quality long-lasting products, and to providing pathways for the company's products once they have reached the end of their usable service life.

3.2.1 Policies and Commitments

Hampiðjan Group's Environmental Policy focuses explicitly on the capture and organization of waste streams for production and customer waste. The group is committed to sustainable waste management practices to minimize environmental impact. Key initiatives include reducing landfill waste through sorting and promoting recycling across all operational processes. As such leftover materials from manufacturing and packaging waste should be recycled to conserve resources. Employees are encouraged to adhere to the principles of the waste hierarchy: prioritizing waste reduction, reusing materials when possible, recycling non-reusable items, and resorting to incineration or landfill disposal only as a last measure.

Additionally, the company collaborates with industry partners and customers to collect and sort end-of-life fishing gear, aquaculture, and offshore equipment, ensuring a maximum volume enters recycling pathways.

These are core principals of the Environmental Policy that have been established in most locations where waste streams are separated, monitored and reported. For more

information on Hampiðjan Group's Environmental Policy, please see Section 3.1.1.

3.2.2 Hampiðjan Group's Efforts

Waste

The general, separated waste streams from Hampiðjan Group's production enter established recycling schemes together with waste from households and other industrial activity. Hampiðjan Group operates in many countries where life cycle opportunities for different materials and waste categories are established to varying degrees based on a multitude of legal frameworks. As such, efforts to collect and recycle have been established in the past based on local availability of resources. Over the last years the group has been focused on consolidating this approach by creating a unified strategy for the handling of operational waste including plastics, cardboard, organics and general waste, in net lofts, service stations, warehouses and offices.

End of Life (EoL) equipment

Maintenance of the products sold by the group is a cornerstone of the undertakings business. Repairability is a vital attribute of fishing gear and aquaculture equipment extending the service life without compromising quality. Some of those repairs can be undertaken by customers during operational use but service stations across Hampiðjan Group's subsidiaries provide comprehensive overhaul that ensures continued use to required quality and safety standards. When the fishing gear or aquaculture net is beyond repair, Hampiðjan Group assists customers in providing the proper EoL solution for the equipment at hand.

Hampiðjan Group maintains close relations with partners dedicated to handling EoL materials from fishing, aquaculture and the wider marine sector. Efforts and discussions are ongoing to establish circular pathways for the main material groups of our value chain in particular Polyamides, Polyolefins and Rubber. Metals are already handled in well-established circular pathways.

The unique nature of the company's products makes the handling of EoL material streams a cross-boundary effort. Hampiðjan Group collaborates with many partners in the recycling industry that have specialized in the recycling and value creation from used fishing gear components and aquaculture cages. Where possible, material is shipped directly to the recycler after collection and separation.

⁶Barange, Manuel & Bahri, Tarub & Beveridge, Malcolm & Cochrane, Kevern & Funge-Smith, Simon & Poulain, Florence. (2018). Impacts of Climate Change on Fisheries and Aquaculture. Synthesis of Current Knowledge, Adaptation, and Mitigation Options.

Polymers/Components	Use	Recycling	Disposal	EoL Processing
HMPE	Netting and ropes		(X)	
HDPE with HMPE	Cover braided ropes		(X)	SEP
HDPE with PA	Cover braided ropes	(X)		SEP
PA	Netting and ropes	X		CEM, MEC
PE	Netting	X		MEC
PP	Ropes	X		MEC
PP mixed with HDPE	Specialty yarns	X		MEC
Mixed fibres (PA, PES, HDPE)	Specialty yarns, ropes		X	
Acrylonitrile butadiene styrene	Floats		X	
Ferros Metals	Various uses	X		LOC
Rubber	Ground gear	X		SEP

Color code	Abbreviations for EoL Processing
Recyclable	• SEP – Separation into recyclable fractions
Recycling feasibility studies ongoing	• MEC – Mechanical recycling: through cleaning, shredding and re-extruding
No feasible recycling methods available	• CEM – Chemical recycling: depolymerization to base-oil and re-assembly of polymer
	• LOC – Local pathways for reuse, repurpose and recycling

Table 3.9: EoL material streams for different polymers/components

Hampiðjan Group's current partnerships include:

Polyolefins (HDPE/PP)

Polyolefins from fishing gear, namely polyethylene (HDPE) and polypropylene (PP) can be effectively recycled using mechanical means. After further sorting and quality control, fibres are shredded and remelted before being extruded into granulates. These granulates can then be used in a wide variety of products substituting virgin plastics. Hampiðjan Group have established partnerships with PlastiX in Denmark, Healix in the Netherlands and Oceanize in Norway for recycling of HDPE and PP.

Rubber

Rubber is an essential part of modern ground gear in bottom trawling. Being made from used tires from the mining industry, we have found a partner in the Dutch tire recycler Granuband for recycling of ground gear. Granuband separates tires into 3 fractions (rubber, nylon, and iron) that have further uses. At their facility, rubber is used to make products like absorbent floor tiles for playgrounds.

Polyamide (PA)

Polyvektris is a mechanical fibre recycler with a specialization in polyamides (PA), also often called nylon. Recycled nylon is in high demand due to its versatile uses in many industries. Nylon waste occurred during the production process in Hampiðjan Baltic is also sent to Polyvektris for mechanical recycling.

Mixed fishing gear and aquaculture equipment

Not all components of fishing gear and aquaculture can be efficiently separated at our production facilities. We are therefore actively working with the Norwegian fishing and aquaculture waste specialist Nofir. At their facility in Lithuania, they dismantle gear into distinct material groups that are then sent to dedicated recyclers such as PlastiX and Aquafil. Aquafil is a producer of PA fibres and has been recycling nylon fibres through depolymerization for many years. Depolymerization allows to rebuild the PA polymer to a quality that makes nylon products of a similar quality compared to virgin nylon. Hampiðjan Iceland, Mørenot Aquaculture, Mørenot Fishery, Vonin and Vonin Refa work with Nofir for shipping and dismantling services of fishing gear and aquaculture netting.



