



MERCELL GROUP ESG REPORT 2022



**Environmental, Social
and Governance**

2022



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SUSTAINABILITY AT MERCELL



Introduction: The world is facing considerable challenges, including reaching net zero greenhouse emissions by 2050 and developing a global society in line with UN sustainability goals. Everyone has a role to play and must contribute by building on their relative strengths.

For Mercell Group this means underlining the role that our core business of providing EU compliant e-procurement software and services plays in contributing to sustainable growth ambitions, by enabling transparency, traceability, and fair competition. The importance of public procurement in driving sustainable development is highlighted in the EU green deal, its green public procurement guidelines and strategy for a circular economy. Mercell's systems and services enable procurement to play its important role.

Mercell at its core offers eProcurement services which have a positive impact to the environment, with a primary focus on process digitalization on the procurement cycle by reducing the consumption of material resources in the procurement process where everything is digital. The use of our digital platform allows the total dematerialization of the process, annulling the tenders imposition consumption of paper and limiting the costs of archiving. In addition, remote collaboration eliminates the need for physical travel, reducing pollution.

Merzell aims to be the preferred e-tendering platform in Europe by unleashing the full potential of a user-friendly and trusted marketplace. This requires trust and credibility among our customers, authorities, investors, and employees.

We conduct our business in a responsible and sustainable way, in line with laws and regulations. Merzell has also adopted principles for Code of Conduct to ensure that all employees and anyone acting on behalf of Merzell, perform their activities in an ethical and socially responsible way and in accordance with our values. The ambition to create an environment in which employees experience autonomy, accept accountability and responsibility, and can exert influence in accordance with our values.

Merzell's core values – **Growth, Curiosity, Courage and Trust** – form the foundation for our company culture.



Growth

We focus on professional and personal growth to exceed current performance and customer success.



Curiosity

Curiosity is our powerskill, steps, challenge the ordinary and make courageous decisions and choices.



Courage

We dare to take visionary steps, challenge the ordinary and make courageous decisions and choices.



Trust

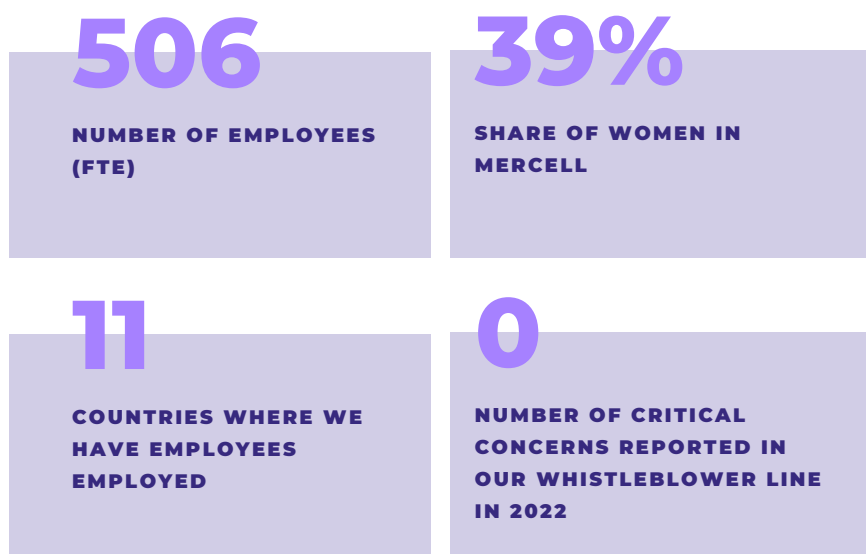
We always maintain high ethical standards through honesty, integrity and respect for all people.

This ESG report provides an overview of Mercell's material topics related to environment, people and economy, and how our governance processes are structured to handle impacts and risks. We have started the process of reporting according to internationally renowned ESG standards.

Merzell has since August 2022 been indirectly wholly owned by funds advised or managed by Thoma Bravo. Thoma Bravo is a leading software investment firm. With the assistance from Thoma Bravo, Merzell is undergoing a great transformation. Thoma Bravo has been instrumental in helping Merzell grow and expand our presence in the global market. With their expertise, Merzell is not only able to develop new services for our customers but also strengthen our relationships with current customers to ensure that they are receiving the best products and services available. Thoma Bravo has also provided us with the resources to expand our reach and create more opportunities to innovatively grow our services. With the help of this partnership, Merzell is continuing to provide high-quality services and solutions that are revolutionising the industry.

Developments in regulations, as well as the ongoing development in the EU of a proposal for a Corporate Sustainability Reporting Directive (CSRD), are continuously monitored, and Merzell will continue to prepare throughout 2023. In this ESG report we have started to incorporate some expected requirements in these regulatory frameworks, such as assessment of double materiality and reporting of KPIs. This report also considers the fundamental human rights and decent working conditions, in accordance with the Norwegian Act on business transparency and work with basic human rights and decent working conditions ("åpenhetsloven"), which entered into force in 2022. As Merzell since 2022 no longer is a listed company with listed financial instruments, the Sustainable Finance Disclosure Regulation (SFDR) referred to in the previous ESG report is not any more applicable.

