



# TAKING CARE

RESPONSIBILITY &  
SUSTAINABILITY REPORT

2023



# OCEAN BORN. TECH BRED.

Our products are born from our love of the ocean — from how we've explored it, enjoyed it, and used it over the centuries — and bred through technology, innovative and sustainable solutions, and a continuous search for perfection.

This is why Sleipner's products stand out, why we are the quality benchmark for safety and comfort solutions in boating, and why your voyage at sea will always be better with a Sleipner solution installed.



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# UPDATE FROM OUR CEO AND CSM

At Sleipner Group, our approach to sustainability is rooted in a commitment to **taking care** of our planet, people, and business. As we navigate the complexities of corporate responsibility and sustainability, we recognize the importance of acting responsibly and respecting and preserving the resources we depend on. Over the last three years, our dedication to sustainability has deepened significantly, driven by nature impacts, our self, stakeholder expectations, and stronger global regulations. We are particularly proud of the engagement and enthusiasm our teams have shown and grown towards minimizing our environmental footprint.

While the recreational marine industry contributes to less than 0.1 percent of global greenhouse emissions, we do not underestimate our role. As industry leaders, we proactively enhance our sustainability programs, continually seeking innovative ways to develop products, protect our environment, serve our communities, and provide exceptional value to our stakeholders.



**Ronny Skauen**  
Chief Executive Officer



**Ole Kristian Olsen**  
Sustainability Manager

## R&D HIGHLIGHTS 2023

- Transitioned to producing advanced electric motors, replacing older models. Over 2,000 motors were produced, offering improved energy efficiency and waterproof design for maritime applications, making them exceptionally more energy-effective than all other alternatives.
- Expanded our product line with new electromechanical fin stabilizers featuring noise reduction, improved safety, and comfort, meeting customer demands for energy efficiency and lower environmental impact. These stabilizers are exceptionally more energy-effective than all other alternatives.

## KEY ACHIEVEMENTS 2023

- Established a compliance- and sustainability department.
- Launched a sustainability committee.
- Initiated a sustainability ambassador program, including two new software tools to boost our sustainability focus.

These efforts underscore our commitment to sustainability and our positive contribution to the marine industry.



## Market overview for 2023

The marine industry faced challenges in 2023 due to higher interest rates and inflation-driven price increases, leading to market saturation after high COVID-period sales. Smaller boats saw significant sales reductions, while the market for larger boats and yachts remained stable.

Sleipner Group strategically focused on larger boats and yachts, especially in Italy, helping us weather the broader market downturn. Despite market challenges, our commitment to sustainability stayed strong. We enhanced environmental performance across our product lines, especially for larger vessels, effectively applying our sustainable marine technologies. This focus allowed us to maintain better production levels than the industry trend.

Our market share has grown especially due to our strong focus on making our products even more energy efficient than our competitors' and our previous product lines.

## Sustainability commitment

As sustainability challenges grow, Sleipner remains dedicated to being a reliable partner for our diverse customers and a preferred employer. We integrate social responsibility and environmental sustainability into our core operations to ensure future success. This report highlights our initiatives and results, setting the stage for ongoing value generation for all stakeholders.

Beyond product innovations and reducing GHG emissions, social sustainability is key to our long-term success. We are committed to fostering an inclusive and safe workplace, which helps us attract and retain top talent and maintains our reputation as a responsible and trustworthy company. We take pride in being recognized globally for our strong employee and customer value proposition:

**Trustworthy, knowledgeable, and future-ready.**

**Ronny Skauen**  
Chief Executive Officer

**Ole Kristian Olsen**  
Compliance and Sustainability Manager



## WHO WE ARE

### WHAT

We are a high-tech company that creates its own world-leading products and solutions of uncompromised quality, with clear and practical benefits for recreational and professional boats worldwide. We contribute to safety and comfort onboard – whether you work on the boat, steer and operate it, or just enjoy life on it.

### WHY

We are real boaters from a great maritime nation. We know what safety and comfort mean at sea, and we care passionately. That is why we spend all our time, knowledge, and experience to give everyone a better boating experience.

### HOW

Our products and solutions are made with the help of knowledge, experience, technology and good craftsmanship – in an open and honest partnership with boat users and the industry. By always seeking out new and better solutions, we challenge ourselves and the industry and set the standard for the boating of tomorrow.

# CORE VALUES

Our values embodies our strenghts, and they act as a compass for development of our organization going forward. They are also important for growing our brand, loyalty and hence our future more sustainable top line.

## KNOWLEDGEABLE

- We have the experience and knowledge as well as the will and motivation always to make our products the right way for their practical usage, marketplace, and customer expectations.
- We understand our role in the value chain and share our knowledge and expertise with our partners to help them create the best total product (boat) for the benefit of the final customer and the industry as a whole
- We are active partners in our industry to create fair standards and encourage practical honesty so to create realistic expectations and thus practically improve our customer's total experience

## TRUSTWORTHY

- We are open, honest, and keep our promises
- We right our wrongs and make sure the customer is always happy
- We put the customer first and will always recommend what is best for them, not us

## FUTURE READY

- We have a genuine wish always to have the best products and invest in continuous improvements and new technologies all the time to help enhance the boating experience for new and existing customers
- We stay updated on leading technologies and develop innovative solutions based on our strong understanding of both our industry and consumer expectations
- Real innovation is a core attitude. We always look for "better ways" for our products to perform their job. Copying is cheaper but never better





# LET US INTRODUCE SLEIPNER

*Sleipner is a Norwegian technology-driven company dedicated to creating world-leading products and solutions for safety and comfort at sea.*

## **You know what you get when you install a Sleipner**

Our in-house manufacturing and close partnerships with boat builders and our global service network ensure optimal product performance throughout their lifetime. When you install a Sleipner product, you know you're getting the industry's benchmark in innovation and quality. Our products are sold worldwide under the Sleipner brand.

We also distribute a select range of other brands, such as Eliche Radice and Gori propellers. Sleipner Motor AS, the parent company of Sleipner Group, oversees strategic and governing responsibilities for its subsidiaries and brands. The group is privately held, with manufacturing and logistics operations at four sites in Norway and a smaller site in western Poland. 95% of value creation occurs in Norway (2023).

Sleipner Group also operates warehouses in Finland, Sweden, Italy, and England and sales offices in Denmark and Germany. Our products are distributed globally through a network of independent distributors.



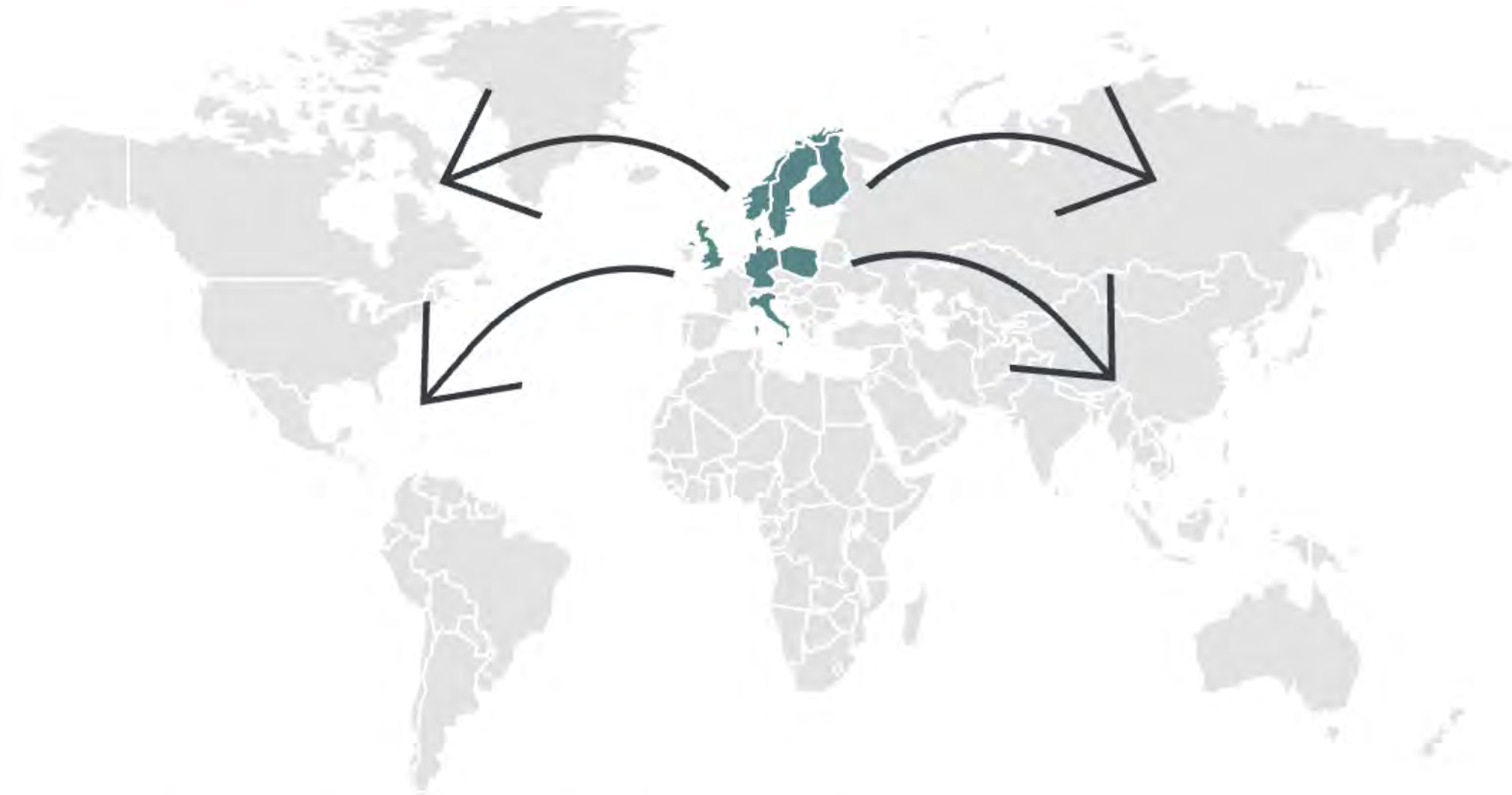
At Sleipner Group, we pursue ambitious business goals with a broad social perspective. Our core values are trustworthy, knowledgeable, and future-ready. These values are results-oriented yet balanced by a social perspective, reflecting our commitment to openness, transparency, and knowledge sharing across our organization and value chain. Our goal is to firmly establish these values in our corporate culture.

Sleipner Group is dedicated to minimizing our environmental impact and adheres to the Ten Principles of the Global Compact. We have developed policies and frameworks to guide our employees, stakeholders, and partners in prioritizing sustainability. Norway's stringent regulations on pollution control, waste handling, and social responsibility further reinforce our commitment.

We strive to exceed environmental laws and standards, continuously improving our processes to minimize energy consumption and waste. By investing in, adopting, or inventing new technologies, we aim to optimize processes and avoid faults that lead to waste, contributing to a better environment.



# A QUALITY BENCHMARK



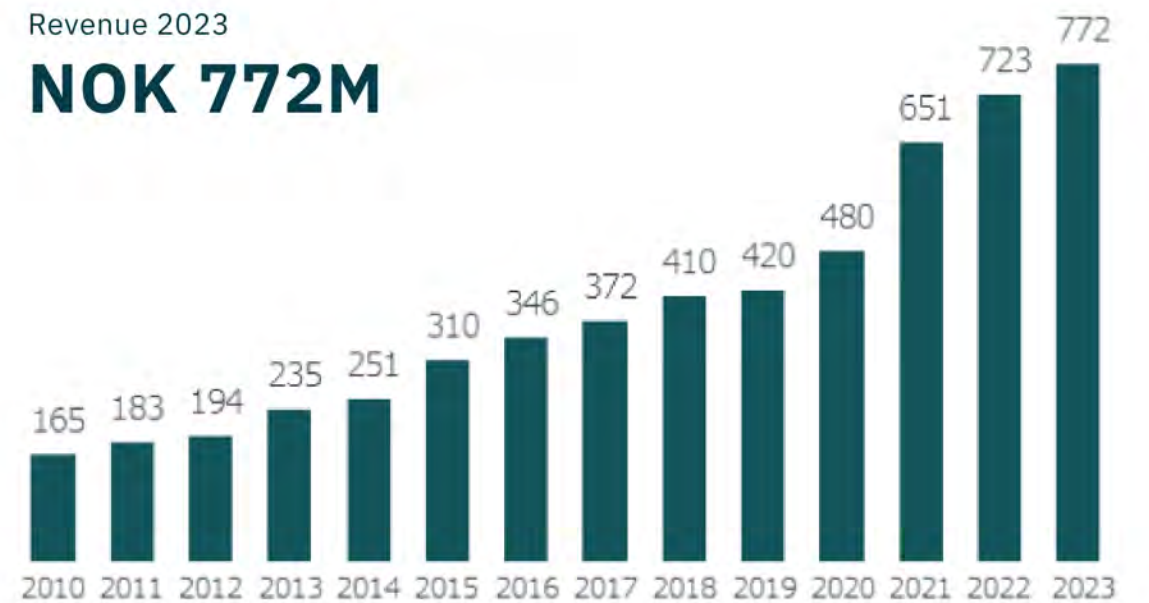
## GLOBAL NETWORK AND PROVEN TRACK RECORD

Market leaders for 20 years, with long-standing and unique relationships with the world's leading brands, providing quality products and service.

