



Metizoft Group ESG Report 2024

 **Metizoft**

metizoft.com

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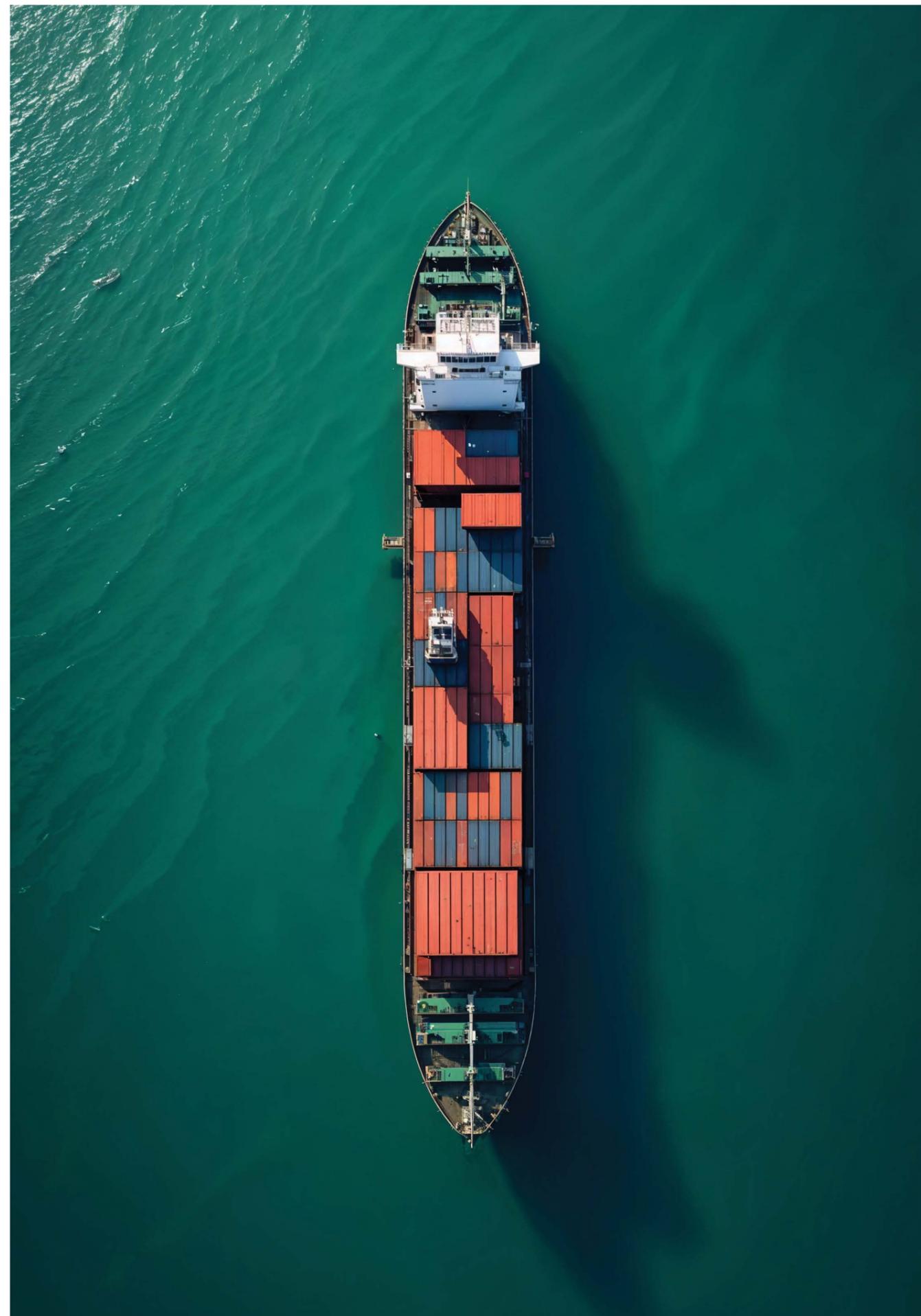
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Introduction

About Metizoft

Metizoft is a leading consulting company providing ESG (Environmental Social Governance), LCA (Life Cycle Assessment), IHM (Inventory of Hazardous Material) & Chemical Solutions for a circular economy in the maritime industry. The company was founded in 2006 to develop software solutions for maritime customers. Since then, Metizoft has developed from being a green technology company for mapping hazardous materials on board ships, to a versatile supplier of sustainability solutions for the entire ship's life cycle. Today, Metizoft serves a diverse portfolio of clients ranging from shipowners, ship managers, ship designers, shipyards and both maritime and nonmaritime suppliers, with an impressive track record of more than 4,5K ships in over 40 countries and more than 19K users worldwide.

The Metizoft Group is headquartered in Fosnavåg, Norway, as the parent company Metizoft AS also has satellite offices in Greece and Brazil. The Asia Pacific centre of operations (Metizoft Asia Pte Ltd) is located in Singapore, and is responsible for satellite offices in Chennai, India; Batam, Indonesia and Kuala Lumpur, Malaysia. In addition, one other office in Shanghai, China (Metizoft (Shanghai) Ltd) is also under the management of Metizoft Asia. Metizoft is also represented worldwide by an extensive network of sales and customer success representatives.

This is our second ESG report for Metizoft. The Metizoft ESG software, which combines ESG reporting, data collection and performance analysis on a common platform has been used to develop this report, accompanied by the inputs and reviews of our ESG advisors.

In all parts of this report, the mention of “Metizoft” refers to the Metizoft Group.

“Metizoft Norway” and “Metizoft Asia” where mentioned, refers to the respective areas of operation.



Message from the CEO

It is with great pleasure that I present Metizoft's second sustainability report—a reflection of how far we've come, and a reminder that sustainability is an ongoing and long-term effort. As a provider of smart solutions for the maritime industry, with ESG solutions being one of our services, sustainability is naturally at the core of our identity and a cornerstone of our operations.

With this report, we turn the lens inward once again to assess and highlight our own performance. Our commitment to sustainability remains firmly grounded in our core values and our ongoing aspiration to contribute positively to both the environment and society.

This report reflects our continued efforts and improvements in integrating sustainability into our daily operations. We actively foster a culture where responsible business practices are not only encouraged, but expected. The journey has been one of learning and growth, and we are proud of the progress we have made so far. At Metizoft, we see sustainability not as a trend, but as an essential part of building a resilient and future-oriented company.

We also recognize that real progress cannot happen in isolation. We continue to be most grateful for the collaboration of our stakeholders and remain committed to working together to achieve our shared goals. We hope this report offers clear insight into the steps we've taken and inspires further dialogue around where we can continue to improve.

Thank you for your continued support and partnership.

Sincerely,
Gry Cecilie Sydhagen
CEO & Founder

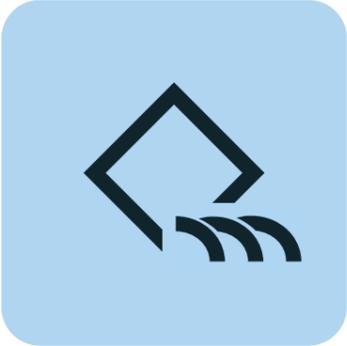


Our People & Partners

Activities, Value Chain and Business Relationships

Metizoft is a private company and primarily serves the global maritime sector, with a focus on ship lifecycle and maritime compliance. We are a company who specializes in development of niche software to suit the specific needs of our customers. In addition, we also provide consultancy and other services to compliment our software offering.

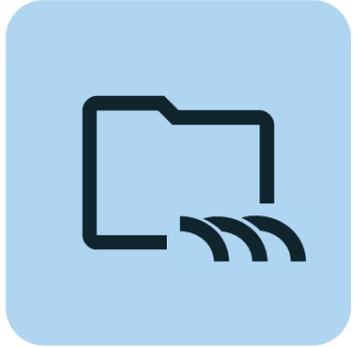
Metizoft's services can be generalized into 5 main categories.



Inventory of Hazardous Materials (IHM)



Chemical Management System



Supply Chain Management



Life Cycle Assessment



ESG Reporting



Our customers comprise mainly of ship owners, ship managers, ship designers, shipbuilding yards, fisheries and suppliers. Metizoft has been accredited with the ISO 9001, 14001 and 45001 ISO standards and has initiated preparations for ISO 27001 in 2025. We are also approved by the major International Association of Classification Societies (IACS) members, e.g. ABS, BV, ClassNK, DNV, KR, LR and RINA. Our main service providers include various laboratories which provide testing services for asbestos and other hazardous materials.



Employees

As of the end of 2024, the Metizoft Group had a total of 94 employees.

87	2	5
permanent full time employees	part time employees	contracted employees

Please refer to the section “Gender Diversity and Equality” for the breakdown of employees’ demographics by gender and region. The data is compiled using the “end of the reporting period” methodology.

In 2024, Metizoft Asia engaged a total of 8 third party inspectors for its onboard IHM inspection and asbestos related work. The work they perform is similar to that performed by our employees.

Membership Associations and Awards

Metizoft Norway is a part of the largest industry association in Norway – The Federation of Norwegian industries and its parent organization NHO.



As an exporting company of software and consultancy services, Metizoft Norway is also a proud member of Norwegian Maritime Exporters.



Metizoft Asia is an active member of the 2 largest maritime associations in Singapore - the Singapore Shipping Association (SSA) and the Association of Singapore Marine Industries (ASMI).



Metizoft Asia is also a proud recipient of the LowCarbonSG mark, which is awarded to companies that demonstrate progress in measuring and monitoring their carbon emissions. It was introduced with the aim of rewarding and recognizing corporate progress on decarbonisation and reinforcing the habits of measuring, tracking and reporting carbon footprints. Metizoft Asia has also been certified with the bizSAFE Level Star by Singapore’s Workplace Safety and Health Council, which is a testament of our efforts in the identification, management and control of workplace risks or hazards in compliance with Singapore’s Workplace Safety and Health (WSH) Act and international standards such as ISO 45001.



Stakeholder Engagement

Metizoft recognizes the vital role that stakeholder engagement plays in achieving sustainability goals. Our stakeholders are individuals, groups, or organizations that have an interest in Metizoft’s activities, and their involvement is crucial in shaping our sustainability approach. Effective stakeholder engagement enables us to identify key sustainability issues, risks, and opportunities, and to develop strategies that address these concerns.

In 2024, we continued to engage actively and regularly with our stakeholders. Through this engagement, we did not identify any new topics or issues that were material to our stakeholder, and thus the outcomes of our stakeholder engagement are still as follows:



Stakeholders	Methods of Engagement	Frequency of Engagement	Purpose of Engagement	Engagement Outcomes
Employees	Employees Satisfaction Survey	Annually	Gauge employees overall happiness level and spot potential issues	Rectified issues affecting employee morale
			Gather feedback on leadership management	Evaluated top management’s capability in driving performance and business result
	Internal Communication	Regular	Keep employees engaged with focus on business related matters	Increased camaraderie and improved morale of employees
	Annual Appraisal	Annually	Performance review and feedback	Regular feedback and review on performance
			Employee development programme	Established highly performing culture and performance-based rewards
Trainings & Workshops	Regular	Upskilling via sharing new market trends, regulations, business opportunities, etc.	Improved hard and soft skills for employees and personal growth	
Festive Celebrations & Staff Gathering	Ad-hoc	Enhance management-staff relationship building	Promoted camaraderie, respect, teamwork, inclusiveness and diversity	
Customers	Trade exhibition	Annually	Metizoft’s offerings in ESG, LCA, IHM and Chemical Solutions	Increased awareness amongst customers on our value proposition
				Increased brand presence in the market
				Enhanced networking web
	Business Review Meeting	Bi-annually	Discussion on Metizoft’s service delivery to existing customers	Feedback on performance
				Guidance on performance
				Increased understanding of customer’s wants and needs

Stakeholders	Methods of Engagement	Frequency of Engagement	Purpose of Engagement	Engagement Outcomes
Customers	Year End Visit	Annually	Festive greeting and gather feedback for service rendered in the prior 12 months	Enhanced customer relationship through addition of personal touch
	Trainings & Workshops	Ad-hoc	Train and update customers working level personnel on regulations and market trends	Improved customers working level personnel competency and knowledge
	Informal Activities	Ad-hoc	Market Intelligence and branding	Increased understanding on market landscape Exchanged market knowledge on the latest technology, requirements and updates
Customers' Suppliers	Email Communication	Ad-hoc	Request for documents required to fulfil customers' obligations	Built trust and enhanced cooperation from customers' suppliers
	Training & Workshops	Ad-hoc	Train and update customers' suppliers working level personnel on regulations	Improved customers' suppliers working level personnel and knowledge
Sales Representatives	Business Planning Meeting	Quarterly	Update on sales and marketing strategies and plan	Increased synergy with sales representatives to execute sales strategies
	F2F Meeting with Customer	Annually	Market service offerings to new and existing customers with support from the sales representatives	Enhanced communication with customers and reduce language and culture barriers
Laboratories	Operations Planning Meeting	Quarterly	Update on operations strategies and plan	Increased synergy with laboratories to execute analysis jobs

Stakeholders	Methods of Engagement	Frequency of Engagement	Purpose of Engagement	Engagement Outcomes
Classification Societies	Email Communication	Ad-hoc	Update and query on statutory and class rules and regulations	Increased synergy with classification societies to execute projects for customers
	Seminars & Workshops	Ad-hoc	Gain awareness on market trends	Increased competency and market trend awareness
Trade Associations	AGM	Annually	Update on trade associations' general happenings	Enhanced awareness of trade associations' general happening
	Gala Dinner & Coctail Reception	Annually	Network with industry peers, customers and suppliers	Built rapport and enhanced relationship with industry peers, customers and suppliers
Investors/ Financiers	Progress Meeting	Quarterly	Update on Key Performance Indicators Financial review	Continued financial support, refinancing of operations improvement of financing terms
Media	Media Interviews & Releases	Periodical	Share market insights, future plans and outlook	Strengthened brand name in the market
	Website	Frequent	Announce new projects	Reaffirmed stakeholders' confidence

Material Topics

In 2024, we identified no differences in the topics deemed most material to us and our stakeholders, and thus our material topics remain the same. For a breakdown of our materiality assessment that led to the identification of these, you may refer to our 2023 ESG report.