Photo 3.10: Project managers of the participating partners in the CFFN project

Collaborative Project on Circular Fish Farming Nets

In 2023 a consortium of companies throughout the value chain of nylon got together to explore the possibilities of introducing recycled high strength nylon in the fishing and aquaculture sectors. The process of depolymerization has been used as a recycling method for polyamide for many years and the nylon from aquaculture nets and trawls has been an important feedstock for this process.

In the project Circular Fish Farming Nets (CFFN), funded by Handelens Miljøfond, an aquaculture cage will be assembled, where the raw material is 100% recycled PA sourced from Aquafil's depolymerization plant in Slovenia. This groundbreaking pilot project, a collaboration between Hampiðjan Group, Aquafil, Nofir, Grieg Seafood and AkvaGroup, will pave the way for more products that can be offered with truly circular PA and establish a traceable and circular value chain.

In 2024 filaments were produced and netting production started as well as cage assembly. The diverse capabilities throughout the project group enabled the use of multiple subsidiaries of Hampiðjan Group to participate. Hampiðjan Baltic transformed the filament into knotless netting, Vonin assisted with design and certification in addition to assembly of the cage at their facility in Lithuania, while Mørenot Baltic was tasked with coating of the net.

The application of Hampiðjan Group's products requires strict quality and strength criteria that is both vital for extending the products life span but also ensures the safety of those handling the equipment. As such, the introduction of non-virgin materials must fulfil the same criteria.

3.2.3 Performance

This section presents relevant data on waste generated in Hampiðjan Group's operations for 2024, as well as the company's efforts to assist customers in directing their fishing gear and aquaculture equipment towards appropriate recycling schemes

Waste

In 2024, Hampiðjan Group started collecting data operational waste from all companies within the group. The grand total of operational waste recorded for Hampiðjan Group amounted to **4.663,8 tons** in 2024.

Hampiðjan Island has been working with and reporting on waste management and sorting for several years. On the production floors in the Icelandic operation's facilities, excess material from production of fishing gear is carefully sorted into separate big bags for proper handling. This includes clean PE, impure PE, Nylon, Danline, Dynlce, Prima and mixed ropes made of PE, polyester, or nylon. Mixed ropes are not recyclable today and is therefore directed toward energy recycling (incineration). Wooden reels, used for transport of rope, are disassembled, and sent back to Hampiðjan Baltic in Lithuania, where they are re-assembled and used again. Post-industrial PE from Hampiðjan Iceland's own production is recycled at Hampiðjan Baltic's facility in Siauliai and fed back into the production stream. This is new and clean excess PE-material, stemming from the production of trawl nets. The PE is shredded, melted, and extruded into new plastic granulates, before it is mixed with new material with a mixing ratio up to 10%. Threads that make up the core of the trawl yarn, which can be 10 - 40% of the total weight of the net, can be made of 100% recycled material.

The waste fractions and quantities generated through the activities of Hæmþiðjan Iceland in 2024 are presented in the table below.

Category	Quantity [kg]	Fraction
Organics	4.411	6,3%
Plastics	3.973	5,7%
Paper	4.339	6,2%
Coarse waste	1.140	1,6%
Mixed paper and plastics	402	0,6%
Treated timber	740	1,1%
Unclassified waste	23.429	33,5%
Untreated timber	22.738	32,5%
Pallets	2.660	3,8%
Cable reels	1.560	2,2%
Glas	0	0,0%
Cardboard	4.516	6,5%
Total	69.908	100,0%

Table 3.11: An overview of waste stemming from own operations in Hæmþiðjan Island in 2024.

The recycling strategy of Hæmþiðjan Iceland is an example for other subsidiaries to follow, a scheme that is being rolled out throughout the group.



End of Life (EoL) - material

In 2024, Hæmþiðjan Group have been working with our suppliers to be able to report more granularly on EoL material shipped on behalf of our customers. The table below gives an overview of the quantities in kg of customer material handled for the purpose of recycling in 2024 from Hæmþiðjan Island, Vonin, Mørenot Aquaculture, Mørenot Fishery, Cosmos Trawl and SNG.

MATERIAL	AQUA-CULTURE	FISHERIES	TOTAL 2024
PA	1.065.861	619.444	1.685.305
HDPE	4.011	251.874	255.885
PP	35.858	56.033	91.891
RUBBER		250.000	250.000
METALS		213.251	213.251
MIXED MATERIAL		227.605	227.605
NON-RECYCLABLE		228.531	228.531
SUM	1.105.730	1.846.737	2.952.467

Table 3.12: Customer material handled for the purpose of recycling in 2024

3.2.4 Key Priorities Moving Forward

Hæmþiðjan Group will continue its efforts to direct more operational waste and EoL equipment toward material recycling. Key priorities moving forward include:

- A major priority for 2025 and beyond will be to align the groups and individual subsidiaries processes of handling EoL equipment with the goals outlined in our environmental policy. Hæmþiðjan Group will continue sourcing the best possible pathways for the company's products the end of their nominal service life.
- Effectiveness of recycling and circularity initiatives is often defined by logistical considerations. Emphasis will be placed on understanding local challenges within the groups global network of production and service centres to enable and refine waste streams and shipping.
- Hæmþiðjan Group shall continue collecting data on operational waste from all subsidiaries and aims to report more granularly on operational waste in next year's report.
- Hæmþiðjan Group will work together with its subsidiaries to set explicit targets related to waste and circular economy in 2025.