As Merzell is entitled to submit its annual accounts and annual reports in English, this report is prepared in an English language version only.



UN SUSTAINABLE DEVELOPMENT GOALS

Merzell strive to achieve the following SDG targets through our environmental, social, and governance (ESG) initiatives.



Since 2020 Merzell has been a participant in UN Global Compact.

By such membership Merzell supports the principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption and we are committed to pursuing sustainability goals that align with the UN Sustainable Development Goals (SDGs).

SDG 3: Ensure healthy lives and promote well-being for all at all ages

Merzell is committed to ensuring health and promoting well-being for all employees at all ages. The company offers a variety of initiatives to ensure health and well-being in the workplace, as an example, in Sweden exercise initiatives are organised regularly. Merzell also encourages healthy eating and nutrition, with free healthy snacks provided in the office. Additionally, Merzell offers flexible working hours, allowing employees to better manage their work-life balance and reduce stress levels. Merzell also has a Code of Conduct, which encourages employees to treat each other with respect and create a positive work environment. This policy ensures that everyone feels valued and respected, and helps to create a healthier working environment for all. Finally, Merzell is committed to supporting its employees in the case of illness or injury, with a range of health services and benefits available. Through these initiatives, Merzell is dedicated to ensuring healthy lives and promoting well-being for all its employees at all ages.



SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning

Mercell is committed to providing and promoting lifelong learning opportunities for all employees. To ensure this, Mercell provides its employees with access to learning and development initiatives such as online courses, webinars, and seminars. In addition, Mercell encourages its employees to pursue professional qualifications, such as certificates or diplomas, to enhance their skills and competencies. Furthermore, Mercell promotes an open and collaborative working environment that encourages employees to share their knowledge, experiences, and ideas. This helps to create a culture of continuous learning and development that contributes towards the success of Mercell and its employees.



SDG 5: Achieve gender equality and empower all women and girls

Mercell is committed to achieving gender equality and empowering all female employees. We strive to create an inclusive workplace where our female employees feel supported and respected. We have established a number of initiatives and policies to ensure gender equality in the workplace, such as flexible working arrangements, equal pay, and access to training and development opportunities. In addition, we have a zero-tolerance policy for any form of discrimination or harassment. We also promote gender diversity in our recruitment and promotion processes to ensure that women have an equal opportunity to progress in their careers. We are constantly striving to create an environment where all employees can thrive, regardless of gender.



SDG 7: Renewable energy

For the headquarters, Mercell tracks, monitors and manages their energy consumption. This includes energy monitoring and analytics, data monitoring and waste management. Where possible, Mercell chooses renewable energy contracts at their office locations around the world.



SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all

Mercell is committed to promoting sustainable, inclusive and sustainable economic growth, full and productive employment, and decent work for all. Mercell does this by providing software solutions that help businesses to increase their efficiency, reduce costs and increase quality. By doing this, Mercell enables businesses to expand their operations, and better support their employees. Further Mercell's efforts to support this goal include initiatives to employee benefits, and secure and equal pay for work of equal value. We also strive to focus on improving diversity in the workplace, with initiatives such as encouraging gender balance, cultural background, and inclusive diversity. Mercell also strives to create a health and safety culture, and it provides functional training programs to ensure that its workforce is up-to-date with the latest industry standards.



SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

Mercell provides a platform for governments and companies in the public sector and suppliers on the other side, to facilitate public procurement processes, and innovate in order to create a more sustainable world. Mercell's unique position as a market place between buyers and sellers results in increased competition that can have a very positive impact on innovation. As more companies strive to differentiate themselves through innovative products, processes, and services, they are often forced to outpace their competition and come up with new ideas or solutions. Increased competition can have a very positive effect on innovation and help drive businesses to create better and more efficient products, processes, and services. It can also help spur the development of new and improved products, processes, and services, while also making them more accessible to the general public.



SDG 10: Reduce inequality within and among countries

Merrell is committed to promote and protect the right of everybody to equal opportunity and treatment, regardless of gender, race, ethnicity, religion, age, disability, sexual orientation, or any other form of discrimination.

Merrell strives to create an inclusive work environment, free from discrimination and harassment, by ensuring that its policies, practices, and processes are in compliance with all applicable laws and regulations. It has implemented a range of initiatives to ensure equal opportunity to all employees, including training programs, flexible working arrangements, and recruiting practices that ensure diversity.

Merrell also works to eliminate inequalities of outcome by ensuring that its various programs are accessible to all employees, regardless of their background. It also provides protected leave for employees experiencing family or medical emergencies and offers a range of benefits for employees with disabilities.

In addition, Merrell actively promotes appropriate legislation, policies, and actions designed to reduce inequalities of outcome, such as equal pay and anti-discrimination laws.



SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable

By streamlining the public procurement process, Merrell helps to ensure that public projects are efficiently funded and completed on time and within budget. This helps to create safe and secure environments for people to live and work. Additionally, Merrell's solutions also help to make cities more resilient and sustainable by reducing the amount of resources needed to fund public projects and promoting economic growth. By providing an efficient and cost-effective way to manage public procurement, Merrell helps to make cities safe, resilient and sustainable.



SDG 12: Ensure sustainable consumption and production patterns

Merrell is a company that provides solutions for public procurement, helping businesses and governments to buy goods and services in a smarter and more efficient way. Through their services, Merrell promotes sustainable consumption and production patterns by making purchases more affordable and efficient. They do this by digitalizing the procurement process, making it simpler and faster, and helping businesses and governments save money by reducing waste and increasing efficiency in the procurement process. In addition, Merrell's platform provides transparency into the buying and selling process, making it easier for businesses and governments to identify and select goods and services that meet their sustainability requirements. As a result, Merrell's solutions make it easier for companies and governments to make sustainable purchases, helping to drive a shift towards a more sustainable, circular economy.



SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels

Merrell is committed to promoting peaceful and inclusive societies for sustainable development, providing access to justice for all and building effective, accountable, and inclusive institutions at all levels. Merrell's solutions empower public institutions and private companies to efficiently manage public procurement processes and ensure that resources are allocated in a transparent and fair manner. This is done by streamlining procurement processes and providing data-driven insights that facilitate decision-making and monitoring. Merrell's solutions also ensure that public procurement processes are conducted in a transparent and accountable manner, which allows governments to be held accountable and minimizes the potential for corruption. Merrell's solutions also help to improve access to justice for those involved in public procurement, allowing for swift and fair dispute resolutions. Ultimately, Merrell's solutions play an important role in promoting peaceful and inclusive societies for sustainable development, providing access to justice for all and building effective, accountable, and inclusive institutions at all levels.

MATERIAL SUSTAINABILITY TOPICS

Merrell has conducted a reassessment and update of the materiality analysis presented in the 2021 annual report. The reassessment has been inspired by the GRI Material Topics 2021 standard and builds on SASB material topic framework for software and IT services within the technology and communication sector. Emphasis has been to represent the company's actual and potential, negative and positive impacts on people and society, environment and economy, and describe sustainability topics that pose material risks and opportunities related to Merrell business model and financial development. The assessment has been informed by stakeholder perspectives through interviews with Merrell employees, review of sector developments and best practice from peers. For 2022, we deem this materiality analysis to continue to be applicable.

Material topic Material impacts, risk and opportunities

Governance

Work against corruption	<p>Potential of negatively impacting the economy related to risk of corruption and bribery incidents in our business transactions.</p> <p>Risk of sanctions and loss of reputation related to perceived or actual incidents of bribery and conflict of interest.</p>
Competitive behavior	<p>Risk of behavior that distort competition.</p> <p>Risk of sanctions and loss of reputation related to perceived or actual incidents of exercise of influence to distort competition.</p>
Responsible supply chain	<p>Suppliers or sub-suppliers could engage in practices that violate human rights or cause damage to the environment.</p> <p>Opportunity to influence suppliers to adopt responsible practice.</p> <p>Reputation risk of being associated with non-responsible suppliers and risk of sanctions related to insufficient due diligence practices.</p>

People and society

Data security and privacy as a human right	<p>Loss or misuse of personal information related in our systems could have a negative impact on human rights to privacy.</p> <p>Risk of disqualifications, fines and loss of trust in case of privacy non-compliance.</p>
Diversity and equal opportunities	<p>Discrimination at work could have negative impact on people's sense of belonging, dignity and opportunities.</p> <p>Opportunity to attract and retain high-quality talent by fostering an inclusive work environment.</p> <p>Reputation risk related to lack of diversity in management positions.</p>
Employee well-being and work environment	<p>Our respect of workers right and quality of work environment impact employee health, quality of life and sense of engagement.</p> <p>Opportunity to attract and retain high-quality talent by having a strong people-focus.</p>

Climate and environment

Green energy operations	<p>Greenhouse gas emissions from energy use, travel and cloud storage, and waste from operations negatively impact the environment and should be reduced.</p>
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Responsible business conduct and group policy commitments

All Mercell's activities shall be compliant with legal requirements and relevant international conventions on responsible business conduct. Commitments to responsible business conduct and ethical behaviour are reflected in the Group Code of Conduct, which applies to all employees and business associates across all entities. These guidelines specify goals to minimise the impact of activities on the environment, ensure safe and inclusive work culture based on diversity and equal opportunity, respect the fundamental human right to data privacy, combat all forms of corruption and bribery and respect all relevant laws, including competition laws. Ethical guidelines are communicated to all new employees and are available online.