<b>225+</b> Employees	<b>1908</b> Established
<b>50</b> Third-party sales and service organizations	<b>7</b> Subsidiaries
<b>12.9%</b> Revenue CAGR growth 2017-2023	<b>17.9%</b> Volume CAGR growth 2016-2021

Revenue 2023

**NOK 772M**





# OUR SUSTAINABILITY STRATEGY

## Mission

To engineer the future of marine products through innovative, reliable, and sustainable technologies that ensure safety and comfort at sea. At Sleipner Group, we harness advanced engineering and deep industry knowledge to create solutions that lead to quality, performance, and environmental stewardship.

## Vision

Our vision is to be the global leader in marine technology, setting new standards for a sustainable maritime industry. We envision a world where marine products are synonymous with utmost safety, efficiency, and minimal environmental impact. Through continuous innovation and a commitment to excellence, we aim to revolutionize how the world moves on water, making advanced marine technology accessible and sustainable for all.

## Sleipner Revision

This vision is about how we, as a company, will make active choices to influence the environment, society, and the economy around us. It's about taking responsibility for our actions and striving to make a positive difference. ReVision will become integral to our daily lives in the coming years. We will learn, grow, and improve, working on innovations and products that enhance efficiency while contributing to environmental stewardship with a strong focus on circular solutions, such as the “9R’s” framework, and more efficient operations.

Our first significant step within our ReVision strategy was the eVision project, which started in 2018 and is the largest R&D development project in Sleipner’s history. This is still ongoing with added product categories that will soon be launched and most likely revolutionize the marine industry again. Further out in the report, more info related to our ReVision strategy will be found.



# COMMITMENT TO SUSTAINABILITY

Sleipner Group is committed to leading the way in sustainable marine technology. Our dedication to the planet and its people drives every aspect of our business, from research and development to production and community engagement. We pledge to **taking care** by:



**Innovate for a greener tomorrow:** Continuously improve our products and processes to reduce environmental impact, focusing on energy efficiency, emissions reduction, and sustainable materials.



**Foster a culture of safety and integrity:** Ensure the highest standards of safety and ethics in our operations, treating our employees, partners, and communities with respect and fairness.



**Engage and empower communities:** Actively participate in initiatives that promote marine conservation, education, and sustainable development, contributing positively to the societies in which we operate.

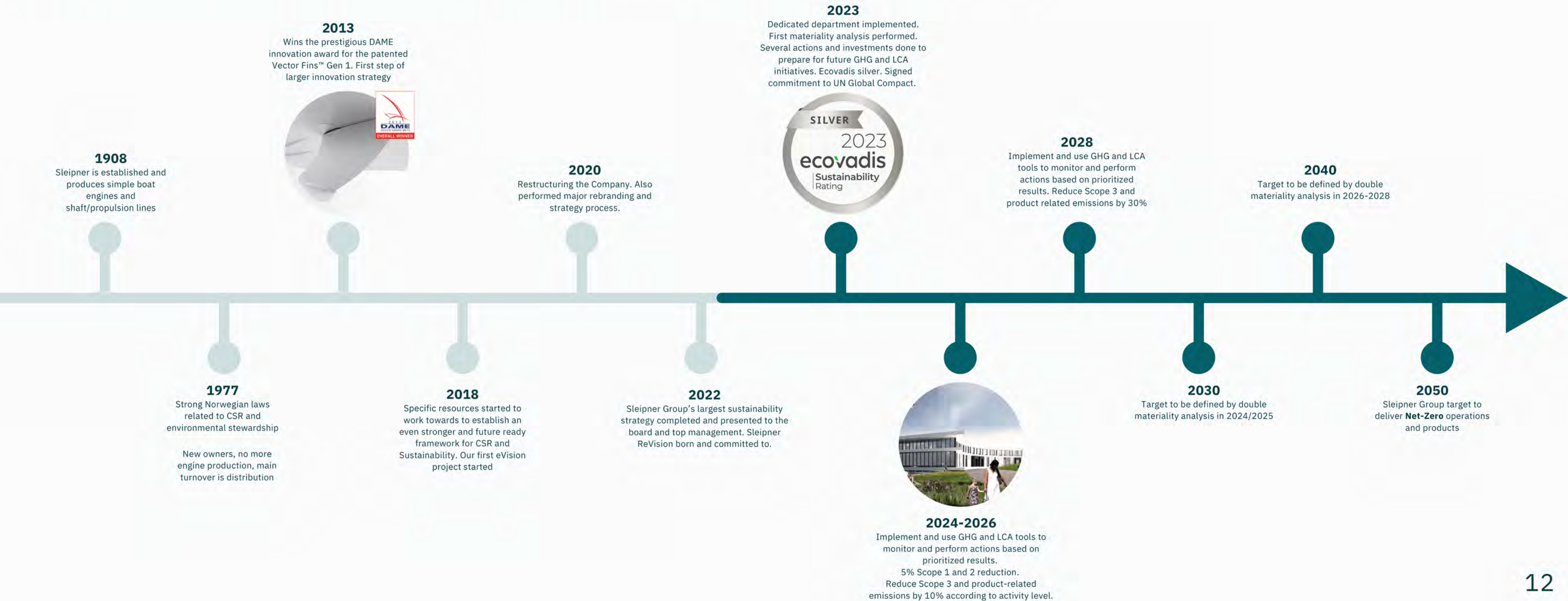


**Pursue excellence and quality:** Deliver industry-leading products and services that exceed our customers' expectations and set industry benchmarks.



**Embrace transparency and accountability:** Report on our sustainability performance openly and honestly, holding ourselves accountable to our stakeholders and the environment.

# PATHWAY TOWARDS NET ZERO EMISSIONS





# WE ARE OPEN AND TRANSPARENT



Sleipner is dedicated to transparently sharing its sustainability initiatives. This commitment aligns with the increasing demands we observe. Our goal at Sleipner is to establish a robust reporting framework, enabling us to consistently communicate our targets, current progress, and the actions taken for our prioritized KPIs.

Sleipner adheres to a range of both mandatory and voluntary requirements. We draw valuable insights and inspiration from EcoVadis, the UN Global Compact, and ISO140001 to enhance our sustainability performance.

We are proud participants of the UN Global Compact, along with 17,000 companies and 4,000 non-business participants. This demonstrates our commitment to building a sustainable future.

Sleipner also closely collaborates with DNV in quality system certifications and product-related certifications.



In 2022/2023, Sleipner secured a score above 62/100, achieving the Silver EcoVadis Medal, placing us in the top 25% of companies assessed by EcoVadis. We remain dedicated to enhancing our sustainability efforts in future years.

# OUR HOLISTIC SUSTAINABILITY FRAMEWORK

Engaging in dialogue with our key stakeholders is essential to understand how Sleipner can contribute to sustainable solutions. Our interactions with them influence their daily activities, just as they impact ours. To understand what our stakeholders expect and require from us, we have identified our stakeholders and performed a materiality analysis included in our corporate risk management process. This was our first initial materiality analysis performed in medio 2023. We have planned to conduct a more extensive double materiality assessment at the end of 2024/beginning of 2025 that will cover 2026, 2028, and 2030.

Our current stakeholder and materiality analysis identifies which stakeholders are crucial to us and what they expect from Sleipner. This information guides us in prioritizing efforts that will provide the most significant benefits for society and our company. Our first materiality analysis resulted in the following key stakeholder priorities: taking care of **our planet**, taking care of **our people**, taking care of **our business**, taking care of **our innovation**, and taking care of **our ocean**.

The materiality analysis has confirmed that our primary stakeholders are our customers, employees, owners, partners, and nature.



Our customers will view us as an attractive provider when we demonstrate clear targets, expertise, and a solid commitment to sustainable, valuable solutions.



Our employees are our most valuable resource. Through our commitment to sustainability, Sleipner aims to be an attractive employer for talented individuals who want to make a difference.



Our owners increasingly recognize the value of businesses that operate ethically and sustainably. Sustainability is smart business and essential for achieving long-term good investment returns.



Our collaboration partners strive to operate sustainably. We often depend on each other to meet our customers' needs. So, we'll need to share a responsible approach.




Our nature is our everything; no nature – no business.

# OUR STAKEHOLDER PRIORITIZATION








# TAKING CARE OF OUR PLANET

 Reduce climate change









## TAKING CARE OF OUR PEOPLE

-  Happiness, diversity, equity and inclusion
-  Good health and safety of employees
-  Future-ready recruitment







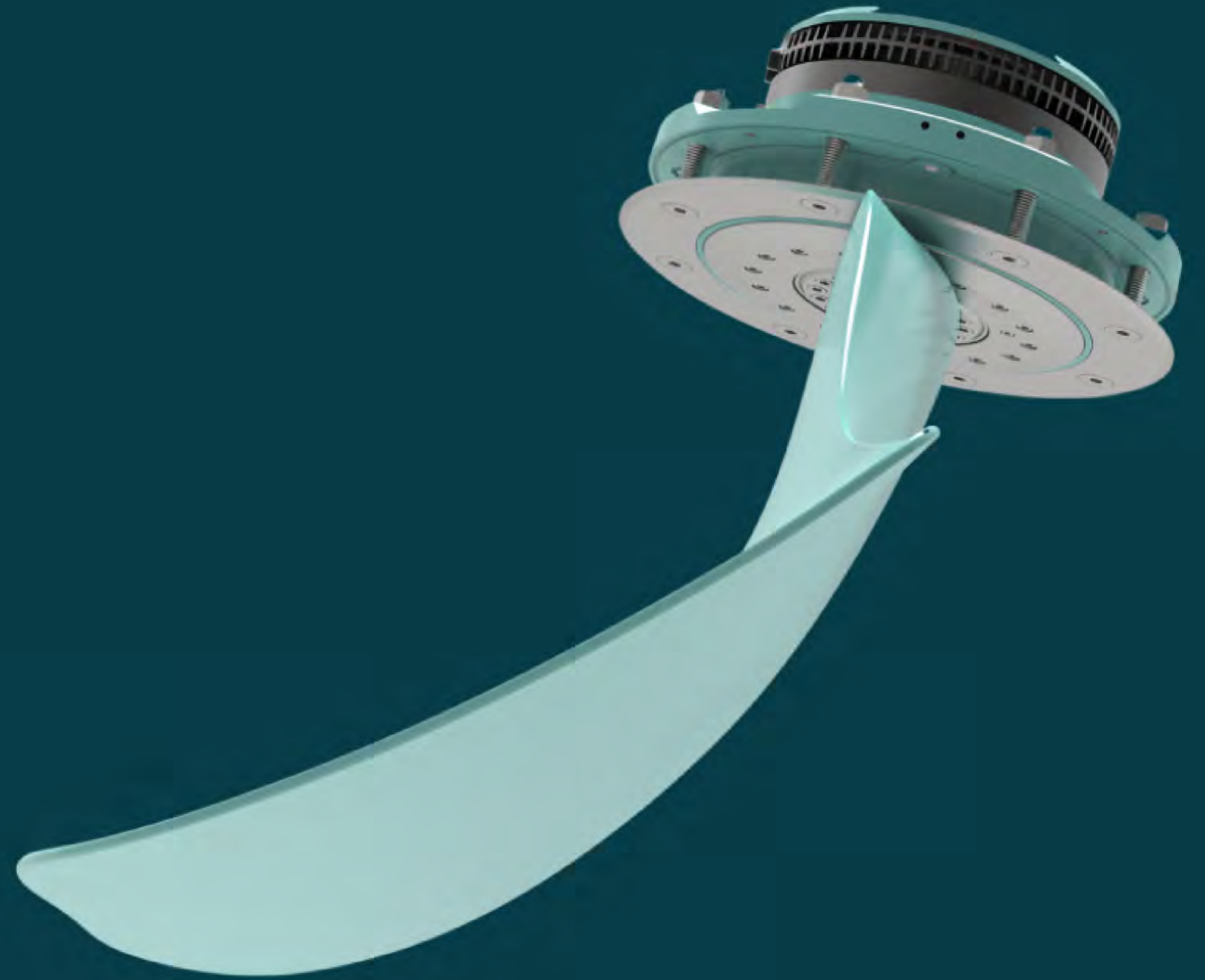
# TAKING CARE OF OUR BUSINESS

-  Act responsibly
-  Work efficiently
-  Risk management
-  Compliant and transparent supply chain




# TAKING CARE OF OUR INNOVATION

-  Innovate high-quality products
-  Reduce climate change





# TAKING CARE OF OUR OCEANS

 Clean oceans



# OUR COMMITMENT AND PROGRESS

## TAKING CARE OF OUR PLANET



### Targets and objectives

- Build an even more robust and more competent sustainability program.
- Maintain low water consumption.
- Minimum one re-purpose project towards 2026.
- Packaging improvement project towards 2026
- Secure our low levels of scope 1 and 2 emissions by continuously bettering and investing in energy solutions for our operations. KPI: 5% reduction towards 2026 based on activity level.
- Identify where we can reduce 10-30% of our Scope 3 emissions by 2026. KPI: 10% reduction by 2026 based on activity level.
- Increase our “activity-based” Scope 3 data towards 2026. KPI: Reach 20%.
- KPI: Reach a minimum 80% recycle/sorting rate by 2026.

### Progress 2023

- Performed Sleipner Group’s first GHG accounting (2021, 2022, 2023). Defining our baseline for future targets and actions.
- Waste sorting rate 68,27%.
- 16,5% reduction in electric energy consumption from 2022.