Metizoft has identified five material topics: Safeguarding Customer Privacy, Climate Change, Preservation of Human Capital, Ensuring Integrity of Metizoft's Services, and Diverse and Inclusive Workplace.



Safeguarding Customer Privacy



Climate Change



Preservation of Human Capital



Ensuring Integrity of Metizoft's Services



Diverse & Inclusive Workplace

In addition, the company has aligned its strategies with several of the United Nations Sustainable Development Goals (UN SDGs).

The UN SDGs that Metizoft has identified as its main strategic targets include:

- Goal 3:** Good Health and Well-Being
- Goal 5:** Gender Equality
- Goal 9:** Industry, Innovation and Infrastructure
- Goal 10:** Reduced Inequalities
- Goal 12:** Responsible Consumption and Production
- Goal 13:** Climate Action
- Goal 16:** Peace, Justice and Strong Institutions



Safeguarding Customer Privacy
Measures taken to prevent the possible hacking and leakage of customer data

Climate Change
Monitoring of emissions from business operations and implementation of measures to reduce it

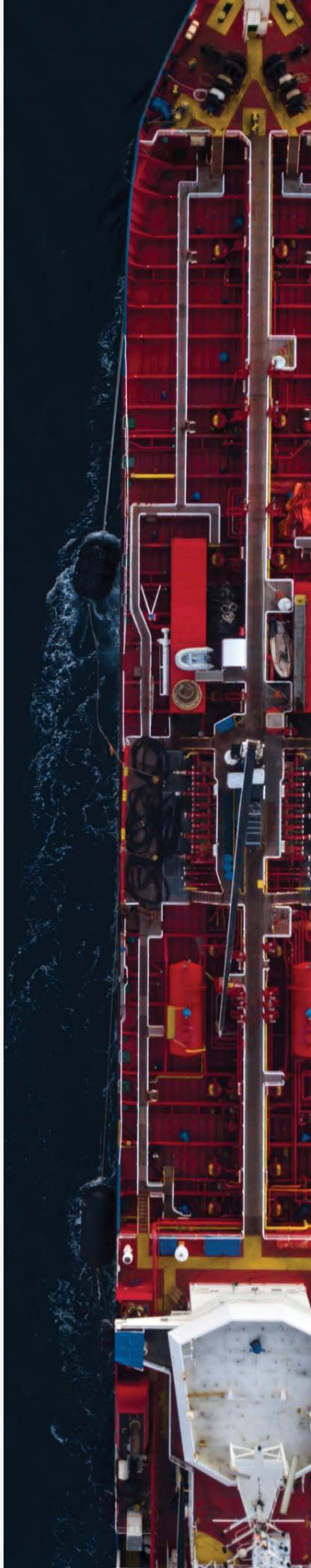


Preservation of Human Capital
Implementation of policies to safeguard the health and safety of inspectors and retain staff and reduce employee turnover

Ensuring Integrity of Metizoft's Services
Ensure all end deliverables meet customer's expectations including standards, regulations and other requirements



Diverse & Inclusive Workspace
Creating an equal opportunity and discrimination-free workplace where employees of all levels are treated with dignity and respect



Targets, Risks & Opportunities

Strategic Targets

Aligned with the goals related to each of our material topics, we set several sustainability targets for the year 2024. These targets were met throughout 2024, proving our initiatives successful. For 2025, our goal is to keep our clean track record, and improve further.

Overall, Metizoft's strategies are focused on addressing key sustainability challenges while also aligning with the UN SDGs. By doing so, the company is working to create long-term value for its stakeholders while also contributing to a more sustainable future.



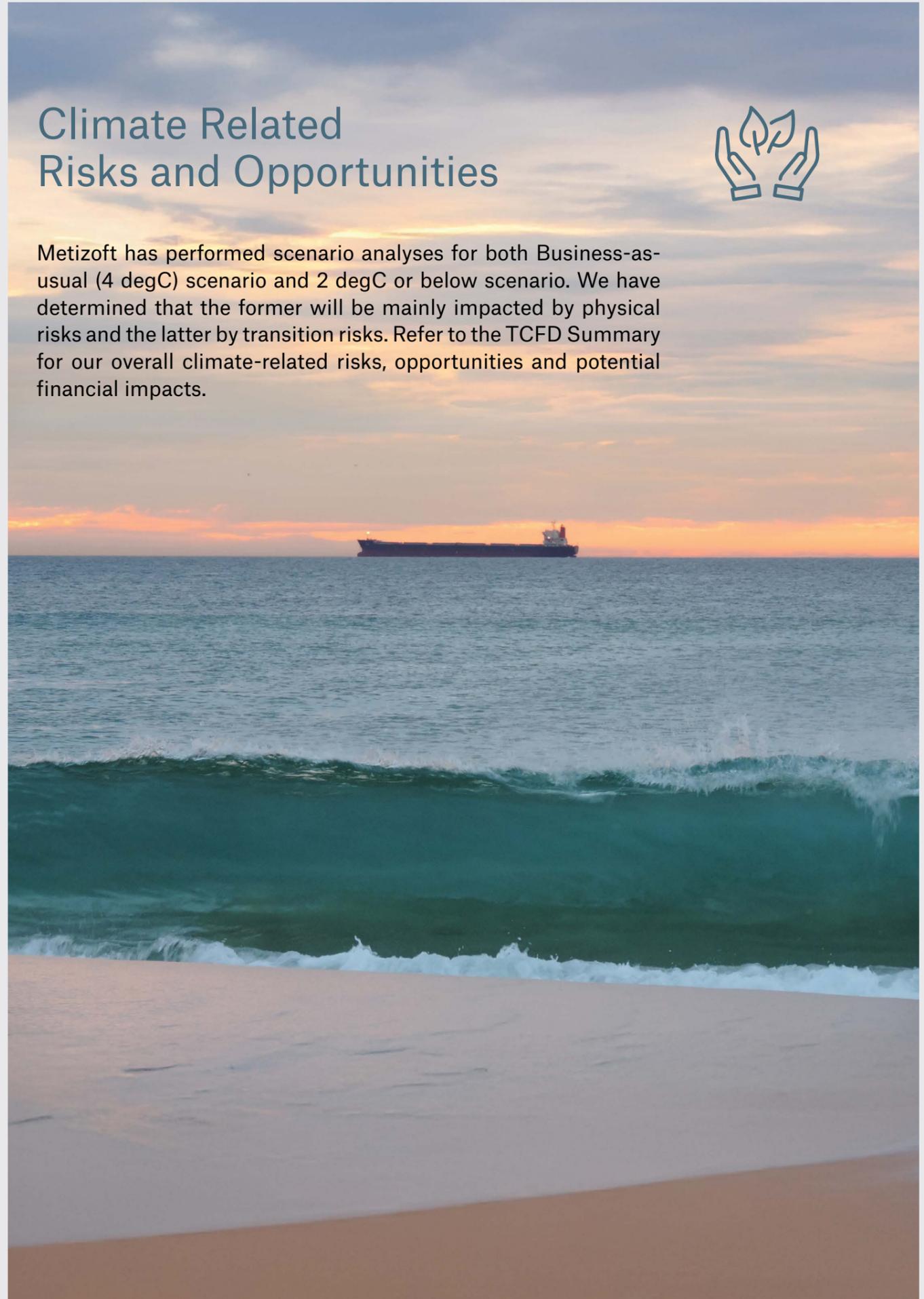
Material Topics	Goals	FY 2024 Targets	Initiatives
Safeguard of Customer Privacy	Prevent possible hacking and leakage of customer data	To achieve zero cases of breaches of customer privacy, including leaks, thefts or losses of customer data	<ul style="list-style-type: none"> To formalize Metizoft's Cyber Security Policy which will act as the framework for personal and organizational data management to safeguard customer privacy To strengthen internal control and SOPs related to cybersecurity To enforce regular maintenance of IT systems to prevent loss of data
Climate Change	Reduce carbon emission from overall business operations	To establish baseline to Scope 1, 2 and 3 GHG emissions for FY2023 and thereafter set a target of 1% reduction in Scope 3 Emissions Intensity for FY 2024, aiming for 3% for FY 2025 and 5% for FY 2026	To optimize business traveling (Metizoft and third-party employees) through more thorough planning and control
Preservation of Human Capital	Implementation of policies to safeguard the health and safety of inspectors & retain staff and reduce employee turnover	<ul style="list-style-type: none"> To achieve zero fatalities, high-consequence injuries, recordable work injuries and occupational health diseases To achieve a turnover rate of 12% or less To establish an annual Employee Satisfaction Survey starting year 2024 and to achieve 100% participation rate 	<ul style="list-style-type: none"> To incorporate enhanced and streamlined risk, assessment measures into our existing Safe Work Procedure To promulgate company core values of quality, respect, collaboration, trust, gratitude and humility through various channels To establish career progression framework for every employee To formalize annual appraisal and factor in targets and rewards for achieving set targets

Material Topics	Goals	FY 2024 Targets	Iniatives
Ensuring Integrity of Metizoft's Services	Ensure all end deliverables meet customer's expectations including standards, regulations and other requirements	To achieve 100% compliance to meeting the auditor's specified timeframe for resolution of planned audit findings	To closely monitor related international regulations including relevant guidelines, code of practices, industry best practices, and other requirements, and update our Policies and Procedures when required To establish Metizoft's Business Continuity Management (BCM) policy
		To achieve 100% training and certification for employees directly involved in the delivery of the services	To identify and monitor the training requirements ad certification validities of relevant (new and existing) employeess
Diverse & Inclusive Workspace	Ensure equal opportunity and reduce inequalities by eliminating discriminatory practices of all levels are treated with dignity and respect	To achieve zero cases of report related to discrimination and inequalities across all business operations	To develop an Employee Handbook detailing the code of conduct related to discriminatory practices and a whistleblowing/grievance feedback mechanism To designate one calendar day as Metizoft Employee Day when each regional office can organize activities to promote cultural harmony amongst the employees

Climate Related Risks and Opportunities



Metizoft has performed scenario analyses for both Business-as-usual (4 degC) scenario and 2 degC or below scenario. We have determined that the former will be mainly impacted by physical risks and the latter by transition risks. Refer to the TCFD Summary for our overall climate-related risks, opportunities and potential financial impacts.



ABOUT THIS REPORT

Reporting Standards

The Metizoft 2024 ESG report has been prepared in accordance with the following standards and guidelines:

Global Reporting Initiative (GRI) Standards 2021



United Nations Sustainability Development Goals (UNSDGs)



Task Force on Climate Related Financial Disclosures (TCFD) - for identification of risk and opportunities



Reporting Scope and Boundaries

This report covers the following entities in the Metizoft Group:

Metizoft AS | Metizoft Asia Pte Ltd | Metizoft China

The locations of operations include

- Norway (Fosnavåg)
- Singapore
- China (Shanghai)
- Vietnam (Hanoi)
- Malaysia (Kuala Lumpur)

This report contains no restatements of information from the previous year.

Reporting Period and Cycle

This report covers the period of January to December 2024. Moving forward, Metizoft will continue to publish its sustainability report on an annual basis unless otherwise informed. This reporting frequency relates to the publication of Metizoft’s financial performance.

Metizoft welcomes ongoing engagement with its valued stakeholders and is always open to any feedback, inquiries, and concerns that may enable continuous improvement to the Group.

Metizoft’s contact details pertaining to this report are as below:

Name: Sindre Lia
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This report has been reviewed and approved by the Board of Directors but has not been externally assured.

Assurance

Metizoft ensures that the ESG report aligns with the selected reporting framework, incorporating all necessary disclosures and metrics.