Risk management and role of the board

The Group Code of Conduct as well as the supplier code of conduct have both been approved by the board of directors. The board is also responsible for monitoring group exposure to all risks, including sustainability related risks, and ensuring that internal control systems are proportionate to, and reflect the nature of risks. All executives, managers and leaders are responsible for managing sustainability related risks within their domain. The code of conduct and Mercell's general approach to risk management specifies that ethical considerations and risk of non-compliance should be included in all business assessments before entering into any new market, product or business relationship. Leaders are responsible for implementing appropriate policies, procedures and systems to ensure that such requirements are met. The CFO coordinates and reports on the assessment of overall risk exposure, through the compliance function. The most important risks, including sustainability related risks, are assessed and reported to the board of directors at least annually, as part of the company's enterprise risk management system. Mercell is growing with the acquisition of new companies, representing different approaches to sustainability and different maturity levels. To ensure that sustainability is understood and respected in a similar fashion across all entities and functions, Mercell is constantly working to build a unified approach to sustainability and compliance. The company strives to be open about its successes, as well as challenges on this journey

Responsible supply chain

Mercell is committed to reducing its negative impact on the environment, people and society throughout its value chain. During 2021 the company adopted a Code of Conduct, rooted in UN global compact's ten principles for sustainable development. This requires all suppliers and its sub-suppliers to adhere to applicable laws and standards and our minimum standard of conduct, including respect of labour rights and work environment, not engaging in corruption, fraud or prohibited business conduct, and working to minimise the negative impact on the environment. All suppliers are expected to take a systematic approach to responsible business conduct and ensure that requirements are integrated into its operations. Compliance with the requirements shall be part of supplier assessments performed before entering into any contract and the ethical code is communicated to all suppliers and is part of the contractual obligation.

Dialogue with suppliers about challenges faced when meeting the requirements is encouraged, to enable corrective action and improvement. Mercell respects the human rights of anyone associated with our operations, as embedded in the Group Code of Conduct and our commitment to the UN Global Compact. An important way to respect human rights is to secure decent working conditions in the company, and with suppliers. Suppliers are required to apply a systematic approach to ensure compliance with applicable labour rights and standards. As a professional software provider, the risks of modern slavery and human trafficking in Mercell's value chain are considered low. In line with the upcoming Norwegian Transparency Act the company will regularly assess, and report risks related to human rights and decent work conditions in its value chain and continue to address these in a systematic manner.

Anti-corruption and competition law

The Group Code of Conduct states our zero tolerance for corruption, including bribery, facilitation payments and trading in influence. All leaders, employees, suppliers and business associates are expected to adhere to these principles. As a dominant firm, Mercell has a special responsibility not to distort competition and shall play its part in combating illegal practices, such as price-fixing, market sharing, output limitation or bid rigging, abuse of market power and any anti-competitive or monopoly practices, as stated in our ethical codes. The current risk of corruption is considered to be relatively low, and no incidents or concerns related to corruption were reported in 2022. Risk of corruption could increase with the expansion into geographical areas and acquisition of companies with different perceptions and cultures regarding appropriate business conduct. Compliance with laws and regulation is assessed as part of due diligence and all new entities are made familiar with the Group policy on corruption.

Sustainability considerations in board composition and executive remuneration

Our Corporate Governance Code stipulates that the board shall comprise sufficient diversity and competence to meet Mercell strategy and create long term value. This implies sufficient understanding and knowledge of ESG impacts and risks. ESG results are not a distinct part of the remuneration structure for executive management but are implied in the principle that performance-related remuneration should be linked to strategy and long-term value creation. For more information about our processes and structures related to board and executive remuneration we refer to the section on corporate governance.

Whistleblowing

Mercell aspires to foster a culture where people feel confident about speaking up. Any employee in need of advice on any matter relating to our Code of Conduct, or wishing to report a concern, is encouraged to speak to their line manager, the Group Legal & Compliance Director or any member of the Mercell Group Management team. There is an anonymous whistle blowing portal in place, mercell.integrityline.com, which can be accessed through the website. No reports of critical concern were registered in 2022. Information about the integrity line is regularly communicated to make sure that all employees and other stakeholders are aware of the right and obligation to report concerns.

