

SUSTAINABILITY REPORT

2025

From reporting to action

Infrastructure.

People.

Trust.



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02	Environment	SBTi, Scope 1-2-3, energy, construction methods, fleet, resource use and circularity.
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04	Governance and trust	Ethics, the Norwegian Transparency Act, supplier control, financial resilience and digital security.
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Reporting scope

Unless otherwise stated, the information, KPIs and analyses in this report relate to Bracom AS's operations in Norway. Group-level information, including selected organisational KPIs, also includes Bracom GmbH in Germany and is clearly identified where relevant.

01

BRACOM IN DEVELOPMENT

From the first formal report to monthly management information.



Message from the Managing Director - responsibility in every metre

Sustainability has become part of how Bracom develops the business - not an add-on addressed after projects have been completed.



The green transition is changing the competitive landscape in our industry. Customers, public authorities, financial partners and employees expect more documentation, greater transparency and stronger accountability. For Bracom, this is not only about reporting the right figures. It is about building a robust and competitive company that makes sound decisions - even when the pace is high and market conditions are changing.

In 2025, we took several important steps. Our science-based climate targets were approved by SBTi. We monitored Scope 1 and Scope 2 emissions monthly, further developed KPIs for our operations, and linked sustainability more closely to construction methods, project management and supplier follow-up. We also carried out several subcontractor audits and established clearer management information on non-conformities, closure times and risk.

The results show a significant reduction in direct and indirect emissions compared with the base year. At the same time, the figures must be interpreted carefully: the reduction reflects both concrete measures and changes in the operating model, activity level and production mix. Our key task going forward is therefore to keep emissions low while the business grows - and to document climate efficiency per delivery, not only absolute emissions.

Bracom does not aim to be the largest company in the market. Our ambition is to be among the most professional, data-driven and reliable players in our part of the infrastructure sector. This requires control of our own operations, as well as clear requirements, strong collaboration and verifiable follow-up of the partners who deliver together with us.

- Erling-Geir Iversen, Managing Director, Bracom

2025 at a glance

34 Employees in Norway	18 Employees in Germany	98.5 t Scope 1 emissions	3.04 t Scope 2 emissions
42% 2030 SBTi target	18 Active subcontractors	8 Subcontractor audits	NOK 70m Purchases from subcontractors
NOK 158m Revenue	NOK 10m EBITDA	Approx. 600 Projects	Approx. 50 km Cable routes installed

KEY MILESTONE OF THE YEAR

In June 2025, SBTi Services approved Bracom's target to reduce absolute Scope 1 and Scope 2 emissions by 42% by 2030 from a 2023 base year, and to reach net zero by 2050 with a 90% reduction in Scope 1, 2 and 3 emissions.

About Bracom

We deliver the infrastructure of the future.

Bracom was established in 2019 and provides services for the construction, operation and maintenance of digital and technical infrastructure. The company delivers end-to-end solutions - from planning, engineering and coordination with network owners, municipalities and third parties to execution, documentation and handover.

Our core business includes fibre deployment, civil works, installation, project management, technical operations and documentation. Bracom combines in-house expertise and digital systems with a network of subcontractors and partners. This model provides flexibility and scalability, while also placing high demands on HSE, quality, documentation and responsible supplier management.

Bracom's head office is located at Maridalsveien 323 in Oslo. In 2025, the business also had offices in locations including Elverum and Honefoss. Through Bracom GmbH, the group is also established in Germany. The international expansion creates new opportunities, while increasing the need for clear governance, financial control and common group standards.

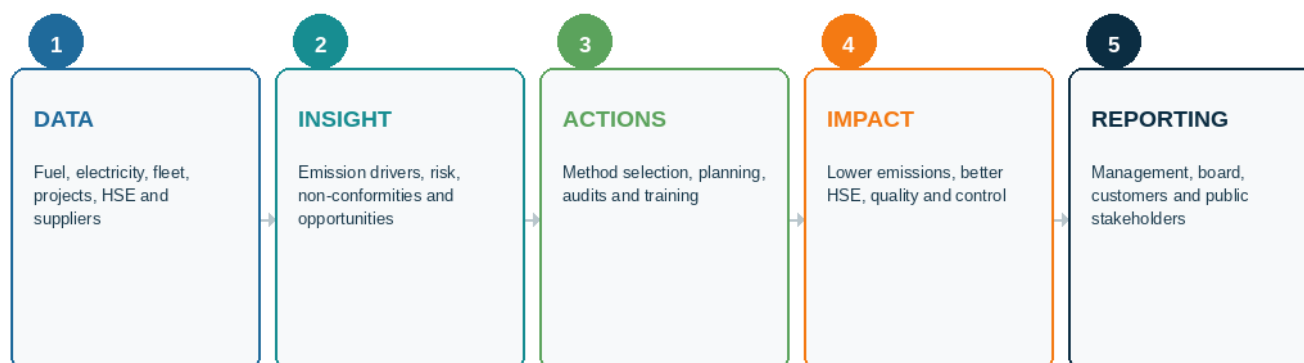
Our values in practice

Our values describe how Bracom should make decisions and engage with customers, employees, suppliers and local communities. They are therefore directly relevant to our sustainability work.

Value	How the value is applied in ESG work
Innovative	We seek smarter methods, digital tools and ways of working that reduce emissions, errors, costs and unnecessary resource use.
Transparent	We communicate clearly about results, uncertainty, non-conformities and improvement needs. Documentation and traceability make our assessments verifiable.
Reliable	We deliver with quality and safety, follow through on our commitments and set equivalent expectations for our partners.
Ambitious	We use SBTi, operational KPIs and clear improvement plans to raise performance over time.
Analytical and methodical	We use data, experience and process understanding to prioritise measures where the impact and risk are greatest.

Sustainability as a management model

In 2025, Bracom moved ESG closer to day-to-day operations. Monthly reporting, an annual management cycle and defined KPIs are intended to give management answers to four questions: What is going well? Where is the risk? Which measures are working? Where do we need to prioritise?



Bracom's management model: data should be converted into insight, action and documented impact.

Source: Bracom's internal ESG work, 2025.

ESG is included in management meetings and in the ongoing follow-up of environment, HSE, quality, suppliers and financial performance. In project work, this means sustainability should be considered alongside cost, progress, quality and HSE - not as a separate consideration after a decision has been made.

Forum	Frequency	Main topic
Board of Directors	Quarterly / as required	Material risk, climate targets, the Norwegian Transparency Act, major non-conformities and strategic priorities.
Managing Director and management team	Monthly	Scope 1/2, HSE, quality, supplier status, actions and progress.
Project and production meetings	Ongoing	Method selection, HSE, resource use, subcontractors, documentation and non-conformities.
ESG / administrative follow-up	Monthly	Data collection, analysis, reporting and improvement plans.

Reporting framework and principles

The report has been prepared with reference to the VSME standard for voluntary sustainability reporting, relevant elements of ESRS, the GHG Protocol and Bracom's approved SBTi targets.

Bracom aims for reporting that is relevant, understandable and verifiable. Material limitations are therefore described, estimates are identified, and missing data are accompanied by a concrete improvement plan. This is particularly important for Scope 3, waste, project emissions and selected social KPIs, where the data foundation is still being developed.

REPORTING PRINCIPLE

Where figures are estimated, we describe the method. Where data are missing, we describe the improvement plan. Where operational data are available, we use them as a basis for management.

Area	2025 data basis	Status
Scope 1	Actual fuel and gas consumption from supplier data	Well established and quality-assured monthly.
Scope 2	kWh from locations, district heating and charging providers	Well established and quality-assured monthly.
Scope 3	Supplier mapping and preliminary spend-based analyses	Not sufficient for publication; solution under development.
HSE	Monthly reports, non-conformities and project follow-up	Well established and quality-assured monthly.
Supplier management	Audits, document control, non-conformities and work under the Norwegian Transparency Act	Good data basis for key 2025 figures.

Area	2025 data basis	Status
Waste and excavated material	Selected supplier data and KPI design	Improvement area for 2026.

Material topics and stakeholders

Bracom prioritises sustainability topics based on their impact on people, the environment and society, as well as their significance for the company's risk, competitiveness and delivery capability. The assessment is based on project experience, dialogue with customers and suppliers, employee follow-up, work under the Norwegian Transparency Act and internal analyses.

Material topic	Why it matters	Bracom's management approach
Greenhouse gas emissions	Fuel, machinery, transport and energy are emission sources that Bracom can influence directly.	Monthly Scope 1/2 monitoring, electrification and operational KPIs.
Method selection and land disturbance	Route, land take, asphalt requirements and machinery size affect emissions, cost and the local environment.	Document the actual method against a relevant alternative.
HSE and working environment	Roadside and field work requires a strong safety culture and appropriate competence.	Incident reports, JSA, safety inspections, training and closure of non-conformities.
Working conditions at subcontractors	A large share of deliveries is carried out with external partners.	Code of Conduct, onboarding, audits, risk classification and whistleblowing channel.
Resource use and waste	Excavated material, packaging, WEEE and residual waste have environmental and cost impacts.	Waste plan, sorting rate, excavated-material management and project data.
Ethics, control and trust	Customers and financial partners expect documentation, traceability and robust governance.	Governance annual cycle, supplier compliance, whistleblowing and digital security.

Our key stakeholders

- Customers and clients: expect safe delivery, quality, documentation, a lower climate impact and responsible supply chains.
- Employees and apprentices: expect safety, development opportunities, equal opportunities and clear leadership.

- Subcontractors and suppliers: need predictable requirements, constructive dialogue and fair follow-up.
- Public authorities, municipalities and road authorities: set requirements for permits, HSE, reinstatement, traffic management and the environment.
- Local communities, landowners and neighbours: may be affected by noise, traffic, temporary access restrictions and land disturbance.
- Banks, guarantee providers and owners: assess financial robustness, risk, compliance and the quality of ESG data.

The value chain - greatest influence closest to operations

Bracom's value chain consists of five main areas. The company has the greatest direct influence over its own operations and subcontractors. In other parts of the value chain, Bracom primarily exercises influence through requirements, contracts, follow-up, collaboration and dialogue.

1. VALUE CHAIN OVERVIEW

Bracom has its strongest direct influence in own operations and among subcontractors.