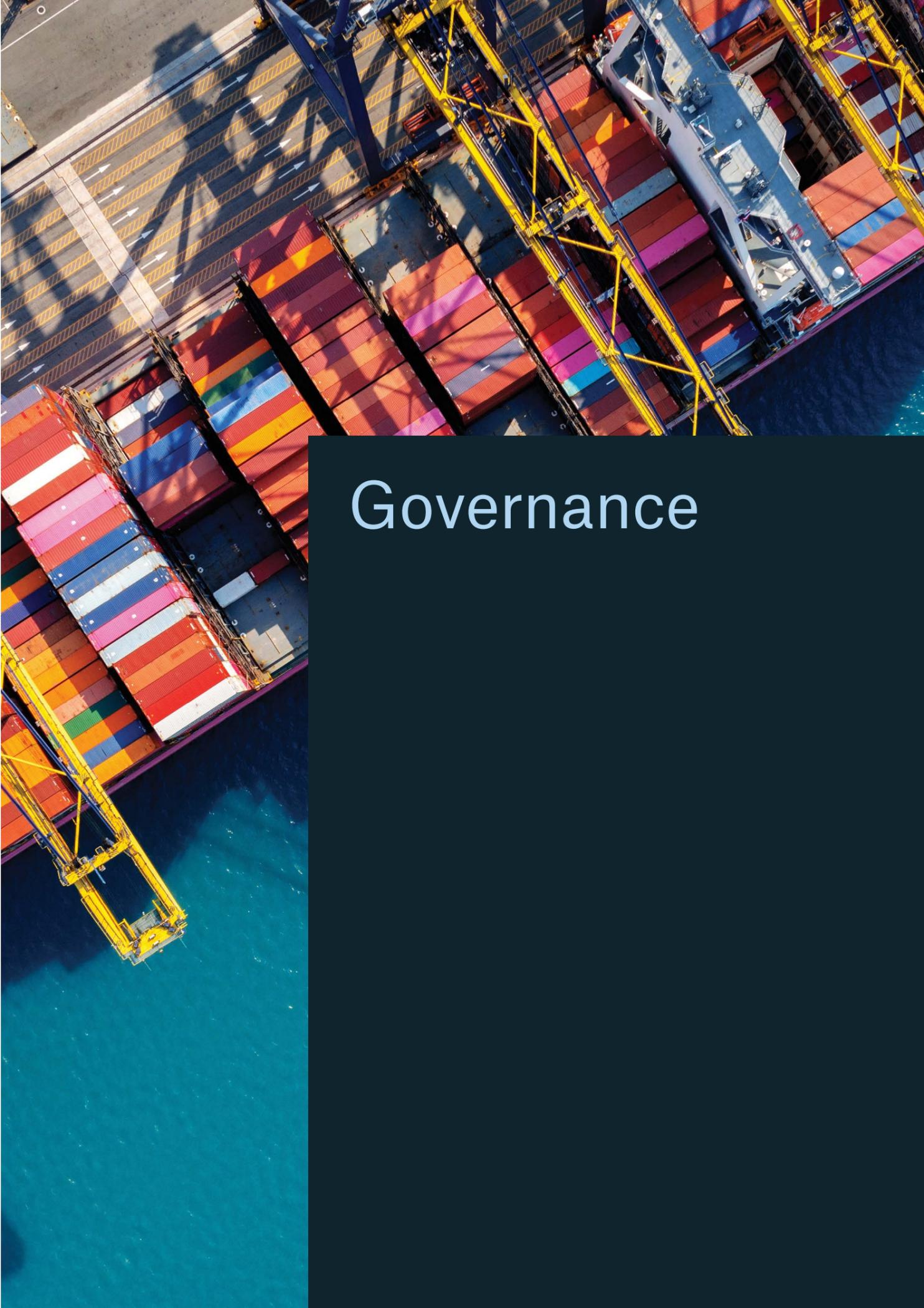
An internal review is conducted with input from key executives and senior management to confirm that the report reflects the company's strategic objectives, values, and policies.



Once finalized, top management approves the report, which is then published on the company's website.



Additionally, a feedback loop is established to continuously refine data collection, validation, and reporting processes, ensuring that the ESG report remains comprehensive, credible, and transparent—thereby enhancing the company's reputation and building trust with stakeholders.



Governance

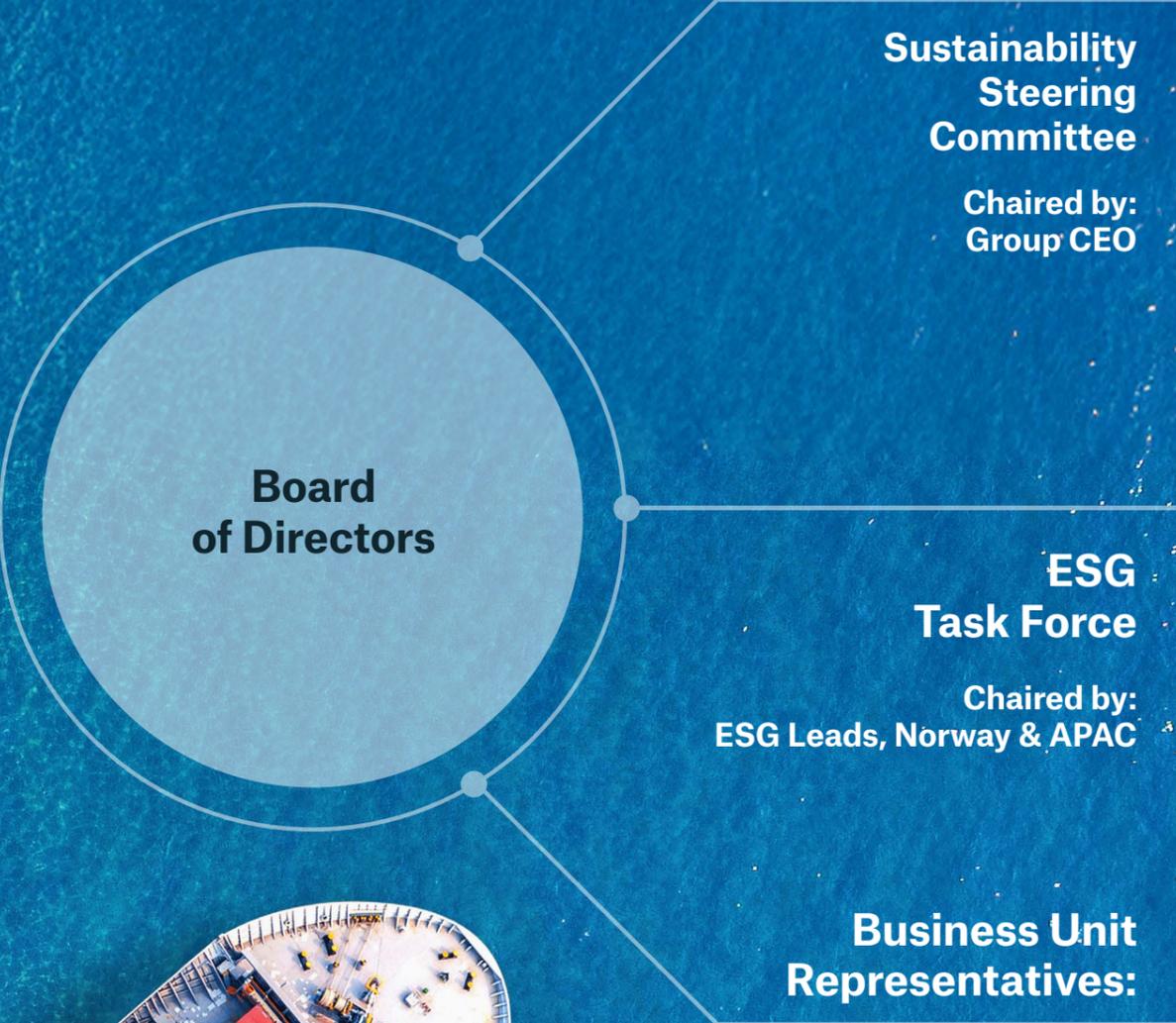
ESG GOVERNANCE

Sustainability Governance Structure

Metizoft's ESG governance structure is built based on a top-down approach. The board of directors has oversight of all ESG matters, including issues related to climate change and strategies. It plays a direct and active role in setting strategies at the highest level, prioritizing material matters and formulating short to long term targets for the Group. The Board is also responsible for the development and driving of the Group's sustainability roadmap, and integrates all business plans, strategies and decision making processes to fully align with the roadmap.

The Sustainability Steering Committee, chaired by the Group CEO, is responsible for updating the board on ESG related material matters, risks and opportunities. This includes climate change and industry trends, developments in the regulatory landscape and related maritime requirements imposed by the International Maritime Organization (IMO), Classification Societies, etc. The Steering Committee provides a comprehensive overview for the Board to deliberate and act upon accordingly.

The ESG Task Force is led by the ESG leads in the Norway and APAC offices, supported by representatives of each business unit, and is responsible for driving sustainability at the operational level. The Task Force's key tasks include data collection and performance tracking and reports upwards to the Sustainability Steering Committee.



The roles and responsibilities of each level of the sustainability governance hierarchy are summarized as follows



Directors of Board

Supervises and administers sustainability initiatives, which involve establishing strategic direction, prioritizing significant issues, and crafting comprehensive medium to long-term goals for the organization

Ensures Metizoft's business strategies intergrate sustainability by encompassing relevant topics

Endorses the creation and execution of the company's sustainability roadmap, strategies, business plans, and targets, eith critical sustainability issues fully integrated into the decision-making process

Sustainability Steering Committee

Group CEO **Chair Lead**

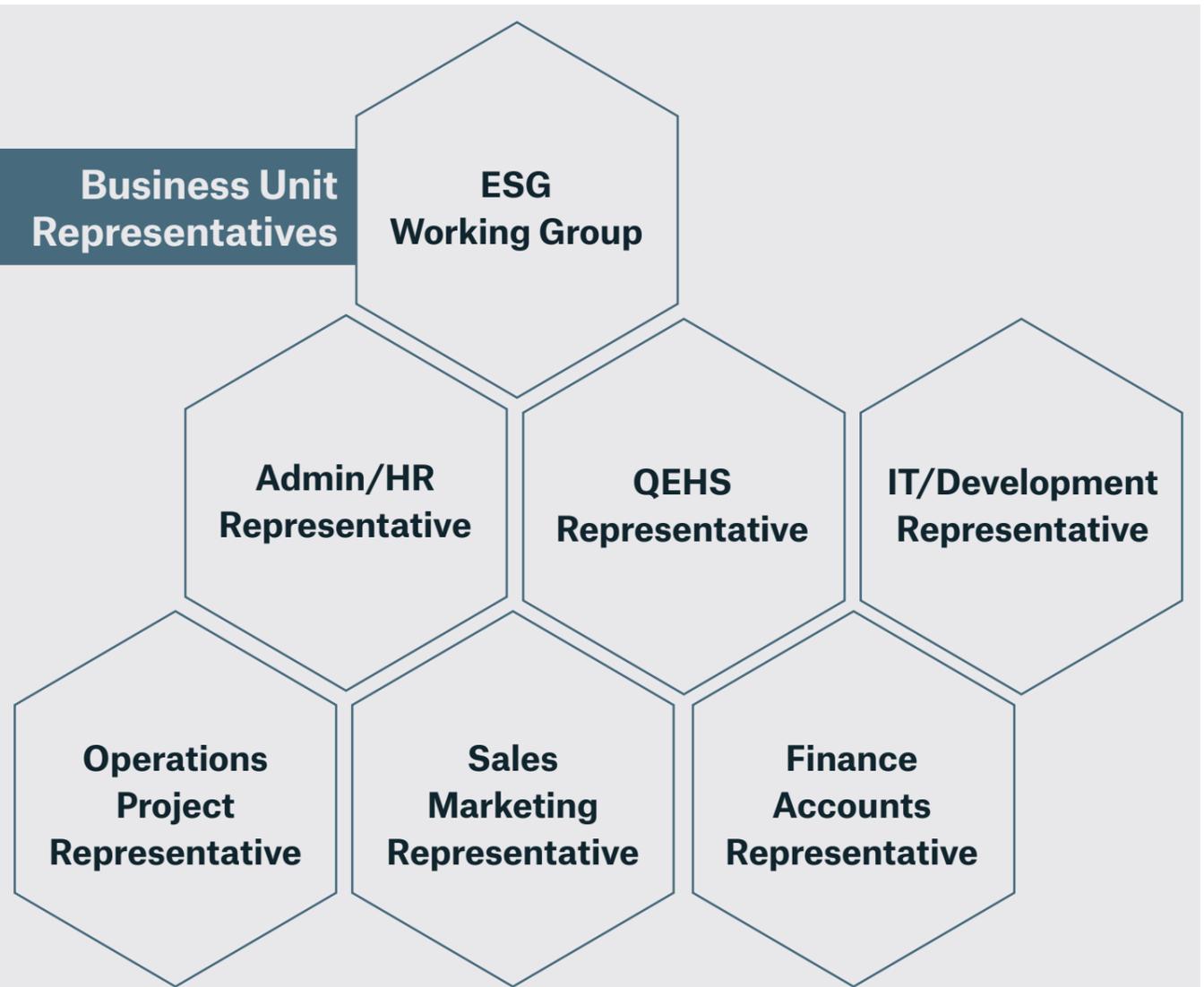
Examines sustainability strategies and proposes solutions to the Board for consideration

