



KONGSBERG

# Human Rights Report



# CEO Statement

We're pleased to share this inaugural report outlining our work on human rights. Respect for human rights is a basic, fundamental requirement for our business. Increasing traceability and transparency and taking a people-focused, risk-based approach to identify and address any human rights impacts ultimately improves the resilience of our business and value chain.

We recognise that our business can cause, contribute, or be linked to negative human rights and other social impacts. As a supplier of Defence & Aerospace solutions to Norway and Norway's allies, KONGSBERG feels a great sense of responsibility. The technology and solutions that we develop, and deliver are key Defence & Aerospace capabilities that contribute to the safety and security of nations and their citizens. This is a responsibility that we take very seriously and that also motivates us to do our utmost every single day.

Understanding and managing the risk of adverse human rights impacts forms the essence of our human rights policy. As a business we exercise heightened due diligence on how we operate and endeavor to use our leverage to respond impacts. We must be ready to understand and respond to the human impacts.

Respect for human rights has become more crucial than ever in this climate of geo-political instability and rising commodity prices affecting both consumers and businesses. And the link between people and planet – especially the unprecedented threat to human rights posed by the climate crisis – is becoming more visible every day.

Our business strategy to deliver superior performance, while driving sustainable and responsible growth. We are unequivocal that respect for human rights underpins this strategy. Sustainability is integral to our strategy and the way we work.



Geir Håøy,  
*President and CEO*



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Chapter 1

# Our human rights journey



## Time Line

Respecting human rights is a fundamental value for KONGSBERG and actively contributes to our targets related to the UN Sustainable Development Goals. Respecting human rights forms an integral part of our Code of Ethics and Business Conduct and is essential to our business.



### 2006

- Acceded the UN Global Compact initiative and endorsed the 10 principles related to human rights

### 2011

- Established our Supplier Conduct Principles

### 2013

- Released our first sustainability report and cited human rights as a area of focus
- Commence our supplier audit program

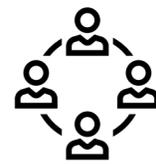
### 2014

- Kongsberg launch their Human Rights Policy
- Established a Vice President Sustainability and CSR

### 2016

- Set objective on % of women in workforce
- We launched our Female Forum in Norway

## 1. Our human rights journey



### 2018

- We held our first female forum outside of Norway in China

### 2020

- Joined the Norwegian Koalisasjon for ansvarlig næringsliv/Coalition for Responsible Business

### 2022

- We relaunched our female forum to our diversity, inclusion and belonging forum
- Updated our human rights governance
- We established our request for information process in line with the Transparency Act



## 2022 Achievements



We achieved solid external ratings and was once again recognised as an ESG industry Top Rated company by Sustainalytics.



We disclosed the sustainability and climate key performance indicators linked to executive compensation.



We achieved the target of increasing the share of women across the company.



We implemented a comprehensive human rights due diligence program and updated our governance, policy and risk assessments.

### ESG targets linked to executive compensation

2022	2023
Gender distribution (21 per cent females in total workforce)	Gender distribution recruitments L1-L3 (30 per cent females)
Total Recordable Injuries (TRI)	Total Recordable Injuries (TRI)
Target: 2.13 TRI rate	Target: 1.91 TRI rate

Chapter 2

# Standards



# Our human rights standards

Human rights are inextricably linked to our shared future and a fundamental aspect of our business

We are committed to respecting internationally recognised human rights including forced labour, child labour and labour rights, as set out in the United Nations (UN) International Bill of Human Rights and the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

Our Human Rights Policy, approved by the Board of Directors, governs how we treat people and underpins our commitment to operate responsibly whilst seeking not to cause or contribute to adverse human rights impacts. We also flow-down fundamental principles of our human policy to suppliers through our Supplier Conduct Principles (‘SCP’) [insert web link]. The SCP is published on our website and is translated into six languages: English, Norwegian, Mandarin, Polish, Portuguese and Finnish.

Our human rights governance is led from the top by our corporate team. Our approach to human rights is to embed it in all parts of our business, with areas of expertise to provide guidance and support, including within the compliance, ↓

## Our Standards

**Child labour**

**Diversity, inclusion and belonging**

**Environment and Climate**

**Fair reward**

**Health and Safety**

**Humanitarian Law**

**Minority Rights**

**Privacy**

**Resourcing and Mobility**

**Slavery, Human Trafficking and Forced Labour**

**Working time**

[Read more about our standards on our website](#) ↗

## 2. Standards

human resources and sustainability teams. Our teams work together to embed respect for human rights in our business.

Each business area is responsible for compliance and implementation of the human rights policy.

If a human rights impact is identified, we work to address it. In our supply chain, this is either bilaterally with our business partners or collaboratively with other stakeholders, depending on our influence and the scale of the impact.

Our human rights standards are also integral to our contribution towards sustainable development.



# Contributing to sustainable development

The UN Sustainable Development Goals (SDG) set a common global agenda and guide our sustainability priorities and strategy. At KONGSBERG we contribute to finding and implementing solutions that can drive sustainable development and future-proof our business.

KONGSBERG is committed to contributing to sustainable development and supports all 17 SDGS. We have identified 6 where through our core business have the most significant impact.