3.2.5 Collaboration with Blue Army

The oceans are a precious resource, and the marine environment should be free from litter. Hampiðjan Group supports efforts to clean the coastlines from waste that washes ashore from the open sea and encourages subsidiaries and employees to engage in community clean-ups.

The organization Blue Army (Blái herinn) has a long history of removing waste from the shores of the south-western coast of Iceland. They have been doing admirable work over the past 29 years, organizing 37 cleaning trips in 2024 alone. Hampiðjan Iceland has both been offering financial support as well as workforce to assist them in their efforts. Since 2020, the Blue Army has been receiving an annual support of about 17.000 EUR. Hampiðjan Iceland has also been supporting other grassroots beach-cleaning efforts such as the annual cleaning of Hornstrandir Nature reserve organized by Hreinni Hornstrandir which has been removing marine litter from the pristine wilderness for over a decade.

3.3 The EU Taxonomy

The EU Taxonomy is a classification system developed to define which economic activities are environmentally sustainable. It is a cornerstone of the EU's sustainable finance framework and aims to promote transparency in sustainability information. In Iceland, the regulation applies to companies subject to the obligation to submit non-financial information according to Art. 66 d in the Annual Accounts Act no. 3/2006 and Hampiðjan Group is among them. The scope of this report has been set to Hampiðjan Group's companies in Europe, excluding Fiizk Protection AS, acquired by Hampiðjan Group in Q3 2024.

For an economic activity to be considered environmen-

tally sustainable ("aligned") it must contribute significantly to one or more environmental objectives, while at the same time it must do no significant harm to the remaining objectives. It must be carried out in accordance with minimum safeguards and, finally, comply with technical screening criteria. The six environmental objectives are: climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems.

Hampiðjan Group has assessed its activities against the activities currently included by the EU Taxonomy. Hampiðjan Group considers an economic activity "eligible" if it matches the description put forth by the EU Taxonomy, it can be assessed against the technical screening criteria and surpass a materiality threshold. The majority of Hampiðjan Group's economic activities - production and sales of industrial fishing gear, aquaculture equipment, and equipment for the offshore industry - are not yet covered by the EU Taxonomy. Currently, Hampiðjan Group only considers one activity as eligible, namely *Activity 7.7 Acquisition and ownership of buildings*, under the environmental objective of climate change mitigation.

Figure 3.13 illustrates the percentages of Hampiðjan Group's turnover, CapEx, and OpEx that are eligible and aligned per the requirements set out by the EU Taxonomy.

The full EU Taxonomy Report for 2024 covers more information on the taxonomy, the eligibility screening, alignment assessment, and the taxonomy KPIs. See Appendix B: EU Taxonomy Report 2024.

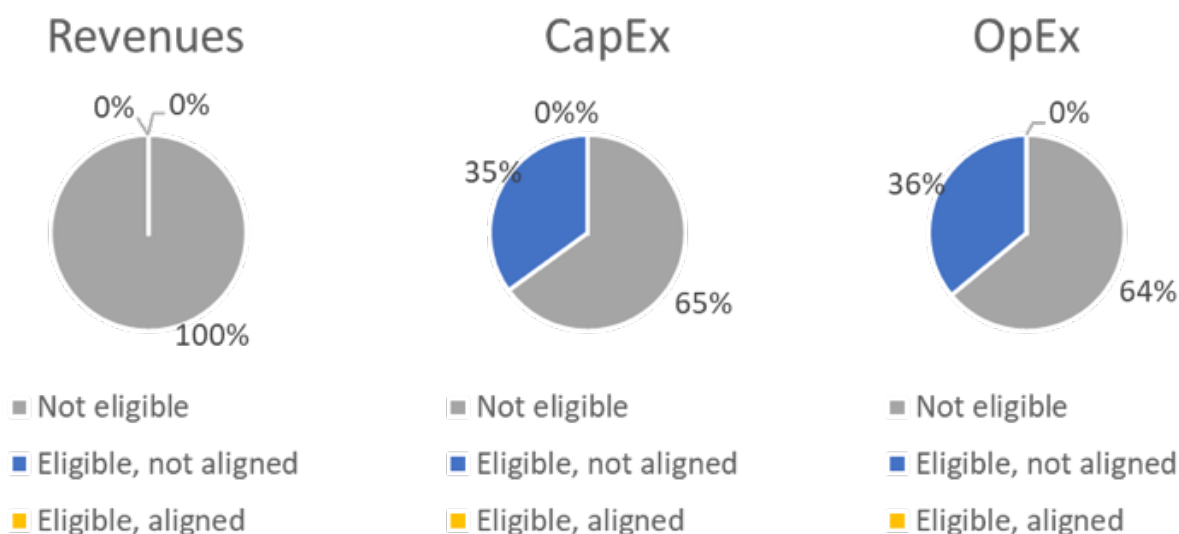


Figure 3.13: Key metrics for the EU Taxonomy. Eligible and aligned revenues, CapEx, and OpEx.

4 Social Information

4.1 Own Workforce

Hampiðjan Group is committed to being an attractive employer, engaging actively with the company's workforce, and ensuring that their interests and views are taken into account in the company's business strategy.

Hampiðjan Group consist of people working in production, service facilities, and in office spaces and is committed to building a safe workplace for all. Hampiðjan Group expects local management to take responsibility for workplace safety in their respective subsidiaries through proper risk analysis, preventive measures, and detective controls, and expect all managers and employees to take their part of the responsibility for fostering a healthy and safe work environment. Health and safety (HSE) in the workplace were categorized as a material impact and a key focus area for Hampiðjan Group and its subsidiaries during the double materiality assessment.