## TAKING CARE OF OUR PEOPLE



### Targets and objectives

- Maintain our high level of happy employees while fostering diversity, inclusion, and equity. KPI: Increase to 4.5 QPS Nordic satisfaction score on our employee survey in 2026.
- Invest in efficient solutions for yearly employee training on CSR and sustainability-related topics.
- Add even more focus on attracting local young talents through special projects with our local university and other institutions.
- Increased share of women in our workforce. KPI: Increase to 20% women overall and a 40% share in the board of directors by 2026.
- Maintain our high level of health and safety records. KPI: Keep our sick leave below 5,5% and 0% medium/high severity on recorded accidents towards 2026.

### Progress 2023

- 5,27% sick leave in total.
- 68% of our employees are enrolled in our cantina solution.
- Established a good foundation in our company's sports organization, which has an engagement of 54 members.
- Performed REACH training for all of our relevant staff.

## TAKING CARE OF OUR BUSINESS



### Targets and objectives

- Secure our high level of corporate governance.
- Keep supporting our local community.
- Keep training our new subsidiaries and employees on all sustainability topics. KPI: 95% of our relevant employees have completed our code of ethics/conduct training by 2025.
- Add even more focus on our supply chain through a sustainable procurement process and the process of The Norwegian Transparency Act. KPI: 80% of direct material suppliers will sign our Suppliers Code of Conduct by the end of 2025.

### Progress 2023

- Completed training in our employees' Code of Conduct/Business Code of Ethics. 100% of our global sales force.
- Signed commitment to UN Global Compact.
- Established a dedicated department for compliance and sustainability.
- Developed and integrated a sustainable procurements policy.
- Reported our first Norwegian Transparency Act (June 2023).
- Conducted the annual overall business risk analysis.

## TAKING CARE OF OUR INNOVATION



### Targets and objectives

- Continue innovating for more energy-efficient, lightweight, and sustainable products.
- Recyclable resin and GRP in a minimum of one product category by 2026. Recycled plastics and/or aluminum in serial production within a minimum of one product category by 2026.
- KPI: 2% of total materials come from recycled sources by 2026.
- KPI: All new products shall have a 15% increased energy efficiency compared to our previous products and the industry average.
- KPI: All new products shall have a 10% weight reduction.
- Within 2026, we will have a complete LCA overview of at least 80% of our products to launch Digital Product Passports (DPP)

### Progress 2023

- Serial production of our E-series thrusters. Typically, it is 25-30% more efficient and 50% lighter than replaced products.
- Pilot production of our electric fin stabilizers and customer sea trials proving the vastly improved efficiency.
- Completed a large Proof of Concept on LCA tool towards DPP.

## TAKING CARE OF OUR OCEANS



### Targets and objectives

- Contribute to corporate volunteerism by having one yearly ocean clean-up day for all employees and inviting family members.
- Keep up our support of the Ocean Cleanup organization.
- Collaborate with local ocean cleanup organizations.

### Progress 2023

- Some employees have made local beach cleaning initiatives.
- Committed to arranging an annual and significant Ocean Cleanup day for Sleipner employees and their families. The first event is planned for October 2024.
- Sponsored The Ocean Cleanup Organization.
- Sponsored The Norwegian Sea Rescue Society.

# INITIATIVES & ACTIONS IN 2023

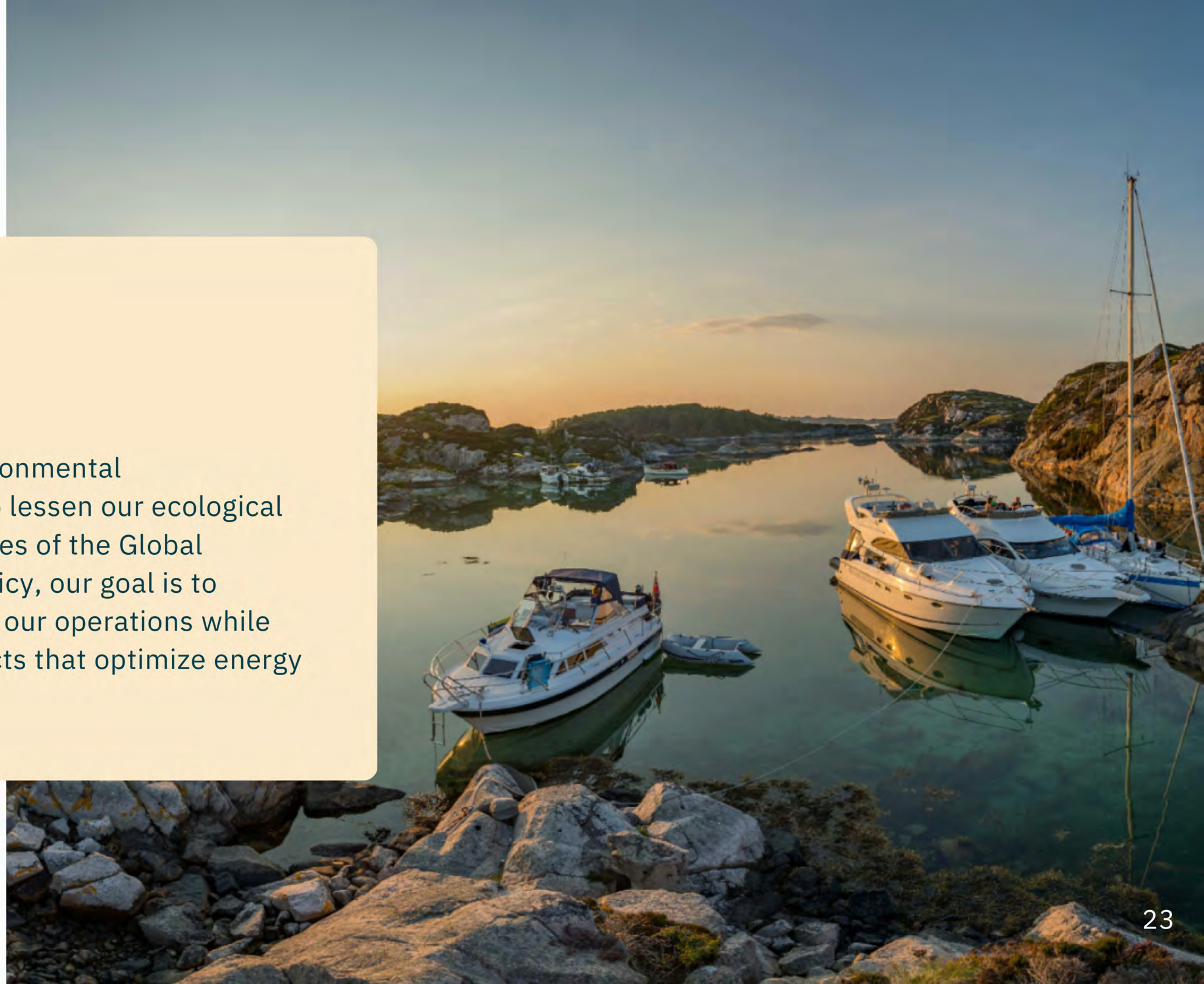


Sleipner constantly focuses on improvement, with sustainability being a key driver for responsible business practices. This section presents our prioritized initiatives, current progress, and targets.

Sleipner utilizes the ESG standard to report on **environmental**, **social**, and **governance** areas. This is a recognized method for documenting the company's sustainability efforts.

## OUR PLANET

Sleipner Group is dedicated to environmental sustainability, constantly working to lessen our ecological footprint. Following the Ten Principles of the Global Compact and our environmental policy, our goal is to reduce the environmental impact of our operations while developing technologies and products that optimize energy efficiency in boating.



## Environmental policy

At Sleipner Group, we recognize the importance of environmental sustainability and are committed to minimizing our environmental impact. In addition to Sleipner Group being committed to the Ten Principles of the Global Compact, we have developed our environmental policy as a guideline for our employees, stakeholders, and partners to ensure that we prioritize correctly when addressing elements related to sustainability and how we can contribute in our way to a better environment. In early 2023, Sleipner Group launched the new "Employee Dashboard" within our Odin ERP system. This platform centralizes access to all relevant company policies, codes of conduct, whistleblowing procedures, and other regulatory guidelines, ensuring every employee can easily find and utilize these essential resources.

Please read the full version on our website: <https://www.sleipnergroupp.com/sustainability>

## Climate risk

It will be part of Sleipner Group's corporate risk management process. Our process is based on one annual risk workshop per year, including our top management team and our sustainability committee. We will implement the new climate change requirements into our ISO 9001/14001 framework 2024. For 2023, we considered the TCFD framework also as an additional process to work with. However, it was deemed not relevant for us at this point.

We will continuously monitor and consider the TCFD framework in the years ahead. So, for 2023, Sleipner did an initial risk analysis of the impacts of climate change.

The climate risks for the Sleipner Group were assessed to be medium-low. Most of our operations are located in Norway, which has a low impact from climate change. We operate in a region that is free from conflicts, etc. However, we have customers and suppliers globally and see increased risks due to climate change, war, and sanctions.

Our business is also affected by economic cycles that will be affected by further climate changes. Usually, we should have had a low climate risk assessment, but considering our significant export rate and global connections, we see a slightly increased risk level above "Low." The few risks indicated above as "low" are monitored, and measures have been implemented.

## Business travel and company cars

**Travel policy:** Although CO2 from aviation is not included in the Paris Agreement and could easily be overlooked, CO2 emissions from air travel represent between 2.5 and 3.5% of global CO2 emissions. Sleipner Group employees are encouraged to avoid unnecessary travel. Sometimes, alternative meetings on Teams, Zoom, or similar can replace the need to travel. Employees are encouraged to travel by train instead of by flight or fossil cars if the additional travel time is less than 2.5 hours.

**Company car policy:** Certain Sleipner Group employees have access to company cars. Since 2021, all new company cars in Sleipner Group Scandinavia have been fully electric. When the lease expires on older cars, they shall be replaced by electric cars. Hybrid cars are the preferred choice in other locations where it is too impractical to drive electric cars. We have very few company cars in our Group, so as of now, we do not have any specific targets related to this topic.

Action and target towards 2026: Ensure all company cars follow our environmental policy.



### Employee commuting

Sleipner generally encourages employees to walk, cycle, or use public transport to travel to and from work. This encouragement is part of our ongoing efforts to enhance the well-being of our employees while reducing our environmental impact. We have one specific initiative related to this topic; however, it is described more deeply in our social chapter and employer engagement and well-being section.

Action for 2024: Perform a more extensive employee commuting survey to collect information and feedback, gather data for carbon footprint, and take action and set targets for 2026.

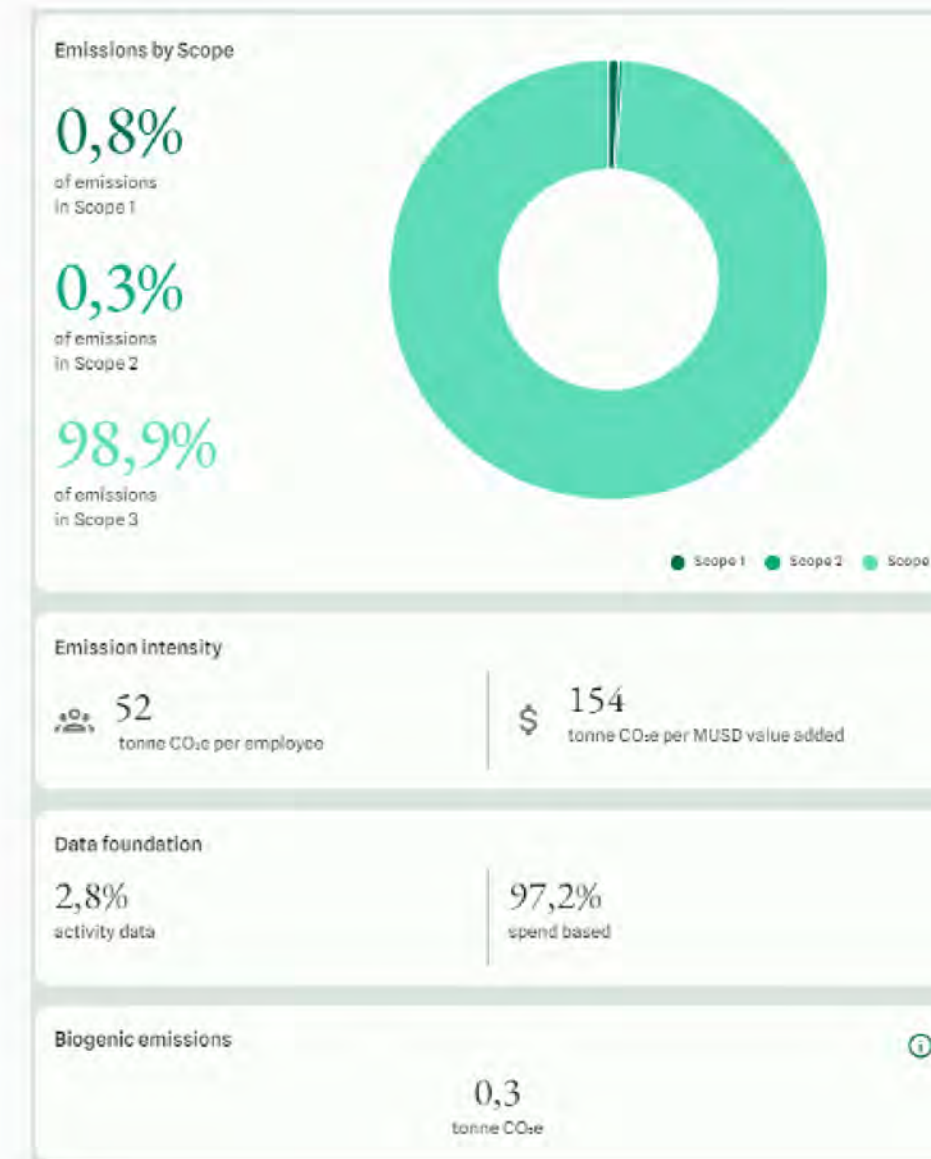
### Climate impact – GHG emissions

Sleipner Group has made significant steps toward more accurate carbon footprint accounting. In 2023, we invested in a new, future-ready GHG accounting software tool from Morescope, which enables us to monitor, set targets, and report efficiently.