Read more about our work for educational quality [↗](#)



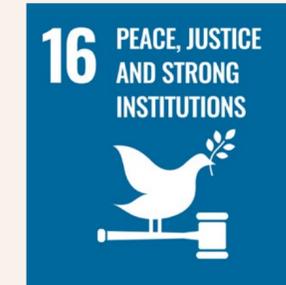
Read more about our work with industry, innovation and infrastructure [↗](#)



Read more about our work for climate action [↗](#)



Read more about our work for life below water [↗](#)



Read more about our work for peace, justice and strong institutions [↗](#)



Read more about our work for partnerships for the goals [↗](#)

Chapter 3

# Our approach



# Continuing to embed Human Rights: our approach

KONGSBERG initially committed to addressing human rights in 2006 but our approach has changed considerably since that time. Setting human rights objectives and standards has been and continues to be of strategic importance for KONGSBERG.

In 2021, as part of our focus on continuous improvement, we identified human rights as a topic for review. We wanted to understand our potential human rights impacts more fully and to further embed human rights in our company wide processes. To achieve this goal, we performed an extensive review of our human rights processes, risk management and audit program. The project—conducted with the support of a specialised third-party consultant – considered regulatory requirements as well as good practice to identify gaps and potential improvements.

As a follow on from our 2021 project, we established a project team and an action plan to be delivered in 2022. The project team was led by corporate compliance supported by all business areas and functions. A steering committee was established to monitor progress throughout the year.



### 3. Our approach

#### The action plan identified 5 key areas of focus:

Governance	Risk Assessments	Internal Stakeholder Management	Control & Monitoring	External Stakeholder Management
Updates to our Code of Ethics and Business Conduct, Supplier Conduct Principles, Due Diligence processes and our human rights policy	Develop a new approach to human rights risk assessments incorporating the OECD mythology	Review roles and responsibilities to ensure human rights accountability is embedded across the business	Set and measure human rights Key Performance Indicator's	Develop increased communications on our human rights policy
	Perform a corporate level human rights assessment and commence a program of business area level assessments	Delivery and deliver training	Review and expand our audit program (internal and external)	Implemented a request for information channel for human rights
	Expand our screening tools to include human rights	Develop communications related to human rights to raise awareness and understanding		
	Establish Salient Issues			

# Governance – setting the standard

Our governance is guided by the United Nations Guiding Principles (“UNGPs”) on Business and Human Rights, the Norwegian Transparency Act and the Organisation for Economic Co-operation and Development (“OECD”) Guidelines for Multinational Enterprises.

KONGSBERG shall in line with the requirements of the Norwegian Transparency Act, the UNGPs OECD Guidelines and other applicable legislation, seek not to cause or contribute to adverse Human Rights Impacts. In cases where such causality or contribution is established, we shall, depending on our contribution, cease or prevent our impact/contribution and provide or cooperate in remedy. In cases where KONGSBERG is directly linked with adverse Human Rights Impacts through our operations, products, or services, via the supply chain or our business partners, we shall use our leverage to influence the business that has caused or contributed to the adverse Human Rights Impact to prevent or mitigate the impact.

In 2022, we reviewed and updated the following governance:

- Our Code of Ethics and Business Conduct
- Our Supplier Conduct Principles
- Our Due Diligence processes
- Our procurement policy

KONGSBERG governance is established at a group level and following these updates each of our businesses are now in the process of implementing these changes.



# Human Rights Due Diligence - We are driving the implementation of respect for human rights through our due diligence processes

KONGSBERG shall conduct human rights due diligence across all business partners in line with the OECD guidelines for Multinational Enterprises to identify, assess, mitigate, and prevent human rights impacts. KONGSBERG's due diligence is risk based and our business partners are subject to continuous monitoring, periodic reviews, and where appropriate audits.

When human rights risks are identified they are considered, managed and/or remediated as appropriate. Given the complexity and interconnectivity of human rights, our due diligence process combines a wide range of compliance topics, including but not limited to bribery and corruption, sanctions and trade regulations and enforcements.

Our 2022 project reviewed and redefined our approach to human rights due diligence. The focus was to achieve

- A risk-based approach, prioritizing salient issues
- Prioritise risks to people
- Apply due diligence to all business partners including our supply chains
- Ensure our processes are dynamic and continuous ↓



### 3. Our approach

This review has resulted in updates to our governance, methodology and the tools that we use to perform due diligence. Key deliverables have included:

- Setting the requirement for our business areas to perform human rights impact assessments
- Establishing the requirement to consider human rights with all business partners and not just suppliers
- Increased focus in our due diligence process for business partners
- Expanded our screening tool to search adverse media and enforcements related to human rights
- Establishing a new supplier management tool to monitor and manage compliance to our Supplier Conduct Principles
- Additional focus on human rights in our self-assessment questionnaires that we use with business partners
- Expanded our audit program to include additional focus on human rights compliance and risk



## Human Rights Impact Assessments

Historically our human rights policy set our standards and required us to audit our internal operations and suppliers with respect to compliance to these standards. Going forward are implementing a holistic and multidimensional approach which includes performing human rights impact assessments. In performing human rights impact assessments, we aim to review our business against international human rights standards and identify actual or potential human rights impacts. The aim is to take a 360-degree view of our entire value chain to understand both the inherent, actual, and potential risks. In performing this assessment, we will review our salient issues with a goal to achieve continuous improvement.



## Methodology

As the KONGSBERG group is comprised of different business areas, we will develop several assessments. Each business area will complete their own detailed assessment. As the businesses vary in terms of their operations, industries, and maturity the assessments will differ. We will also perform continue to assess the business from a corporate and geographics level. We have established a high-level methodology to ensure consistency as demonstrated below.