Identifies, assesses and manages ESG risks and opportunities

Evaluates sustainability strategies and tracks the performance of individual ESG targets

Presents updates on sustainability performance and accomplishments to te Board

Sustainability Roles & Responsibility



ESG Leads **Chair Lead**

Leads efforts to promote sustainability within the Group

Proposes sustainability targets or KPIs

Establishes methodology and measurement units for each target

Gathers, analyses and monitors all sustainability data

Executes sustainability project plans and follows through on pertinent data collection procedures

Provides 6-monthly reports on sustainability performance to the Sustainability Steering Committee

Sustainability Roles & Responsibility

Metizoft's Sustainability Commitment: Our Vision and Mission

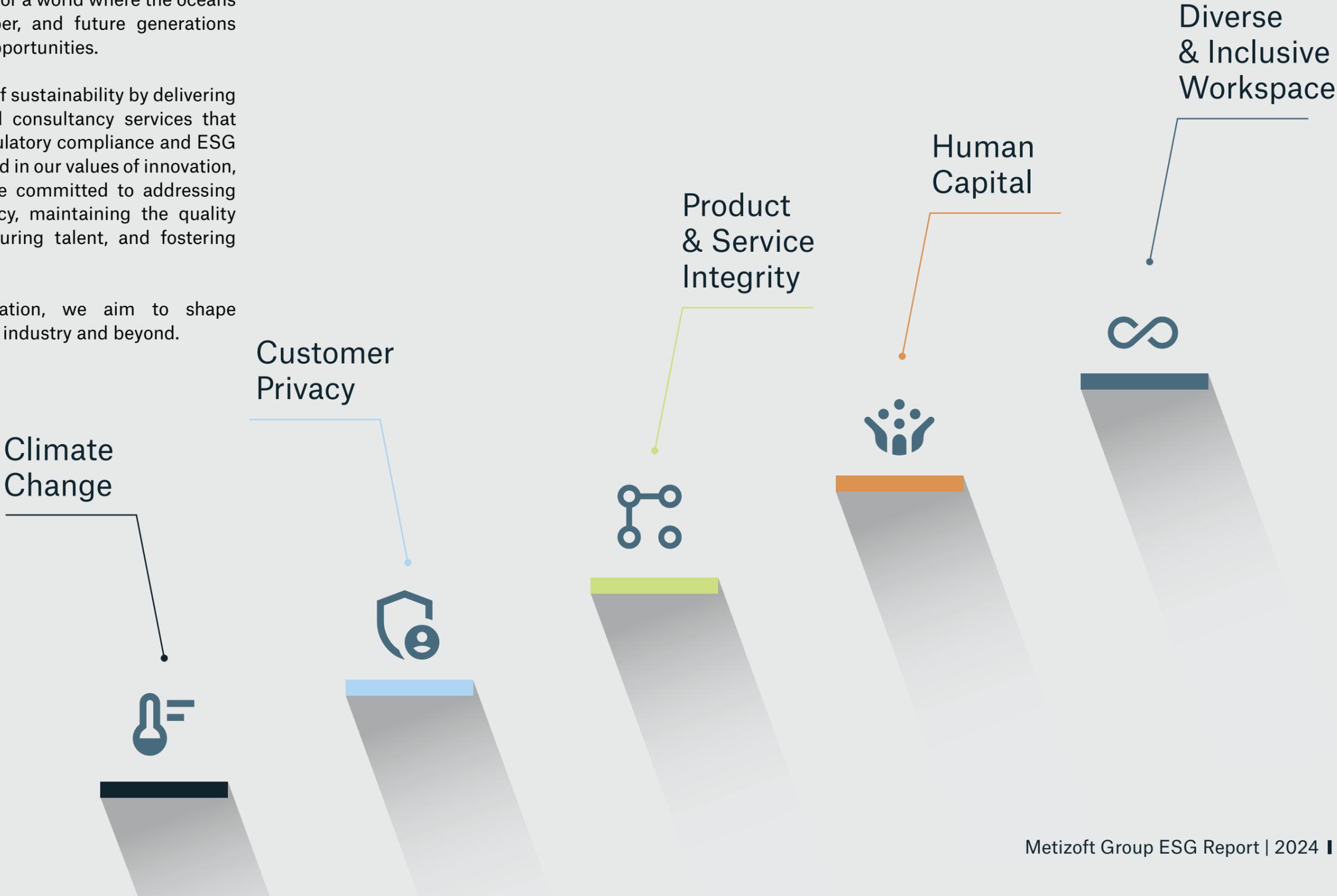
We envision a maritime industry where environmental care, social responsibility, and strong ethics are not just ideals, but an integral part of our industry.

Our vision is to create innovative solutions that empower maritime stakeholders to operate sustainably, for a world where the oceans remain vibrant, communities prosper, and future generations inherit a thriving legacy filled with opportunities.

Our mission is to be at the forefront of sustainability by delivering state-of-the-art SaaS solutions and consultancy services that empower our clients to navigate regulatory compliance and ESG challenges with confidence. Grounded in our values of innovation, transparency, and inclusivity, we are committed to addressing climate impact, safeguarding privacy, maintaining the quality of our products and services, nurturing talent, and fostering a workplace where diversity thrives.

Through collaboration and dedication, we aim to shape a sustainable future for the maritime industry and beyond.

Metizoft's Sustainability Focus



Nomination and Selection of the Board

The diversified board consist of three females and two males, in addition to one deputy member and two observers (males). Of the existing board members, one is also the CEO. All existing board members are related to shareowners.

For the overall gender composition of the board, please refer to "Diversity & Gender".

Board of Directors' Training and Development

When the board was initially formed, it had set several objectives. One of them is to foster a culture of sustainability within the company by promoting sustainability initiatives and encouraging employees to take part in activities promoting sustainability.

Others include measuring and reporting on the company's sustainability performance, as well as expanding the sustainability expertise and ensuring that the company is on track to achieve its set goals.

When the board was initially formed, it had set several objectives. In 2024, steps were taken to support these goals, including raising awareness within the company, encouraging involvement in sustainability activities, and improving how progress is tracked and reported. While there is still work to do, these efforts have helped strengthen our overall commitment to sustainability.

BUSINESS ETHICS

Business Policies and Code of Business Conduct

Norway

Metizoft Norway has a strong commitment to ethical behavior and compliance with relevant laws and regulations.

To ensure this, the company has established clear policies and processes to guide its personnel in avoiding conflicts of interest, preventing corruption, and avoiding bribery:

Ethical Guidelines - framework for ethical behavior and conduct

Metizoft Management System - procedures and protocols ensuring compliance

Safety, Health, Environment and Quality (SHEQ) Statement

The Ethical Guidelines cover a range of topics, including conflict of interest, anticorruption and whistleblowing. All employees are expected to adhere to these guidelines in their work. The Management System enables overall control and reporting systems. It also includes specific processes for identifying and managing conflicts of interest, whistleblowing, preventing corruption, and avoiding bribery. The statement on SHEQ reinforces the importance of ethical behavior and compliance with relevant laws and regulations.

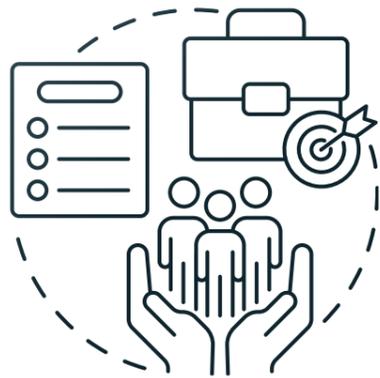
Overall, Metizoft Norway is subject to Norwegian legislation, which sets high standards for ethical behavior and compliance. The company's policies and processes are designed to ensure that its personnel adhere to these standards and maintain the company's reputation for ethical conduct and compliance.

APAC

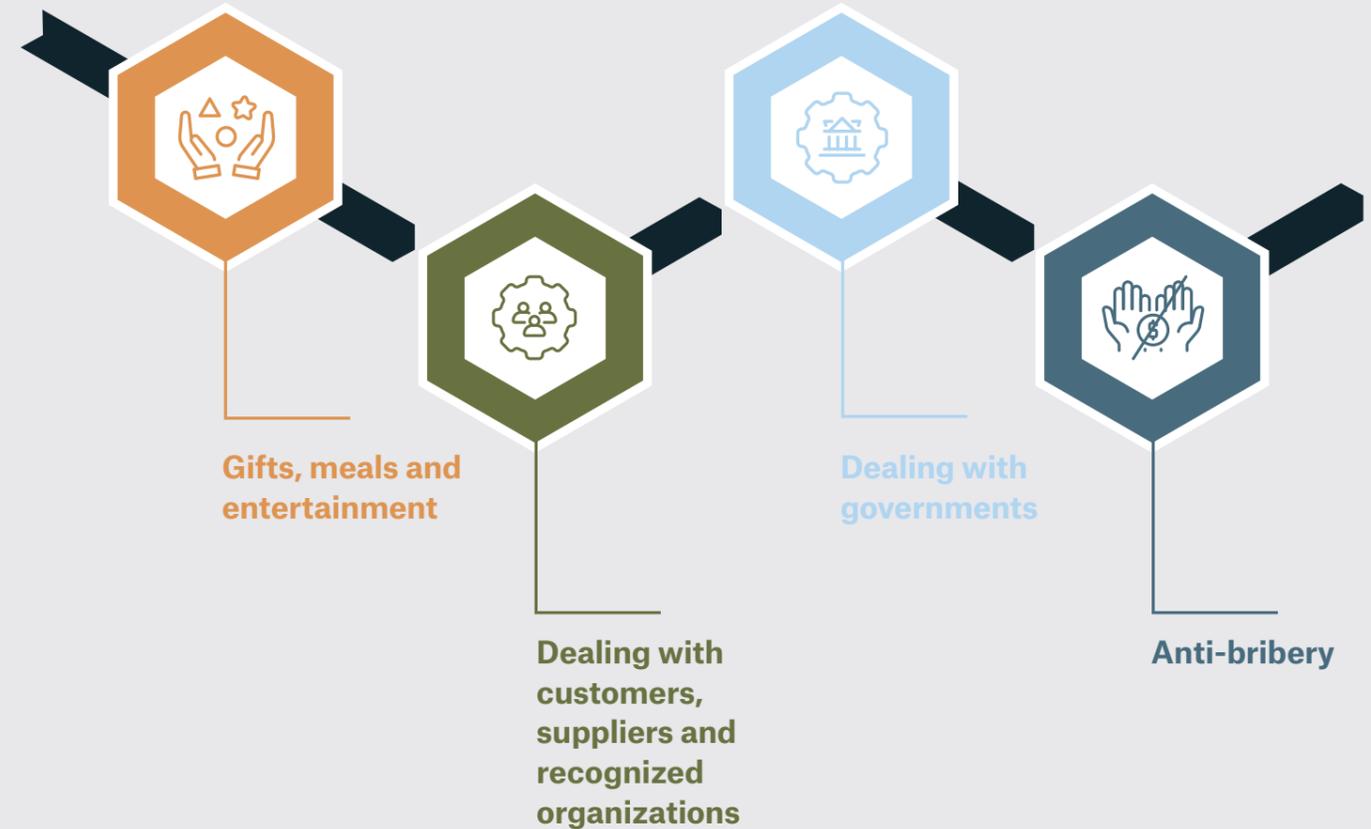
Metizoft Asia's general business conduct policies for its employees are covered by the Anti-Corruption Policy Statement and the Code of Business Conduct Manual.

The Anti-Corruption Policy Statement empathizes the company's zero-tolerance approach to bribery and corruption, and communicates to all employees the expectation to act with integrity and professionalism in all business dealings and relationships, regardless of the location of operation. The statement references laws like the (Singapore) Prevention of Corruption Act, UK Bribery Act and the US Foreign Corrupt Practices Act.

The Code of Business Conduct Manual outlines the company's way of conducting business where all employees should seek to act with the highest integrity, maintain honesty, uphold accountability and comply with the relevant laws and regulations. It also acts as the guide for all employees for appropriate conduct, setting the standards in ensuring all employees do the right thing and treating our customers, partners, and suppliers fairly, and with dignity. The Code of Business Conduct Manual is reviewed by the management annually.



Section 6 of the Code of Business Conduct Manual sets forth the Conflict of Interest policies. The following aspects are covered:



The **Anti-Corruption Policy Statement** and the Code of Business Conduct Manual are part of the standard onboarding materials for all new employees. Whenever there are updates to these documents, this will be informed to all existing employees via email. Heads of departments and managers are then required to brief their team accordingly.

Legal Compliance and Fines

Compliance with laws and regulations is a challenging task for a SaaS company, especially when operating in multiple countries, as Metizoft does. Some of the challenges that we face in complying with laws and regulations in the locations we operate, e.g.



This include differing laws and regulations, language and cultural barriers, data localization requirements, cybersecurity regulations and tax laws.

In all of the locations we operate in, we continue to fully abide with all the applicable laws and regulations. We achieve this by doing our due diligence through stringent internal review processes and engagement of subject matter experts in laws and other specialization whenever necessary.