1 OWN OPERATIONS	2 SUBCONTRACTORS	3 MATERIALS & LOGISTICS	4 CUSTOMERS & CLIENTS	5 LOCAL COMMUNITIES
• Planning and engineering • Project management and coordination • Documentation and internal control • Own employees and administration • HSE, quality and governance Typical risks: working environment, vehicle use, energy, skills and compliance	• Excavation and civil works • Cable laying and trenching • Installation and technical work • Electrical work • Workers in the field Typical risks: working conditions, pay and hours, HSE, documentation and labour rights	• Cables and ducts • Cabinets and technical equipment • System materials and fibre • Wholesalers and suppliers • Transport and logistics Typical risks: global supply chains, material emissions, traceability and human rights	• Network owners and telecom operators • Municipalities and public authorities • Other private clients • HSE, quality and environmental requirements • Contract and documentation requirements Typical risks: customer requirements, permits, execution and reporting	• Landowners and neighbours • Traffic and access restrictions • Local communities and municipalities • Emergency services and road authorities • Impact on surroundings Typical risks: noise, traffic, access, land use and local impact

Greatest direct influence: own operations, contracts and follow-up

Influence through requirements, follow-up, collaboration and dialogue

Bracom's value chain and key risk areas.

Source: Bracom's value-chain analysis and 2025 statement under the Norwegian Transparency Act.

02

ENVIRONMENT

Lower emissions through method selection, planning and better data.



Environmental strategy - emission reductions as part of good operations

Bracom's environmental work is about more than measuring emissions. It is about selecting the right methods, planning better, reducing unnecessary transport and using resources more efficiently.

In a project-based business, emissions can vary significantly depending on activity level, geography, contract model and who performs the work. Bracom therefore monitors absolute emissions while developing operational indicators that help explain the underlying drivers. Over time, this should support better decisions in tendering, engineering, production and customer dialogue.

Environmental priority	What Bracom does	Why it matters
Reduce Scope 1	Electrification, better route planning, the right machinery and fewer unnecessary journeys.	Fuel accounts for almost the entire direct climate footprint.
Manage Scope 2	Monitor energy consumption by location and work with landlords.	Provides control of energy use and can strengthen climate awareness among employees.
Document method impact	Compare trenching, asphalt, drilling and machinery selection.	Can reduce emissions, cost and physical disturbance.
Improve Scope 3	Prioritise subcontractors, materials, transport and waste.	Most value-chain emissions are likely to occur outside Bracom's direct control.
Strengthen circularity	Measure sorting rate, WEEE and surplus excavated material.	Better data support targeted measures and can reduce resource use, disposal and transport.

Approved science-based climate targets

In June 2025, SBTi Services approved Bracom's submitted climate targets. The approval provides the company with an external, science-based framework for reducing emissions and reporting progress publicly each year.

APPROVED TARGET WORDING

Bracom AS commits to reduce absolute Scope 1 and Scope 2 emissions by 42% by 2030 from a 2023 base year, and to measure and reduce Scope 3 emissions. Bracom will reach net-zero emissions by 2050 and reduce Scope 1, 2 and 3 emissions by 90% from 2023.



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APPROVAL LETTER

June 2025

Dear **Bracom AS**,

Thank you for submitting your greenhouse gas emission reduction targets to SBTi Services for validation.

Our Team has assessed your company's targets against the SME Criteria Assessment Indicators (v1.0). After a careful review, we are happy to inform you that your submitted targets have been approved.

Basic information about your company and the approved targets will be listed on the [SBTi's Target Dashboard](#). The following agreed target wording will be used:

*Bracom AS commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2023 base year, and to measure and reduce its scope 3 emissions.
Bracom AS also commits to reach net-zero by 2050. As part of this, it commits to reduce scope 1, 2, and 3 emissions 90% by 2050 from a 2023 base year.*

Congratulations on your approved science-based targets!

Regards,
SBTi Services



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SBTi Services Limited is a limited company registered in England and Wales (15161058). Registered address: First Floor, 10 Queen Street Place, London, England, EC4R 1BE. SBTi Services Limited is a wholly owned subsidiary of Science Based Targets Initiative.

SBTi Services approved Bracom's climate targets in June 2025.

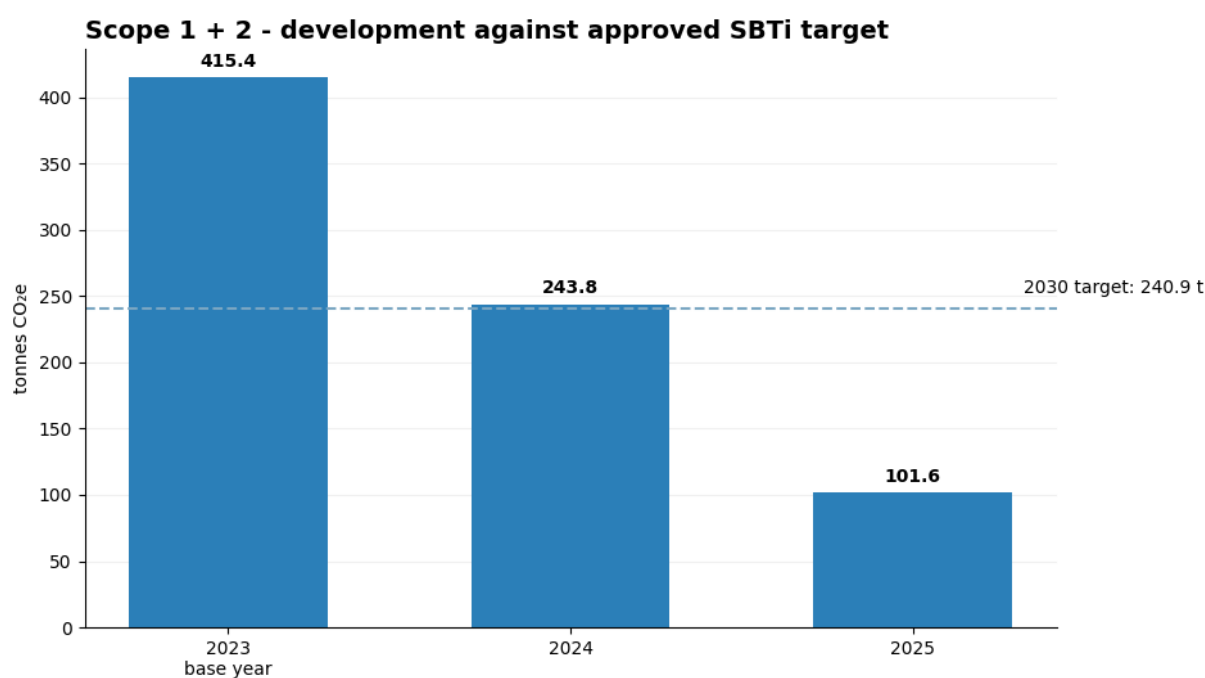
Source: SBTi Services, Approval Letter, June 2025.

The SBTi target is an absolute target, meaning that Bracom must reduce total greenhouse gas emissions over time - including as the business develops. We therefore have a clear focus on reducing emissions across the entire value chain, not only in our own activities. As delivery models, project execution and collaboration with subcontractors evolve, we are working to ensure a comprehensive GHG inventory with greater transparency and data quality. The aim is for decisions and improvement measures to contribute to real emission reductions across Scope 1, 2 and 3.

2025 greenhouse gas inventory

Bracom's calculated Scope 1 and Scope 2 emissions for 2025 totalled 101.6 tonnes CO₂e. This is 75.5% lower than the 2023 base year and 58.3% lower than in 2024. The figures show that the company is below the level implied by the 2030 target, but the trend must be interpreted in the context of changes in the business model, activity level and production mix.

Year	Scope 1	Scope 2	Scope 1 + 2	Change from 2023
2023 - base year	412.65 t	2.75 t	415.40 t	-
2024	240.07 t	3.77 t	243.84 t	-41.3%
2025	98.54 t	3.04 t	101.59 t	-75.5%
2030 target	-	-	max. approx. 240.9 t	-42%



Scope 1 and 2 development compared with Bracom's approved 2030 target.

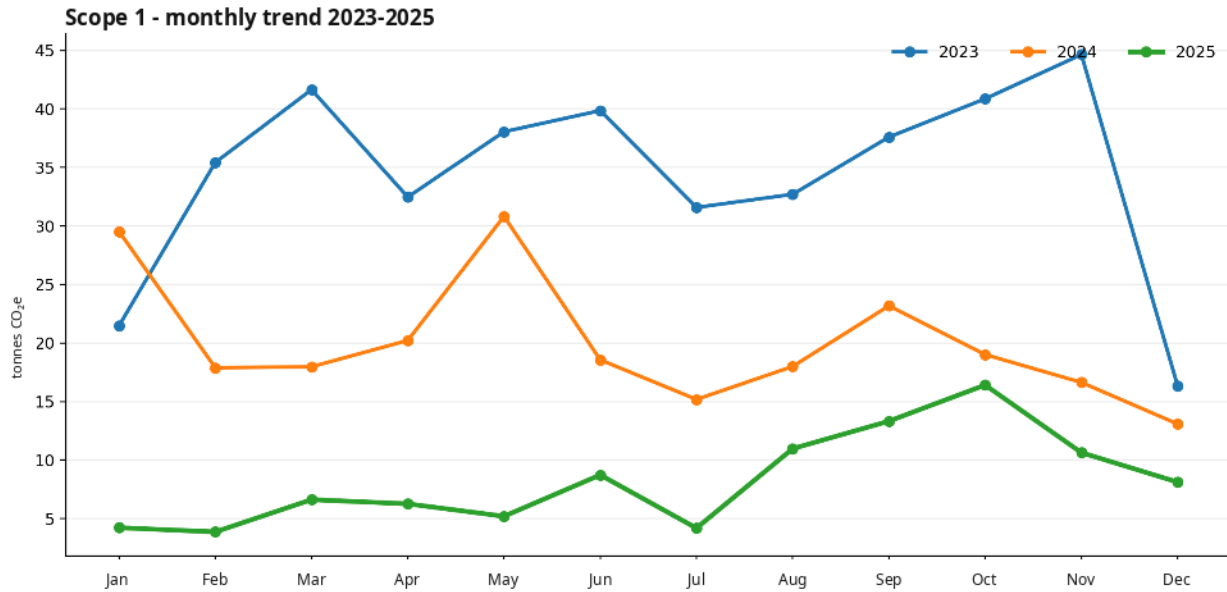
Source: Bracom, Scope 1 and 2 Reporting 2025; SBTi approval.