Assessments are led by our compliance team but are supported by all functions. Key stakeholders play an active role in providing input to the assessment specifically in relation to their country which forms an integral part of each assessment.

In 2022 we completed a high-level assessment of our operations and our business partners, and we completed our first assessment of our Digital business. In 2023 we will complete assessments of our Defence & Aerospace and Maritime businesses and in 2024 we will complete an assessment of the Discovery business.

### Data Identification

- Business Partners data
- Supply chain data
- Employee data
- Operational structure assessment
- Governance / process review
- Indices related to country risk
- Wages / hours benchmarking

### Data Collection

- Self Assessment Questionnaires
- Interviews with stakeholders
- Risk Workshops
- Raising Concerns Data
- Due Diligence records
- Audit findings

### Data Analysis

- Assess and Analyse against the UN Global Compact risks
- Identify Trends
- Develop country risks overviews
- Review Salient issues

### Risk Management/Reporting

- Internal and external reporting
- Enterprise risk management
- KPIs
- Continuous improvement to process /develop action plans

### Impact Assessments & Action plans

### 3. Our approach



#### Human Rights Risk Work Shops

Risk workshops form a key part of our human rights impact assessment. They provide the opportunity for us to engage with stakeholders across the business.

We start the process with providing our colleagues with training on human rights issues. The workshop is then broken down into three sections. Firstly, we identify inherent risks in our industry and potential human rights impacts that could arise. We then focus on actual impacts we have identified or experienced in our roles. Finally, we perform impact assessments on all the issues raised.

The workshop provides a safe space for people to raise and discuss human rights. We recognise that human rights are a sensitive and emotive subject matter therefore in addition to voicing opinions and views we also provide a digital platform for colleagues to contribute anonymously to the session.

The output of the risk workshop is used in conjunction with other data to compile a human rights profile of our operations and our business partners.

Chapter 4

# Our Business

# Our operations

KONGSBERG is an international technology group that delivers advanced and reliable solutions that improve safety, security and performance in complex operations and under extreme conditions. KONGSBERG works with demanding customers in the global Defence & Aerospace, Maritime, energy, fisheries and aerospace sectors.

KONGSBERG as a group employed 12,187 people in 39 countries at the end of 2022. The company's main offices are in KONGSBERG, Norway.

We have 3 established business areas: Defence & Aerospace & Aerospace, Maritime and Digital. Other activities also include real estate and the corporate staff. In 2022 we established KONGSBERG Renewables Technologies to strengthen KONGSBERG's position in the offshore renewable market. In 2023, the Sensor & Robotics division which has historically been within Maritime was established as a separate business area and rebranded as KONGSBERG Discovery. The new business areas will be subject to individual reporting once they are fully established and operational as stand-alone business areas.

We performed a 2022 high-level human rights impact assessment to determine inherent human rights risks based on the countries in which we operate. Our ↓



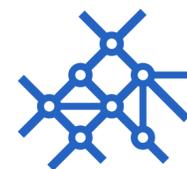
## Kongsberg Defence & Aerospace

Kongsberg Defence & Aerospace is a respected global technology leader and a leading supplier within defence, surveillance, space, MRO and aerostructures.



## Kongsberg Maritime

Kongsberg Maritime provides the technology, equipment and services required to operate at sea in the most sustainable way.