In 2024, Metizoft experienced one instance of non-compliance that resulted in a fine of 2000 SGD.



Whistleblowing and Other Feedback Channels

2024 Whistleblowing Incidents 0



Norway

Our ethical guidelines outline the values and principles that guide our operations, including a commitment to honesty, integrity, and respect for human rights. They also provide clear guidance on how to report concerns or non-conformities, and what to expect in terms of the response and process.

Similarly, our management system for non-conformities is designed to ensure that any issues are identified, investigated, and addressed in a timely and effective manner. This includes a clear process for reporting and tracking non-conformities, as well as regular reviews to identify areas for improvement.

Our policies and procedures enable good processes regarding whistleblowing by creating a safe and supportive environment for individuals to raise concerns and report non-conformities. They also help to ensure that any issues are addressed promptly and effectively, minimizing the risk of harm to individuals or the organization as a whole.

Metizoft Norway had zero reported cases of whistleblowing for the year 2024. This is a testament to the effectiveness of our approach, which is built around creating a culture of transparency and accountability.

Metizoft Norway has a comprehensive set of policies and procedures in place to ensure that whistleblowing is encouraged and supported within the organization. Our ethical guidelines and management system are designed to enable individuals to raise concerns and report non-conformities without fear of retaliation or reprisal.



APAC

For communication of non-critical matters by internal and external stakeholders, Metizoft Asia's policies are described in the Feedback Manual. This manual sets forth the company's procedures to provide transparent and consistent ways in the handling and monitoring of internal and external feedback from all stakeholders.



Communication is raised through dedicated feedback forms, collected and processed by the Admin/HR Manager and forwarded to the relevant Head of Department. Depending on the nature of the matter, the HOD may resolve it at his/her level or escalate to the management if required. Upon successful resolution, the responsible party will close the feedback loop through communication with the initiator of the feedback.



The procedures for proper resolution of external matters is specified in the Corrective and Preventive Actions Manual. This manual sets forth the company's procedures for developing corrective and preventive actions to address non-conformities and to prevent their recurrence. Non-conformities can include customer complaints, audit findings and quality issues arising from Metizoft's suppliers.



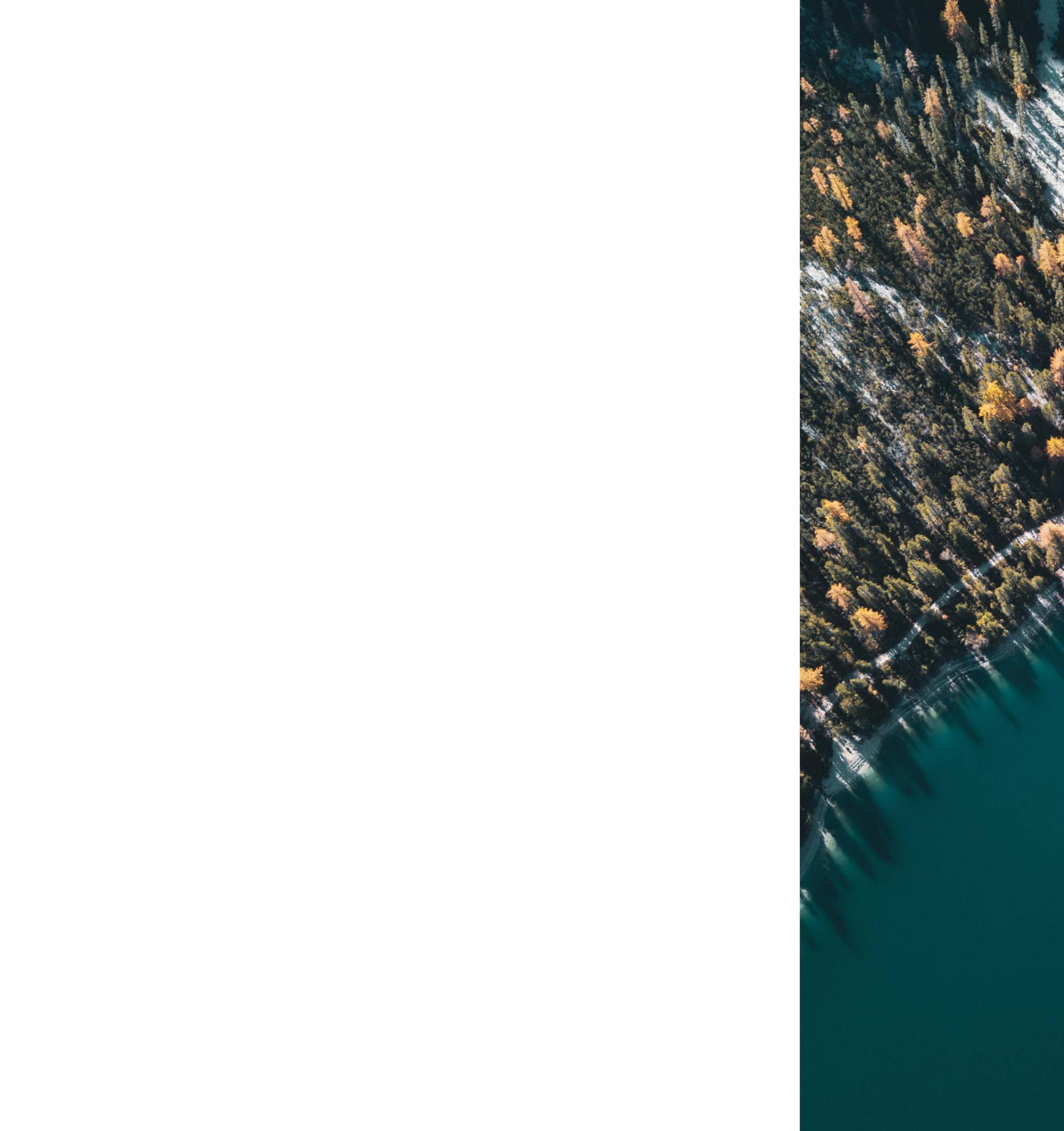
To enhance external feedback from Metizoft's customers, we are working on implementing an annual online Customer Satisfaction Survey for customers of our IHM Maintenance, ESG/LCA and Document Agreement services.



For communication of critical concerns, we currently do not have a formal process or policy. Employees are encouraged to give feedback of critical concerns directly to the Admin/HR Manager or the CEO himself via whatever means appropriate. In 2024, we developed a formal Whistleblowing Policy to address this gap. There are no cases of feedback of critical concerns in the year 2024.



2024
Incidents of
Critical Concern **0**



Environmental

EMISSIONS

Decarbonization Commitments

Metizoft is aware of its climate impacts and takes proactive steps to mitigate these. The overarching objective is ensuring our business operates in line with the efforts to limit the temperature increase to 1.5 degrees Celsius according to the Paris Agreement. In FY 2024, we quantified our Scope 1, 2, and 3 greenhouse gas emissions and identified that Scope 3, Category 6: Business Travel is still the primary contributor to our organization’s overall emissions. We continue to have minimal control over our Scope 1 and 2 emissions, and consequently, we are still prioritizing initiatives aimed at reducing the Scope 3 emission intensity (Scope 3 emissions per total customers engaged).

To ensure we achieve the milestones, several key carbon reduction initiatives have been planned. Please refer to “Strategic Targets” for details of the initiatives.

Standards, Methodologies and Conversion Factors

Data consolidation for GHG emission follows the requirements of GHG Protocol Corporate Standard. The Global Warming Potential (GWP) are based on Intergovernmental Panel of Climate Change (IPCC), The Sixth Assessment Report (AR6). The emission factors are referenced from the Norway 2022 National Inventory Report (NIR).

Metizoft’s business operations do not significantly contribute to Scope 1 emission, as the only source of emissions is from our company vehicles, mainly for supporting sales, marketing and project activities. Even so, we have been committed to optimizing vehicle usage through better planning and control, and we are pleased to see a reduction in our Scope 1 emissions in 2024 compared to 2023.

A 3-year emission intensity target was set in 2023 which guides us in tracking our decarbonization performance:

Target to reduce 1% for Scope 3 Emissions Intensity (with 2023 as base year) by 2024, while aiming for 3% reduction in 2025 and 5% reduction in 2026.

Scope 1 GHG Emissions

UNIT **mtCO₂-e**

2024 **1.41** | 2023 **1.68**



Scope 2 GHG Emissions

UNIT **mtCO₂-e**

2024 **11.63** | 2023 **9.66**

Standards, Methodologies and Conversion Factors

The emission factors used for calculating Scope 2 emission are based on IEA Emission Factors 2022. Scope 2 emissions are the emissions from imported energy, such as purchased electricity, heat or steam. This includes purchased electricity from all Metizoft offices in Norway (Fosnavåg), Singapore, China (Shanghai) and Malaysia (Kuala Lumpur).

Efficient energy usage is part of our strategy for reduction of Scope 2 emissions. We aim to replace all office lightings with LED lights to reduce energy consumption. LED lights use only a fraction of the energy that fluorescent bulbs use whilst proving the same level of illumination. This will also allow us to be more resilient towards the increasing carbon tax that are incorporated in electricity bills.



Renewable energy technologies have become increasingly costcompetitive in recent years with the increasing supply and policy support from governments. Therefore, Metizoft will explore the feasibility of incorporating renewable energy in the electricity supply for all offices.

Scope 3 GHG Emissions

UNIT **mtCO₂-e** 2024 **158.11** | 2023 **100.58**

Business Travel Air Travel (Scope 3)

UNIT **mtCO₂-e** | 2024 **135.02** | 2023 **82.57**

Business Travel Hotel Nights (Scope 3)

UNIT **mtCO₂-e** | 2024 **22.99** | 2023 **17.89**

Employee Commuting (Scope 3)

UNIT **mtCO₂-e** | 2024 **0.087** | 2023 **0.12**

Standards, Methodologies and Conversion Factors

Conversion factors used are based on ICAO Carbon emission calculator for air travel emission, and US EPA for employee commuting and for hotel nights.

Metizoft's business operations contribute the majority of Scope 3 emissions as extensive travelling is required for activities including sales and marketing, IHM inspections, and asbestos related work. In 2023 (base year), the scope 3 emission categories that covered the majority of our emissions were identified and addressed as:

Category 6
Business travel emissions covering for air travel and hotel nights

Category 7
Employee commuting emissions



Our strategy for 2024 was to reduce emissions from employee commuting by optimizing human resource working in the office and allowing employees to work from home where possible.

2024
We managed to achieve our reduction goal

2025
We are aiming to reduce our emissions further.

Business travel continues to be required for us to conduct our operations, and business travel has increased in 2024, due to company growth. However, we are aware of this development, and will continue focusing our efforts on reducing emissions where possible, so as to stay on track with our overall emission reduction strategy.

Metizoft, accredited with the ISO 14001 Environmental Management System, will proactively address business related environmental impacts related to global warming. Control-measures will be taken to ensure that business travel emissions are minimized.

In general, air travel for work-related engagements shall be avoided wherever possible, and online meetings shall be the alternative.

With our global presence, we shall plan our business activities such that geographically, the nearest person (sales and operations) shall serve our customers.

In addition, the choice of airline and accommodation shall be screened based on their carbon reduction initiatives.