The spend- and activity-based software system allows us to report accurately and completely. We have completed and monitored carbon accounting for 2021, 2022 and 2023. Scope 1 and 2 are 100% activity-based, and Scope 3 is mostly spend-based (transactions).

As we just completed our first carbon accounting in 2023, we have not set or have any targets against which to compare. However, we have decided that our 2023 results will be a baseline for future targets us to monitor, set targets, and report very efficiently.

Targets and actions will be set toward 2026, 2028, and 2030 during our upcoming *double materiality analysis* in 2024. Current targets will be reviewed: 5% Scope 1 and Scope 2 reduction towards 2026. 10% Scope 3 reduction towards 2026. 20% activity-based Scope 3 data towards 2026 (based on activity level).



Our baseline GHG results from 2023. See full report in Appendix.

## Waste management

At Sleipner Group, we have a robust sorting system overall, and our score is satisfying. However, we can always get better, and during 2023, we have made further improvements to our recycling and sorting routines. Mainly related to plastics and within the packaging plastics category. All our production and warehouse locations, including our HQ, have mandatory sorting stations for such plastics. This type of plastic is the easiest, cleanest, and most impactful fraction to recycle and, therefore, most relevant for us. We even get paid to sort this type of plastic. This is good for the environment and good for the economy.

2023 fractions and metrics: Sorting grade 68,48% total for HQ.

Actions towards 2026 include adding more sorting fractions and increasing focus on training, with the goal of reaching our 80% sorting grade target.

## Recycling

Sleipner has more targets and initiatives in addition to regular sorting and waste management:

- We recycle almost all of our CNC machining waste materials. We recycle five different metal fractions, resulting in a total of 13 tons recycled during 2023. Our action for 2024 is to maintain and improve this good practice where possible.
- Recycling EE-waste with three different fractions: electric motors, electronics, and cables. This action was implemented in late 2023 and will be fully implemented in 2024. Targets and actions will be set during 2024.
- Re-purpose projects were initially analyzed in late 2023. It planned to run one “proof of concept” project on making waste cardboard into filling for packaging. This will replace plastics and other expensive, less polluting foam products with a larger carbon footprint. Hopefully, we will experience during 2024 that this initiative will be one of many future steps towards a more circular mindset in our company and industry.

Fraksjon	Fraksjon navn	202201 - 202212			
		Omberegnet tonnasje	Antall Tømminger Akk.	Snitt pr. tømming	% av totalen
1112	Emballert kjøkken- og matavfall	1,127	35	0,032	0%
1149	Blandet bearbejdet trevirke	63,400	41	1,546	27%
1222	Ren papp	38,100	19	2,058	17%
1457	Kompleks jern	37,649	16	2,353	16%
1699	Blandet EE-avfall	1,630	2	0,815	1%
7012	Spillolje, ikke refusjonsberet	0,321	2	0,161	0%
7021	Olje- og fettavfall	0,005	1	0,005	0%
7022	Oljeforurenet mase	0,037	5	0,012	0%
7024	Oljefiltre	0,001	1	0,001	0%
7030	Oljemuksjoner, sloppvann	10,224	6	3,408	4%
7042	Organiske løsemidler uten hallo	0,060	4	0,017	0%
7051	Maling, lim og lakk	0,521	7	0,174	0%
7055	Sprayboksar	0,448	3	0,149	0%
7092	Blyakkumulatører	0,678	2	0,339	0%
7121	Polymertilberedde stoff, biocyan	0,084	4	0,021	0%
7165	Prosessvann, vaskevann	3,257	2	1,629	1%
7261	Gassertrykkbeholdere	0,010	2	0,010	0%
9912	Blandet næringsavfall	73,090	68	1,216	32%
Sum:		231,782	209	1,159	100%

Sorteringsgrad inneværende periode -      Sorteringsgrad Akk. Periode - 68,48%



### Energy management, buildings, and operations

To keep our scope 2 emissions low, we continuously look for improvements. In the past 3 years, we have done extensive work and invested in our buildings by optimizing heat, ventilation, and control monitoring. Our energy consumption related to electricity has been reduced on average by 16,5% from 2022 to 2023. \*(Temperature- corrected). Even with increased operations areas and several machineries, these metrics and results greatly improve. Our electricity is 100% renewable and origin guaranteed (see appendix, *Grønt valg certificate 2023.*)

Action for 2024: Maintain our low level of Scope 2 emissions with continuous work with our bettering projects in our buildings and operations.

### Air pollution

Norway has one of the most vital regulations in the world concerning the protection against noise, pollution and controlled waste handling. Our operations and production do not emit noise or substances into the air or water that can harm the environment. The company's and the group's operations are not regulated by environmental permits or directives. Actions will be to maintain our low pollution levels according to the highest standards of Norwegian law and regulations.

Viser 707057500017000766 | Arne Svendsens Gate 6 Rediger visning



*\*Temperature-corrected energy measurements adjust energy readings to account for temperature changes, ensuring accuracy. Temperature variations can affect surroundings etc, leading to inaccurate energy data if not corrected.*



## New factory

In late 2023, Sleipner Group commenced the construction of our new factory after years of meticulous planning and dialogue with local and national authorities to address local preservation and biodiversity concerns. This new facility is being developed on an existing industrial site, minimizing our environmental footprint.

Our new factory is on track to receive BREEAM certification. This certification assesses buildings against stringent sustainability criteria across nine categories: management, health and wellbeing, energy efficiency, and more. BREEAM-certified buildings are known for enhanced employee well-being and enthusiasm, reduced financial risk, and lower operating costs.

Sleipner Group is also dedicated to energy optimization at this facility. Significant investments are being made in automation systems to improve energy and operational efficiency. To sustainably support our heating and cooling needs, we are installing a substantial geothermal heating system complemented by solar panels to power the building's technical installations during peak cooling periods in summer. This comprehensive approach aligns with our commitment to sustainability, enhances our operational efficiencies, and supports our long-term environmental goals.

## Sustainable procurement

At Sleipner Group, we recognize the significant impact that procurement practices can have on the environment, society, and overall sustainability. In this matter, a sustainable procurement policy was implemented in late 2023. It outlines our commitment to integrating sustainability considerations into our procurement processes. It is a guideline for our employees, suppliers, and stakeholders to ensure that our procurement activities align with our environmental, social, and governance (ESG) goals. We plan to train all of our procurement departments in 2024.

## Spare parts and factory repairs

Design for service and repair are vital elements in our design and development policy. Our products are designed to last; however, some maintenance and repair are needed. Sleipner products are, therefore, easy to service, and we supply spare parts for all of our products that have been around for ten years. We also have a factory repair/refurbish program for a selection of relevant products, such as our propeller gear legs, i.e.g. Our global network of distributors and dealers handles our customers and service demands well through an excellent connection to Sleipner Group and through our *Sleipner Service Academy*. We also have a strong commitment and policy to keep spare parts prices low to give customers reasonable opportunities to repair and service their products.

Targets and actions towards 2026: Implement and test a proof of concept of a remanufacturing/repair process in one product category, with full implementation on our website.



## Water consumption

As water scarcity becomes a more significant challenge globally, we at Sleipner Group are on a mission to use water more wisely. We closely examine how much water we use and where it comes from. It is all part of our effort to focus more on our resources and help lead the way in sustainability. Sleipner Group has a relatively low water consumption compared to similar manufacturers globally. Thanks to our water processing, it is managed by our local water treatment plant. This facility is critical in handling the city's wastewater and sewage. The local plant employs advanced technologies to ensure efficient treatment and recycling processes. One notable system in place is a two-stage hybrid heat pump that processes wastewater and recovers heat from the biogas upgrading plant. This heat is then utilized for various purposes within the plant, such as preheating sludge for biogas production and heating the facility's buildings.

2023 metrics: 3,8% reduction of water usage compared to 2022.

2024 targets and actions: Keep our low consumption stable and monitor if there are possible improvement areas.



## OUR PEOPLE

Our people are the heartbeat of our industry-leading and safety-focused solutions. As boaters and builders, we collaborate closely with boat builders and employees to ensure optimal function throughout our products' lifetime, always guided by our core values. We ambitiously aim for high goals, fostering a culture of openness and strong ethical standards.



### Diversity and inclusion status 2023

The company and the group aim to be a workplace where full equality between women and men prevails without discrimination based on disability, national origin, skin color, religion, or belief. The company and the group strive to accommodate work for all groups.

The company and the group do not discriminate based on gender in salary, advancement, recruitment, etc. Salaries are consistently related to education/competence, experience, and delivery.

### State of gender equality

Sleipner Motor AS had an average of 160 employees in 2023, of which 15% (24) were female and 85% (136) were male. As of December 31, 2023, the company had 165 employees, of which 25 were women and 140 were men. The latter figures are used in the presentation below.

Throughout 2023, the company had five temporary employees, three men and two women, and holiday temp workers. The company has seven part-time employees, three women and four men. All part-time positions are based on the individuals' needs and wishes. A total of 29 weeks of parental leave were taken, of which 23 weeks were by male employees and nine weeks by female employees. There are no cases of involuntary part-time work.

At the end of 2023, the group had 215 employees, 36 women and 179 of whom were men.

### Wages and wage differences

We divided fixed salaries and various allowances, bonuses, and benefits based on the 2023 financial year to calculate wage differences. Furthermore, we assessed equal work of equal value with comparable responsibility in the design of job levels. The job levels are then evaluated based on which specific positions are included in the different levels. Union representatives participated in the planning, implementing, and evaluating the wage survey.

Sleipner Motor AS has categorized its employees into the following categories:

- Unskilled industrial workers, skilled industrial workers, group leaders industrial workers
- Sales, order, purchasing, accounting, and technical service
- Product development,
- Mid-level management
- Director

Due to a female share of only 15%, or 25 employees, spread across seven job categories, it is impossible to calculate and/or publish various wage differences in all job categories. This is because there are no female employees in some job categories, fewer than five employees of each gender in a single job category, or women have not accrued benefits in the relevant category.

Description	Woman	Men	Differences in Cash Benefits (%)	Differences in Agreed Salary / Fixed Salary (%)	Differences in Bonuses (%)	Differences in Overtime Compensation (%)	Differences in Taxable Benefits in Kind (%)
<b>Total</b>	25	140	-25 %	-15%	-93%	-78%	-59%
<b>Unskilled industrial workers</b>	8	40	3%	4 %	###	-27 %	137%
<b>Skilled industrial workers</b>	-	30	##	##	###	##	##
<b>Group <u>leaders</u> industrial workers</b>	0	2	##	##	###	##	##
<b>Sales, order, purchasing, accounting, and technical service</b>	13	14	-15%	- 12 %	-27 %	##	10 %
<b>Product development</b>	1	27	#	#	#	#	#
<b>Mid-level management</b>	3	21	#	#	#	#	#
<b>Director</b>	0	6	#	#	#	#	#

# - Fewer than 5 employees of each gender in each job category

## - No women with accrued benefits in the mentioned category

### - No one in the sample with the mentioned benefit

\*) Negative sign indicates differences unfavorable to women, positive sign indicates differences favorable to women



**Wages and wage differences**

Like other traditional industries in Norway, Sleipner Motor AS is an industrial company characterized by a low proportion of women, especially among industrial workers, but somewhat more balanced among industrial clerks. At Sleipner Motor AS, we have long practiced salary scales based on education and seniority among industrial workers, regardless of gender or other potential causes of discrimination. This encompasses 47.3% of our employees.

Mechanical and electronic development are included in the engineering/product development job category. The table above also reflects the low proportion of women pursuing education in these engineering categories or the preference of those who do seek relevant education for companies with different types of production and/or products.

The proportion of men and women in sales/order/purchasing/accounting/technical customer service jobs is relatively equal. This category defines employees with an operational role and independent responsibility but without personnel or project leadership across the matrix organization.

Higher use of overtime among male employees in this job category increases the differences in total cash benefits, showing a higher comparison to women. This is also related to the fact that employees in sales and technical customer support, where the overtime proportion is naturally high due to the nature of the job, are more male-dominated than functions such as order processing/purchasing/accounting, which are dominated by women.

Travel typically entails higher remuneration, mainly for field sales and practical product service. These are job types where we experience that a personal interest in our products and industry provides greater confidence in wanting such a position, contributing to lower female participation in these areas and thus the statistical 15% wage difference in this category.



The union representatives and management have identified the following possible risks and obstacles to equality:

- Wage differences between men and women are mainly due to the fact that more men are still in the company's top positions. This is also related to changes in the management team towards the end of 2023.
- Extensive travel may be a reason for the low number of women in higher-paying positions for industrial clerks.
- Individual pay in different departments, including industrial clerks, is a known risk for discrimination. Management has therefore focused on ensuring fair and proper remuneration and reducing differences in recent individual salary negotiations, even where the nature of the work suggests differences.