Stakeholder dialouge

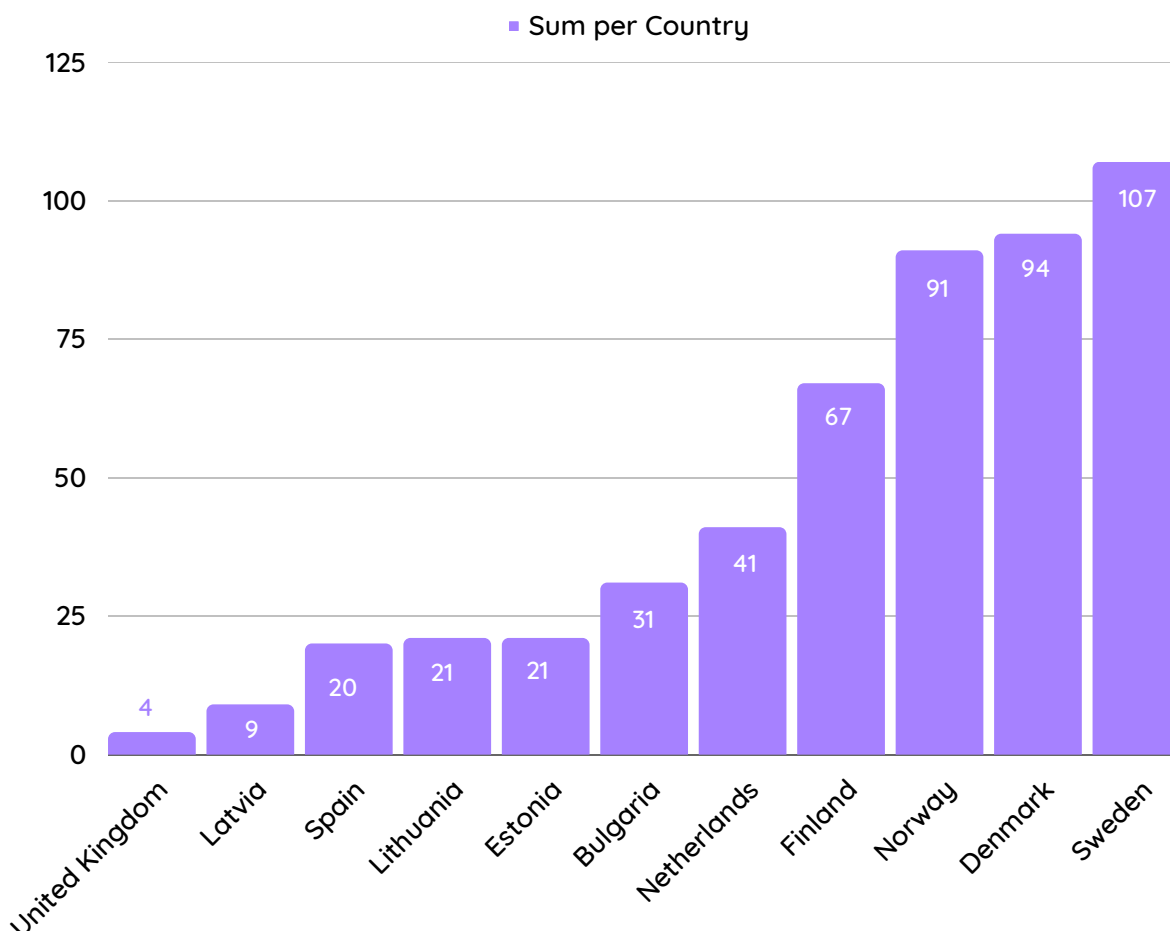
Mercell's ability to create sustainable long-term value depends on its ability to listen to and respect the views of stakeholders over time. Dialogue with stakeholders is a part of ongoing business operations, and the company is striving to become more open and utilize various platforms to interact and respond to the opinions and perspectives of our clients, shareholder representatives, employees, business partners, authorities and society in general. Stakeholder perspectives have been included in the assessment of material sustainability topics.

PEOPLE AND SOCIETY

Employee wellbeing and work environment

Mercell should be an attractive place to work, and the company is committed to creating and maintaining a good and inclusive working environment that respects labour rights and personal wellbeing. As per year end 2022 506 employees and 44 consultants in total 550 persons work at Merzell, in 11 different countries. 18 employees work part time by their own choice.

All employees must treat each other with respect and understanding and deliver feedback and challenge in an appropriate and respectful manner. The company does not accept any form of harassment or discrimination, and all entities and suppliers are required to have a systematic approach to the management of Health, Safety, Security and Environment (HSSE), in line with our code of conduct. Due to a cost reduction program there was a significant reduction in total of employees in 2022.



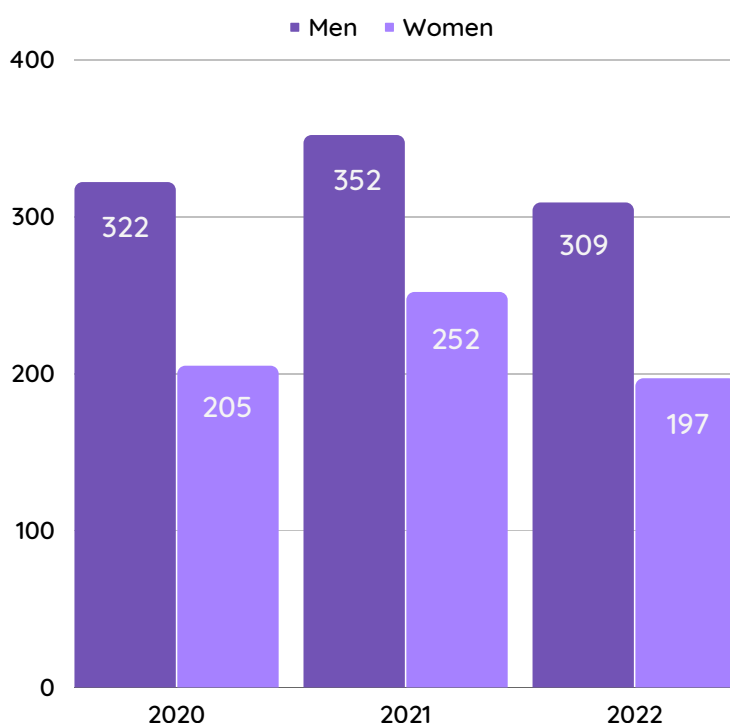
**This graph excludes employees working in a capacity as consultants.*