4.1.1 Characteristics of the Undertaking's Workforce

Hampiðjan Group employs a total of 1974 employees across different subsidiaries and geographies. In the templates below, the company's employee headcount is broken down between genders (Table 4.1), countries where the company has at least 50 employees (Table 4.2), and by contract type broken down by gender (Table 4.3). The data shown in the tables below illustrate the situation at the end of the reporting period 2024.

Gender	Number of employees (Head count)
Male	1.148
Female	825
Other	1
Not reported	0
Total employees	1.974

Table 4.1: Employee headcount by gender



Country	Number of employees (Head count)
Iceland	138
Norway	435
Faroes Islands	110
Denmark	115
Lithuania	691
Poland	51
Ireland	71
United Kingdom	62
Canada	53
China	104
Remaining/Other countries	144
Total employees	1.974

Table 4.2: Headcount in countries where the undertaking has at least 50 employees

Female	Male	Other	Not disclosed	Total
Number of employees (Head count)				
825	1.148	1	0	1.974
Number of permanent employees (Head Count)				
793	1.117	1	0	1.911
Number of temporary employees (Head Count)				
26	18	0	0	44
Number of non-guaranteed hours employees (Head Count)				
5	14	0	0	19

Table 4.3: Information on employees by contract type, broken down by gender (Headcount)

4.1.2 Policy and Commitments

Hampiðjan Group's Code of Conduct sets out a set of rules to promote honest and ethically correct behaviour of Hampiðjan Group and its employees, covering a broad set of topics such as human rights, equality, discrimination, and harassment.

Hampiðjan Group's Human Rights Policy sets out the company's commitment to respect human rights both in its own operations and in its value chain, and to conduct due diligence on issues related to human rights and decent working conditions. The Human Rights Policy is further described in Section 4.2.1.



Each subsidiary in Hampiðjan Group is responsible for carrying out health and safety responsibilities. As part of this work, several of the subsidiaries within Hampiðjan Group have implemented Health and Safety (HSE) Management Systems to mitigate and control health and safety risks in their respective workplaces. Some subsidiaries have also obtained external certification through ISO 45001. These are: Hampiðjan Baltic, Hampiðjan Advant AS, Mørenot Aquaculture AS, Mørenot Mediterranean, and Mørenot Fishery AS. In addition, Hampiðjan New Zealand holds Site Wise Gold certification for on-site safety.

4.1.3 Hampiðjan Group's Efforts

Employee Engagement and Raising Concerns

Employee engagement in Hampiðjan Group happens through various channels. Examples include daily or weekly production meetings, townhall meetings, appraisal interviews, and meetings with employee representatives, work councils, trade unions, and occupational health services. The availability and utilization of these channels may differ from subsidiary to subsidiary. Local management has responsibility for ensuring that that this engagement happens.

Hampiðjan Group fosters an open-door policy and encourages employees to share their questions, concerns, suggestions, or complaints with someone who can address them properly. In most cases, an employee's manager is in the best position to address an area of concern. If this reporting channel is deemed inappropriate due to the individuals involved or the severity of the breach in question, the breach or suspected breach should be reported following the steps set out in Hampiðjan Group's Whistleblower Policy (See Section 5.1.1). Information about the Whistleblower Policy is available for all employees either on posters in common areas or on Hampiðjan Group's website.

Health and Safety (HSE)

As stated previously, the responsibility for health and safety (HSE) within Hampiðjan Group has predominantly been managed by its subsidiaries, enabling them to tailor approaches to their own operations as well as applicable legislation and regulations. In 2024, a key initiative from Hampiðjan Group has been to collect relevant health and safety metrics from the group's subsidiaries. In doing so, the company seeks both to increase awareness on the topic as well as to facilitate knowledge sharing and comparing best practices across the subsidiaries.

4.1.4 Key Priorities Moving Forward

Moving forward, Hampiðjan Group will focus on advancing current practices within the field of HSE.

Key initiatives will be:

1. Establish a group-wide HSE community

A group-wide HSE community shall be established in 2025 to shape the work within the group and to facilitate sharing of knowledge and best practices across.

2. Report on HSE metrics

In 2024, Hampiðjan Group started collecting data on relevant HSE metrics for the group. This data will now be further analysed and discussed together with relevant representatives from the group to understand the company's current performance. The goal is to start reporting on HSE metrics externally as part of the sustainability statement.

The objective of the actions listed above is to create a proactive and cohesive health and safety framework that not only fosters a safe and thriving work environment, but which also strengthens operational efficiency and compliance.

4.2 Workers in the value chain

Hampiðjan Group, with its extensive global presence, maintains business relationships with a broad spectrum of suppliers and business partners worldwide. In the materiality analysis, potential adverse impacts on human rights and decent working conditions in the upstream value chain was categorized as material, especially for value chain workers in countries with lower scores on global indexes such as the ITUC Global Rights Index.

4.2.1 Policy and Commitments

It is a cornerstone of Hampiðjan Group's philosophy to do business according to the law, in an ethical manner, and in line with basic human rights. Hampiðjan Group's commitment to work continuously with ensuring respect for human rights and decent working conditions in its upstream value chain as well as the company's expectations towards suppliers and business partners regarding this topic is described in Hampiðjan Group's Human Rights Policy and Supplier Code of Conduct respectively.

Human Rights Policy

The Human Rights Policy outlines Hampiðjan Group's commitment to perform business in line with basic human rights enshrined in the UN Declaration of Human Rights and to comply with internationally recognised human rights that are enshrined, among other places, in the International Covenant on Economic, Social and Cultural Rights of 1966, the International Covenant on Civil and Political Rights of 1966 and the ILO's core conventions on fundamental principles and rights at work. The policy also contains a description of Hampiðjan Group's

due diligence process, based on the OECD's Due Diligence Guidance for Responsible Business Conduct.