## Our work for equality and discrimination

The company has long maintained the principle that, in cases where specific job categories are either over- or underrepresented by female or male employees, the choice of new hires falls on the gender that is underrepresented, provided that qualifications are otherwise equal.

The company facilitates working from home for positions where employees can work remotely. This positively influences absence due to sick children, which is marginally higher for women than men.

In 2021, the company introduced an external whistleblowing system to improve the possibility of anonymous reporting and thereby support reports of discrimination, harassment, sexual harassment, and gender-based violence. Considerations of equality and non-discrimination are otherwise included in all other personnel policies. The company has not received any whistleblower cases regarding such matters.

The company practices core hours between 09:00 and 15:00 for industrial clerks, allowing flexibility to work from 07:00 to 15:00, 08:00 to 16:00, or 09:00 to 17:00.

Other active measures in the company against discrimination and harassment include activities for departmental cohesion, offering halal and vegetarian options in the cafeteria, and accommodating special group needs regarding working hours as far as practically possible.

The company has a steadily increasing proportion of non-ethnic Norwegian employees, and statistically, fewer non-ethnic Norwegians leave than others, indicating that our measures for these groups are effective.

Regarding other possible groupings, the company doesn't have any information suggesting any dissatisfaction or problems related to this, and we are not aware of how many may be included in such groupings.

The company also works against age discrimination and has several employees working part-time alongside their pension.

The company has experienced growth in its activities and staffing in recent years. The union representation was strengthened in spring 2022 with six union representatives, four from industrial workers and two from industrial clerks. The cooperation has worked very well. The work of the *working environment committee* (AMU) has also been strengthened with more meetings and close collaboration with the occupational health service. This has resulted in even more effective cooperation between the employees and company management, including developing goals, guidelines, measures, and role distribution concerning work on equality and against discrimination.

Target by 2025: Reaching 40% women's share in the board of directors.

Target by 2026: Reaching 20% women workforce.





### HSE: Employee health, safety and environment

We prioritize creating a safe, engaging working environment where communication, positive attitude, and collaboration are fundamental. Our focus on comprehensive Health, Safety, and Environment (HSE) strategies, including transparent policies, processes, and defined roles and responsibilities, enhances employee well-being, reduces sick leave, and boosts overall job satisfaction. This systematic approach ensures a secure and sustainable workplace, making Sleipner Group an attractive workplace.

In our opinion, we have a good working environment within the Sleipner Group. In 2023, the total sick leave was 5.27% for both genders, divided into 4.38% (2022 = 7.31%) for women and 5.44% (2022 = 6.2%) for men. This shows a positive trend as short-term and long-term absence has decreased compared to 2022. Absence due to self-certification (1-3 days) in 2023 was 1.01%, with 1.05% for men and 0.81% for women. Absence of 1-16 days was 2.21%, with 2.2% for men and 2.27% for women. Long-term absence beyond 16 days was 3.06% in 2023, with 3.24% for men and 2.11% for women. The current baseline overall for 2023 was 6,8%.

We had the following metrics for accidents and their severity in 2023:

- 22 near-accidents and seven accidents were recorded. The recorded accidents were stated as low severity.
- No recorded incidents of medium or high severity.

### Safety training

In 2023, we provided extensive training for our production and assembly staff related to REACH Regulation 2020/1149. All relevant employees were trained and certified.

Specific actions and targets towards 2026: We need to maintain our low sick leave and accident rates and increase our employee training and engagement initiatives. Please take a look at the table on page 21 for detailed targets and progress.

## Employee engagement and well-being

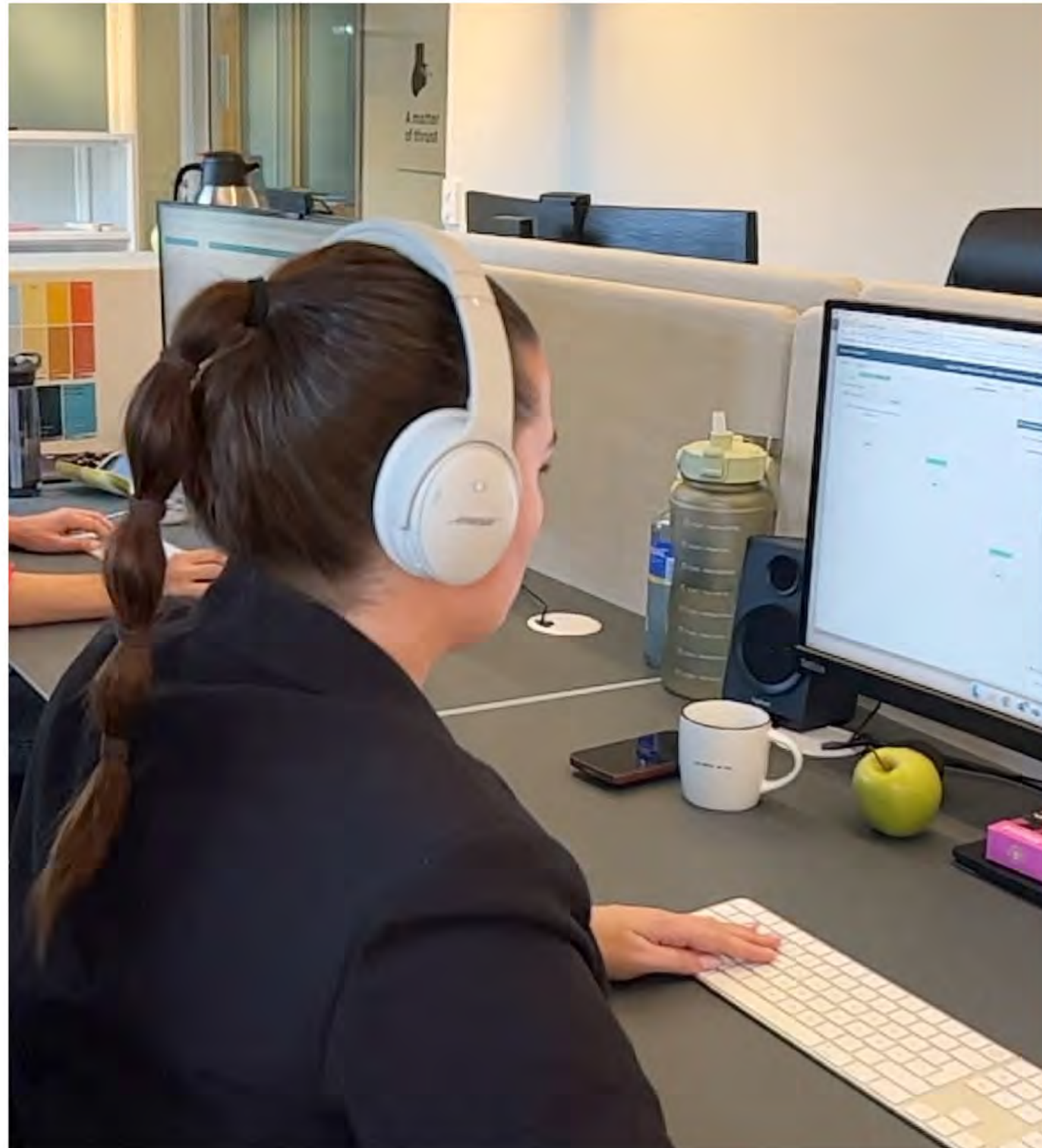
Sleipner Group prioritizes employee well-being and engagement through structured, community-driven initiatives. Our Working Environment Committee (AMU) plays a vital role in this effort, meeting regularly to foster open dialogue and collaboration between employees and management on challenges and opportunities. This ensures a supportive and responsive work environment that aligns with individual and organizational needs. During 2023, we had 8 employee representatives plus one external HSE consultant on the committee. The committee meets every six months to discuss and status report, so two meetings were logged in 2023.

Sleipner Group provides a comprehensive Occupational Health Service solution. This service supports our commitment to workplace health, offering resources and programs designed to ensure all employees' physical and mental well-being. Through preventive care, health education, and direct medical services, our Occupational Health Service ensures that health and safety are not just regulated requirements but a cornerstone of our daily operations.

Additionally, Sleipner Group owns and supports its own Company Sports Organization, which in 2023 actively engages 54 members in various activities. This organization encourages physical activity and strengthens social connections and team spirit among our employees. Through these sports events, we promote a culture of health, teamwork, and well-being, reinforcing our commitment to our workforce's overall happiness and productivity.



Sleipner Group proudly also participate in the “HjemJobbHjem initiative”, a green mobility program designed to promote sustainable commuting in the Nedre Glomma region. This initiative encourages our employees to walking, cycling, or using public transport to travel to and from work. As a member of this initiative, Sleipner Group and our staff benefit from several unique incentives that support a healthier, more enjoyable, and environmentally friendly commute. This commitment is part of our ongoing efforts to enhance the well-being of our employees while reducing our environmental impact. In 2023 we also had a “bike repair day”, where employees can bring their bicycles to be repaired and prepared for spring and cycling to work. We are planning to perform an employee commuting survey medio 2024 to map out our commuting trends and also to get activity data for our carbon accounting.



## Employee survey

Sleipner Group conducted an employee survey in late 2022 to measure workplace satisfaction and gather feedback on various aspects of our work environment. The survey serves as a tool for understanding our employees' needs and concerns, ensuring that management can make informed decisions to improve workplace culture and operations. The importance of this survey extends beyond data collection. It reflects our commitment to transparency and continuous improvement, reinforcing trust and open communication within the company. By actively responding to the survey findings, we aim to enhance employee engagement, address any areas of concern, and foster a more satisfying and productive workplace for everyone at Sleipner.

Our survey is based on validated, research-based, and recognized models such as the Nordic Council's QPS-Nordic and the Job Demands-Resources model (Bakker and Demerouti, 2001). The employee survey is a hybrid and consists of a standardized section with 50 questions. The results are standardized averages on a scale from 1 (Least positive score) to 5 (Most positive score). A high score is, therefore, positive regardless of the form of the question/statement.

### Results from 2022

- 75% response rate, which is categorized as satisfying. 109 of 145 employees responded.
- Overall QPS-Nordic Satisfaction score: 4.0 (80% satisfaction score).

Sleipner has a policy that we should perform employee surveys every second-year minimum. The following employee survey will be conducted during Q3 2024.

Target by end of 2026: Increase our QPS-Nordic Satisfaction score to 4.5.

## Community engagement and support

Sleipner Group is committed to nurturing strong community ties and promoting well-being through our focused social initiatives. We have increased our collaboration with the local university HIØ to foster educational progress and innovation.

All employees' children receive support through a sponsor program for their positive leisure activities.

Another key initiative in nurturing future talent is our sponsorship of a local team competing in the First Lego League, a technology competition encouraging all children, particularly our employees' children, to explore technical subjects like mechanics, programming, and project work. This competition, which features a socially relevant theme and concludes with a regional final at Inspiria in November every year, is divided into three age groups to spark a lasting interest in technology among the youth.

In 2023, Sleipner Group proudly supported a local team that competed in regional and national competitions and qualified for the world finals in Houston, Texas, USA. Four children of our employees were integral members of this talented team.

These efforts underscore our commitment to promoting healthy lifestyles, community participation, and educational advancement across all ages.

Actions for 2024: We will focus even more on attracting local young talents through special projects with our local University and other institutions. We will build a dedicated room on our site to promote the First Lego League, where employees and their kids can play with programming and Lego outside working hours.





### A great social value

For Sleipner, supporting local sports teams has little marketing value but great social value. We proudly support our local soccer and ice hockey teams, enriching community spirit and providing recreational opportunities for our employees. This sponsorship also includes minor local sports teams, showing our commitment to promoting healthy lifestyles and community participation.





## OUR BUSINESS

As part of Sleipner Group's best practices for corporate governance, our board of directors, top management team, and sustainability committee actively develop essential governance, environmental, and social programs that impact long-term actions and initiatives.





## Corporate governance

Sleipner Group adheres to the highest standards of corporate governance as dictated by the Norwegian Accounting Act. The board of directors' annual report provides a comprehensive overview of how Sleipner Group meets these standards. The report provides insight into the governance frameworks and practices that guide our operations and ensure accountability and transparency in all business activities.

## Commitment to human rights and employee well-being

Sleipner Group is firmly committed to respecting and upholding human rights following UN conventions and adheres strictly to the laws and regulations of the countries in which it operates. The company prioritizes fair and reasonable working conditions, recognizing employees as vital assets and ensuring relationships are built on mutual respect and trust. Sleipner Group strives to provide a safe and healthy work environment, continuously improving conditions and ensuring all employment terms meet or exceed local laws and ILO conventions, including fair wages.

The company firmly rejects any form of child labor and forced labor, adhering to strict age limits for employment and ensuring all labor is voluntary. Sleipner Group champions a non-discriminatory workplace, offering equal opportunities regardless of background or personal characteristics and actively working to prevent discrimination or harassment. Sleipner Group supports employees' rights to organize, recognizing their right to form or join trade unions and engage in collective bargaining. This holistic approach to employee rights and workplace standards reflects Sleipner Group's dedication to ethical practices and social responsibility.

## Anti-corruption

Sleipner Group has zero tolerance for all forms of corruption and makes active efforts to ensure that this does not occur within Sleipner Group. All employees and representatives must show honesty and integrity when dealing with other employees, customers, suppliers, business partners, organizations, and authorities.