Emission Intensity - Scope 3
 Emissions per Total Customers Engaged

UNIT **kgCO₂-e/ total customers engaged**

2024 **62.6** | 2023 **240**

Emission Intensity
 Scope 1 & 2 per Gross Floor Area

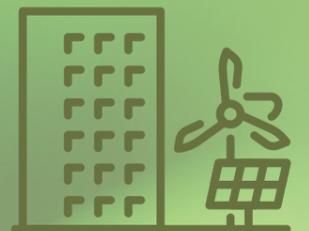
UNIT **mtCO₂-e/m² customers engaged**

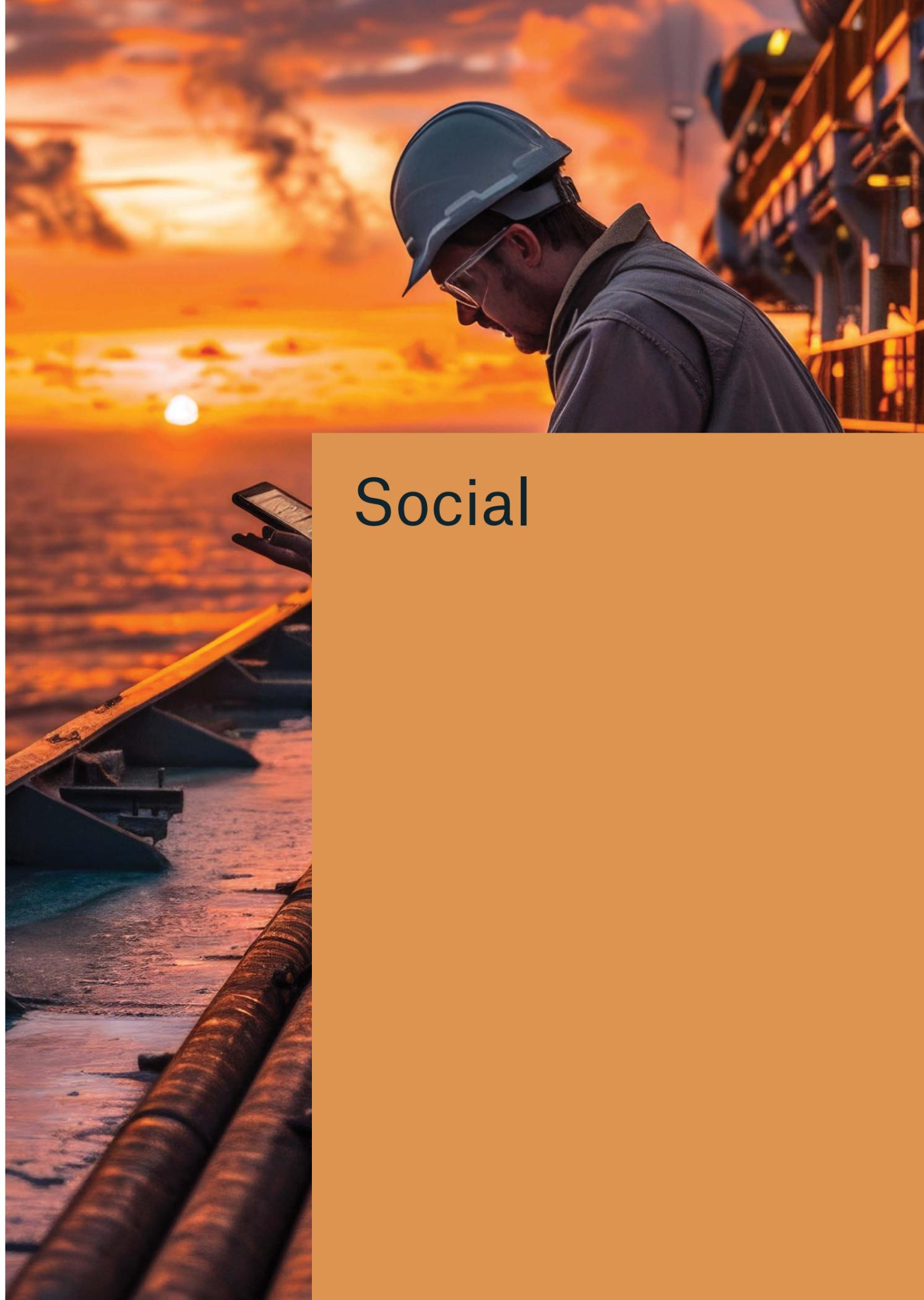
2024 **0.011** | 2023 **0.012**

Monitoring of emission intensities helps to better contextualize our emissions from the perspective of business operations. The intensity metrics (floor area and total customers engaged) are chosen with the consideration that it best reflects the emission rate in the respective emission scope.

This year, we refined our approach to calculating emission intensity by updating the denominator from total signed customers to include both signed and potential clients reached. This change better reflects the nature of our Scope 3 emissions, particularly the increase in air travel linked to sales activities aimed at engaging new clients. By aligning the metric with the full scope of our outreach efforts, we ensure it more accurately represents the emissions associated with growing our customer base.

Our second intensity metric (floor area), was also updated in 2024 to include our Vietnam office as well.





Social

EMPLOYEES AND LABOR RIGHTS

New Hires & Turnover



Employees by New Hires

Greece			
WOMEN <30	1		
Spain			
MEN 30-50	1		
Norway			
WOMEN <30	2	WOMEN 30-50	4
WOMEN 50>	1	MEN <30	2
MEN 30-50	3	MEN 50>	1
Singapore			
WOMEN <30	6	WOMEN 30-50	2
WOMEN 50>	2		
MEN 30-50	5	MEN 50>	2
Vietnam			
WOMEN 30-50	1	MEN 30-50	1

Employees by Turnover

Norway			
WOMEN 50>	1		
Singapore			
WOMEN <30	2	WOMEN 30-50	3
WOMEN 50>	3		
MEN 30-50	4	MEN 50>	2

Employment

There is no significant difference in the benefits provided to employees classified as parttime and contractors. For example, employees in the satellite offices of Malaysia, India and Indonesia are equivalently covered by medical health insurances provided by the service providers within their respective countries, with the expenses borne by the APAC head office in Singapore. For benefits related to local legislations, e.g. parental leave, policies will align with the applicable laws. Benefits related to work nature, e.g. mobile charges reimbursement, will apply across the work function regardless of the work location and employment status of the employees.

Should there be a significant operational change to employees' work, a minimum of two weeks' notice is usually provided. This period is informal and such changes are usually managed within the relevant work functions and overseen by the heads of department. Affected employees are always provided with adequate time and resources to manage and adapt to such changes.

Parental Leave

Women	0	0 %
Men	4	100 %



All Metizoft employees, except those working part time, are entitled to parental leave in accordance with the local laws. In 2024, a total of 4 male employees from the Norway office and none from the APAC offices took parental leave. All employees returned to work upon completion of their parental leave and are currently still employed by the company.

Collective Bargaining Agreements

In Metizoft Norway, though there are personal memberships of CBAs, the majority of employees are not affiliated with any trade union. Internal representatives for the collective workforce are elected every year with responsibility to be the link between employees and management for collective agreements and issues.

The employees of Metizoft Asia are not part of any works council or trade unions. However, to facilitate communication between the workers and the management, 2 employees are appointed as the Worker's Representatives.

Their roles and responsibilities include

<p>to circulate or distribute "Health & Safety, and "Environmental" ("HSE") matters among the workplace.</p> <p style="font-size: 48px; font-weight: bold; color: #ADD8E6;">1</p>	<p>Act as a channel of communication between Top Management and the Workforce.</p> <p style="font-size: 48px; font-weight: bold; color: #90EE90;">2</p>
<p>Relaying inputs/feedbacks from the Workforce to Top Management.</p> <p style="font-size: 48px; font-weight: bold; color: #ADD8E6;">3</p>	<p>Conduct regular consultancy with the Workforce, especially on Health & Safety matters.</p> <p style="font-size: 48px; font-weight: bold; color: #90EE90;">4</p>

DIVERSITY AND EQUALITY

Employees by Region and Gender Ratio



Argentina
WOMEN 0 MEN 1

Brazil
WOMEN 0 MEN 1

China
WOMEN 5 MEN 2

Georgia
WOMEN 0 MEN 1

Greece
WOMEN 1 MEN 1

India
WOMEN 0 MEN 4

Indonesia
WOMEN 0 MEN 1



Malaysia
WOMEN 3 MEN 0

Netherlands
WOMEN 0 MEN 1

Norway
WOMEN 17 MEN 27

Singapore
WOMEN 8 MEN 11

Spain
WOMEN 0 MEN 1

Vietnam
WOMEN 1 MEN 1

Employees by Position Level and Age Group

POSITION LEVEL	2024					
	AGE <30%	AGE 30-50%	AGE 50>%	AGE <30	AGE 30-50	AGE 50>
Level 1	32%	53%	15%	19	32	9
Level 2	15%	62%	23%	2	8	3
Level 3	0%	63%	38%	0	5	3
Level 4	17%	67%	17%	1	4	1
Board	0%	75%	25%	0	3	1
Total	24%	57%	19%	22	52	17

Employees by Position Level and Gender Ratio

POSITION LEVEL	2024			
	WOMEN	WOMEN%	MEN	MEN%
Level 1	30	47%	34	53%
Level 2	5	36%	9	64%
Level 3	1	20%	4	80%
Level 4	1	25%	3	75%
Board	2	50%	2	50%

For the levels within the Metizoft Group hierarchy, refer to the below table.

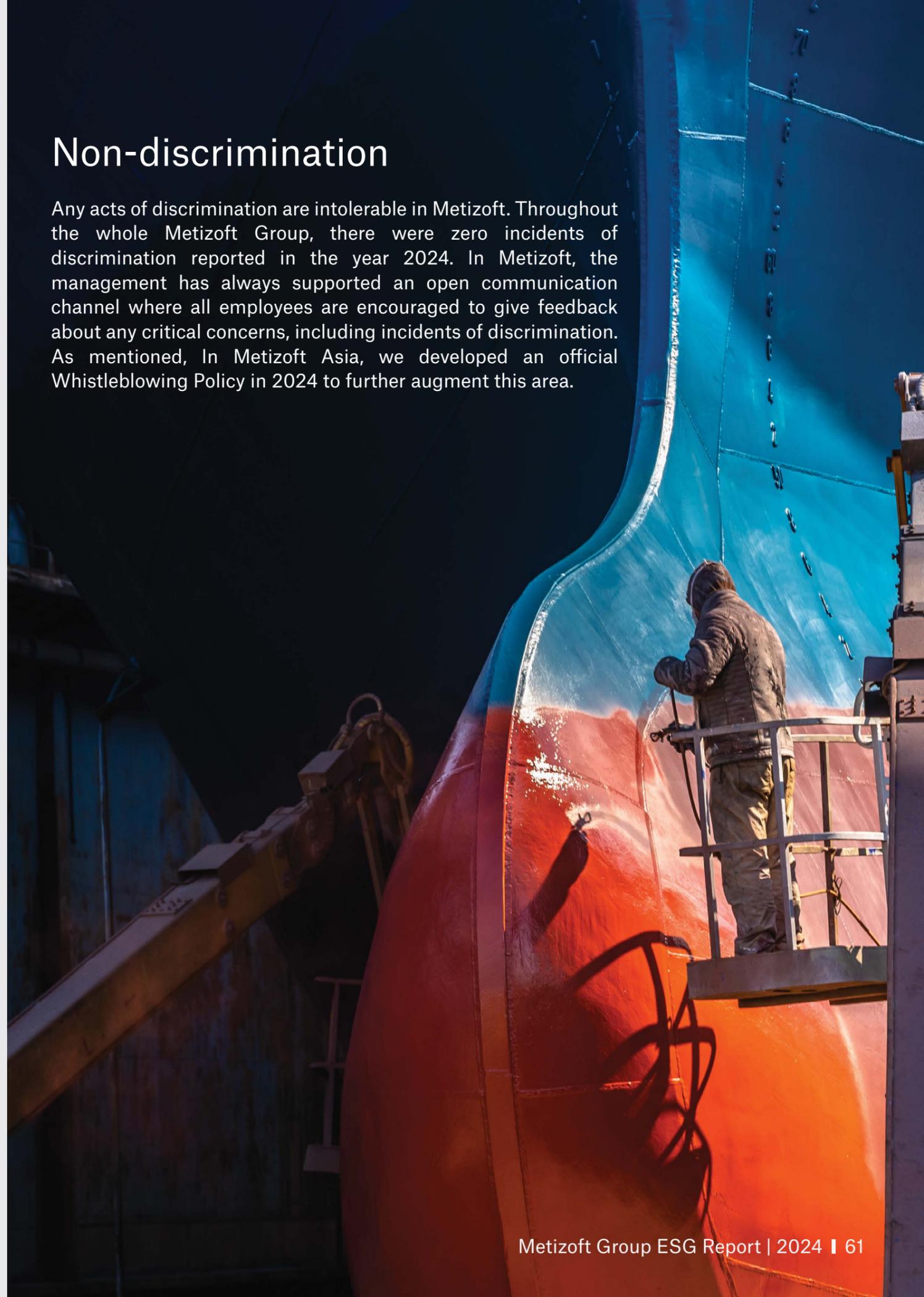
LEVEL	Appointment(s)
1	Coordinator/Biz. Developer/Accountant/ Executive/Snr. Executive/ Specialist/ Inspector
2	Asst. Manager/ Manager/ Snr. Manager
3	Director/ Head of Dept./ Dy. GM
4	C-Suite
Board	Board

Diversity plays an important role in any organization, particularly in Metizoft whose core values include Respect and Humility. Having a diverse workforce ensures that Metizoft can tap into a wide range of perspectives, experiences, and ideas. This diverse range of viewpoints can lead to more innovative and creative solutions, as well as a better understanding of the needs and preferences of customers from different backgrounds. In addition, a diverse workforce can help to promote a culture of Respect and Humility within Metizoft by fostering an environment of inclusivity and understanding. We firmly believe that ultimately, a company that values diversity is more likely to attract and retain top talent, build strong relationships with its customers, and create a positive impact on society as a whole.

The demographics of Metizoft's employees can be seen from the tables above. The total number of employees as of end year 2024 is 94. Due to confidentiality constraint, we have not disclosed any data related to employee remuneration.

Non-discrimination

Any acts of discrimination are intolerable in Metizoft. Throughout the whole Metizoft Group, there were zero incidents of discrimination reported in the year 2024. In Metizoft, the management has always supported an open communication channel where all employees are encouraged to give feedback about any critical concerns, including incidents of discrimination. As mentioned, In Metizoft Asia, we developed an official Whistleblowing Policy in 2024 to further augment this area.