HOW TO INTERPRET THE FIGURES

The reduction is positive, but it is not a stand-alone measure of climate efficiency. A strategic reduction in Bracom's own machinery fleet and changes in the delivery model may mean that a larger share of emissions occurs in the value chain and is therefore reported in Scope 3. Bracom therefore supplements the GHG inventory with operational KPIs that provide better insight into the drivers of emissions and where measures can have the greatest effect.

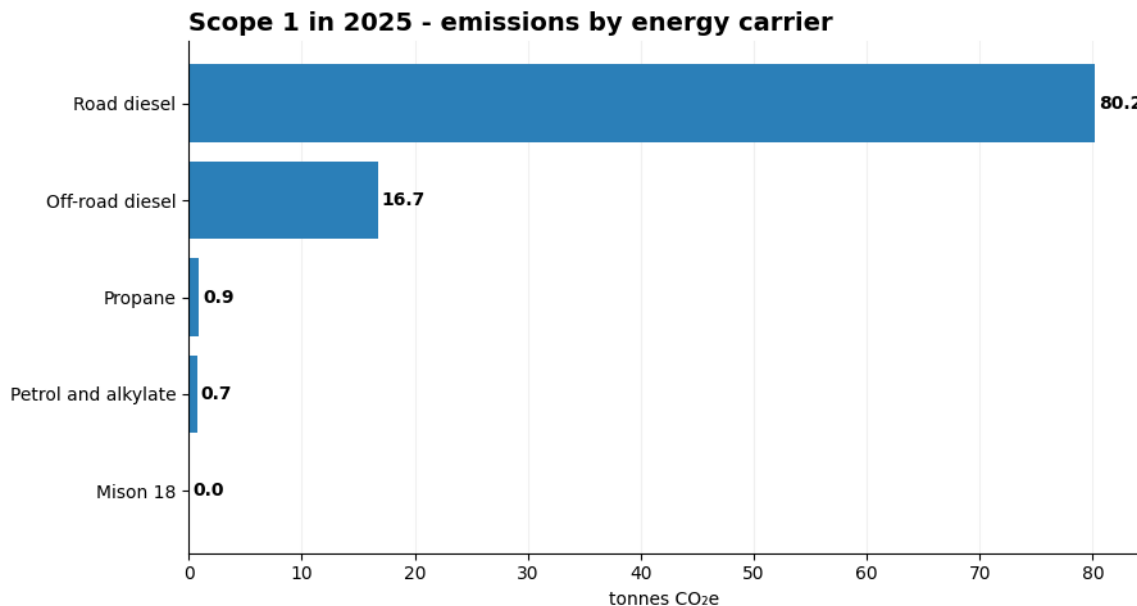
Scope 1 - direct emissions

Scope 1 covers direct emissions from fuels and energy products used in vehicles, machinery and other sources under Bracom's control. In 2025, Scope 1 emissions totalled 98.54 tonnes CO₂e. Road diesel was by far the largest source of emissions, followed by off-road diesel.



Monthly Scope 1 trend from 2023 to 2025.

Source: Bracom, Scope 1 and 2 Reporting 2025.



Scope 1 emissions by energy carrier.

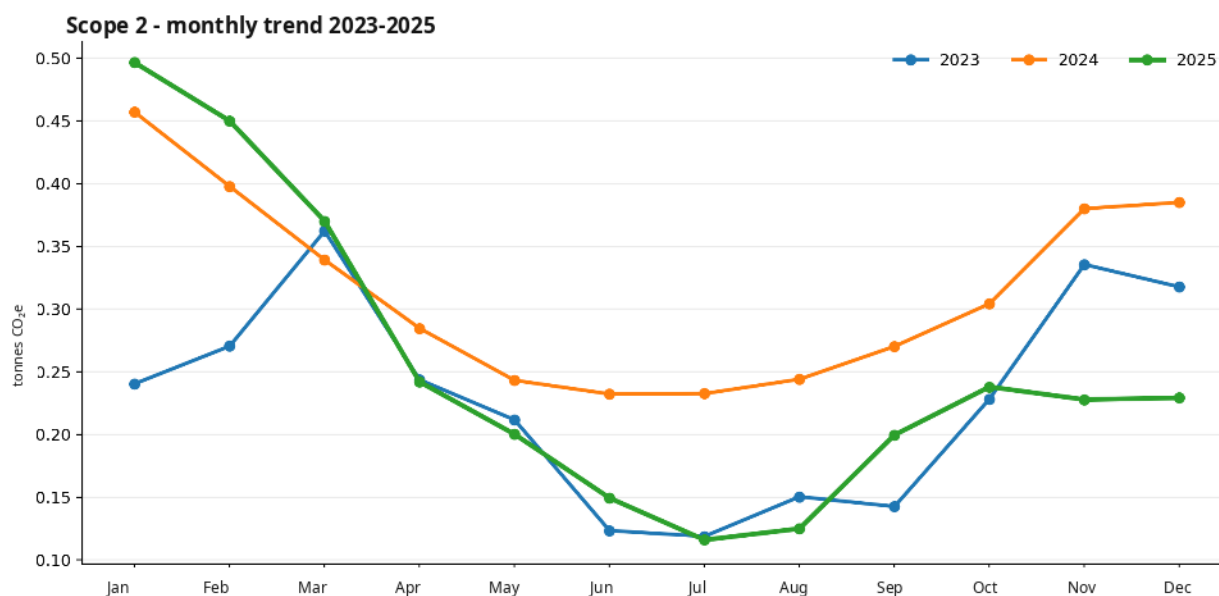
Source: Bracom, Scope 1 and 2 Reporting 2025.

Energy carrier	2025 consumption	Emissions	Share of Scope 1
Road diesel	31,792 litres	80.18 t CO ₂ e	81.4%
Off-road diesel	6,346 litres	16.70 t CO ₂ e	16.9%
Petrol	395 litres	0.75 t CO ₂ e	0.8%
Propane	582 litres	0.90 t CO ₂ e	0.9%
Mison 18	40 litres	0.01 t CO ₂ e	<0.1%

The monthly profile shows emissions rising through late summer and autumn, with a peak in October. The variation reflects production activity and the use of road and off-road diesel. Measures must therefore be linked to planning, the project portfolio and working methods - not only to vehicle procurement.

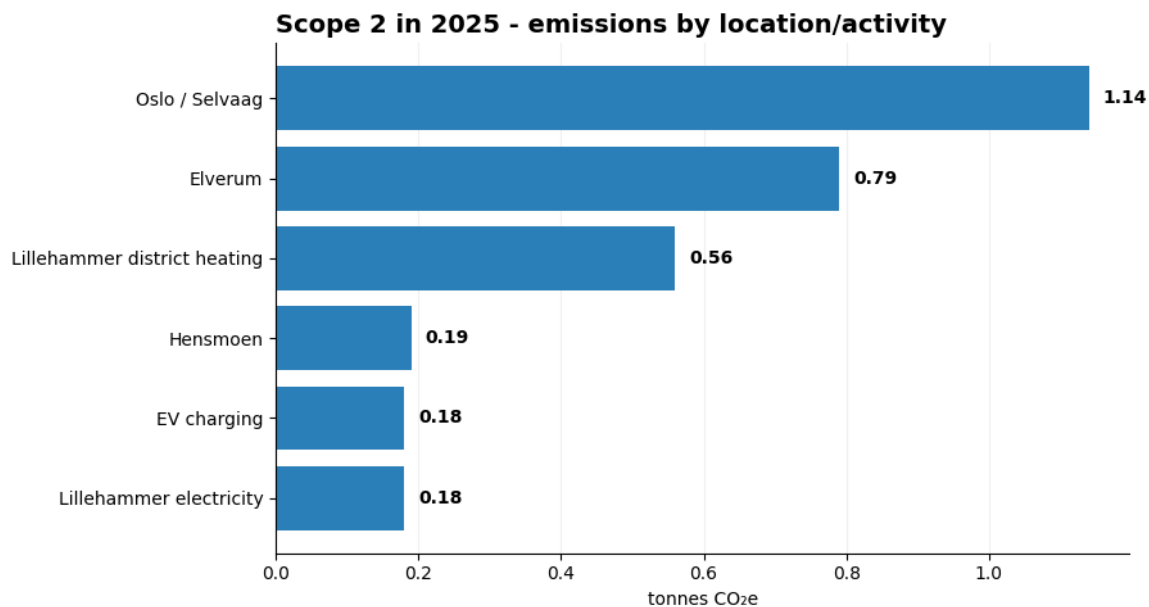
Scope 2 - energy, premises and charging

Scope 2 covers indirect emissions from purchased electricity and district heating. In 2025, Scope 2 emissions totalled 3.04 tonnes CO₂e using the location-based method. Total recorded energy consumption was approximately 196,400 kWh, including offices, district heating and EV charging.



Monthly Scope 2 trend from 2023 to 2025.

Source: Bracom, Scope 1 and 2 Reporting 2025.