Sleipner Group has clear and detailed guidelines, described in our ethical guidelines/code of conduct related to anti-corruption, and we strive to train our employees continuously. Anti-corruption is also a part of our annual corporate risk management process

## Ethical guidelines and social responsibility

Sleipner Group acknowledges its significant role in society and is committed to positively impacting areas closely related to its operations. Our ethical guidelines set the standards for our interactions with customers, suppliers, public authorities, and employees. These guidelines ensure that all business practices adhere to the highest ethical standards, reinforcing our dedication to corporate responsibility.

The Sleipner ethical guidelines/ code of conduct can be reviewed to better understand our commitments. This document outlines our principles for maintaining integrity and accountability in all our business dealings.

Detailed information from our ethical guidelines/code of conduct can be found here:  
<https://www.sleipnergroupp.com/sustainability>

## IT security and privacy

Sleipner Group has established a robust security and privacy framework that underpins our business strategy and operational policies across all subsidiaries and business units. This framework, crucial for our customer deliverables and internal operations, focuses on data protection(GDPR), information security, and cybersecurity. It ensures compliance with relevant laws, regulations, and internal guidelines.

The development of this framework is grounded in an extensive internal risk analysis conducted with the support of a third-party partner. It was last conducted in medio 2023. This collaboration enhances the framework's effectiveness, ensuring it addresses the most specific risks and aligns with best practices in security and privacy, leading us to conduct actions and measurements efficiently. This strategic approach secures our processes, practices, technology, and organizational structures, providing comprehensive protection throughout the company.

Actions during 2023: Performed extensive risk analysis, Continuous threat monitoring of systems and infrastructures, and Continuous awareness training and dialog with all employees.

Action for 2024: As part of our ongoing efforts, we are planning to implement NIS2 (Network and Information Systems Security) regulations. This initiative underscores our dedication to safeguarding our systems and data against cyber threats and ensuring compliance with evolving regulatory requirements. Continued training will also be a big part of our actions for 2024.

See table on page 21 for detailed targets and progress.



## Supply chain management

In Sleipner Group's commitment to maintaining high ethical standards, we uphold core business principles that are also expected of our vendors/suppliers, as detailed in our Supplier Code of Conduct. This code ensures that all our global suppliers adhere to our stringent requirements. Additionally, the company reserves the right to perform on-site audits or provide training to suppliers to ensure compliance and maintain quality standards across our supply chain.

Detailed information from our *supplier code of conduct* can be found here:  
<https://www.sleipnergroupp.com/sustainability>

## Vendor selection process

Existing and new suppliers to Sleipner Group continuously undergo a thorough validation and approval process to ensure alignment with our standards. This process includes internal risk processes and audits that evaluate suppliers based on compliance with laws, regulations, industry standards, and quality processes. Additionally, new suppliers may be subject to on-site inspections, onboarding training, and product quality validation to maintain our commitment to high standards throughout our supply chain.

## Slavery and human rights

Sleipner Group strictly prohibits child labor, forced labor, and human trafficking in our supply chain, adhering to the standards set by the International Labour Organization and detailed in our *supplier code of conduct*. We require our suppliers to ensure safe, healthy, and inclusive work environments free from harassment and discrimination. Additionally, Sleipner Group is committed to ongoing compliance with legal requirements for annual disclosures related to modern slavery.

## Sustainable supply chain

With over 90% of our total emissions coming from Scope 3.1 purchased goods, Sleipner Group recognizes our suppliers' crucial role in our comprehensive sustainability strategy. We proactively work alongside our suppliers to refine and enhance the emissions profile of our products collaboratively, ensuring that our sustainability efforts are robust and effective throughout our supply chain.

## REACH, ROHS, and conflict minerals compliance

Sleipner Group is committed to ethical sourcing and compliance with international standards, including REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals), ROHS (Restriction of Hazardous Substances) directives, and conflict minerals.

As part of our efforts to ensure responsible practices across our supply chain, we are actively working to eliminate the use of conflict minerals that support armed groups in the Democratic Republic of Congo and neighboring countries. In 2023, we explored a partnership with a leading technology provider to enhance our capabilities in this area.

We aim to leverage AI to create digital twins and conduct comprehensive Life Cycle Assessments (LCAs) that enable thorough mapping and data collection of all our components. This initiative will improve our compliance by providing precise control over the substances used in our products. By identifying and mitigating the presence of conflict minerals and hazardous substances, we aim to ensure our operations and supply chain uphold human rights and adhere to strict environmental and safety standards, thus reinforcing our commitment to ethical practices and regulatory compliance.

Based on current knowledge, we can confirm that our components and/or products do not contain raw materials from the above-mentioned conflict regions. This is based on a continuous request process on documentation from our suppliers.

During 2024, Sleipner will continue working with our suppliers to collect better and more qualitative data and documentation, in combination with hopefully a successful implementation of a new software tool. We will also finalize our *conflict minerals policy* and publish our first conflict minerals report for 2024.

**See table on page 21 for detailed targets and progress.**

### Sleipner Group and the Norwegian Transparency Act (CSDD)

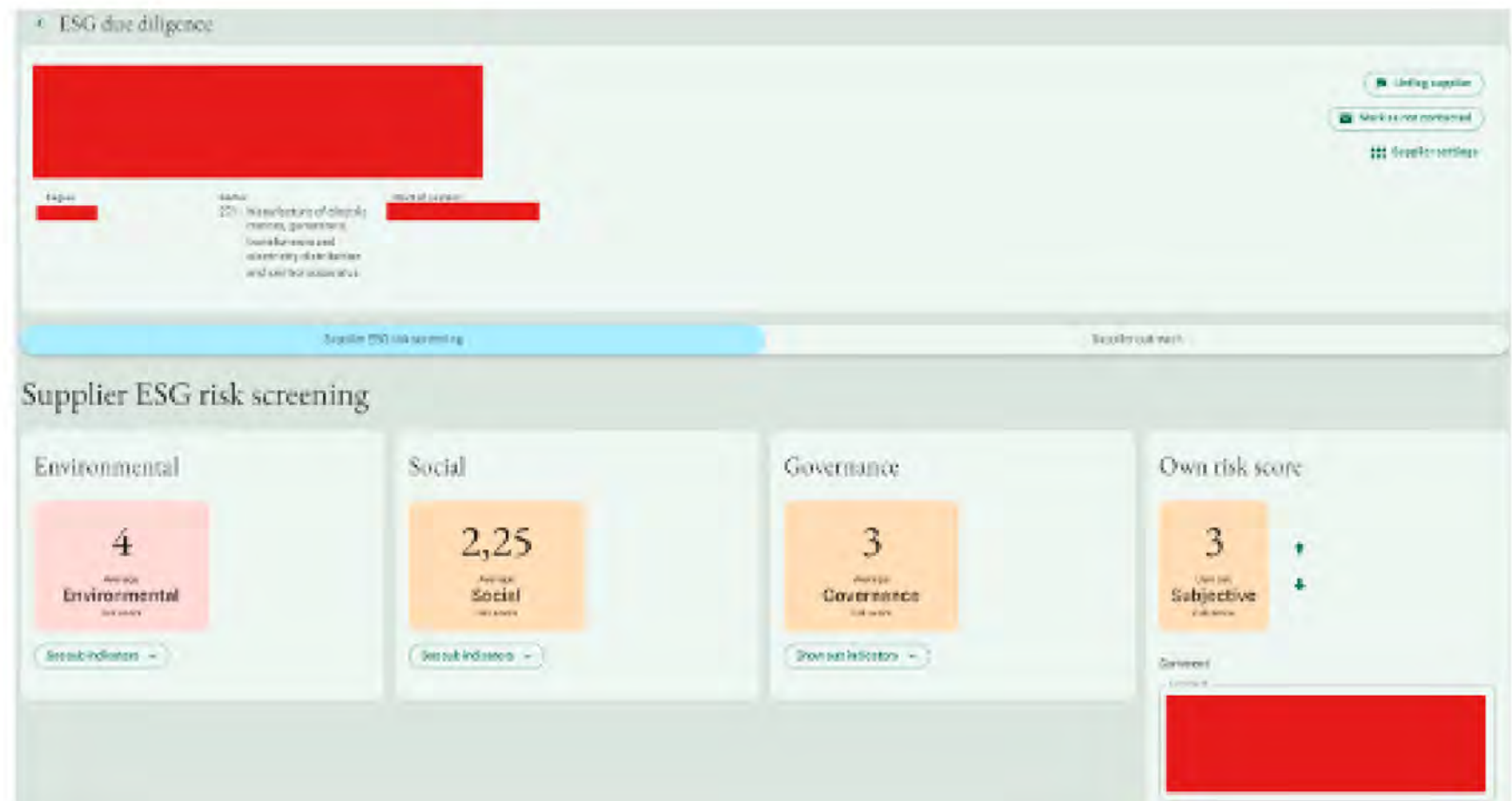
The Norwegian Transparency Act mandates business transparency and promotes fundamental human rights and decent working conditions. In alignment with this legislation, Sleipner Group maintains a zero-tolerance policy against illegal and unethical business practices within its value chain. In 2023, Sleipner Group conducted a thorough evaluation of its vendors to ensure compliance with human and social rights standards. This evaluation involved a vendor due diligence process, which assessed actual vendors and potential adverse impacts. In 2023, Sleipner Group made a strategic investment in a dedicated software tool designed to enhance our vendor management processes. This new system enables us to conduct due diligence efficiently and accurately, rate and log our vendors, and ensure ongoing monitoring and management.

Further steps taken in 2023 include, as mentioned earlier in the report, the development of our Sustainable Procurement Policy and the implementation of the Supplier Code of Conduct, which all significant vendors must sign. These measures enhance our commitment to ethical business practices and ensure compliance with the Transparency Act.

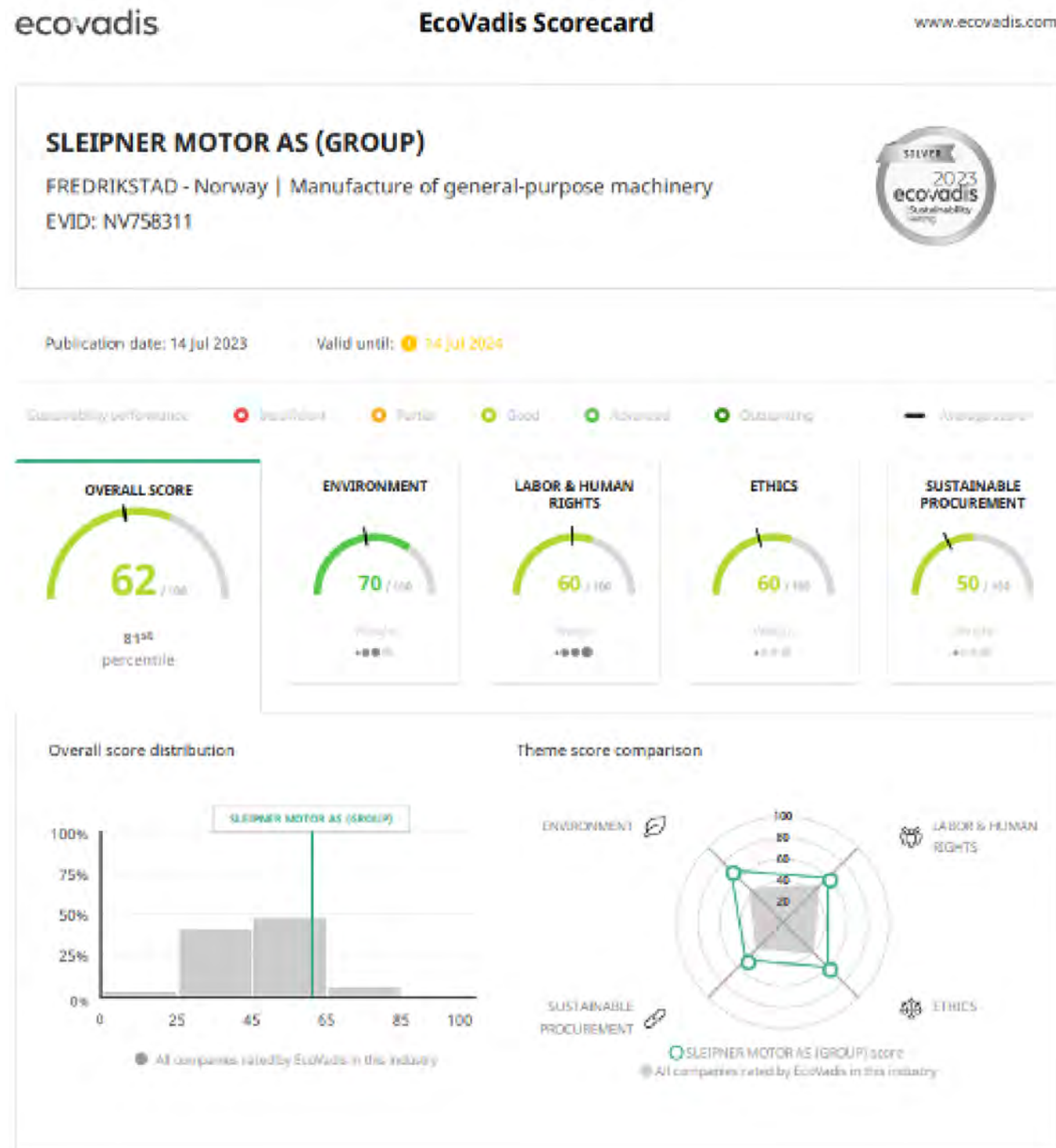
Here are some short metrics on the transparency act process: 60% response on the Ecovadis assessment we conducted on some of our suppliers. 100% response on the self-assessment process we conducted on a few other suppliers.