During 2022 Mercell did not send out any Employee Engagement Survey. Due to our recent delisting from the stock exchange, major restructuring project, and alignment with the new owner org set up requirements, we have made the decision not to conduct our annual Employee Engagement Survey in 2022. We did some local surveys for different teams/countries. We are planning on sending an EES out during spring 2023 with the ambition to send it out yearly going forward.

Diversity and equal opportunities

Being open and inclusive is key to attracting and retaining the best people across different perspectives, backgrounds, genders and nationalities. The company's commitment to an inclusive work culture, based on diversity, equal employment opportunity and fair treatment of all employees is underlined in the Group Code of Conduct. The company does not accept any form of harassment or discrimination based on race, color, religion, gender, sexual orientation, national origin, age, or disability in our own operations or with our suppliers. Guidelines emphasize the importance of cultural sensitivity, and the importance of considering that what is acceptable in one culture may not be in another.

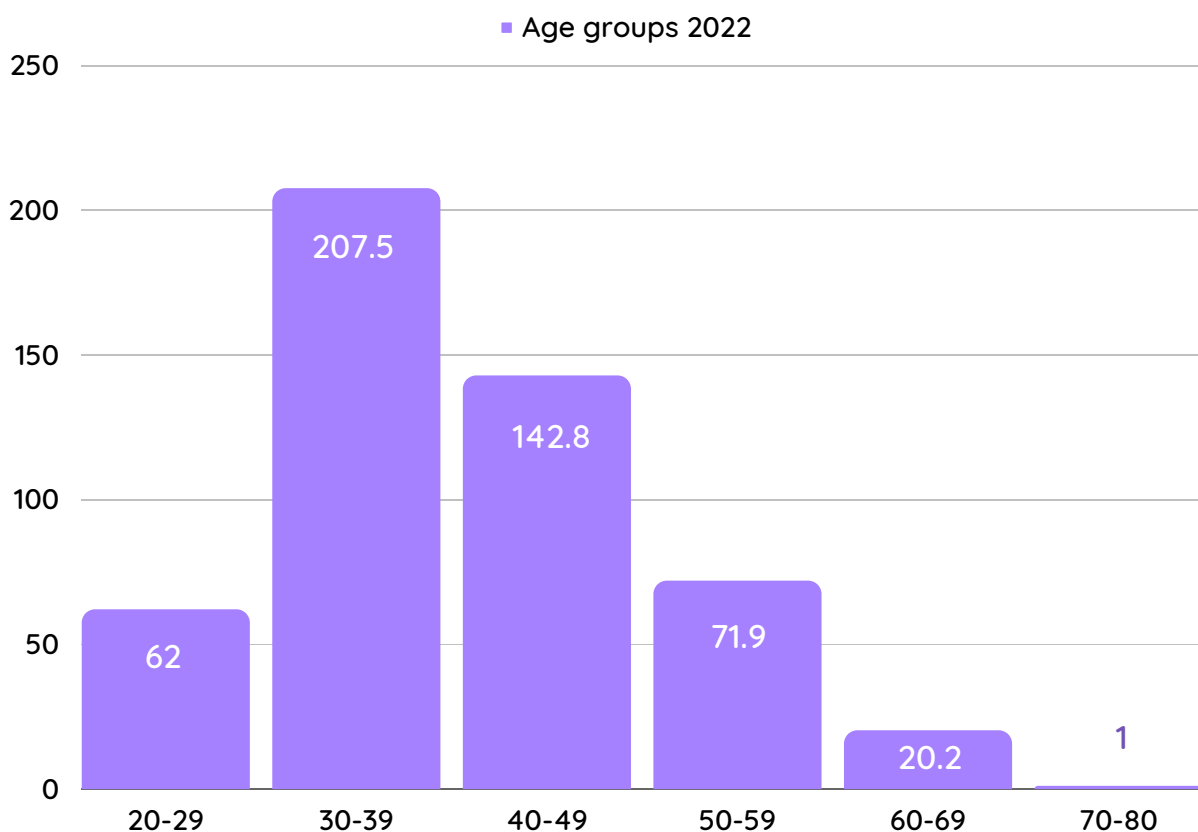
Number of employees and share of women 2020-2022



- 25% Women in management positions
- 1 out of 5 women in Executive Management

Mercell works to reflect diversity in society and among its customers, and maintain a balance in age, gender and cultural background among its employees. The technology industry is known to have a male overrepresentation and Mercell is satisfied to have a relatively good gender balance, with a stable share of 39 % women in the workforce. 25 % of managers are women. Only 1 out of 5 executive leaders are women. Mercell will continue to foster an environment and development trajectory where women are included at all levels of management. There were no official cases of discrimination reported in 2022. Activities to assess the risk of discrimination in our company have been started and a plan to strengthen equality and inclusivity is under development.