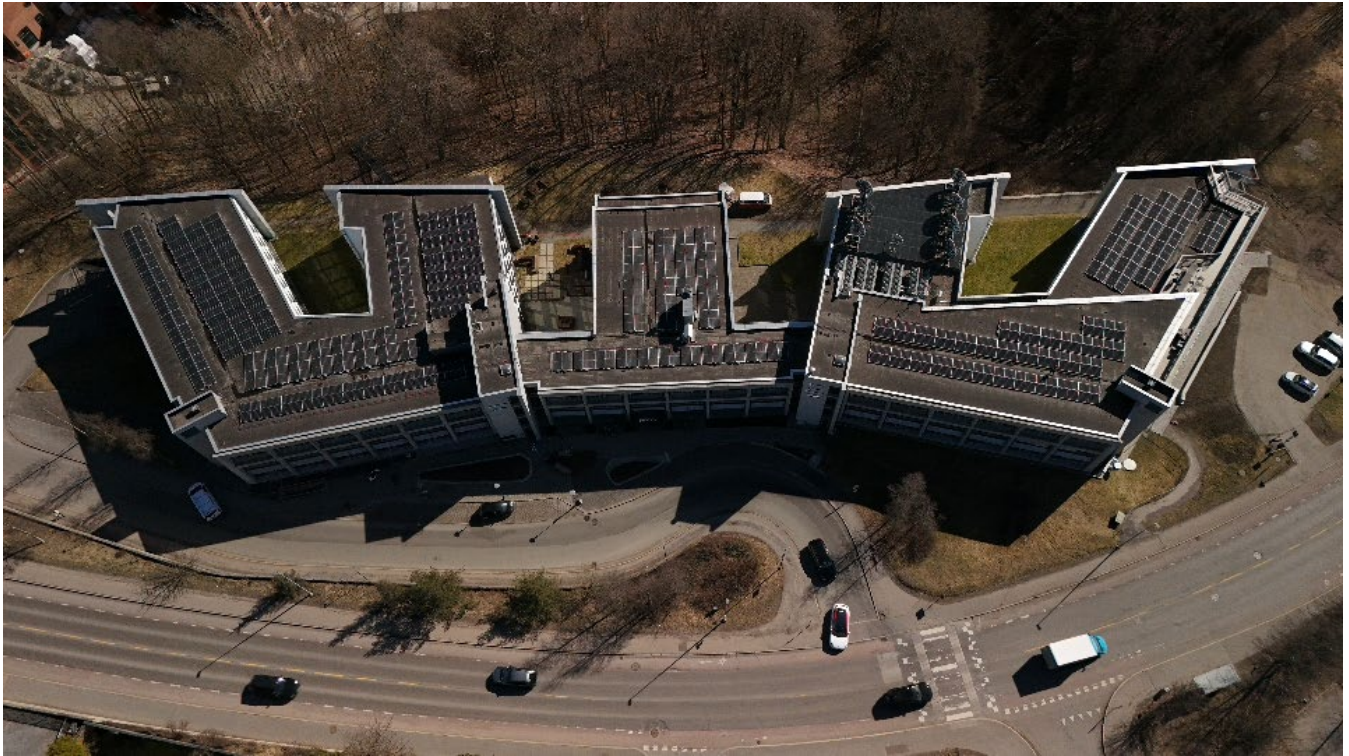
Scope 2 emissions by location and activity.

Source: Bracom, Scope 1 and 2 Reporting 2025.

Location / activity	Energy consumption	2025 emissions	Comment
Oslo head office	87 530 kWh	1.14 t CO ₂ e	Largest recorded electricity consumption; the electricity share for common areas is calculated using an allocation key provided by Selvaag.
Elverum	60 750 kWh	0.79 t CO ₂ e	Own electricity contract.
Lillehammer - electricity	13 918 kWh	0.18 t CO ₂ e	The location was closed in October.
Lillehammer - district heating	5 638 kWh	0.56 t CO ₂ e	The location was closed in October.
Hensmoen	14 403 kWh	0.19 t CO ₂ e	Reduced use of the premises/warehouse.
EV charging	14 166 kWh	0.18 t CO ₂ e	Circle K, Mer and other charging providers.

Scope 2 is small compared with Scope 1, but the energy data are important because they provide insight into premises, charging behaviour and costs. Bracom will prioritise energy-efficient buildings when leases are renegotiated or new locations are established, engage with landlords, and request better allocation keys and documentation.

Maridalsveien 323 - energy in a shared building



An aerial view of the solar panels on the roof of Maridalsveien 323. The system contributes to local renewable energy generation and is part of the building's development as a modern, more sustainable commercial property.

Photo: Selvaag Eiendom

Bracom's head office is located at Maridalsveien 323 in Oslo, a modern office building with several energy-efficient solutions. The building uses ground-source heating, solar panels and a central building management system that optimises heating, ventilation, lighting and energy consumption based on demand. These solutions help reduce energy use and climate impact compared with conventional office buildings.

It is also important to recognise that the recorded energy consumption for Bracom's office space is influenced by factors beyond our own activity. As a tenant in a multi-tenant building, part of the energy consumption is allocated using shared-area distribution keys. Changes in the number of tenants, usage patterns and the building's overall operation can therefore affect our reported Scope 2 emissions from year to year.

Recorded electricity consumption at the Oslo office was 87,530 kWh in 2025, compared with 80,881 kWh in 2024. The increase can partly be explained by changes in allocation keys for shared areas, variations in the building's total energy use and higher activity among other tenants. Bracom therefore focuses on analysing trends over time and distinguishing changes caused by its own operations from factors related to building management.

Through close dialogue with the landlord, we monitor developments in energy efficiency and continuously assess measures that can further reduce our own energy consumption. The aim is to combine energy-efficient premises with energy-conscious behaviour among employees and continuous improvement in the quality of the GHG inventory data.

Action	Responsibility	Follow-up
Energy review with landlord	Administration / landlord	Clarify meters, floor area and allocation keys.
Monthly energy monitoring	ESG / Finance	Monitor deviations and seasonal variation.
Energy-efficient behaviour	All employees	Lighting, screens, temperature and digital meetings.
Energy-efficient buildings at new locations	Management	Assess energy performance ratings and certification when entering into leases.

Case: smaller trench, lower impact



Efficient trenching can reduce emissions, material use and impact on the surrounding area - without compromising quality.

Photo: Bracom

The choice of construction method is often the most important environmental decision in a project. Where ground conditions, customer requirements and authority permits allow, Bracom

prioritises methods that reduce land disturbance, resource use and greenhouse gas emissions without compromising quality or service life.

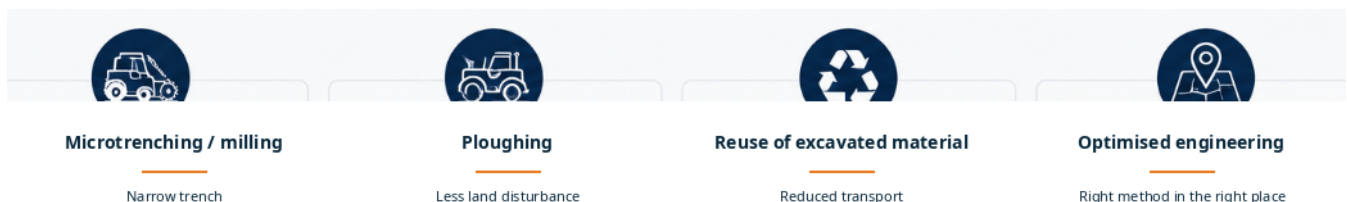
The choice of construction method is one of the most important factors affecting a project's climate and environmental impact. Over several years, Bracom has developed expertise in alternative methods such as microtrenching, milling, ploughing and narrow trenches. Where conditions allow, these methods can reduce extensive ground disturbance, transport of excavated material, material consumption and resurfacing, while also reducing construction time and the impact on traffic, neighbours and the local environment.

The method that can be used depends on several factors, including ground conditions, the project's technical requirements, customer specifications and permits from public authorities. The use of alternative construction methods therefore varies between projects and from year to year. In 2025, the framework conditions for several projects limited the use of methods such as microtrenching, without changing Bracom's overall strategy.

Our ambition is to choose the solution that delivers the best overall outcome for climate, environment, quality and society. Alternative construction methods will therefore continue to be considered the preferred option where they are technically, operationally and regulatorily feasible.

Experience from earlier projects, in which Bracom completed more than 58 kilometres of microtrenching between 2021 and 2024, has provided valuable insight into how lower-impact construction methods can reduce the climate footprint. In 2025, the work focused more strongly on developing calculation methods and the underlying data so that the environmental effects of different methods can be documented more accurately and transparently in future projects.

Innovation in project delivery:



SOLUTION SELECTION

Bracom seeks to choose the solution that delivers the best overall outcome for climate, environment, quality and execution within the project's technical and regulatory framework.

Case: when asphalt is the largest emissions driver

When excavating in asphalt, the trenching itself is often not the largest driver of climate impact and cost. The requirements for reinstating the surface can be more significant. The production, transport and laying of new asphalt can account for a substantial share of a project's total climate footprint.

To improve the basis for decision-making, Bracom has developed a project-based KPI that compares the project's actual solution with relevant alternative scenarios. The analysis shows how different excavation and reinstatement methods affect asphalt quantities, costs and estimated greenhouse gas emissions. The objective is not to identify one universally correct solution, but to provide an evidence-based basis for dialogue with customers, clients and public authorities about alternatives that can minimise environmental impact within the project's technical and regulatory framework.

CASE HOLMEN - OSLO MUNICIPALITY



The choice of construction method is often the most important single factor in a project's climate and cost profile. Scenario analyses of this kind allow Bracom to document the consequences of different solutions and highlight the potential to reduce emissions, resource use and costs where project conditions allow.

Each project must be assessed on its own merits. Ground conditions, technical requirements, customer specifications and authority permits influence which solutions are feasible. By documenting the consequences of different alternatives, Bracom can make better-informed decisions and demonstrate the potential to reduce climate impact, resource use and costs where conditions allow.

The right machine for the right job

In 2025, Bracom developed a KPI for the share of excavation carried out with machines below and above 3,000 kg. The objective is not to use small machines everywhere, but to identify where machine selection can be optimised. In suitable situations, smaller machines can reduce fuel use, transport requirements, emissions and cost. Larger machines remain necessary for challenging ground conditions, high production requirements or safety-related needs.

KPI	Definition	Use
Share of metres excavated with machinery <3,000 kg	Metres excavated with machinery below 3,000 kg / total excavated metres.	Identify projects where smaller machinery is technically suitable.
Share of metres excavated with machinery ≥3,000 kg	Metres excavated with larger machinery / total excavated metres.	Understand the production mix and main drivers.

Fleet and electrification

Electrification of the vehicle fleet is an important measure for reducing Bracom's direct greenhouse gas emissions (Scope 1). At the same time, the number of electric vehicles alone provides only a limited indication of climate impact if the vehicles are not actively used in day-to-day operations.

Bracom has therefore developed a KPI measuring the share of electric-vehicle kilometres in total distance travelled. By combining mileage and vehicle type, we can document how much of our operational transport is actually carried out using electric vehicles. This provides a more relevant basis for management than reporting the number of EVs alone.