Supplier Code of Conduct

The Supplier Code of Conduct sets out the minimum standards of behaviour and practices that is required from Hampiðjan Group's suppliers. The policy addresses, amongst others, topics such as human rights, corruption, environment, and health and safety, and is based on internationally recognized standards such as the UN Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights of 1966, the International Covenant on Civil and Political Rights of 1966 and the ILO's core conventions on fundamental principles and rights at work.

Whistleblower Policy

Hampiðjan Group also has a Whistleblower Channel, with procedures and contact information for reporting of non-conformities (Whistleblower Policy) published on the company's webpage, where employees or other parties can report breaches or suspicion of breaches of human rights and decent working conditions. For more information on the Whistleblower Policy, see Section 5.1.1.

4.2.2 Hampiðjan Group's Efforts

Hampiðjan Group has established a ESG Supplier Evaluation Survey and a corresponding procedure to obtain insights into labour and working conditions in the value chain. The survey addresses topics such as business governance, corruption, human rights, decent working conditions, health and safety, and environmental aspects. In the survey, suppliers are required to explain how they address these topics themselves and how they work to ensure that appropriate measures are in place also in their upstream value chain. As part of the survey, the suppliers are also required to read and adhere to Hampiðjan Group's Supplier Code of Conduct.

Hampiðjan Group also conducts supplier audits to evaluate and assess whether suppliers have the necessary policies, procedures, and performance in place concerning environmental, social, and governance matters. A *Sustainability Audit Checklist* has been developed for this purpose; a tool for auditing ESG matters when visiting supplier facilities. The checklist, based on a template from the United Nations Global Compact, gives the auditor an overview of basic elements to look for when visiting a supplier, such as the display of relevant HSE signs and graphics, the usage of personal protective equipment, and routines for waste handling. The checklist was tested during supply audits in 2024 and will be distributed to relevant functions within the group in 2025.

Both the ESG Supplier Evaluation Survey and supply audits serve as an important tool for identifying potential risks in the company's value chain and may also serve as

input for further examinations of the supplier in question, for instance through a third-party inspection.

In 2024, work has been undertaken to strengthen Hampiðjan Group's due diligence processes, with special emphasis on implementation and communication of policies on responsible business conduct (Step 1 of the OECD Due Diligence Process) and identifying and assessing adverse impacts in supply chains and business relationships (Step 2). Key initiatives include:

1. Further improvement of audit framework for supply chain

Hampiðjan Group started using a third-party system tool developed to reduce value chain risk, drive impact, and streamline the supplier due diligence process. The tool enables distribution of ESG Supplier Evaluation Surveys and automatically scores the supplier responses, contributing to a uniform and standardized treatment of the responses. A new survey for ESG Supplier Evaluation was developed in 2024 in close collaboration with subject experts on due diligence and ESG, and the first surveys were distributed to key suppliers through the system. Additionally, a Sustainability Audit Checklist was developed to assist employees in assessing ESG risks during site inspections at supplier facilities.

2. Supply audits and worker interview with suppliers in China

Site inspections with special emphasis on ESG matters were carried out for three suppliers in China in 2024. Worker interviews were also held with workers from one sub-supplier, focusing on topics such as working conditions and decent wages.



4.2.3 Performance

No severe human rights issues or incidents connected to the company's upstream value chain have been reported in 2024. Hampiðjan Group has set the following targets for the company's work within this field:

1. % of key suppliers screened through the ESG Supplier Evaluation Survey

Hampiðjan Group aims to screen 100% of key suppliers in the value chain through the ESG Supplier Evaluation Survey within 2027. The objective for 2025 is to screen 30% of key suppliers. Although supplier screenings have been conducted previously within the group, the target will measure suppliers screened through the newly developed screening survey from 2024.

2. Number of supply audits conducted: Hampiðjan Group aims to conduct regular supplier audits and rely on targeted sampling to identify and assess risks in the value chain. The company aims to conduct 3 supply audits, with special emphasis on environmental, social, and governance aspects, yearly. In 2024, 3 supplier audits focusing on sustainability audits were conducted.

4.2.4 Key Priorities Moving Forward

In 2025, Hampiðjan Group will focus on advancing its human rights due diligence efforts, aiming to reduce risks across the value chain. This includes proactively identifying and addressing any adverse impacts the company might cause or contribute to, reflecting its dedication to responsible operations. Key initiatives will be:

1. ESG supplier evaluation of key suppliers

Hampiðjan Group will continue its due diligence work towards its value chain by screening suppliers utilizing the ESG Supplier Evaluation Survey. As specified above, the goal is to screen 30% of key suppliers in 2025.

2. Supplier audits

Targeted sampling of suppliers is used to monitor performance and compliance with the company's Supplier Code of Conduct. Through systematic supplier sampling, potential adverse impacts and risks in the supply chain can be identified and mitigated. Hampiðjan Group will continue conducting supply audits and actively use the established Sustainability Audit Checklist in doing so. As specified above, the goal is to conduct minimum 3 supplier audits in 2025.

5 Governance Information

5.1 Responsible Business Conduct

Responsible business conduct is key to ensure Hampiðjan Group's commitment to do business according to the law and in an ethical manner. By maintaining a high standard for ethical business conduct, the company can mitigate risks of violations of laws, regulations, and ethical guidelines and contribute to a transparent business environment.