Detailed information on our actions and compliance can be found in our dedicated *transparency act report* on our website: <https://www.sleipnergroun.com/sustainability>

In 2024, Sleipner Group aims to enhance our sustainability and ethical practices further. We plan to keep improving our vendor monitoring systems using the advanced software tools we implemented in 2023 for more efficient compliance management. Additionally, we will improve the accessibility and detail of our transparency act reporting and engage more deeply with our community to reinforce our commitment to human rights and decent working conditions.



Target by end of 2026: 80% of our suppliers shall have signed our supplier code of conduct.



### Assessed sustainability efforts with Ecovadis

EcoVadis, a leading sustainability rater, assesses 100,000+ companies across four areas:

- Environment
- Employment & human rights
- Ethics
- Procurement

Sleipner is dedicated to excelling in these domains, emphasizing environmental integrity and ethical sourcing.

In 2022/2023, Sleipner secured a score above 62 out of 100, achieving the Silver EcoVadis Medal, placing us in the top 25% of companies assessed by EcoVadis. We remain dedicated to enhancing our sustainability efforts in future years. During our first assessment process, we got 46 improvement points that we will actively improve in the coming months and years. Sleipner has committed to using Ecovadis actively in our daily work with sustainability. We have also used our Ecovadis commitment in our Vendor Due Diligence process towards our supply chain and reporting the Norwegian Transparency Act. More details can be found in our *transparency act report*.

A new assessment is planned for the beginning of July 2024. The target is a Gold medal, with further improvements based on our feedback and actions from the 2023 assessment.



## Sleipner UN Global Compact commitment

Alongside 17,000 companies and 4,000 non-business participants, Sleipner Group is a proud participant of the UN Global Compact, actively supporting its ten principles concerning human rights, labor, the environment, and anti-corruption. In our annual communication on progress, we detail our ongoing efforts to embed the Global Compact's principles deeply into our business strategy, culture, and daily operations. We are committed to transparently sharing these developments with our stakeholders through primary communication channels.

Medio 2023 CEO, Ronny Skauen, signed the letter of commitment to the United Nations Global Compact, marking a significant milestone in our commitment to sustainability. This alignment underscores our core values of being trustworthy, knowledgeable, and future-ready and reflects our dedication to living these principles daily as we work towards building a sustainable future.

Our first actions related to the UN global compact during 2023 were establishing and implementing the framework into our holistic sustainability framework. Sleipner also participated in the first step of the UN Global Compacts SDG Ambitions Program during 2023, the SDG Ambition Approach. Sleipner looks forward to further participating in the SDG Ambition Program, considering the six-month accelerator initiative by the UN Global Compact. This program challenges member companies to set bold corporate targets and integrate the 17 Sustainable Development Goals into their business practices more deeply.

Sleipner will also do our first CoP reporting towards the UN Global Compact in July 2024.



Category	Principles	Description	Guidelines/Policy
Human rights	<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights. <b>Principle 2:</b> Make sure that they are not complicit in human rights abuses.	All employees and board members associated with Sleipner Group must follow Sleipner Group's Code of Business Ethics. Sleipner Group does not tolerate human rights abuses in any country we operate in.  Sleipner Group does not deal with customers and vendors that violate human rights in any form.	<ul style="list-style-type: none"> <li>Ethical guidelines/Code of Conduct</li> <li>Sleipner Group Management</li> <li>Transparency Act</li> <li>Sustainable Procurement Policy</li> </ul>
	<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. <b>Principle 4:</b> The elimination of all forms of forced and compulsory labour. <b>Principle 5:</b> The effective abolition of child labour; and <b>Principle 6:</b> The elimination of discrimination  in respect of employment and occupation	Sleipner follows national laws and regulations on labour rights.  Sleipner Group does not tolerate any form of discrimination, forced labour and/or child labour.  Sleipner Group believes in transparency and promotes diversity and inclusion.	<ul style="list-style-type: none"> <li>Ethical guidelines/Code of Conduct</li> <li>Living wage policy</li> <li>Whistleblowing routines</li> <li>Diversity and inclusion framework</li> </ul>
Environment	<b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges.	At Sleipner Group, our commitment to environmental protection is rooted in reducing ecological impact and embracing sustainable technologies. We actively encourage our employees to consider the environmental consequences of their work activities and to consistently opt for the most sustainable choices available.  Sleipner Group is committed to transparency in reporting its environmental impact and demonstrates this through various initiatives.  Sleipner Group's HQ in Fredrikstad are certified as an ISO9001 company. Our factory in Poland is also ISO 14001 certified.	<ul style="list-style-type: none"> <li>Ethical guidelines/Code of Conduct</li> <li>Environmental Policy</li> </ul>
	<b>Principle 8:</b> Undertake initiatives to promote greater environmental responsibility; and  <b>Principle 9:</b> Encourage the development and diffusion of environmentally friendly technologies.		
Anti-corruption	<b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.	Sleipner Group's Code of Conduct/Ethics explicitly states that the company strongly opposes all forms of corruption, bribery, and money laundering.  Sleipner Group adheres to stringent guidelines regarding the exchange of gifts among stakeholders, including customers and employees, to ensure integrity and transparency in all interactions. Additionally, the company has established comprehensive whistleblowing procedures to enable the reporting of any misconduct, reinforcing its commitment to ethical business practices	<ul style="list-style-type: none"> <li>Ethical guidelines/Code of Conduct</li> <li>Whistleblowing routines</li> </ul>



## OUR INNOVATION

Our company's heart and soul is to provide practical benefits for our customers, and our future relies on our innovations. We constantly improve our products to reduce environmental impact, focusing on energy efficiency, cutting emissions, and using sustainable materials.

40+

Million NOK 2023 R&D investments



6,3%

Investments of our annual turnover in product development.



74

Granted patents globally



11

Pending patents globally



# CEO AND R&D DIRECTOR, RONNY SKAUVEN

## Made for boaters – by boaters

A considerable number of Sleipner’s employees are dedicated boaters. We have spent much time at sea, sometimes in less-than-ideal conditions. We have experienced and learned boaters' absolute dependency on their vessel and equipment onboard. This, along with our substantial industry legacy, is what drives us. We strive to create solutions we desire to have in our boats. Sleipner Group's total investment in research and development in 2023 was NOK 40.9 million, or 6.3% of the turnover. The company spent NOK 10.7 million on external costs for research and development in 2023. Internal personnel costs for development work in 2023 are estimated at NOK 24.7 million. Costs for purchasing and using operating assets and other equipment are estimated at NOK 5.5 million.

## EY Entrepreneur of the Year 2023

Ronny was honored as the Norwegian Entrepreneur Of The Year for 2023. This prestigious recognition is part of the *EY Entrepreneur Of The Year* program, the world's largest initiative celebrating entrepreneurial success and leadership in over 60 countries. Ronny's leadership, which has been instrumental in Sleipner Group's financial success, market share expansion, and penetration into new markets, now leads him to represent Norway at the international finals in Monaco in June 2024.

This award highlights individual achievements in innovation, industry expertise, and risk-taking within competitive sectors while emphasizing human and sustainability considerations in business practices. In his acceptance, Ronny expressed his commitment to global expansion and value creation, primarily from Norway, and acknowledged the support of his team and family. His participation in the EY World Entrepreneur Of The Year event in Monaco will further spotlight his and Sleipner Group's notable contributions to the industry.

## Company of the year 2023

Another considerable recognition from 2023 was winning the prize of the local company of the year. Here is a summary from the jury: *Sleipner, led by CEO Ronny Skauen, has grown from NOK 135 million in 2009 to NOK 772 million in 2023, primarily through its leadership in the thrusters and hydraulic stabilizers market. The company, holding a 60-80% global market share, continuously invests in development, notably sustainable electric motors for stabilizers. With a new NOK 350 million factory in Fredrikstad, a commitment to local partnerships, and a solid internal culture, Sleipner embodies its core values: knowledgeable, trustworthy, and future-ready, emphasizing sustainability in its expansion strategy.*







When choosing a Sleipner product, you select a product invented, engineered and manufactured for boaters – by boaters.

– Ronny Skauen, CEO

# DEVELOPMENT POLICY & PRACTICES

## Design and development policy

At Seipner Group, we recognize the importance of integrating environmental considerations into our design and development processes. The Design and Development Policy outlines our commitment to creating innovative products, services, and solutions that prioritize sustainability and minimize our environmental impact. It is a guideline for our designers, developers, and stakeholders to ensure that environmental factors are incorporated throughout the design and development lifecycle and processes.

## Design and development principles

Sleipner Group is committed to sustainable practices across all product design and development aspects. We prioritize using environmentally friendly materials that are renewable, recyclable, and have minimal environmental impact, ensuring durability and availability of spare parts worldwide. Our procurement strategies are rigorous, focusing on selecting suppliers who meet our high standards for quality and responsibility, with a preference for local sourcing to enhance quality control and address ESG issues effectively.

## Energy efficiency and waste reduction

Our products are designed to optimize energy efficiency throughout their lifecycle, significantly reducing energy consumption from production to disposal. We continuously improve our products' energy efficiency, aiming to surpass previous models and industry averages. In waste management, we embrace circular economy principles, focusing on reducing waste, enhancing recycling efforts, and extending product life through our Sleipner ReVision strategy.

## Durability, longevity, and sustainable technologies

Durability is central to our design philosophy. We ensure that Sleipner products are robust, long-lasting, and repairable, minimizing the need for frequent replacements. Our commitment to sustainability is reflected in our investment in eco-innovation, where we explore new sustainable technologies, materials, and processes in collaboration with global research institutions and direct feedback from our customers.

## Support and continuous improvement

We provide extensive support for our products, offering spare parts for over ten years and a dedicated factory repair program for critical components. Our global network ensures efficient customer service and maintenance support. We are committed to continuous learning and adaptation, enhancing our environmental performance, and integrating sustainability into our core operations.

By adhering to these principles, Sleipner Group advances its sustainability goals and strengthens its market leadership in environmentally responsible maritime solutions.



# NEW PRODUCT INNOVATIONS



## eVision E-series thrusters

Sleipner has developed and produced the first-ever marine thruster el-motor, which is up to 50 percent lighter and has industry-leading runtimes. The thruster series has an integrated inverter for variable speed control for precise docking.

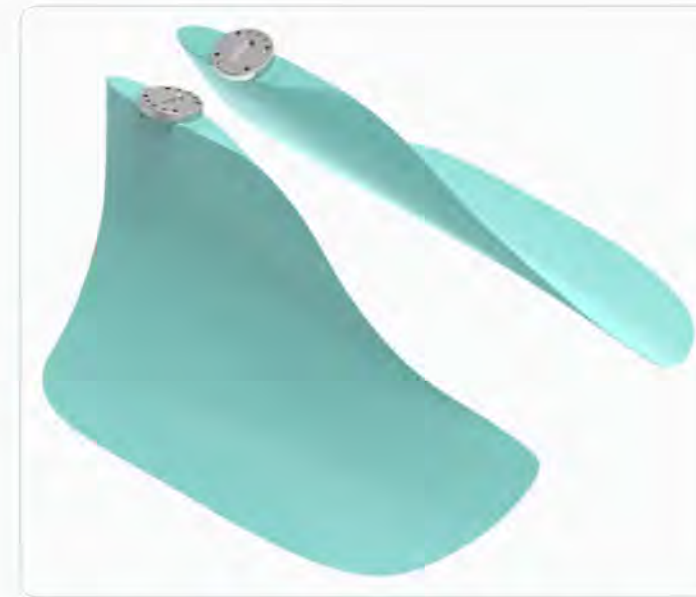
- Launched in late 2022
- Serial production January 2023



## Electric actuators for stabilizers

The compact design of the actuator is cleverly engineered around a frameless torque motor and a Harmonic Drive strain wave gear. A combination of aluminum, composite, and stainless-steel materials for minimal weight and maximum life expectancy. The gear type is chosen considering the sometimes-extreme loads' fins get in heavy seas and have safety factors and features way above the gear types typically used in electric actuators.

- Launched late 2023
- Serial production in early 2024



## New Vector Fins™ stabilizers

The 3rd generation Vector Fins™ are more efficient underway and at anchor. For faster boats, the lift from the fins results in improved fuel efficiency compared to flat fins. The fins consume less energy at anchor to achieve the same stabilization level as flat fins. By using the same power, they stabilize more.

- Launched late 2023
- Serial production in early 2024

## Other improvements

- Optimized packaging on our new E-series thrusters and new electric stabilizers. Reducing plastics, air/size, and removal of EPS materials.
- 44% recycled aluminum is used in the whole E-series motor range.
- Committed to finalizing the last products of a larger transition project from zinc anodes to aluminum alloy anodes.
- Replacing more HSE-friendly lubricants and Loctite in all our operations
- Increased availability of spare parts with up to 30 years of backward compatibility



Our continual goal is to craft marine products that stand out not only for their compact size and superior efficiency but also for being kinder to the environment.

– Ole Kristian Olsen, Sustainability Manager

# Performance. Runtime.

eVision™ by Sleipner

E130 eVision  
bow/stern thruster



## EVISION E-SERIES THRUSTER

### **E-series bow and stern thrusters**

Sleipner has developed and produced the first-ever electrical thruster motors, which are up to 50 percent lighter, up to 30% more efficient, and have industry-leading runtimes. The thruster series has an integrated inverter for variable speed control for precise docking.