To track development over time, Bracom reports monthly mileage split between electric and fossil-fuel vehicles, the share of EV kilometres, and the composition of the vehicle fleet. The KPI is used as an operational management tool in the gradual electrification of the fleet and the reduction of direct emissions.

Measurement parameter	What it shows
Total kilometres driven	Total mileage for the vehicle fleet.
EV kilometres	Kilometres driven using electric vehicles.
Fossil-fuel kilometres	Kilometres driven using fossil-fuel vehicles.
Share of EV kilometres	Share of total mileage driven using electric vehicles.
Number of active EVs	Number of electric vehicles in active operation.
Number of active fossil-fuel vehicles	Number of fossil-fuel vehicles in active operation.

From mileage data to better production planning

Bracom's experience is that transport emissions are influenced by much more than the choice of vehicle. The project portfolio, geographical spread, response-time requirements and the ability to coordinate assignments all have a major impact on mileage and emissions. On days with few assignments or long distances between work sites, transport demand per completed assignment can be significantly higher than in more concentrated production.

This underlines that electrification alone is not sufficient to reduce transport emissions. Good planning, efficient allocation of resources and high first-time quality are equally important. Bracom therefore continuously improves operational planning and uses data as a basis for decisions aimed at reducing unnecessary transport.

Priority measures:

- Coordinate assignments within the same geographical area where customer requirements and response times allow.
- Prioritise electric vehicles where driving patterns and assignments are suitable for electric operation.
- Ensure the right skills, materials and equipment are available on the first visit to reduce unnecessary journeys and rework.
- Use data on driving patterns and resource use to identify improvement opportunities and support evidence-based dialogue with customers about the relationship between service requirements, transport and climate impact.

Scope 3 - the largest data challenge

Scope 3 covers value-chain emissions, including emissions from subcontractors, purchased goods and services, transport, waste and business travel. Bracom's use of subcontractors and wholesalers means that Scope 3 is likely to account for a large share of the company's total climate footprint. Preliminary spend-based analyses indicate this, but the uncertainty remains too high to publish a single 2025 figure as a verified GHG inventory total.

In 2025, Bracom mapped key supplier categories and assessed system support. The work showed that a spend-based model can provide a rapid overview, but is not sufficiently precise for project management. The ambition is therefore to move gradually towards activity data in the areas where this provides the greatest value.

Scope 3 area	2025 status	Priority going forward
Subcontractors	Supplier mapping established; limited activity data.	Require litres, kWh, machine hours and production volumes from critical subcontractors.

Scope 3 area	2025 status	Priority going forward
Materials	Purchasing is largely carried out through wholesalers.	EPDs, product data and volumes for key material groups.
Transport and logistics	Limited data from external transport providers.	Transport data for major deliveries and projects.
Waste	Partial data and internal calculation models.	Monthly waste fractions, sorting rate and project linkage.
Business travel	Can be obtained from the travel provider and accounting records.	Establish a simple annual overview.

PRIORITISE MATERIALITY OVER PERFECTION

Bracom will first improve data in emission areas that are both material and influenceable. This provides greater management value than spending disproportionate effort on a complete but imprecise total.

Resource use and circular economy

Projects generate surplus excavated material, packaging, cable offcuts, waste electrical and electronic equipment (WEEE) and residual waste. Circularity was identified as a clear improvement area in 2024. In 2025, Bracom worked to define KPIs and reporting boundaries, but the data foundation is still not sufficient for full performance reporting.

A key challenge is distinguishing between Bracom's own waste, customer-owned materials and waste generated by subcontractors. Reporting therefore needs to be embedded in contracts, project plans and practical routines; otherwise the figures will be neither consistent nor useful for management.

KPI	Definition	2025 status
Sorting rate	Sorted waste / total waste quantity.	Future KPI.
Waste per project or metre	Total waste quantity divided by project or metre produced.	Data are available from the waste contractor for larger projects.
WEEE	Quantity split between reuse, material recycling, disposal and hazardous waste.	Calculation method developed; data quality to be strengthened.
Surplus excavated material reused	Reused excavated material / total surplus excavated material.	In progress.

KPI	Definition	2025 status
Materials with EPDs	Share of relevant purchases with a documented EPD.	Future KPI.

Priority measures:

- Plan routes and construction methods to reduce surplus excavated material before work begins.
- Set clear requirements for waste sorting and documentation by production type and customer.
- Use data from waste contractors and weighbridge tickets where available.
- Work with wholesalers on EPDs, packaging and return schemes.
- Link excavated-material and waste data to individual projects so that measures can be assessed against cost and emissions.

03

PEOPLE

Safe working conditions, skills and responsibility across the value chain.



The people who build Bracom

People are Bracom's most important resource. The social dimension of our ESG work covers our own employees, temporary personnel, apprentices and workers employed by subcontractors.

Bracom aims to provide a safe, inclusive and skills-oriented workplace. At the same time, the company must ensure that the same basic requirements apply to everyone working on its projects, regardless of their employer. This requires clear leadership, an open reporting culture and systematic supplier follow-up.

People are Bracom's most important resource. Company gatherings support skills development, knowledge sharing and a common culture built on quality, safety and continuous improvement.

Photo: Bracom

Our workforce in 2025

At the end of 2025, Bracom had 34 employees in Norway and 18 employees in Germany. In Norway, women represented 20.6% of the workforce, the average age was 34.5 years, and the company had two apprentices. The figures reflect a young and skilled organisation with a good combination of experience, development potential and professional breadth.

Bracom aims to be an inclusive workplace with equal opportunities for all. Recruitment and employee development are based on competence, diversity and long-term development, strengthening both the organisation and access to the skills the company needs over time.

52 employees in the group 34 Norway + 18 Germany	20.6% women in the workforce in Norway	34.5 years average age in Norway	2 apprentices in Norway
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Bracom brings together skilled tradespeople, installers, project managers, civil-works personnel, delivery coordinators, engineers and administrative functions. This combination gives the business the capacity to plan and deliver complex projects while requiring continuous skills development, knowledge sharing and clear roles - both internally and in cooperation with partners.

HSE - prevention before an incident becomes an injury

Work along roads, in trenches, around cable infrastructure and on technical installations involves risk. Bracom therefore works systematically with subcontractors and partners on prevention, training and early reporting of incidents and improvement opportunities.

In a relatively small organisation, a single injury can have a large impact on traditional injury-frequency indicators. Bracom therefore does not use the H-value as the sole or primary management indicator. HSE performance is monitored through a combination of incident and near-miss reports, Job Safety Analyses (JSA), safety inspections, training activities, sickness absence and recorded injuries. These indicators must be considered together: a high number of reported incidents can reflect an open reporting culture, while JSA and safety inspections show how risk is managed before and during work.

Indicator	2025 result	Comment
Sickness absence	3.98%	Sickness absence was highest early in the year and stabilised at a lower level during the second half.
Incident reports	74	Reported incidents and improvement points provide a basis for learning and preventive measures.
JSA	32	Completed before selected high-risk work activities. Scope and registration practices will be followed up further.
Safety inspections	11	Completed at work sites and projects. Planning and documentation will be strengthened further.
Training activities	16	Courses and training related to safe execution and required competence.
Lost-time injuries	0	No recorded injuries resulting in lost time.
Non-lost-time injuries	2	The incidents were recorded and followed up with corrective actions.

In 2025, no lost-time injuries were recorded, while two work-related injuries without lost time were registered. The incidents were followed up to reduce the risk of recurrence. During the year, 74 incident/near-miss reports were registered, 16 training activities were completed, 32 Job Safety Analyses were carried out and 11 safety inspections were conducted.

Total sickness absence for the year was 3.98%. Absence was highest in the first months of the year, before declining and stabilising at a lower level during the remainder of the year. Bracom will continue to monitor the trend closely and focus on prevention, workplace adjustments and early follow-up.

Reporting culture and learning

The number of incident reports should not be interpreted as a stand-alone measure of how safe the company is. An increase may reflect more incidents, but it can also indicate a lower threshold for reporting. The objective is for employees and partners to report concerns early, for causes to be assessed, and for actions to be closed out and lessons shared with relevant teams.

Incidents in 2025 included the use of tools without appropriate protective equipment, a fall on ice, a cut injury and drilling into a live power cable. Follow-up included clarifying PPE requirements, purchasing ice grips and grit, using the correct tools and establishing routines to ensure measuring equipment is available. These examples show that learning often consists of concrete, practical improvements.

From incident to learning	Minimum requirement
Record	Describe the incident, location, time and potential consequence.
Make safe	Stop unsafe work and implement immediate measures.
Analyse	Assess the cause, barriers and whether the same issue may exist elsewhere.
Action	Assign an owner, deadline and documentation requirements.
Close	Verify that the action has been implemented and has the intended effect.
Share	Communicate lessons learned to relevant employees and subcontractors.

Safety inspections - from activity to management indicator

Safety inspections are an important tool for identifying risks and improvement opportunities on projects. Inspections were carried out in 2025, but registration and follow-up were not sufficiently standardised to provide a robust basis for management and reporting across projects.

Experience from 2025 highlighted the need for a more project-based approach. From 2026, a new KPI will therefore link the number of safety inspections to project size and planned progress rather than to monthly reporting. This should provide a more representative view of compliance and ensure that inspections are carried out when they create the greatest value.

Project category	Minimum requirement	Reporting
NOK 0.5-1m	One safety inspection per project.	Completed / planned over the project life cycle.

Project category	Minimum requirement	Reporting
Above NOK 1m	At least one safety inspection per project.	Completed / planned over the project life cycle.

The completion rate will be calculated as the number of completed safety inspections compared with the number planned as of the reporting date. This method takes the project life cycle into account and distinguishes between overdue inspections and inspections scheduled for later in the project.

Skills, capacity and stability

Skills and workforce stability affect quality, safety and the ability to deliver. The internal organisation must have the capacity to plan, manage, control and document deliveries - including when a large share of operational production is performed by subcontractors.

In 2025, the annual training cycle included fall-protection training, onboarding, first aid, statutory courses, HSE follow-up and IT security. Employee development reviews, management dialogue and Working Environment Committee activities are important forums for monitoring workload, well-being and development needs.