SAFETY AND HEALTH

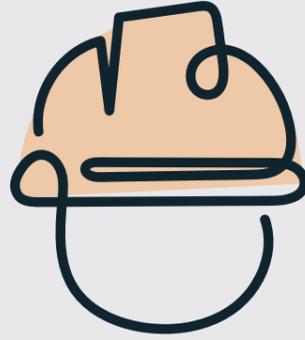
Occupational Health and Safety

For reporting on Metizoft's Occupational Health and Safety (OHS) disclosures, we only focus on the employees who are performing onboard and on-site work in the Metizoft Asia offices. Metizoft Norway does not have business operations related to this area. This is in line with our material topic which focuses on the health and safety of the inspectors. None of the documents mentioned are available publicly, as Metizoft is not a public listed company, however they are available upon request from the persons mentioned under "About This Report".



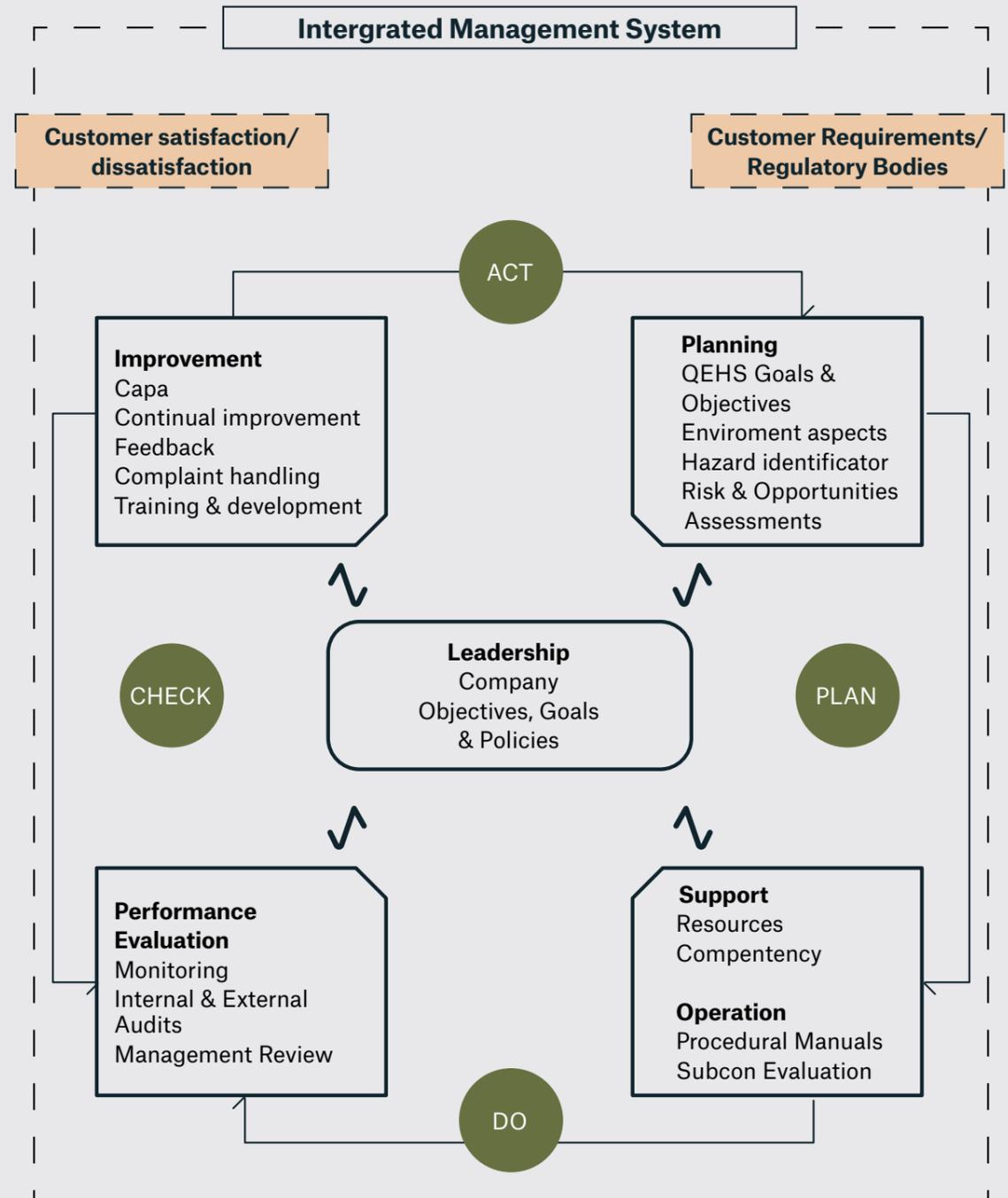
Metizoft's Occupational Health and Safety Management System

The OHS philosophy of Metizoft is guided by its QEHS Policy Statement, which demonstrates its Quality, Environmental, Health and Safety commitments to provide high quality and impeccable services to our clients, while concurrently allowing its employees to operate in a safe, environmentally responsible and sustainable manner.



Details of Metizoft's occupational health and safety management system can be found in its QEHS Manual, which is developed and implemented in accordance with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standards. The policies in this manual are intended to cover all activities carried out by Metizoft's employees, subcontractors, clients and third parties associated with Metizoft. The contents of the manual are reviewed by the management on an annual basis to ensure to up to date of all relevant information.

The QEHS Manual forms part of the core processes of Metizoft's integrated management system, as shown below.



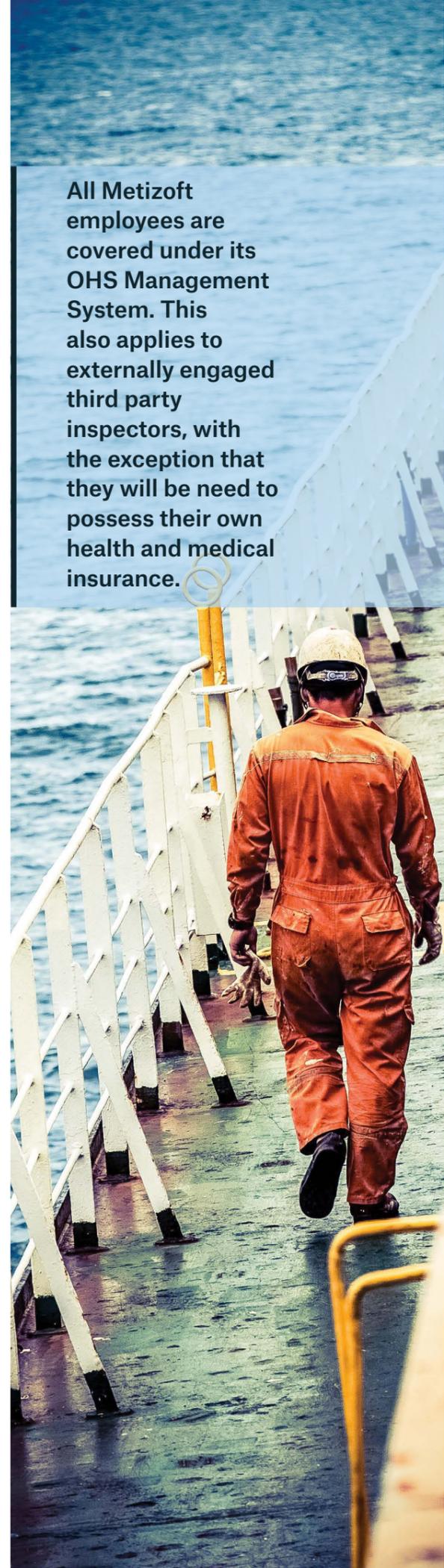
Additional details can be found in the **Occupational Health and Safety Manual** which illustrates Metizoft’s management’s commitment and approach in providing and maintaining a safe and healthy work environment. This document also establishes the company’s policy in preventing accidents and near misses while employees are at work, onboard or onsite. The procedures in this manual is based on Singapore’s Workplace Safety and Health (WSH) (General Provisions) Regulations, and includes references and guidelines from Singapore’s “WSH Council”, UK’s “Health and Safety Executive” and Australia’s “Safe Work Australia”. This manual is also reviewed annually by the management.

The **Safe Work Procedure (SWP) Manual** establishes Metizoft’s policies and procedures for safe work procedures based on Singapore’s WSH Act 2006, applicable guidelines and industry’s best practices. The SWP manual is developed to reduce the risk to health and safety to all stakeholders including Metizoft employees, customers and the public in general.

In workplaces not covered under Metizoft’s Occupational Health and Safety Management System, i.e. customers’ premises (onboard vessels, within shipyards and buildings, etc.), the customers’ OHS policies will apply. Our inspectors are required to always attend the safety inductions/briefings and to fully abide by the safety rules and regulations applicable. In addition, all heads of departments are responsible for conducting a safety briefing/toolbox meeting prior to employees performing onboard or onsite work.



All Metizoft employees are covered under its OHS Management System. This also applies to externally engaged third party inspectors, with the exception that they will be need to possess their own health and medical insurance.



Hazard Identification, Risk Assessment and Incident Investigation

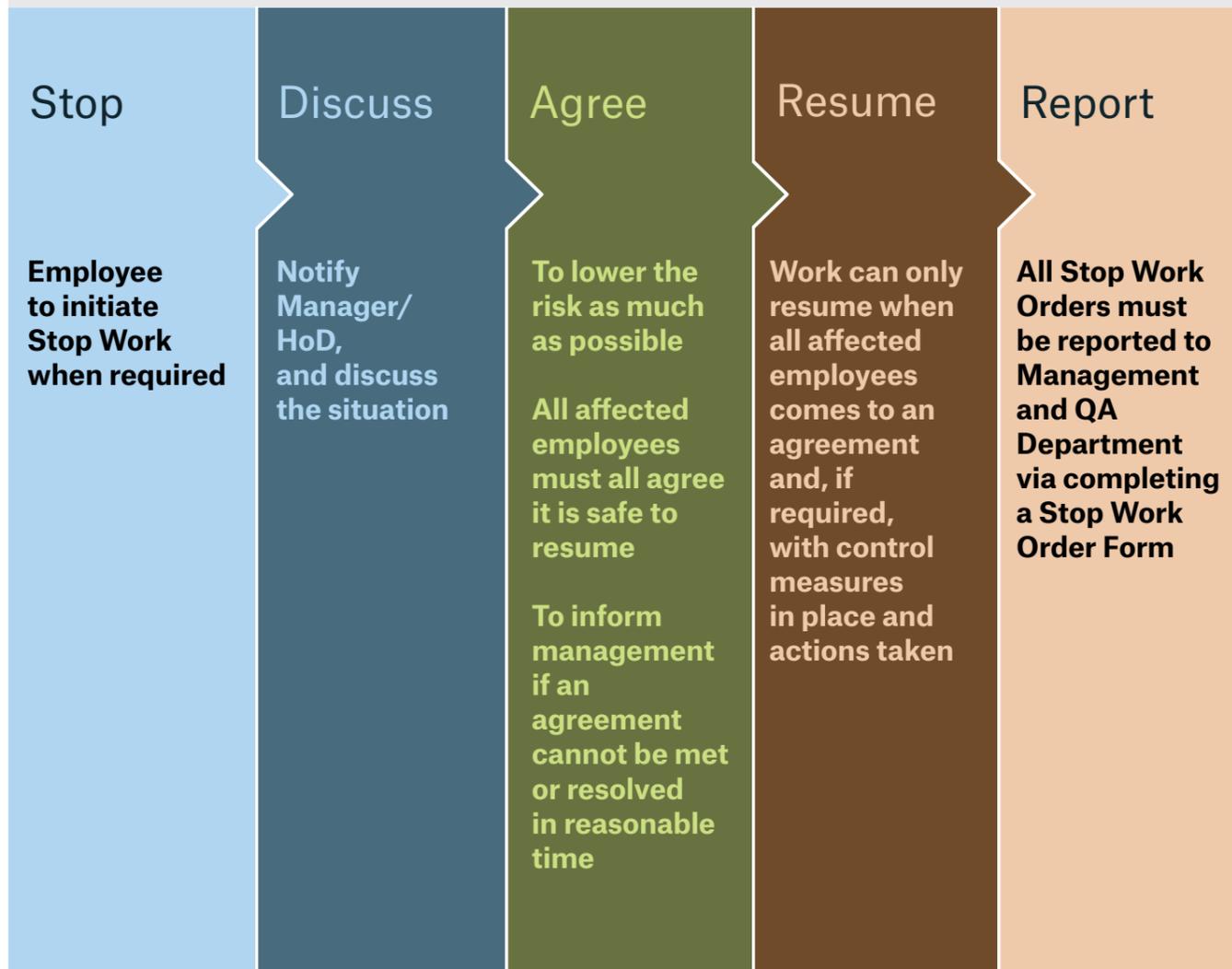
Metizoft’s hazard identification, risk assessment and incident investigation policies and procedures are covered under its bizSAFE Risk Management Manual. The bizSAFE Risk Management Manual was developed in accordance with reference to Singapore’s Workplace Safety and Health (WSH) Act and is part of the company’s framework for a systematic management on Workplace Safety and Health for all the stakeholders. It covers both work tasks and the subsequent activities, with the respective Hazards being Identified, Evaluated, and assigning the risk Control measures.