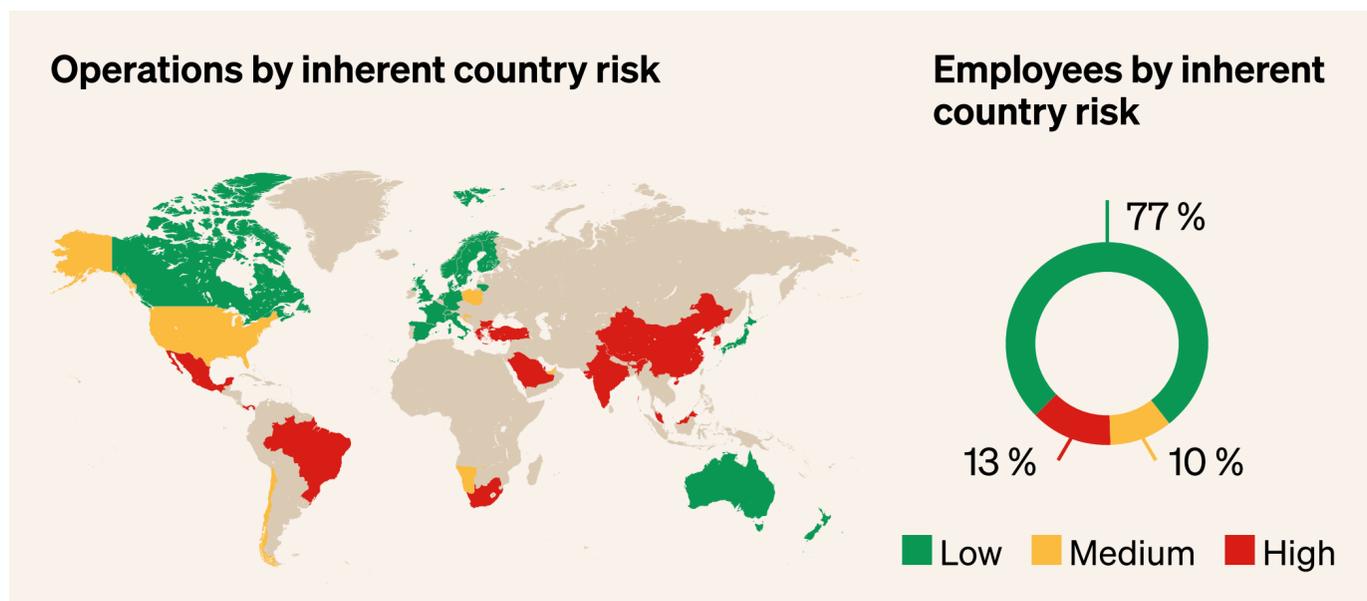


## Kongsberg Digital

Kongsberg Digital is an industrial software company shaping the future of work by changing how businesses design, operate and maintain their assets.

## 4. Our Business

assessments found over 80% of our operations are established in low or medium risk countries and over 75% of our employees are based in countries that we regard as low risk from a human rights perspective. To perform this assessment, we used a risk tool based on the cumulative scores from the ITUC index, US. Dept. of Labour -Child Labour and Forced Labour lists, and the Global Gender Gap Report (WEF), BSCI, EPI and Corruption Perceptions Index. Please note that where the combined indexes have insufficient data they are stated as TBA



## Assurance

We apply a common level of due diligence for all operations – which is enhanced where we identify potential or actual issues. We recognise that there are certain countries with have inherent potential risks. Where we operate in countries that are regarded as medium or high risk, we will perform more detailed risk assessments. We also audit our sites to check compliance to our governance and identify risks. In 2022 we completed 4 audits in 3 countries. Whilst these audits cover a wide range of compliance topics, they also cover a cross section of our human rights standards.

In 2022, we conducted human rights training with our team of internal auditors. From 2023 our audits will include an increased focus on human rights to reflect our new governance.



## Operating in the Defence & Aerospace Industry

As a supplier of Defence & Aerospace and dual use equipment we operate in accordance with human rights and humanitarian law through strict compliance with strategic export laws and other sanctions regulations in the countries where we operate.

We undertake classification of our products and/or services where appropriate as military or dual use. Our trade compliance under the Norwegian and international export control regimes is an integrated part of our human rights assessments.



# Our Value Chain

Our value chain connects with millions of people. As a responsible business, we want to know the rights of these individuals – and their communities – are respected. That is why we set consistent standards throughout of value chain and only conduct business with partners who are operate with integrity.

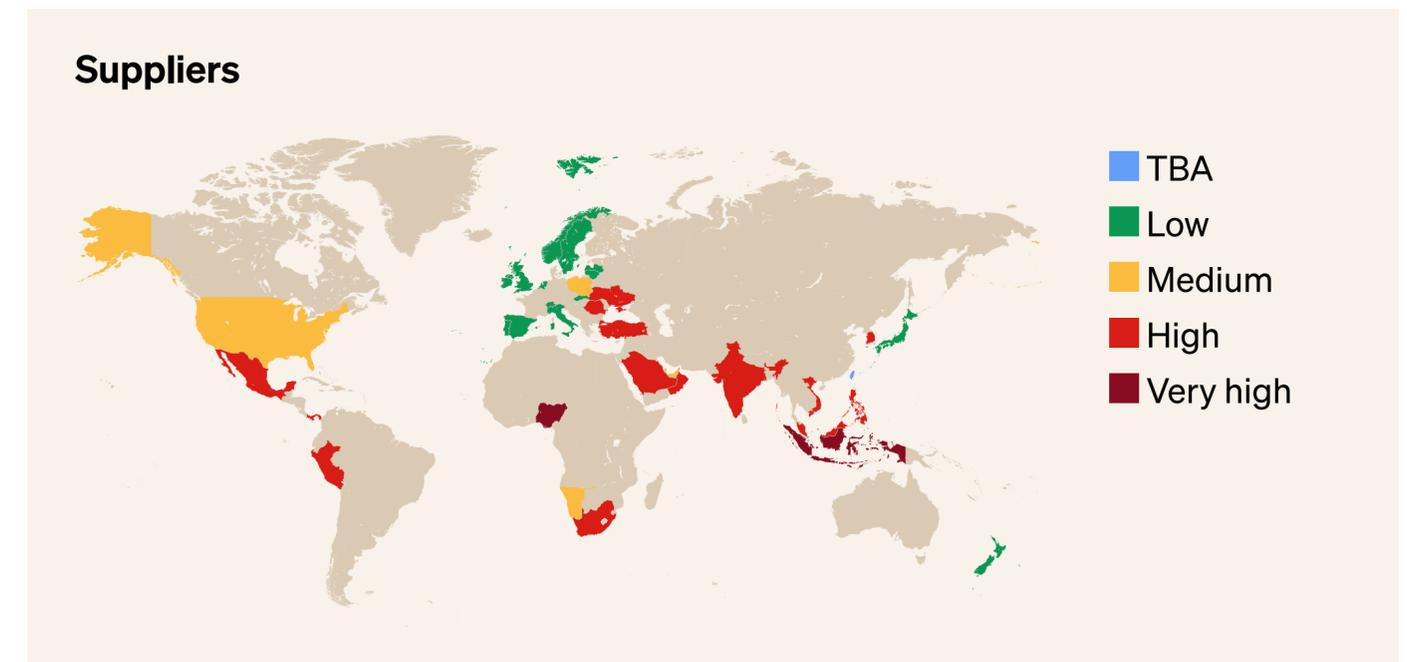
The success of our business relies on business partners who share our commitment to sustainability and integrity.