KPI	Definition	2025 result
Employee turnover	Number of employees leaving / average number of employees.	22.7%
Training hours per employee	Recorded training hours / employees.	40 hours
Share of permanent employees	Permanent employees / total employees.	94%
Employee development reviews	Completed / planned reviews.	40 / 40
Apprentices	Number of active apprentices.	2

Equality, diversity and inclusion

Bracom recruits, develops and rewards employees based on competence, experience, responsibility and performance - regardless of gender, age, ethnicity, religion, disability, sexual orientation or other background. At the same time, the company recognises that the construction, civil engineering and technology sectors continue to have uneven representation.

An internal measurement in 2025 showed that women represented 20.6% of the workforce in Norway. Small changes in headcount can create large percentage movements, but the trend should still be monitored over time. Particularly relevant indicators include the share of women among new hires and in roles that provide a pathway to future leadership and technical responsibility.

KPI	2025	Further follow-up
Women in the workforce in Norway	20.6%	Updated as of 31 December and monitored annually.
Women among new hires	33%	Important development indicator.
Reports of discrimination/harassment	0 reported cases	All reports must be handled confidentially and without retaliation.

Bracom has worked with NAV, the Norwegian Labour and Welfare Administration, on inclusion and aims to continue this cooperation. The company does not report the share of employees with minority backgrounds in 2025. Such a KPI would require a clear purpose, voluntary participation, a privacy assessment and a methodology that provides genuine management value.

Local communities and surroundings

Bracom's projects affect local communities through excavation, noise, traffic, temporary access restrictions and contact with landowners and authorities. Good planning, advance notice and dialogue are therefore part of our social responsibility - and a prerequisite for efficient project delivery.

Bracom also aims to make a positive contribution through local employment, the use of local subcontractors where appropriate, cooperation with local organisations and support for sport and community initiatives. Sponsorship should not, however, be used as a substitute for responsible project conduct; the greatest social impact is created through the way the business operates every day.

KPI	Definition	2025
Share of local subcontractors	Subcontractors based in the project's county/region.	56%
Local community initiatives	Number of partnerships, sponsorships and local initiatives.	2
Total support	NOK contributed to local initiatives.	200,000
Landowner agreements	Projects with documented landowner agreement before start-up.	684



Sustainability is also about the people and local communities of which we are part. Bracom aims to contribute to lasting meeting places and local initiatives that create activity, community and positive development.

Photo: Skeid Fotball

People in the supply chain

Bracom relies on subcontractors for excavation, installation, technical work and electrical services. This provides access to capacity and specialist expertise, but also creates a responsibility to prevent exploitation, social dumping and unsafe working conditions.

Bracom expects written employment contracts, lawful pay and working-time arrangements, required insurance, valid training certificates, functioning HSE systems and respect for fundamental human rights. These requirements are embedded in contracts, the Code of Conduct, onboarding, kick-off meetings, project follow-up and audits.

PRINCIPLE

Everyone working in or for Bracom must have safe, fair and lawful working conditions - regardless of who employs them.

Bracom's work under the Norwegian Transparency Act in 2025 identified no severe actual adverse impacts directly caused by Bracom. The risk nevertheless remains material, particularly among small subcontractors with limited administrative capacity, where foreign labour is used, and in global material supply chains where Bracom has limited direct visibility.

04

GOVERNANCE AND TRUST

Ethics, supplier control, transparency and robust corporate governance.



Governance that builds trust

Governance concerns how Bracom makes decisions, follows up risk and documents that requirements are actually met. For Bracom, supplier management, the Norwegian Transparency Act, business ethics, financial resilience and digital security are key areas.

In 2025, governance became more operational through monthly ESG reporting, board and management involvement, publicly available governance documents, supplier audits and clearer KPIs. The aim is not more documentation for its own sake, but more consistent behaviour and better decisions.

Roles and responsibilities

Role	Responsibility
Board of Directors	Overall responsibility for strategy, material risk, the Norwegian Transparency Act and approval of key public statements.
Managing Director	Prioritisation, resource allocation, compliance and follow-up of the management team.
ESG lead / Administration	Coordinate the GHG inventory, KPIs, reporting, risk mapping and documentation.
HSE / HR	Working environment, safety, skills, inclusion and whistleblowing.
COO / Project managers	Follow-up of subcontractors, HSE, contractual requirements, quality and project non-conformities.
Procurement / Project managers	Supplier information, contracts, financial resilience, payment practices and document control.
All employees	Follow policies, report non-conformities and contribute to improvement.

Business ethics and Code of Conduct

Bracom has zero tolerance for corruption, bribery, financial misconduct, discrimination and other serious breaches of law or ethical standards. The Supplier Code of Conduct sets requirements for human rights, working conditions, HSE, pay, working hours, the environment, anti-corruption, fair competition and management systems.

Suppliers are expected to apply equivalent requirements in their own supply chains. Bracom may request documentation, conduct follow-up meetings or audits and require corrective action. Critical breaches or a failure to improve may lead to termination of the business relationship.

Topic	Bracom's expectation
Human rights	No forced labour, child labour, inhumane treatment or discrimination.
Working conditions	Written contracts, lawful pay, working hours, rest and freedom of association.
HSE	Safe working environment, training, PPE and systematic risk management.
Environment	Reduce emissions and resource use and provide relevant data on request.
Anti-corruption	No bribery, improper benefits or undisclosed conflicts of interest.
Sub-suppliers	Approval and control when work is subcontracted further down the chain.

Supplier categories and influence

The supplier portfolio contains different levels of risk and requires differentiated follow-up. Subcontractors carrying out field work are where Bracom has the greatest direct influence and are prioritised for HSE, working-condition and documentation controls. Wholesalers and system suppliers are followed up through requirements for traceability, their own due-diligence processes, data protection and security.

10.1 Supplier categories

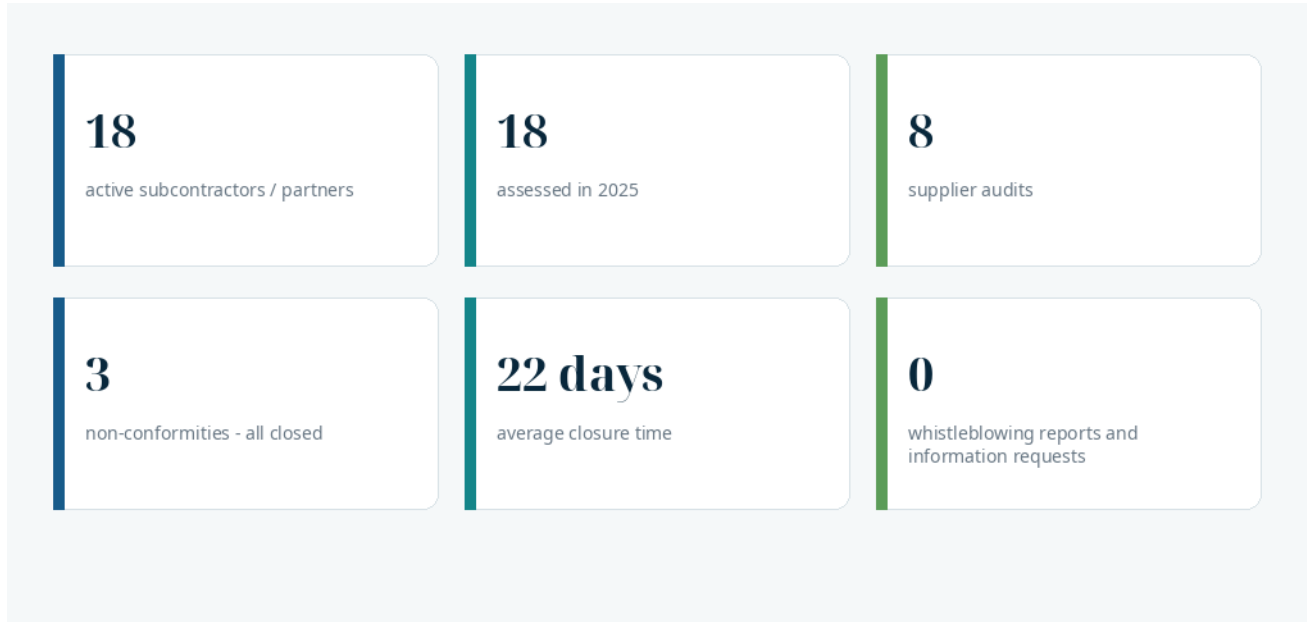
Category	Examples	Follow-up
1 Subcontractors - excavation/civil works	Excavation contractors, machinery contractors	✓ High priority for audits, HSE and documentation.
2 Subcontractors - installation/technical	Installers, technical suppliers	✓ Training, HSE, employment contracts and quality.
3 Material wholesalers	Pipes, cables, cabinets, fibre equipment	✓ Own due-diligence processes and traceability required.
4 Transport/logistics	Carriers and warehouse/ logistics partners	✓ Working conditions, HSE and sub-suppliers.
5 IT/system suppliers	Digital systems and security	✓ Data security, privacy and supplier management.
Greatest direct influence: Own operations and subcontractors Influence through requirements, follow-up and collaboration		

Supplier categories and primary forms of follow-up.

Source: Bracom's 2025 statement under the Norwegian Transparency Act.

The Norwegian Transparency Act in practice

In 2025, Bracom developed its work under the Norwegian Transparency Act from high-level mapping towards more systematic supplier management, risk classification and follow-up. No severe actual adverse impacts directly caused by Bracom were identified. The work did, however, identify material risks relating to small subcontractors, HSE practices, training, employment contracts, pay and working hours, whistleblowing procedures and financial stability.



Key figures from Bracom's due-diligence assessments and supplier follow-up in 2025.

Source: 2025 statement under the Norwegian Transparency Act.