### **Proven quality and performance**

The E-series comes with the proven quality and performance of Sleipner's gearleg and propeller design. We have optimized our design through more than 300.000 thrusters delivered over the last 40 years

### **Industry-leading runtime**

The eVision series has a state-of-the-art 6-phase PMSM synchronous motor. When combining our new, state-of-the-art electric motor with the proven Sleipner gearleg design and Q-Prop™ skew propeller, you get a thruster that delivers performance and runtime never seen before in a DC thruster.

### **Easy retrofit and upgrade**

Existing Sleipner (Side-Power) thruster models can easily be upgraded to the new E-series motor directly or with a simple adapter plate.



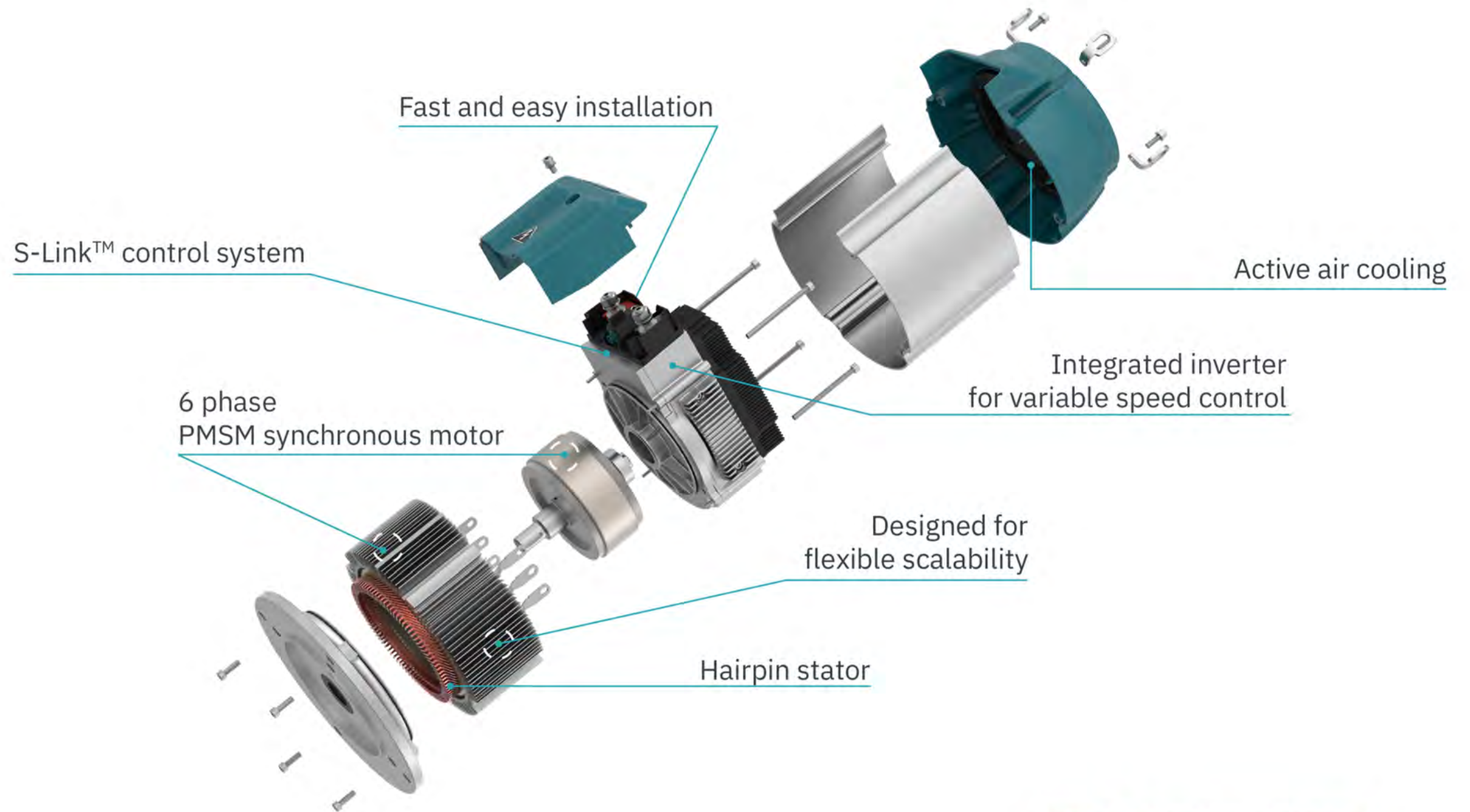
# EVISION MOTOR

## Bettering the world's best thrusters

The first step in Sleipners eVision has been to develop the first-ever electric motor designed particularly for marine thruster use. After years of hard work, we can finally announce that we have created a highly efficient, compact, and lightweight electric motor that rivals the most cutting-edge automotive engines. Combining our new, state-of-the-art electric motor with the proven Sleipner gearleg design and Q-Prop™ skew propeller gives you a thruster that delivers performance and runtime never seen before in a DC thruster. The result is the new E-series of thrusters.

## Compact and lightweight electric motor

The thrusters are up to 50% lighter and have a smaller motor that rivals the most cutting-edge engines used in the automotive industry today. Sleipner's eVision features fewer components, streamlining the thruster installation process for quick and easy setup and contributing then to lessen the impact of resource usage.



## Key features

- Up to 50 percent lighter
- More compact
- Waterproof
- Industry-leading runtimes
- Ignition protected
- Retrofit options

## Hairpin stator design

The eVision features a unique hairpin stator design, enabling a more compact motor without compromising power. The result is a lighter product with enhanced efficiency and higher power density.





# EVISION ELECTRIC FIN STABILIZERS

## A more sustainable choice

Vector Fins™, with their unique and patented design, direct their forces in a much more efficient direction than flat fins for roll stabilization. This benefits stabilization in anchoring and cruising situations. The fins also create lift while cruising, reducing the drag of the boat's hull. Practically speaking, this means that:

- The top speed of the boat will be higher than with flat fin stabilizers
- You will use less fuel than with flat-fin stabilizers
- You will consume much less energy from your generator or batteries to achieve the same stabilizing forces at anchor

## Quiet operation

The new Sleipner electric actuator solves the challenge of structural noise from electric or electro-mechanic actuators. The patented solution isolates the moving, mechanical high-torque gears and motors from the boat, reducing about 92% of structural noise.

## Serviceability

- Most parts can be changed on the water
- The motor unit can be removed from the base flange in about an hour of work
- Integrated lifting points
- Lightweight aluminium construction



### Patented solution for noise cancellation

Another focus has been on noise reduction through its development, resulting in a patented solution reducing 92% of the structural born noise from the actuator.

Another benefit is that it reduces peak stress loads on both the gears and the hull.

### Better for you, better for the environment

- Significantly more stabilizing forces and comfort at anchor
- Effective stabilization from 0 to 40 knots
- Improved speed and fuel efficiency
- Dramatic reduction in known negative side effects with flat fins
- Patented noise cancellation, eliminating up to 92% of structural born noise



# TECHNOLOGY DRIVEN MANUFACTURING

## **Sleipner Group's commitment to manufacturing and innovation**

Sleipner Group maintains a high control over our value chain with four advanced manufacturing plants, each equipped with state-of-the-art in-house operations. Our facilities feature 12 specially tailored and predominantly automated CNC machines that incorporate digitized quality control (QC) to enhance precision and efficiency. Complementing this setup, we have 13 dedicated assembly lines to produce various mechanical, electronic, electric, and hydraulic products.

Recognizing the challenges of a low-volume industry, we have cultivated a highly flexible production environment that allows us to quickly adapt to market demands and customer needs. This adaptability is supported by a secured quality level throughout our value chain, ensuring consistent and reliable outputs.

At Sleipner Group, ongoing input and knowledge exchange are vital for continuous product development and engineering excellence. This approach drives our technological advancements and solidifies our position as a leader in the marine technology industry, dedicated to upholding the highest standards of quality and innovation.

## **We build core technologies with the following key focus areas:**

Sleipner Group is at the forefront of innovative mechanical and hydrodynamic development. Our commitment extends through every layer of production, from PCBs and embedded software to specially designed marinated enclosures and user-friendly interfaces. Each design emphasizes reliability and producibility, ensuring that our products meet and exceed the rigorous demands of marine environments.

- High-end equipment for testing and development and in-house laboratories for all technology areas (electronics, hydraulics, mechanics)
- Dedicated pool and test boats for real-life product testing
- Climate and salt mist chambers – 3D printers – advanced logging and measurement tools secure the quality of our innovations



# QUALITY REMAINS LONG AFTER THE PRICE IS FORGOTTEN



## Sleipner Group's dedication to quality and enduring value

Since achieving ISO 9001 certification in 2007, Sleipner Group has steadfastly maintained its commitment to exceptional product quality with a sustainable approach. We manage over 85% of our portfolio in-house, ensuring that each product meets and exceeds rigorous quality standards while minimizing environmental impact. Our dedicated quality department leverages Non-Conformance Reports (NCRs) and continuous improvement processes to sustainably enhance product reliability and performance. Our commitment to sustainability extends to our materials and production processes. We prioritize high-quality, durable materials to extend product lifespans and reduce waste. We also closely monitor quality Key Performance Indicators (KPIs), ensuring that any issues are promptly rectified with minimal environmental impact.

## Spare parts and future repair initiatives

Sleipner Group offers a comprehensive spare parts portfolio with up to 30 years of backward compatibility, ensuring our products remain operational over extended periods. This initiative emphasizes our commitment to reasonable pricing and reinforces our dedication to sustainability by promoting the repair and refurbishment of products.

Our further plans and actions will encourage the use of refurbished parts and provide incentives for repairs; we aim to minimize waste and reduce the environmental impact of new manufacturing. This approach aligns with our broader future commitment to sustainability, ensuring that Sleipner products are durable and economically viable over their lifespan.

Target by 2026: Finalize and implement a *remanufacturing and repair strategy*, enabling customers to purchase repaired, remanufactured, and refurbished products. This new product category will be available on our website alongside spare parts. While we have already applied this to larger product groups, such as propeller gear legs and larger steering systems, it has yet to be promoted online.

# SLEIPNER LEADS THE WAY TO DPP

## Digital product passports: the future

Manufacturers must now prepare for digital product passports (DPP), which include sustainability and traceability data shared directly with consumers and supply chain actors. DPPs will contain data from raw material production to product lifecycle, supporting the EU's Green Deal and ECO design Directive for sustainable growth and circular economy transition. The European Commission will mandate DPPs for all physical goods sold in the European market within a few years, except for food, animal feed, and medicines.

## Leading the way

Sleipner Group is committed to integrating DPPs across our product lines to enhance environmental stewardship. By 2026, we aim for each product to include a QR code providing a complete lifecycle overview to consumers. This initiative reflects our leadership in the maritime industry and dedication to a sustainable and informed purchasing process, aligning with the EU's Green Deal framework.

## Future LCA and product compliance

To meet regulatory demands and technological advancements, Sleipner Group is considering a partnership with a leading technology provider in 2023. We plan to integrate AI to develop digital twins and comprehensive life cycle assessments (LCA), linked with our Odin ERP system for enhanced material specification accuracy. This collaboration aims to improve design and cost efficiencies while significantly reducing our CO2 and H2O footprints. Action for 2024: Finalize proof of concept evaluation and decide on LCA/DPP strategy implementation towards the 2026 target. By 2026, we aim to have a full LCA overview of at least 80% of our products to launch DPPs.



## OUR OCEAN

Protecting our oceans is a core part of our environmental commitment at Sleipner Group. We engage in conservation initiatives, adopt sustainable practices, and collaborate with partners to minimize our impact and support marine ecosystem health. We aim to lead by example in preserving ocean beauty and biodiversity for future generations.

# OUR COMMITMENT TO OCEAN CONSERVATION

## **Our very own ocean clean-up day**

Sleipner Group is dedicated to enhancing our environmental stewardship through active participation in ocean conservation efforts. Each year, we have committed to hosting a corporate volunteerism event—an ocean clean-up day—inviting all employees and their families to join in protecting our marine environments. This initiative fosters community spirit and environmental awareness among our staff and underscores our commitment to making a tangible difference.

## **Supporting innovative solutions to ocean pollution**

In addition to our annual clean-up event, we continue to support The Ocean Cleanup organization, contributing to its innovative projects to remove plastic from the oceans. Furthermore, we actively collaborate with local ocean cleanup organizations, strengthening our impact through community-based partnerships. These collaborations enhance our ability to address local environmental challenges effectively, demonstrating our ongoing commitment to sustainability and conservation.

Progress in 2023: Several employees have initiated local beach cleaning projects, demonstrating personal commitment to our environmental goals.

We have formalized our commitment to host a significant annual Ocean Cleanup event starting in October 2024, aimed at mobilizing Sleipner employees and their families for large-scale environmental action.

Our ongoing sponsorship of The Ocean Cleanup organization underscores our dedication to supporting innovative solutions to ocean pollution.





### **Support for the Norwegian Sea Rescue Society**

Sleipner Group is proud to support the Norwegian Sea Rescue Society, a crucial humanitarian organization committed to Norwegian waters' safety and environmental protection.

With its mission to save lives, salvage assets, and protect the coastal environment, the Society is essential in maritime safety and environmental conservation efforts across Norway's extensive coastal regions.

Sleipner Group's involvement underlines our dedication to supporting vital community services that align with our safety, reliability, and environmental stewardship values.





# TAKE CARE

2023