Our value chain includes companies of every size and maturity across all regions. Our supply chain alone is comprised of over 9000 suppliers situated in over 70 countries. We have a sales and distribution network of over 150 companies operating in 49 countries.

Business partners are individually assessed using a risk-based approach which takes into consideration several factors including but not limited to country risk, industry, type of supply.

In 2022, we performed a high-level human rights impact risk assessment our of supply chain based inherent country risk. To perform this assessment, we used a risk tool on based on the cumulative scores from the ITUC index, US. Dept. of

Labour -Child Labour and Forced Labour lists, and the Global Gender Gap Report (WEF), BSCI, EPI and Corruption Perceptions Index. Whilst we have a global supply chain, we identified that over 80 per cent of our suppliers are situated in low or medium risk countries.



## Our partner requirements

We require our supply chain to adhere to our Supplier Conduct principles and our sales and distribution network to adopt standards that align with our Code of Ethics and Business Conduct.

In addition to continuous due diligence, we have also established various control and monitoring activities including audits. In 2022 we performed 104 audits in 23 countries.

We identified 17 minor issues and 1 major. We have worked with the suppliers and as a result we have closed 8 of the cases and continue to work on 10 cases. The areas that we identified issues in include working hours, HS&E standards and environmental / sustainability standards.



## 4. Our Business



### Sustainability and ESG Compliance with KONGSBERG Supply Chain

As part of KONGSBERG supplier due diligence across the Company, improvements have been introduced to digitise the supplier assessment and questionnaire process with suppliers, to improve supplier compliance, increase supplier oversight and reduce manual activity.

A common digital supplier platform was launched in 2021 and is being deployed across our KONGSBERG business and supply chain.

Chapter 5

# Salient Issues



# KONGSBERG Salient Issue Categories

We have identified the 6 most salient human rights issues we face as part of our 2022 human rights project. They are not an exhaustive list of all issues that exist across our business. We continue to address all human rights issues.

As we progress with our human rights impact assessments, we will publish salient issues for each business area as well as group issues.

To develop our group salient issues, we have considered both internal and external factors which may give rise to human rights impacts in terms of our operations and business partners across the group.

As we progress with our human rights impact assessments, we will develop a structured approach to manage our salient issues. Impact studies will focus on developing a clear understanding of each issue, which includes who is impacted and how, how many people and where they are, and the main root causes of the issue. We will define our understanding of each issue with a vision of the outcome we want to achieve. We will then define appropriate actions based on the strategic priorities with clear segmentation on where we will have the biggest impact on people. Our action plans will outline what we need to do

to achieve these priorities, how we will do this, and the internal and external stakeholders with whom we need to work to achieve our vision.

By taking a structured approach to addressing our salient issues we aim to ensure that our approach to each salient issue follows a similar model across the group. Where appropriate, we will develop a group framework for each issue from which local approaches can be adapted. This enables us to address issues in a consistent manner and prioritise action and resources.

Salient issues will be embedded into our enterprise risk management procedures and where appropriate Key Performance Indicators (KPIs)

## Our salient human rights issues

### Excessive Working Hours

Impacts to e.g., right to enjoy just and favourable working conditions, health, and to a family life

See page 32

### Low Speak Up Culture

Cultivating a speak up culture is essential to identifying human rights incidents and working towards remediation

See page 34

### Discrimination & Harassment

Right to be treated fairly without discrimination or harassment

See page 36

### Business Partners in high risk countries

Supply chain and business partners in jurisdictions considered high risk for human rights violations may introduce various human rights risks

See page 38

### Health & Safety

Risk of and prevention of work-related injuries associated with manufacturing and field services

See page 39

### Fair wages & unequal opportunities

Impacts to e.g., right to equality and to pursue economic, social and cultural development without discrimination, to work, and to enjoy just and favourable conditions of work

See page 42

# Excessive Working Hours – maintaining a healthy balance

Working hours legislation varies by region, and very often by country – if indeed those legal limits exist. For many people, the working day can be too long. Whether it is the pressures of an ‘always on’ working environment where home and work life blend into one, working in a global business where working across different time zones can extend your working day or where people are responding to customer needs. We have identified several risks that are inherent to the industries in which we operate and our business which can increase the probability of excessive working hours.

## Our goal

As a company our employees wellbeing is important to us. We have established clear working standards both in our internal policies but also in our Supplier Conduct Principals.

We will comply with national regulations and collective agreements on working time and where possible provide for a flexible working environment. Working patterns may vary but shall as a minimum be compliant with applicable laws regarding working time, including the requirements set out in international labour standards.



### Our key actions:

- Assess actual and potential impacts regarding employee working time by conducting a human rights impact assessment in potentially affected areas.
- Implement employee surveys to ensure we receive feedback
- Encourage and promote speak up
- Track and communicate our performance on how impacts are addressed.

### Care, ask, listen and open up

Addressing employee well-being is very important to us, which is why we have continued the targeted efforts to improve mental health started in 2021. We bring awareness and attention to the importance of wellbeing and mental health and facilitate a safe and supporting working environment. KONGSBERG CEO Geir Håøy, summarised our focus in his message Care, ask, listen and open up to all employees at the world mental health day on 10 October 2022. We have also increased our focus on inclusive development for employees with disabilities. We released a campaign on the International Day of Persons with Disabilities, 3 December 2022 to create awareness and bring attention to our position as an inclusive workplace. All colleagues are equally important for KONGSBERG's success, we are one team, and we take care of, respect and include each other.