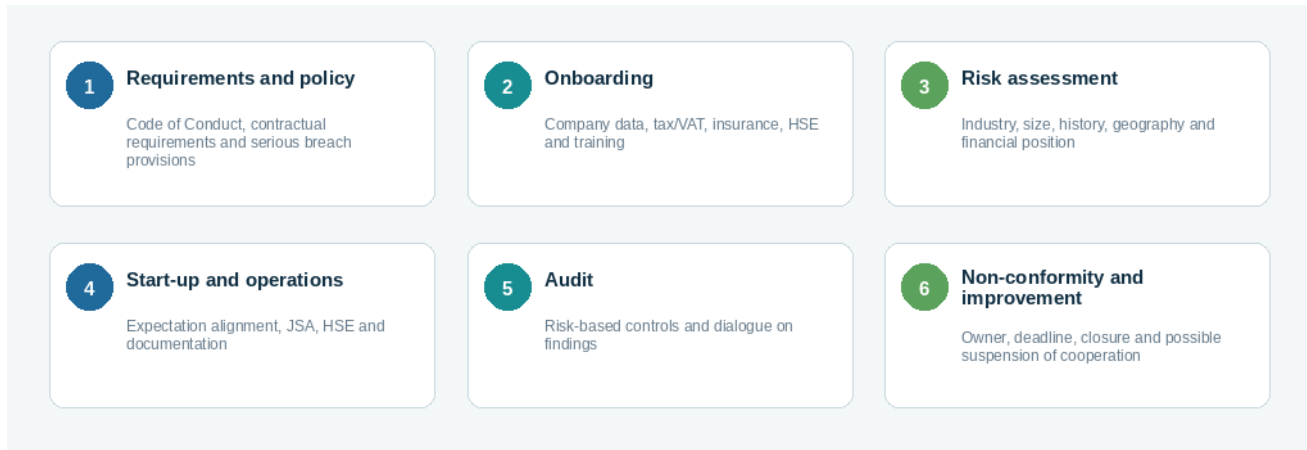
Key figure	2025	Comment
Active subcontractors / partners	18	All were assessed during the reporting year.
Full audits	8	Risk-based follow-up of active subcontractors.
Supplier non-conformities identified	3	Minor non-conformities.
Closed supplier non-conformities	3	All non-conformities were closed.
Average closure time	22 days	Below the 30-day target.
Whistleblowing reports	0	No internal or external whistleblowing reports registered.
Information requests	0	No requests under the Norwegian Transparency Act.

Findings included a temporary absence of an HSE management system during a transition period after the system provider went bankrupt, as well as two work-related injuries without lost time. The matters were

followed up and corrected. No non-conformities relating to employment contracts, insurance, pay, working hours or training certificates were identified in the supplier review.

From onboarding to improvement

Responsible supplier management begins before the contract is signed and continues throughout the relationship. Bracom combines document control with project follow-up and audits. The objective is to identify risk early and use corrective measures before an issue develops into a serious non-conformity.



Bracom's recommended process for risk-based supplier management.

Source: Bracom's Code of Conduct and 2025 statement under the Norwegian Transparency Act.

Risk class	Characteristics	Follow-up
Low	Complete documentation, good track record and few or no non-conformities.	Standard follow-up and annual document control.
Medium	Minor non-conformities, expiring documentation or a need for closer dialogue.	Deadline, additional control and assessment before new assignments.
High	Material HSE, working-condition, financial or documentation non-conformities.	Close follow-up, corrective measures and possible suspension of use.

From 2026, risk classification will be linked more closely to audit results, documentation status, project performance and financial information. This will allow follow-up to be prioritised according to actual risk rather than treating all suppliers in the same way.

Financial resilience among subcontractors

Financial problems at a subcontractor can affect more than progress and cost. They may create pressure on wages and working hours, weaken HSE performance, lead to incomplete deliveries or insolvency, and transfer warranty and claims risk back to Bracom. Financial supplier risk is therefore both a governance and a social issue.

In 2025, Bracom evaluated solutions for ongoing monitoring of payment remarks, filing of annual accounts, financial development, ownership structure and other changes among critical

subcontractors. The purpose is to identify risks earlier and make assessments more verifiable. Such a solution does not replace dialogue and audits, but complements them.

Control point	What it may indicate	Possible response
Payment remarks	Liquidity problems or weak payment discipline.	Dialogue, exposure assessment and payment plan.
Failure to file annual accounts	Administrative failure or financial stress.	Warning, documentation requirements and risk classification.
Negative equity / weak liquidity	Reduced ability to manage non-conformities and claims.	Limit advance payments and increase milestone follow-up.
Ownership and corporate changes	Changed control, risk or potential conflict of interest.	New due-diligence assessment.
Sanctions / adverse media	Compliance or reputational risk.	Investigation and possible suspension of the relationship.

Whistleblowing and grievance mechanisms

Bracom has an anonymous whistleblowing channel available to employees and external stakeholders. It can be used to report suspected breaches of law, HSE requirements, discrimination, harassment, corruption, financial misconduct, human rights or decent working conditions.

Reports are handled confidentially under established procedures, and retaliation against people who raise concerns in good faith is not accepted. In 2025, no whistleblowing reports or information requests under the Norwegian Transparency Act were registered. Zero reports alone do not prove that no concerns exist; the channel must be known, accessible and perceived as safe.

KPI	2025	Target
Whistleblowing reports received	0	All reports are assessed and handled in accordance with established procedures.
Reports relating to working conditions / human rights	0	No retaliation; appropriate remediation where actual breaches occur.
Open reports at year-end	0	No cases without an assigned owner and plan.
Information requests under the Norwegian Transparency Act	0	Respond within the statutory deadlines.

Digital security and trust

Bracom handles customer, project, supplier, employee and operational information. Strong information security is therefore a prerequisite for trust and reliable delivery. The topic is included under governance but is kept at a high level in public reporting so that sensitive security details are not disclosed.

IT security was included in internal training in 2025, and the company works with access management, device monitoring, secure password practices, awareness and incident procedures. Suppliers of critical systems must also be assessed with regard to data protection, business continuity and security.

Area	Governance	Further measurement
Access management	System ownership, MFA/SSO and periodic access reviews.	Share of critical systems reviewed.
Training	Phishing, passwords, social engineering and reporting.	Share of employees who have completed training.
Incidents	Reporting, handling, escalation and learning.	Number of security incidents and closure time.
Supplier security	Assess critical system suppliers and data processors.	Share of critical suppliers assessed.
Business continuity	Back-up, recovery and contingency planning.	Completed tests and improvement measures.

Customer dialogue and responsible growth

Customers such as GlobalConnect, Telenor, Telia and other major infrastructure companies are setting increasingly clear requirements for climate targets, documentation, HSE and supplier responsibility. For Bracom, sustainability reporting is therefore also a commercial tool. It should make it easier to respond to tenders, document improvements and develop better solutions together with customers.

Bracom's strength is the close link between data and operations. The company is working to connect emissions data with mileage, work orders, metres installed, method and project. Combined with effective supplier controls, this enables Bracom to demonstrate how ESG affects cost, quality, progress and risk - rather than only reporting general ambitions.

MARKET POSITION

Bracom will use sustainability as evidence of professional project delivery: better data, smarter methods, safer working conditions and more verifiable supplier management.

Risks and opportunities

Topic	Risk	Opportunity / response
Stricter customer requirements	Insufficient documentation can weaken competitiveness.	Use ESG data actively in tenders and customer development.
Subcontractor market and insolvencies	Delays, claims and working-condition risks.	Risk classification, audits and financial monitoring.
Changed business model	Lower Scope 1 emissions may conceal higher Scope 3 emissions.	Report the boundary, production mix and intensity KPIs.
Asphalt and authority requirements	Higher emissions and costs from extensive reinstatement.	Document alternative methods and engage early.
Data quality	Inaccurate figures can weaken trust and lead to poor decisions.	Clear methods, audit trails and gradual automation.
Skills and capacity	A high pace of work can increase workload and the risk of non-conformities.	Training, planning and robust staffing.
Digital dependency	Operational disruption or data loss can affect delivery.	Access control, training and contingency planning.

05

THE WAY FORWARD

More precise data, clearer targets and improvements in 2026.



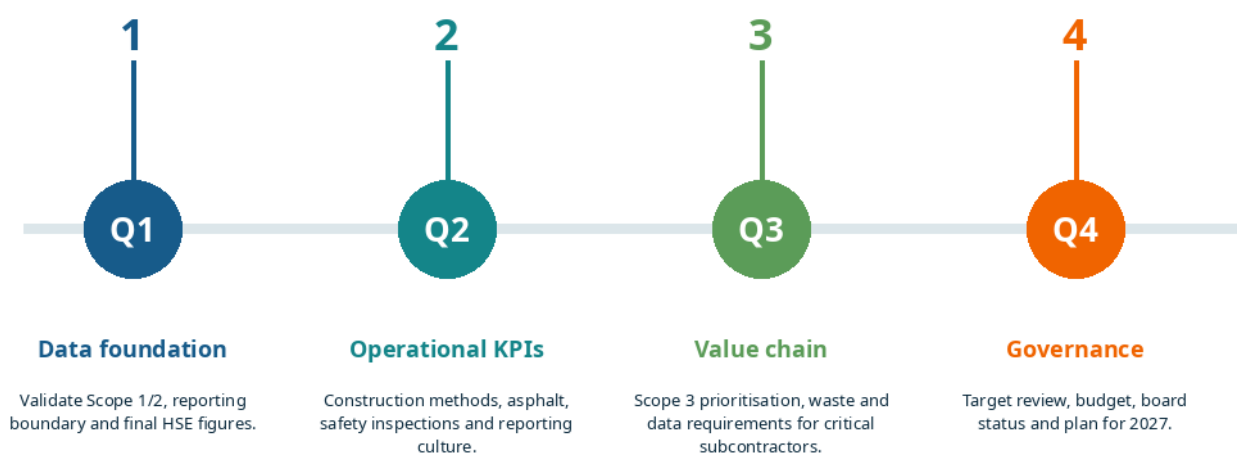
What 2025 shows

2025 shows that Bracom has moved its sustainability work from establishment to operational follow-up. The company has approved climate targets, an ongoing Scope 1 and Scope 2 inventory, a clearer annual HSE and governance cycle, and tangible results from supplier controls.

At the same time, the report is clear about what remains unfinished. Scope 3 is not complete. Waste and excavated-material data are not yet consistently linked to projects. Several HSE and HR KPIs still need common definitions. Method KPIs for narrower trenches and asphalt savings have been developed, but require representative data before they can be used as performance measures.

Area	Strength in 2025	Improvement need
Climate	SBTi approval and full-year Scope 1/2 figures.	Explain structural changes and strengthen the data basis for emissions reporting (Scope 3).
Production	KPI design for construction method, machinery and transport.	Integrate data into project processes and systems.
HSE	Preventive KPIs and practical incident follow-up.	Complete annual data and more consistent tracking of planned versus completed activities.
Supplier management	18 subcontractors assessed, 8 audits completed and all non-conformities closed.	Defined risk class, control frequency and financial monitoring.
Transparency	Separate public documents and a whistleblowing channel.	Clearer KPIs and stronger consistency between reports.
Circularity	Clear KPI definitions.	Actual quantities, waste fractions and project linkage.