5.1.1 Policy and Commitments

Hampiðjan Group's commitment to foster a good corporate culture has been anchored in a set of company ethical guidelines and policies established for the group, including all subsidiaries. They include: 1) Code of Conduct, 2) Supplier Code of Conduct, 3) Human Rights Policy, and 4) Whistleblower Policy. All policies have undergone executive review and have been formally approved by the Board. The policies are available in their full form on Hampiðjan Group's website.

Code of Conduct

The Code of Conduct sets out expectations to employees regarding honest and ethically correct behaviour. It outlines Hampiðjan Group's commitment to a broad range of topics, including anti-corruption and bribery, human rights, and safeguarding the environment.

Supplier Code of Conduct

The Supplier Code of Conduct sets out the minimum standards of behaviour and practices that is required from Hampiðjan Group's suppliers. The policy addresses, amongst others, topics such as human rights, anti-corruption and bribery, environment, and health and safety.

Human Rights Policy

The Human Rights Policy describes Hampiðjan Group's commitment to comply with the basic human rights enshrined in the UN Declaration of Human Rights, as well as internationally recognised human rights. The policy sets out a due diligence procedure based on OECD's Due Diligence Guidelines for Responsible Business Conduct and refers to the Whistleblower Policy for how to report breaches or potential breaches of human rights.

Whistleblower Policy

In line with the applicable Whistleblower Directive (Act Protection of Whistleblowers No. 40/2020 and EU Whistleblower Directive ((EU) 2019/1937)), Hampiðjan Group sets out specific instructions for employees, managers, and other stakeholders wishing to report breaches or suspicion of breaches of legal and ethical commitments. Such breaches can be danger to life and health, threats to the climate or environment, corruption or economic crime, abuse of authority, unsafe working conditions, or breach of personal data secu-

rity. The policy details how employees can go forth to report an incident, information about the following investigation, and the company's policy on protection of whistleblowers.

5.1.2 Hampiðjan Group's Efforts

Responsible Business Conduct

A key focus area for 2024 has been the implementation of the group-wide policies for business conduct established the previous year. Subsidiary leaders have committed to communicating and promoting each policy and the values that they represent to their respective business units. The policies are available in ten different languages to ensure accessibility and comprehension for all. All locations are required to display a summarized version of the Code of Conduct and Whistleblower Policy on posters in their respective facilities to promote awareness. Additionally, the English versions of the policies are available on Hampiðjan Group's website.

Anti-corruption

Hampiðjan Group does not tolerate any form of corruption, bribery, or unethical business practices. Expectations towards employees and suppliers regarding anti-corruption and bribery are set out in the Code of Conduct and Supplier Code of Conduct respectively. No employee in Hampiðjan Group is allowed to conduct any form of corruption. This includes to offer, promise, request, demand, receive or accept unlawful or inappropriate gifts or other remunerations.

Executive management together with the financial team of Hampiðjan Group and within the subsidiaries play an important role in identifying and addressing risks of corruption and bribery. Monthly reviews of financial information, auditing, regular board meetings, and regular discussions with local management facilitates transparent reporting of financials. Subsidiaries within the group are closely followed up by the CEO and CFO of Hampiðjan Group, serving as board members in all subsidiaries.

Any violations or suspicion of violations either regarding anti-corruption, bribery, or other wrongdoings can be reported through the Whistleblower Channel. Depending on the nature of the violation, it will be followed up either by the ESG Director and the CEO, the Chairman of the Board, or an external third-party.

Hampiðjan Group did not experience any convictions or fines for violation of anti-corruption and anti-bribery laws in 2024.

Hampiðjan Group aims to implement mandatory anti-corruption training for all at-risk functions within the group, with the objective to further strengthen the group's ethical framework and mitigate potential risks. The training, set for implementation in 2025, will provide essential education to functions identified as having higher exposure to corruption risk.

Appendix A: Hampiðjan Group Environmental Policy

1 Scope of Application

This environmental policy is formulated by Hampiðjan Group and applies to all of us in Hampiðjan hf and its subsidiaries (hereafter: Hampiðjan Group).

This policy illustrates Hampiðjan Group's commitment to continuously monitor and evaluate our environmental performance and implement and maintain systems to improve them, as well as complying with legal requirements related to the company's environmental aspects in all regions.

2 Roles and Responsibilities

Employees and managers within the group have a responsibility to make themselves familiar with the company's environmental policy and to work accordingly.

All leaders and managers within Hampiðjan Group are responsible for setting the right tone at the top to encourage compliance to this policy and to ensure that each part of Hampiðjan Group complies with legal requirements related to the company's environmental aspects

The CEO of Hampiðjan Group has overall responsibility of the Environmental Policy. This document is to be reviewed regularly by the Environmental Manager of Hampiðjan Group and updated in consultation with top level management.

3 Our Commitments

Staff

- Raise awareness of staff on environmental issues and what these entail.
- Encourage staff to use environmentally friendly transport.

Fishing gear, aquaculture, and offshore equipment design

- Emphasis will be placed on the design of fishing gear, aquaculture and offshore equipment to minimise the carbon footprint during use.
- Aim to develop fishing gear technology that results in greater selectivity in terms of size and species selection.
- Aim to develop materials and fishing gear, aquaculture and offshore equipment in such a way that recycling end-of-life equipment is as practical as possible.
- Design for the increased of secondary (recycled) materials to reduce consumption of virgin resources.

Recycling

- All operational waste should be sorted and the volume requiring disposal by landfill kept at a minimum.
- Encourage recycling of those materials left over during manufacture of the company's line of products.
- Recycle packaging waste.
- Reduce the use of paper and ensure that any paper used is routed to recycling.
- Assist industry and customers in collecting and sorting end-of-life fishing gear, aquaculture and offshore equipment and ensure that as much as possible is entered into a recycling pathway.
- In general, employees should aim to minimize waste in their work by following the principles of the waste hierarchy: prioritize waste reduction, reusing materials when possible, recycling what cannot be used, and only using disposal methods like incineration or landfill as a last resort.