# Low Speak up Culture

At KONGSBERG we strive to maintain an ethical culture and we value integrity in our employees. However, every organisation faces issues of potential misconduct or unethical behaviour. Whilst we promote a speak up culture, we have assessed that the number of concerns we have received over the last few years and believe that it is lower than we would expect for a business of our size and operation.

## Our goal

KONGSBERG encourages all employees and stakeholders to inform us regarding any potential ethical concerns or misconduct.

We strive to embed an ethical culture where employees are willing and know how to speak up when they experience or witness misconduct or unethical behaviour without fear of retaliation or futility.



## 5. Salient Issues

### Our key actions:

- In 2022 we added a new speak up channel to make speak up more accessible to our employees
- In 2023 we launched a case management system to enable better monitoring and tracking of concerns raised
- Throughout 2023 we will deliver a speak up campaign across the business to create awareness of the importance of speak up, channels to speak up and details on how we manage the concerns we receive
- Train employees and managers on building a speak up culture. Clarify how managers should handle ethical concerns when raised, include whistleblower rights and how reports are managed
- Test employee's awareness of channels and identify the level of comfort in reporting issues in the organization through employee feedback surveys
- We hold an annual Diversity, inclusion and belonging submit to build competency and awareness on how to lead diversity

### 2022 Statistics

In 2022 we received 25 concerns  
35% of concerns received related to harassment

# Discrimination & Harassment

Harassment and bullying have severe effects on people and on those around them. Those who have been the victims of unfair treatment know how damaging it can be to our work and wellbeing. It's an experience that can affect our self-esteem and motivation. We know that discrimination and harassment can and does take place anywhere, in any sector, industry and workplace, and we are committed to addressing it throughout our value chain.

## Our goal

We are clear that our own workplaces and those of our suppliers must not tolerate any form of abuse or discrimination. We want everyone to feel safe and comfortable at work and to speak up if they feel their rights are not being respected. ↓



### Our key actions:

- Assess actual and potential impacts regarding discrimination by conducting a human rights impact assessments in areas of the business where we receive multiple concerns or inherent risks
- Implement employee surveys to ensure we receive regular feedback
- Promoting speak up culture
- Addressing concerns by understanding the root cause and taking appropriate remedial action
- Review our training and onboarding processes to ensure this includes sufficient information on non-discrimination, equal opportunity, and diversity; tailored for jurisdictions that have indicated risk or breaches of such policies
- Ensure hiring policies and procedures are enforced to ensure non-discrimination in hiring practices by performing control and monitoring activities including but not limited audits

### Employee Engagement

Following on from the human rights impact assessment performed in our Digital business, a new employment engagement platform has been implemented. The tool enables us to do anonymous pulse surveys which allows employees to provide regular, anonymous feedback about their work environment. This has increased the threshold to give feedback and to speak up and can be used to test the impact of our salient issues. The feedback will be used to brief leadership on the culture, identify potential trends or risks and enable us to take remedial action where appropriate.

# Business Partners in high-risk countries

KONGSBERG has a large and diverse value chain, and we recognise the critical role our business partners play in helping us to source and supply goods and services responsibly and sustainably but also the risks they can pose.

## Our goal

We require suppliers to comply with the values and principles set out in the KONGSBERG Supplier Conduct Principles and other business partners to align with the standard we set out in our Code. We also expect our suppliers to cascade these principles throughout their supply chains.

## Our key actions:

- Conduct a human rights impact assessments to understand prevalence or potential for human rights impacts related to high-risk countries
- Take a risk-based approach to due diligence and continue to perform human rights risk assessments to prioritise business partners in high-risk jurisdictions
- We have updated our Supplier Conduct Principles and flowed this down to our business partners. We will continue to monitor compliance to our standards through our audit program



# Health & Safety – a moral obligation at the core of our business

For KONGSBERG, an international organisation, safety is a top priority. Operating in 39 countries, supplying equipment, and services globally, utilizing a global value chain and operating in Defence & Aerospace, Maritime and Digital industries meant that health and safety is an inherent risk.

## Our Goal

To never compromise on health and safety, either for our employees, customers, or partners in our global operations. We have a target of zero fatalities or serious injuries. To realise this goal, we work continuously, openly, and proactively to build a strong health and safety culture at all levels in the organisation.

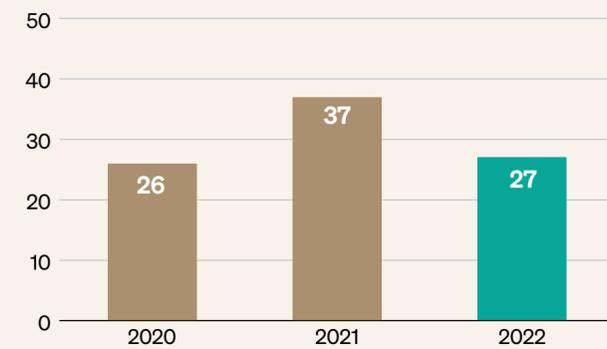
## Our key actions:

- In 2022, KONGSBERG revised its Occupational Health and Safety Directive where best practice, group KPIs and HSE governance are defined to support our 'Vision Zero' goal.
- We conduct regular internal HSE audits to adequately map compliance status and further opportunities for improvement. In 2022 we carried out 10 corporate audits and site audits within our business areas.
- In 2022, we established a new HSE reporting system. Improvements included moving from ten to one system – from manual to Digital – from pen to mobile – from local to global.
- Mental health is one of our top three health issues and is a central focus of our programme, which recognises that mental health is especially important in times of change or uncertainty. We actively encourage talking about mental health with the same comfort as we do about physical health at the workplace

## 5. Salient Issues

### LTI cases

Total number of Lost-Time-Injuries per year



### LTI rate

Injuries per 1,000,000 hours worked



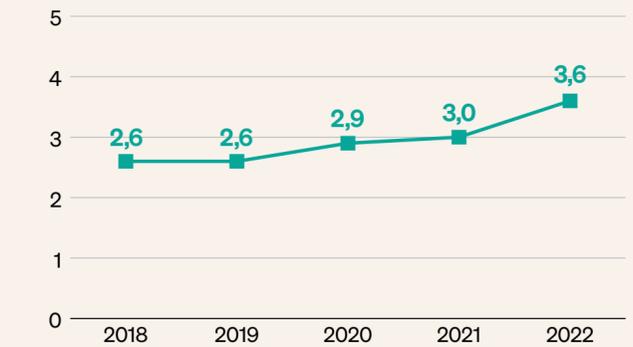
### HRI

Total number of incidents per year



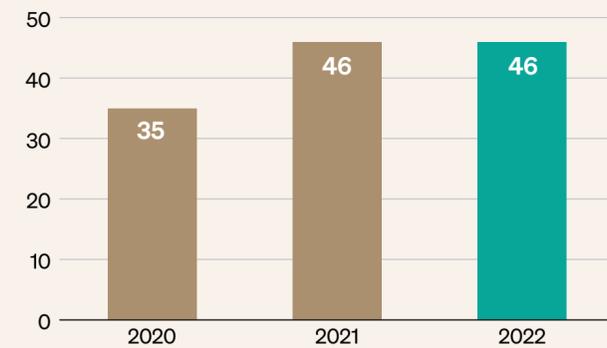
### Sick leave Global

Percentage



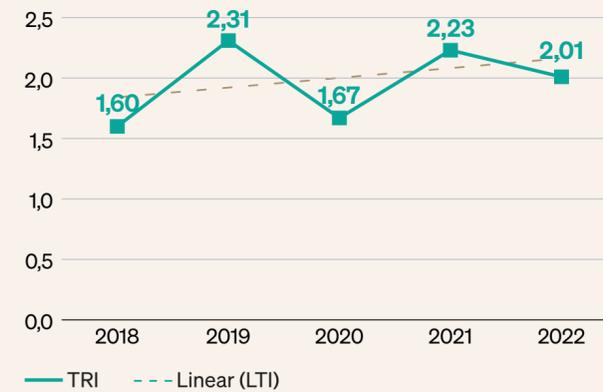
### TRI cases

Total number of injuries per year



### TRI rate

Injuries per 1,000,000 hours worked



### Sick leave Norway

Percentage



#### Notes:

1. Lost Time Injuries (LTI) – Incident leading to employee or temporary employee unable to work the following shift due to an acute incident.
2. Total recordable injuries (TRI) – A measure that encompasses all fatalities, lost time injuries, cases restricted for work, cases of substitute work due to injury, and medical treatment cases by medical professionals.
3. Risk Incidents (HRI) – An incident resulting in personnel injury/incident or near miss incident with high risk potential.
4. The sick leave for the reporting members of The Federation of Norwegian Industries was 5.6 per cent in 2022.

## 5. Salient Issues



### State of the art proactive HS&E reporting system

This will be made available to all employees through a variety of mediums. This enables us to identify underlying causes, trends and risks across through data analytics. We are then able to act with remedial actions and deliver continuous improvement.

The tools is now available in KM, KOG ASA, KDA and Discovery.

# Fair wages & unequal opportunities

Fair wages are a crucial element of raising living standards and creating a fairer, more inclusive world. They also benefit the broader economy by stimulating consumer spending, creating a virtuous economic growth cycle. We recognise that global economics are further impacting people and their living wage.

We recognize that unequal opportunities are evident in both the industries we work and the countries in which we operate.

## Our goal:

People are at the heart of our business so taking care of our employees, business partners and the communities we operate in is extremely important. To have great people who are engaged, reflect the communities they serve, are healthy and have opportunities to develop in their chosen field.