This work includes analysis of pay conditions by reference to gender, which has been conducted in several of our teams. The results of our overall annual assessment of discrimination and data on equality of pay will be reported regularly, in line with legal requirements. Mercell strives to have diversity in the workforce also when it comes to age and nationalities and to foster a culture of diversity, inclusion and learning. The company's workforce is spread across the age spectrum, with most of the staff (66 %) between the age of 27 and 45. International operations and growth into new geographical areas gives Mercell the benefit of an increasingly diverse workforce. The employees spanned 36 different nationalities in 2022 (compared to 28 in 2021).



EQUAL PAY INITIATIVES

Merrell is committed to ensuring that all employees are paid fairly and equitably. Our clear policy goal is equal pay for men and women. We are constantly monitoring possible gender bias and we have implemented a global compensation policy and guidelines for managers. Furthermore, we will further enhance and conduct reviews of our pay structures to identify and address any pay gaps based on gender or other factors.

We recognize that acquisitions in the past and alignment within countries create challenges when it comes to ensuring equality in pay and opportunities across many legal entities and jurisdictions. We are committed to addressing these issues and have planned to start a process of structuring jobs in job families and levels so that we can compare and evaluate compensation across the organisation and take actions to assure fair and equitable compensation.

DATA SECURITY AND PRIVACY AS A HUMAN RIGHT

Mercell recognizes the fundamental right to data privacy for all individuals and is committed to managing personal data about its staff, customers, suppliers and business partners in a professional, lawful and ethical way. Mercell may only process personal data for legitimate purposes and the data must be accurate and relevant for the purpose for which it was collected, as well as properly protected from inappropriate access or misuse. When it is to be transferred to third parties, it must be appropriately safeguarded. Non-compliance may cause harm to individuals, fines or litigation, and put Mercell's reputation at risk.

In 2021 and 2022, Mercell conducted a GDPR transformation program with help from independent experts to ensure the highest level of data privacy in its operations across all entities. In this work, Mercell has mapped all activities which include processing of personal data and looked at which internal systems that handle personal data in accordance with article 30 in GDPR. In 2022, we have worked with strengthening our capabilities within the privacy area and continue to implement the privacy tools, templates and processes. In addition, we have hired a Group Privacy Manager who is responsible for building out our capabilities in the area and strengthening our processes which will benefit our customers and our employees.

The Group CEO is responsible for the group information security and privacy policies, and the Group CTO is responsible for implementation and overseeing adherence. Mercell supplier code of conduct requires its suppliers to demonstrate a high level of information security. Mercell's main businesses and platforms are certified under the International Standard for Information Security (ISO 27001).

In 2022, Mercell did not register any privacy breaches. Any incoming privacy incidents will be assessed and handled continuously throughout 2023 in accordance with our procedures.

CLIMATE AND ENVIRONMENT

Green energy operations

Merzell supports the transition to a low-carbon and resource efficient economy to combat climate change and ensure long-term competitiveness. The company has started the process of measuring the carbon footprint of its operations but is still at an early stage. According to the GHG protocol, Merzell mainly has indirect emissions from electricity consumption in office buildings and district heating and cooling (scope 2) as well as indirect emissions from business travels, data storage and cloud services (scope 3).