Climate and environment

- Monitor and report the greenhouse gas emissions of Hampiðjan Group and aim for this to be systematically reduced every year.
- Regularly map and evaluate climate-related risk and incorporate findings into strategic planning
- Clean and spillage-free workspaces are to be maintained to eliminate any contamination of surrounding land and water.
- Encourage subsidiaries to implement environmental management systems such as ISO14001 to monitor performance and mitigate against any threats.
- Support the retrieval of waste along the coast and at sea.

Environmental reporting

Hampiðjan Group will publish sustainability statement during the first quarter of each year detailing the previous year's environmental performance.

Appendix B: EU Taxonomy

1 General Information

The EU Taxonomy Regulation entered into force in Iceland on June 1, 2023, with Act no. 25/2023 on Sustainability Disclosures on the Financial Services Sector and the Taxonomy for Sustainable Investments. The purpose of the regulation is to define which business activities



are considered environmentally sustainable based on the technical screening criteria set out in the Delegated Regulation and to promote transparency in sustainability information.

For an economic activity to be considered environmentally sustainable it must contribute significantly to one or more environmental objectives, while at the same time it must do no significant harm to the remaining objectives. It must be carried out in accordance with minimum safeguards and, finally, comply with technical screening criteria. The six environmental objectives are: climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems.

Technical screening criteria for mitigation and adaptation to climate change have been implemented by Delegated Regulation EU 2021/2139 and business activities that are listed therein are subject to reporting requirements in Iceland. Delegated Regulation EU 2023/2486 on other environmental objectives and Delegated Regulation EU 2023/2485 on updating climate objectives entered into force within the EU in 2023. However, these regulations did not enter into force in Iceland before January 1, 2025, and is therefore not addressed in this report.

Companies are required to disclose the ratio of turnover, capital expenditure (CapEx) and operating expenses (OpEx) for the most recent financial period on "eligible activities", that is, an activity in scope with the EU Taxonomy Regulation. Similarly, the same financial KPIs

must be published for activities that meet all the criteria of the Regulation and are considered to be "aligned activities" or "environmentally sustainable".

In Iceland, the regulation applies to companies subject to the obligation to submit non-financial information according to Art. 66 d in the Annual Accounts Act no. 3/2006 and Hampiðjan Group is among them. The scope of this report has been set to Hampiðjan Group's companies in Europe, excluding Fiizk Protection AS, acquired by Hampiðjan Group in Q3 2024. Moving forward, the scope of the report will be gradually expanded to include other parts of Hampiðjan Group's global operations.

2 Eligible Activities

Hampiðjan Group has assessed its activities against the activities currently included by the EU Taxonomy. Hampiðjan Group considers an economic activity eligible if it matches the description put forth by the EU Taxonomy, it can be assessed against the technical screening criteria and surpass a materiality threshold. The majority of Hampiðjan Group's economic activities - production and sales of industrial fishing gear, aquaculture equipment, and equipment for the offshore industry - are not yet covered by the EU Taxonomy. Currently, Hampiðjan Group only considers one activity as eligible, *namely Activity 7.7 Acquisition and ownership of buildings*, under the environmental objective of climate change mitigation. Leased property where the company has purchase of output has also been considered in scope of the activity description. Hampiðjan Group both owns and leases property, which supports the company's operations.

3 Aligned Activities

Hampiðjan Group has assessed the potential alignment of *Activity 7.7 Acquisition and ownership of buildings* following the technical screening criteria in the Climate Delegated Act no. 2021/2139. The result of the assessment can be seen in *Table 3.1. Alignment assessment of Activity 7.7 Acquisition and ownership of buildings*.

Table 3.1: Alignment assessment of *Activity 7.7 Acquisition and ownership of buildings*

Criteria		Assessment
Substantial Contribution criteria	1) Climate change mitigation	Not met, as the company cannot demonstrate alignment of any of its buildings with the Substantial Contribution Criteria under Climate Change Mitigation for the activity.
Do No Significant Harm (DNSH)	2) Climate change adaptation	No DNSH assessments have been conducted for the buildings in Hampiðjan Group at the time being, since all buildings are disqualified for alignment based on the Substantial Contribution criteria.
	3) The sustainable use and protection of water and marine resources	N/A (per the EU Taxonomy)
	4) The transition to a circular economy	N/A (per the EU Taxonomy)
	5) Pollution prevention and control	N/A (per the EU Taxonomy)
	6) The protection and restoration of biodiversity and ecosystems	N/A (per the EU Taxonomy)
Minimum safeguards criteria		N/A as the Substantial Contribution criteria is not met. (For more information, see 3.1 Minimum Safeguards).

The assessment concluded that Hampiðjan Group cannot demonstrate alignment for any of its buildings in Europe.

Minimum Safeguards

Article 18 of the EU Taxonomy Regulation prescribes Minimum Safeguards, taking into account the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labor Organization (ILO) on Fundamental Principles and Rights at Work and the International Bill of Human Rights. The Platform on Sustainable Finance has defined core issues based on these requirements to be human rights, corruption and bribery, taxation, and fair competition.

Hampiðjan Group defines itself as aligned with the Minimum Safeguards. Hampiðjan Group is committed to comply with the laws and rules that apply to the company's activities and to perform business in line with basic human rights enshrined in the UN Declaration of Human Rights, as well as internationally recognised human rights. For more information on these matters, please see

Hampiðjan Group Code of Conduct and Hampiðjan Group Human Rights Policy.