As a company our employees wellbeing is important to us. We have established clear working standards both in our internal policies but also in our supplier conduct principals. ↓

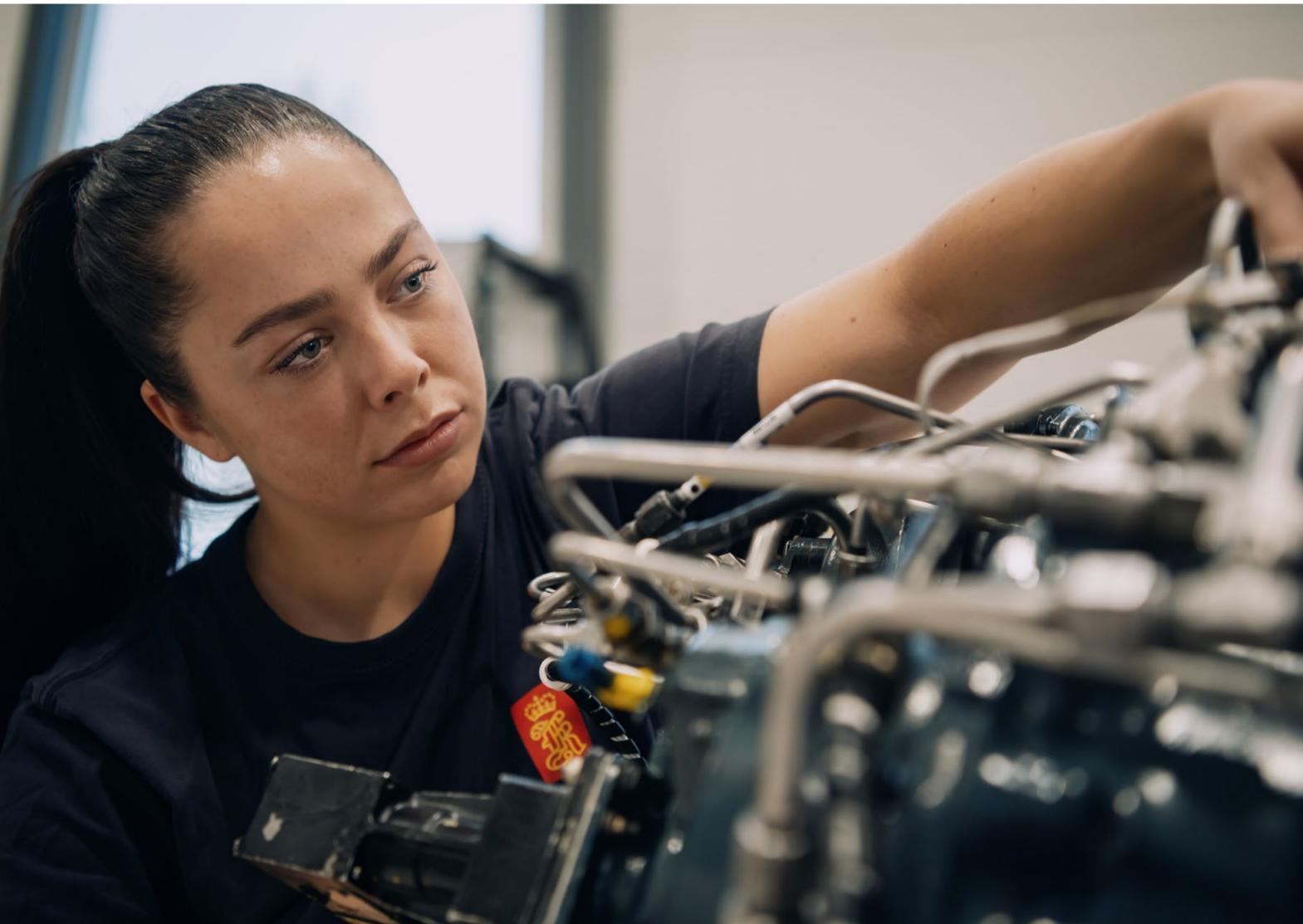


### Our Key actions:

- We achieved our gender targets in 2022. However, as we expand and grow, we will remain diligent to ensure we are inclusive and aware of cultural and gender differences
- We will Implement employee feedback surveys
- We will continue to promote a speak up culture
- We continue to review our policies to ensure will provide a consistent reward framework that supports the recruitment, retention, development, performance management, and motivation of our employees.
- We are striving towards achieving a gender-neutral pay system. This ambition is stipulated in our compensation guideline

### Inclusive workplace

KONGSBERG has focused on promoting an inclusive workplace by offer vocational training and employment to people with reduced residual ability to work. In 2022, 48 people benefited from our internships with this as purpose. Going forward, we aim to increase the number of such opportunities so that our culture, where diversity, inclusion and belonging are central, must be further strengthened.



### The girls' project Ada'

KONGSBERG has worked systematically in recent years to increase the proportion of women studying technology by collaborating with the 'Girl Project Ada' at the Norwegian University of Science and Technology (NTNU). The objective of the project has been to motivate girls to study technology, provide a career network and inform about future job opportunities.

In 2022, we collaborated with NHO's initiative Jenter og Teknologi, where girls in ninth and tenth grade visited our offices in Horten to learn more about our business and to be encouraged to choose this career path. We also attended the 'introduce girls to engineering' event.

IGEday (ideday.com) is an event where girls and non-binary between the ages of 13 and 19 get the opportunity to learn more about the engineering profession in various companies in Sweden

# Continuous focus

We have made some significant changes in 2022 and it will take some time to fully implement them. We will continue our human rights impact assessments and repeat them periodically. We plan to further assess risk geographically, for both our own operations and extended supply chain. We will continue to look for ways to improve how we review risk to make sure we can identify any trends, root causes and remediate issues effectively. The environment we operate in is dynamic so due diligence will be continuous to help us identify new and emerging issues.

We will continue to develop our reporting to provide to a clear and transparent account of our progress in addressing human rights impacts whilst ensuring we respect the confidentiality and security requirements established in our business.

You can request further information in accordance with the Transparency act by contacting us at [humanrightsrequests@kongsberg.com](mailto:humanrightsrequests@kongsberg.com)





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