Merzell main impacted areas



Business travel



Cloud storage



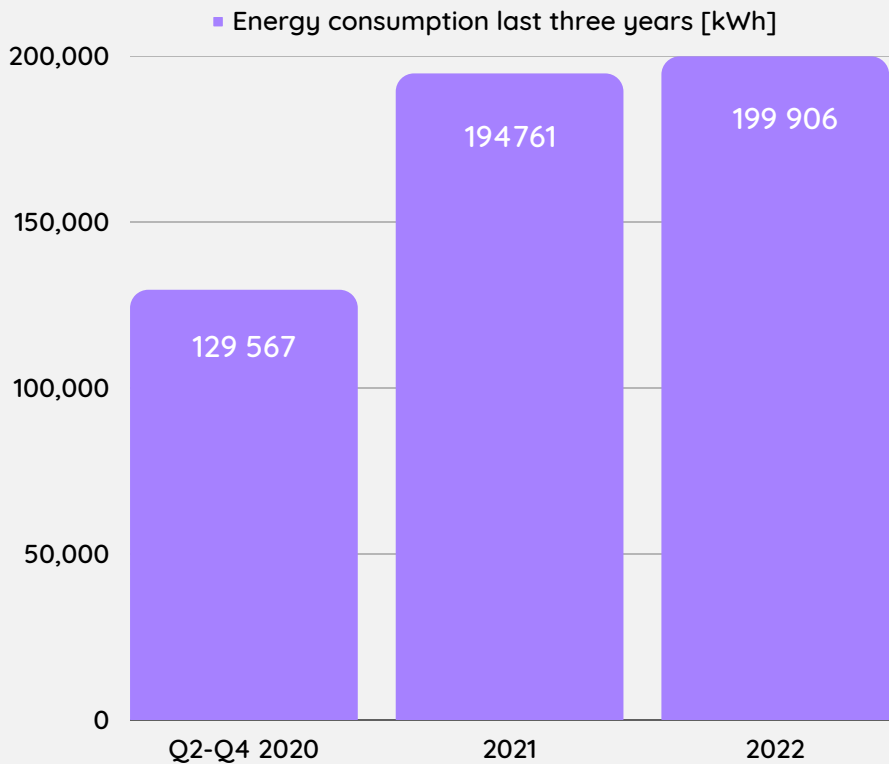
Office buildings

The next step for Merzell is to develop structures for collecting data on energy consumption and business travels across all entities. The table below shows the KPIs we are working on and include numbers on emissions and waste from our headquarters in Norway.

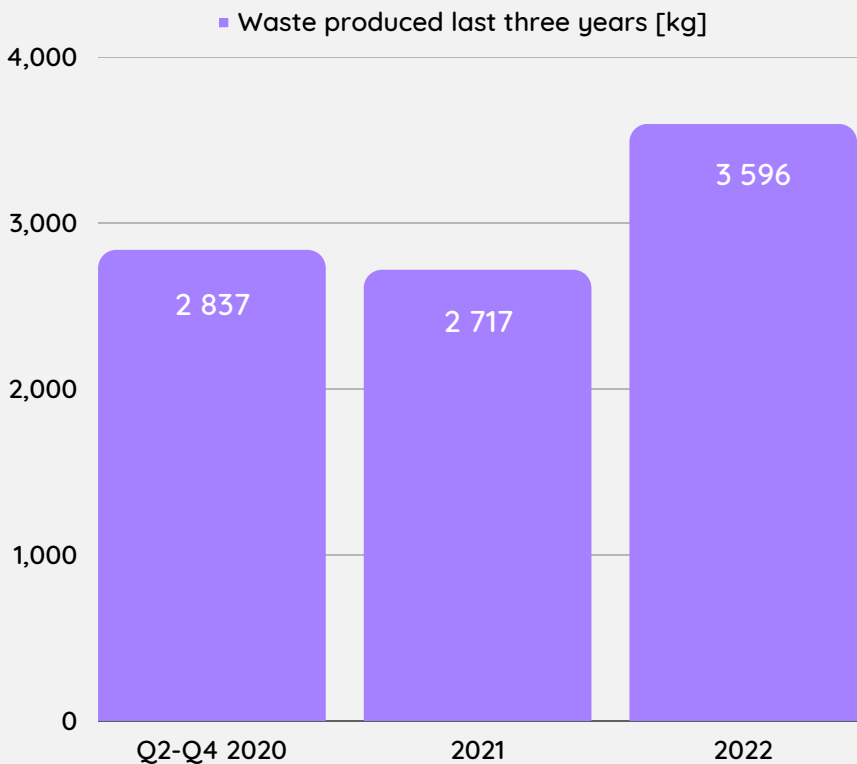
Merzell has already taken steps to increase its energy efficiency. In 2020 Merzell moved headquarters in Norway to premises with BREEAM certificate class Excellent. This building also has energy classification A, which ensures low energy consumption. ESG emission criteria were also taken into consideration when choosing new offices in Denmark. For collaborating across entities Merzell primarily uses electronic meetings. Some entities, such as Sweden, have developed travel policies where environmental impact is taken into consideration. Furthermore, going into 2023, we are merging our 2 Stockholm office locations which will have a positive impact on our carbon footprint. For this brand new office in Stockholm we will have a BREEAM In-Use certification rating of “Very Good”.

As a technology company offering software-as-a-service, Merzell has an environmental impact related to cloud computing and data storage, as data centres require much energy. Based on best practices for green technology, Merzell will start to incorporate environmental concerns into its cloud strategy.

Data Oslo HQ:



**Merzell's share of total waste produced last three years*



**Merzell's share of total waste produced last three years*

REQUESTS FOR FURTHER INFORMATION

Merzell will always strive to be open on our integrity due diligence processes. This includes both general information and information relating to a particular product or service that we offer.

Therefore, Merzell is committed to providing transparency in accordance with the Norwegian Transparency Act, and we strive to ensure that all stakeholders have access to the information they need to make informed decisions. To facilitate this, we offer a variety of ways to contact us and request more information.

We have a dedicated team who are available to answer any questions or provide additional information. You can reach us through our website, via email, or by calling our customer service. We will treat all inquiries with the utmost respect and consideration and make sure to provide the information requested in a timely manner.

Moreover, we have an open-door policy when it comes to ESG reporting. We offer regular updates for stakeholders to review, as well as insights for those who reach out for more information. We are committed to being accountable and transparent in all of our ESG reporting efforts and welcome any feedback or questions.

For further information please contact

Contact

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