Priorities for 2026



Proposed roadmap for making ESG data more accurate and operational in 2026.

Source: Bracom's ESG annual cycle and identified improvement areas.

1. Quality-assure reporting boundaries, data sources and full-year figures for environmental, HSE and social topics.
2. Further develop operational KPIs for construction methods, asphalt, safety inspections and incident reporting.
3. Further develop project-based analyses documenting the effects of method selection, resource use and climate impact.
4. Strengthen the Scope 3 data foundation, with particular focus on critical subcontractors, materials, transport and waste.
5. Further develop risk classification and an audit plan for subcontractors and other critical suppliers.
6. Establish systematic reporting of supplier non-conformities, including open and closed cases and follow-up time.
7. Further develop competence and training in HSE, the Norwegian Transparency Act, ethics and ESG.
8. Use ESG data more actively in tendering, project management and dialogue with customers and partners.
9. Further develop external reporting and communication of Bracom's sustainability work through websites and annual reports.

Target picture for 2030 and 2050

Topic	Target / ambition	Measurement method
Scope 1 and 2	At least 42% absolute reduction by 2030 from 2023.	GHG Protocol and annual public reporting.

Topic	Target / ambition	Measurement method
Net zero	90% reduction in Scope 1, 2 and 3 by 2050.	SBTi requirements and documented treatment of residual emissions.
Scope 3	Measure and reduce, prioritising material categories.	Combination of activity data and clearly identified estimates.
HSE	No serious injuries and stronger preventive reporting.	Incident reports, JSA, safety inspections, training and non-conformities.
Supply chain	100% control of critical subcontractors and risk-based follow-up.	Compliance, audits, risk classification and closure time.
Resource use	Increasing sorting rates and greater reuse of excavated material and other materials.	Weight, waste fractions, weighbridge tickets and project data.
Diversity	Better representation and equal opportunities.	Gender, new hires, management and qualitative measures.

KPI overview

KPI	Definition	Frequency	Owner
Scope 1	Direct emissions from fuels, gases and sources under Bracom's control.	Monthly	ESG
Scope 2	Indirect emissions from purchased electricity, heat and charging.	Monthly	ESG
Share of EV kilometres	EV kilometres / total kilometres in the internal fleet.	Monthly	Operations / ESG
Incident reports	Reported incidents and near misses.	Monthly	HSE
JSA	Completed Job Safety Analyses.	Project / month	Project manager / HSE
Safety inspections	Completed / planned as of the reporting date.	Monthly	Project manager
Sickness absence	Absence hours / possible working hours.	Monthly	HR
Training hours	Recorded training hours / employees.	Monthly	HR / HSE
Supplier compliance	Active subcontractors with complete, valid documentation / active subcontractors.	Monthly / quarterly	COO / Procurement

KPI	Definition	Frequency	Owner
Supplier non-conformities	Open, closed and average closure time.	Monthly / quarterly	COO / ESG
Whistleblowing reports	Cases received, open and closed.	Quarterly / annually	Managing Director / HR

Methodology and data basis

The report is based on the best available data at the time of preparation. Scope 1 and Scope 2 are calculated using actual consumption data and emission factors in Bracom's reporting file. Comparative figures for 2023 and 2024 are taken from the same compilation and from previous reporting. Supplier-related KPIs are taken from Bracom's 2025 statement under the Norwegian Transparency Act.

Data type	Primary source	Key limitations
Scope 1	Actual consumption data from fuel and gas suppliers.	Covers Bracom's own and controlled emission sources.
Scope 2	Energy consumption data from landlords, charging providers and other energy suppliers.	Calculated using the location-based method.
SBTi	Approval letter from SBTi Services, June 2025.	Target of a 42% reduction in Scope 1 and 2 by 2030 from the 2023 base year.
Employees	HR data and the statement under the Norwegian Transparency Act.	Headcount as of 31 December 2025.
HSE	HSE system, non-conformity log and monthly ESG reporting.	Selected KPIs were further developed during 2025 and will be fully implemented from 2026.
Suppliers	Audits, document control and Norwegian Transparency Act reporting.	Covers active subcontractors and critical suppliers.
Scope 3	Supplier mapping and preliminary spend-based analyses.	The data basis will be further developed before full reporting.
Waste	Waste contractor data, models and project data.	The data basis is being further developed.

Calculation basis and comparability

Bracom aims for a GHG inventory that is consistent, verifiable and comparable over time. Reporting follows the GHG Protocol and the organisational boundary underlying the company's approved climate targets through the Science Based Targets initiative (SBTi).

Where material changes occur in the business or the data basis, Bracom assesses the consequences for comparability between reporting years. Any factors that materially affect emission trends or KPIs are described in the report.

Project-specific calculations and scenario analyses are used as decision support to assess the climate impact of different construction methods. These analyses are not included in Bracom's official Scope 1, Scope 2 or Scope 3 GHG inventory.

Sources and references

The report is based on Bracom's internal governance documents, reporting systems and underlying data, including the 2024 Sustainability Report, monthly ESG reporting, the Scope 1 and Scope 2 GHG inventory, the SBTi approval letter, the statement under the Norwegian Transparency Act, internal governance documents and the company's ESG development work.

The reporting has been prepared with reference to recognised international frameworks and standards, including the GHG Protocol Corporate Standard, GHG Protocol Scope 2 Guidance, the Science Based Targets initiative (SBTi), the European Commission's voluntary sustainability reporting standard for SMEs (VSME), relevant parts of the European Sustainability Reporting Standards (ESRS), the OECD Guidelines for Responsible Business Conduct and the Norwegian Transparency Act.

The structure and presentation of the report are informed by established practice in Norwegian sustainability reports from the energy, construction, civil engineering and technology sectors. The content, analyses and assessments have been prepared specifically for Bracom's business and are based on the company's own data, targets and priorities.

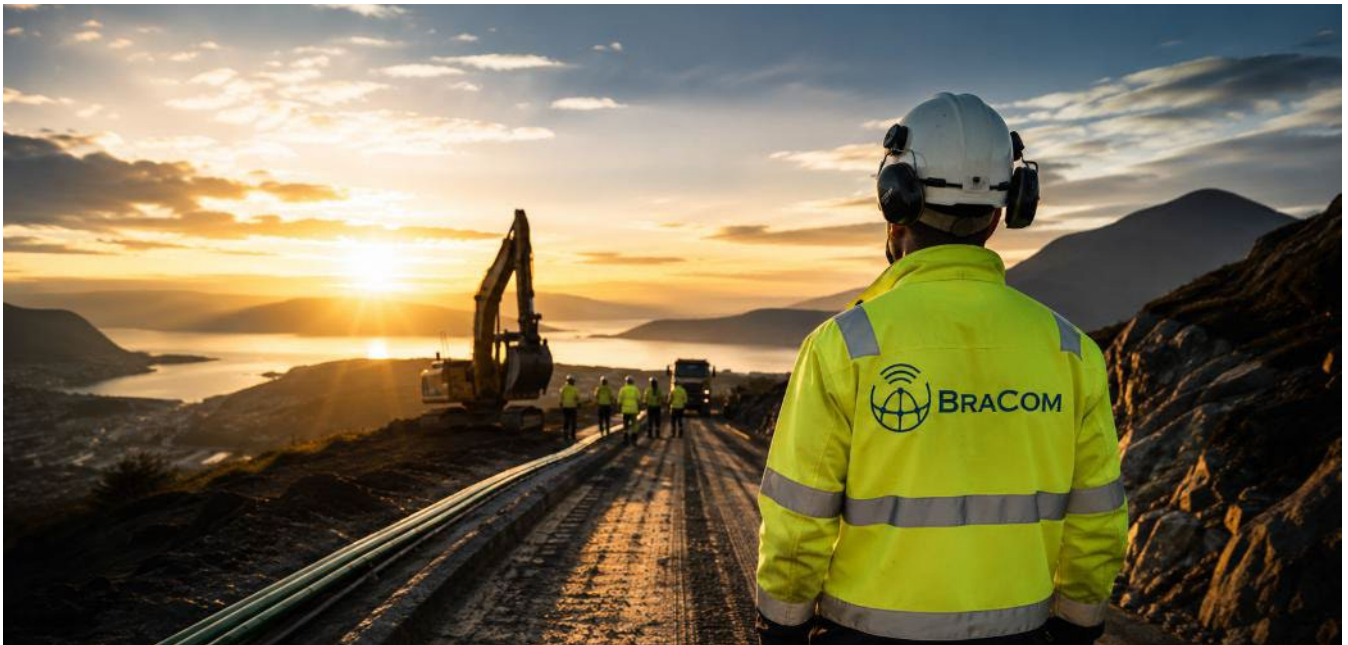
Conclusion

Responsibility in every metre.

In 2025, Bracom took important steps from ambition to management. Approved climate targets, monthly emissions monitoring, more systematic HSE management and stronger supplier controls provide a better basis for decision-making and improvement.

At the same time, the report shows that the sustainability work is not complete. The greatest value lies in bringing the data even closer to individual projects: choosing the right method, reducing unnecessary transport, ensuring good working conditions and addressing risks before they become a cost or an incident.

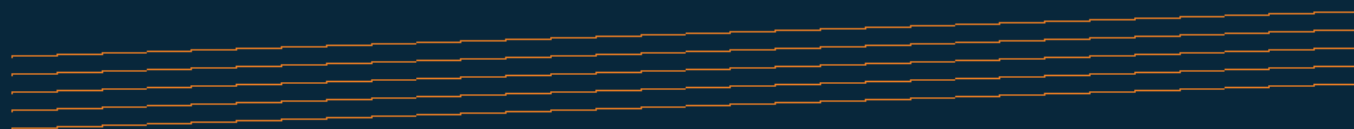
Bracom will build digital infrastructure that lasts - with lower impact, safer working conditions and greater trust throughout the value chain.





RESPONSIBILITY IN EVERY METRE

We build digital infrastructure with lower impact, safer working conditions and greater trust throughout the value chain.



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