4 Key Metrics

The EU has issued instructions on the calculation of key performance indicators (KPIs) in Delegated Regulation EU 2021/2178. Proportion of turnover, CapEx, and OpEx is calculated in accordance with Art. 8. of the EU Taxonomy Regulation. However, there is a possibility that the requirements or methodology will change as the regulation evolves, which might affect the company's future calculations.

The following paragraphs and key metrics only address Hampiðjan Group's operations in Europe and excludes subsidiaries in other parts of the world. Other locations will follow as the exercise improves. Common for all the eligibility and alignment KPI's is therefore that the numerator and denominator only take into consideration Hampiðjan Group's companies in Europe. Therefore, it is not possible to reconcile total turnover and CapEx with the relevant notes in Hampiðjan Group's financial statement. All numbers are denoted in 1000 EUR (KEUR).

Turnover

The percentage of turnover according to the definition of the EU Taxonomy Regulation covers revenue recognized pursuant to the International Accounting Standard (IAS) 1, paragraph 82(a). The total turnover is in accordance with the total turnover of the companies included in the scope of the taxonomy reporting for the year 2024. Hampiðjan Group's eligible turnover refers to any rental income of the company's buildings to external parties, which adds up to 0 percent of total turnover. See ratios in *Table 4.1 Turnover*.

Economic activities (1)	Codes (2)	Absolute turnover (3)	Proportion of turnover (4)	Substantial Contribution Criteria						DNSH Criteria ("Does not significantly harm")							Minimum safeguards (17)	Taxonomy aligned proportion of turnover year N-1 (19)	Category: Enabling activity (20)	Category: Transitional activity (21)
				Climate change mitigation (5)*	AdClimate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)					
		EUR	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
A. TAXONOMY-ELIGIBLE ACTIVITIES			0 %																	
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A1)		0	0 %	0 %	0 %	0 %	0 %	0 %	0 %								Y	0 %		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		0	0 %	0 %	0 %	0 %	0 %	0 %	0 %								Y	0 %	0 %	0 %
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Acquisition and ownership of buildings	7.7	305	0 %																	
Turnover of taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		305	0 %																	
In total (A.1+A.2)		305	0 %																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of taxonomy-non-eligible activities (B)		268041	100 %																	
In total (A+B)		268346	100 %																	

Table 4.1: Turnover.

Capital Expenditure (CapEx)

CapEx has been allocated to eligible activities in accordance with the EU Taxonomy Regulation. CapEx in accordance with Art. 8 of the EU Taxonomy Regulation is the sum of additions due to tangible and intangible assets during the fiscal year before depreciation, subsidies, and revaluations, excluding fair value changes. Total CapEx was 26 022 KEUR in the year 2024 in accordance with the additions of the year. Hampiðjan Group's eligible CapEx refers to any additions made during the year to buildings or grounds owned or long-term leased within the group, which adds up to 35% of all CapEx additions. See ratios in the *Table 4.2 CapEx*.

				Substantial Contribution Criteria						DNSH Criteria ("Does not significantly harm")									
Economic activities (1)	Codes (2)	Absolute turnover (3)	Proportion of turnover (4)	Climate change mitigation (5)*	Adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy aligned proportion of turnover year N-1 (19)	Category: Enabling activity (20)	Category: Transitional activity (21)
		EUR	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES			35 %																
A.1 Environmentally sustainable activities (Taxonomy-aligned)			0 0 %	0 %	0 %	0 %	0 %	0 %	0 %							Y	0 %		
CAPEX of environmentally sustainable activities (Taxonomy-aligned) (A1)		0	0 %	0 %	0 %	0 %	0 %	0 %	0 %							Y	0 %	0 %	0 %
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Acquisition and ownership of buildings	7.7	9184	35 %																
CAPEX of taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		9184	35 %																
In total (A.1+A.2)		9184	35 %																
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CAPEX of taxonomy-non-eligible activities (B)		16838	65 %																
In total (A+B)		26022	100 %																

Table 4.2: CapEx

Operational Expenditure (OpEx)

The EU Taxonomy defines OpEx more narrowly than what generally applies in accounting. OpEx shall include non-capitalised cost that relate to research and development, building renovation measures, short-term lease, maintenance and repair, and any direct expenditures relating to the day-to-day servicing of assets of property, plant, and equipment by the company or third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets. The total for the year 2024 is 4 666 KEUR, out of which 36% is eligible OpEx. See ratios in Table 4.3 OpEx.

				Substantial Contribution Criteria						DNSH Criteria ("Does not significantly harm")									
Economic activities (1)	Codes (2)	Absolute turnover (3)	Proportion of turnover (4)	Climate change mitigation (5)*	AdClimate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy aligned proportion of turnover year N-1 (19)	Category: Enabling activity (20)	Category: Transitional activity (21)
		EUR	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES			36 %																
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
		0	0 %	0 %	0 %	0 %	0 %	0 %	0 %							Y	0 %		
OPEX of environmentally sustainable activities (Taxonomy-aligned) (A1)		0	0 %	0 %	0 %	0 %	0 %	0 %	0 %							Y	0 %	0 %	0 %
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Acquisition and ownership of buildings	7.7	1694	36 %																
OPEX of taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1694	36 %																
In total (A.1+A.2)		1694	36 %																
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OPEX of taxonomy-non-eligible activities (B)		2972	64 %																
In total (A+B)		4666	100 %																

Table 4.3: OpEx

5 Nuclear and Fossil Gas Activities

Finally, Hampiðjan Group discloses information on nuclear and fossil gas activities in accordance with Article 8(6) and (7) of Regulation 2021/2178. Since Hampiðjan Group has neither nuclear nor fossil gas activities, key performance indicators are not listed.

Template 5.1 Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Fossil gas related activities		
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No



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