Our commitment in this aspect is guided by the Metizoft’s WSH Policy Statement, which demonstrates our management’s commitment to integrate a comprehensive WSH policy in all Metizoft’s activities and services through continuous improvement of processes.

A testament of our efforts can be seen from the attainment of the bizSAFE Level Star certification awarded by the Workplace Safety and Health Council of Singapore.



The **Stop Work Order Form** enables every employee to initiate stop work during situations whereby any person's health and safety are at risk, or where the possibility of environmental damage arises. The following shows the steps to be taken in such situations.



Medical Examinations for Asbestos Related Work

Metizoft adheres to the Singapore WSH (Medical Examinations) Regulations 2011, and facilitates its inspectors involved in asbestos removal work to undergo the following medical examinations to be conducted by a designated workplace doctor:

Pre-placement examination not later than 3 months after their commencement of employment

3-yearly regular examinations thereafter consisting of a clinical examination and a full-size chest x-ray examination

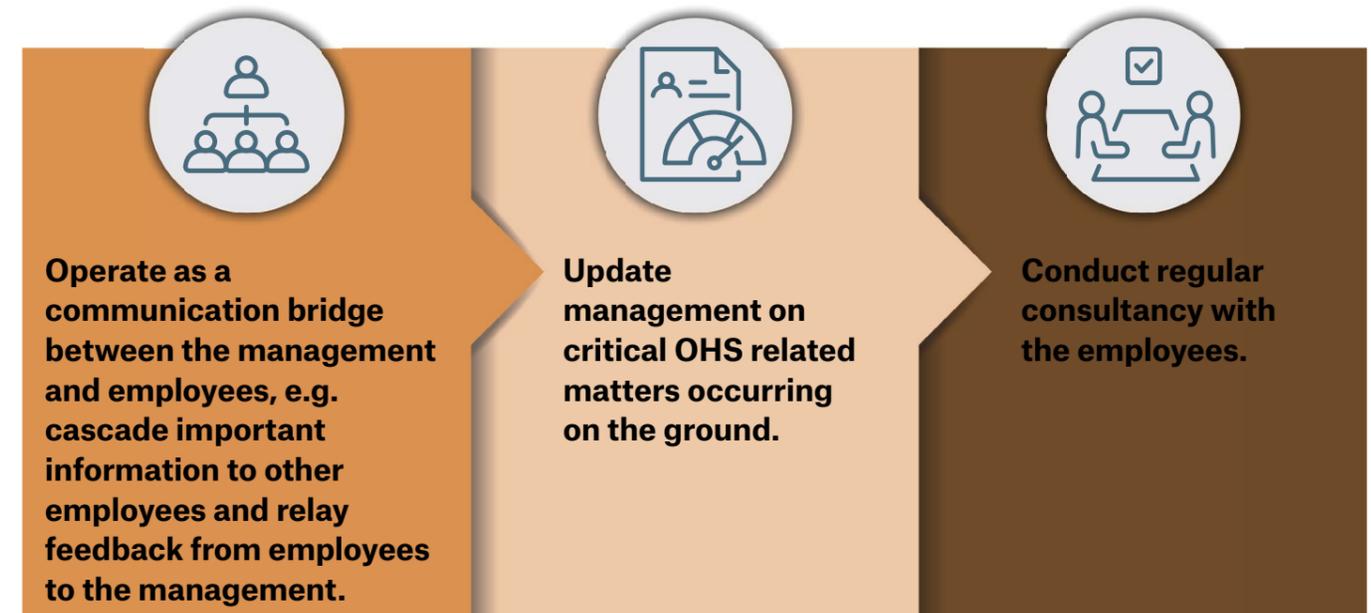
All medical records are treated with strict confidentiality and retained for a period of up to 5 years in accordance with the WSH regulations.

Communication and Participation in OHS Matters

All key policies are subjected to Metizoft management's review annually. Upon revisions or additions, all related documentation is promptly communicated to all employees via email. Line managers will then be responsible for briefing their subordinates on the changes and additions, and to gather their feedback to update the QEHS Manager.

In addition, Metizoft has appointed Worker Representatives, whose main responsibilities include:

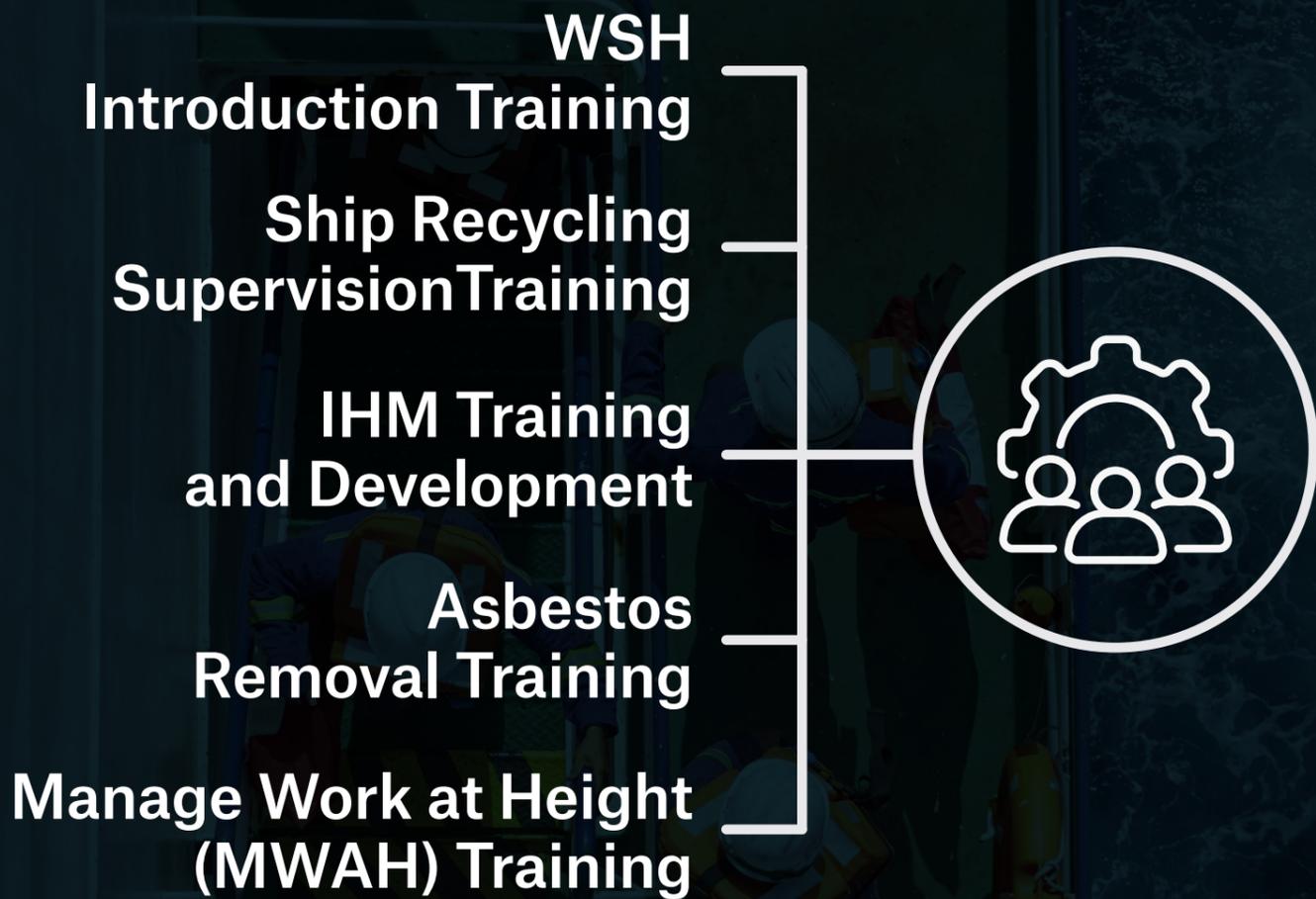
All employees are also strongly encouraged to provide voluntary feedback and suggestions concerning OHS matters to their supervisors or directly to the QEHS Manager.



Employee Training on OHS

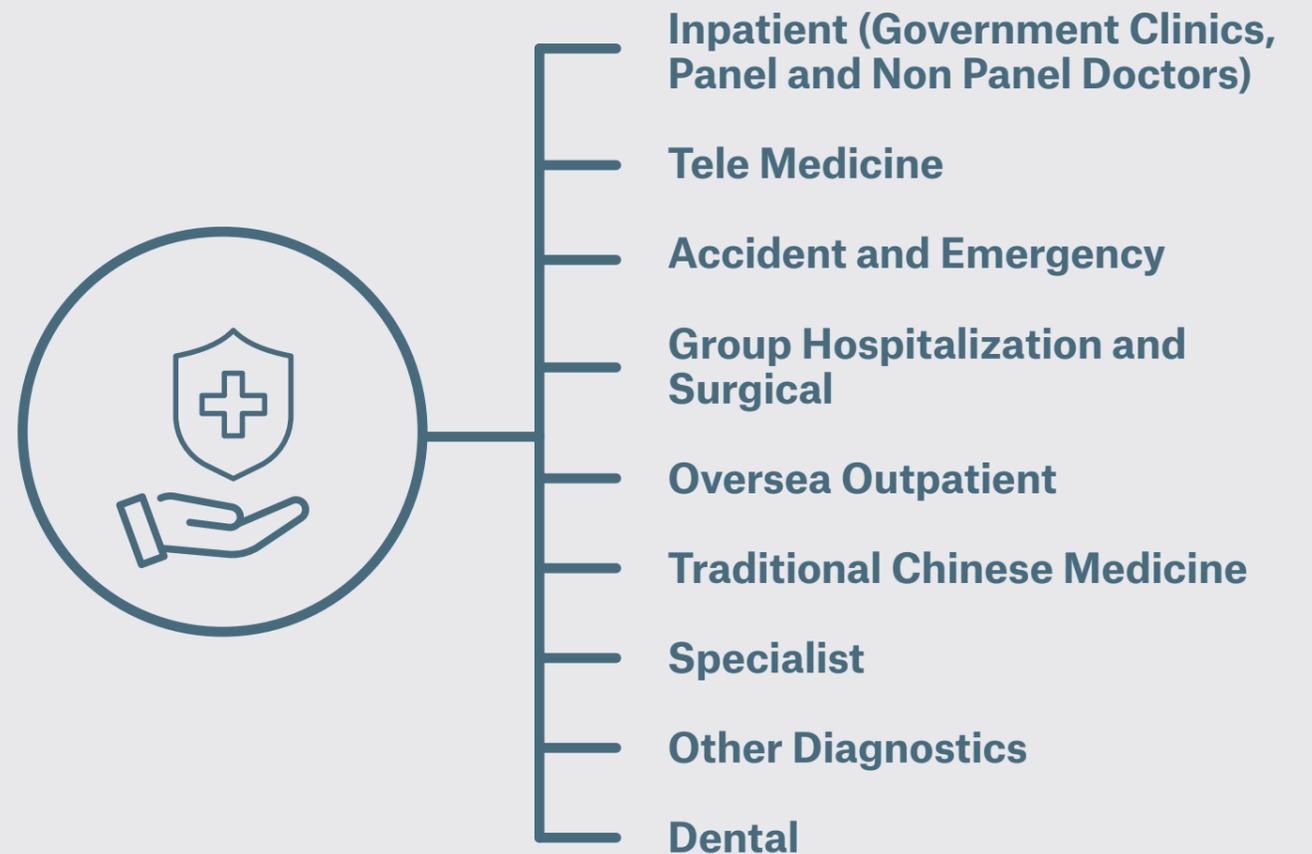
At Metizoft, OHS training forms part of the general training for employees. The related policies are documented in the General Training for Employees Manual.

The following lists Metizoft's internal training related to OHS. The training is conducted by senior internal staff with Skill Competency Level 4 in accordance with Metizoft's Training Matrix, who are typically the heads of department or process owners.



Employee Medical Health Insurance

All Metizoft employees are covered by the company purchased external medical health insurance scheme administered by Integrated Health Plans (IHP) Pte Ltd. The medical provider is Great Eastern (GE) Life. Employees are entitled to the following scope of services:



There are over 700 panel clinics included under the scheme. Employees are able to access to all related information via mobile app and the GE Life website. All details relating to the medical health insurance will be informed to all Metizoft employees by the Admin/HR Manager upon the employees' confirmation of employment.

Work Related Injuries

2024

Recordable Work Related Injuries

1

Recordable Work Related Injuries

(TRIR) 3 383.41

High Consequences Injuries

Fatalities

0

Work Related Ill Health

0

In 2024, the APAC inspection team performed a total of 33 onboard and onsite jobs.

The total number of man-hours worked on these jobs is 295.65 hrs.

There are no cases of fatalities resulting from work related ill health and recordable work-related ill health. We will continue to implement the required measures to maintain this result.



LOCAL COMMUNITIES

Community Engagement

As a proud and responsible member of the local community, Metizoft Norway contributes to and supports several initiatives and local organizations.



Several local sports teams



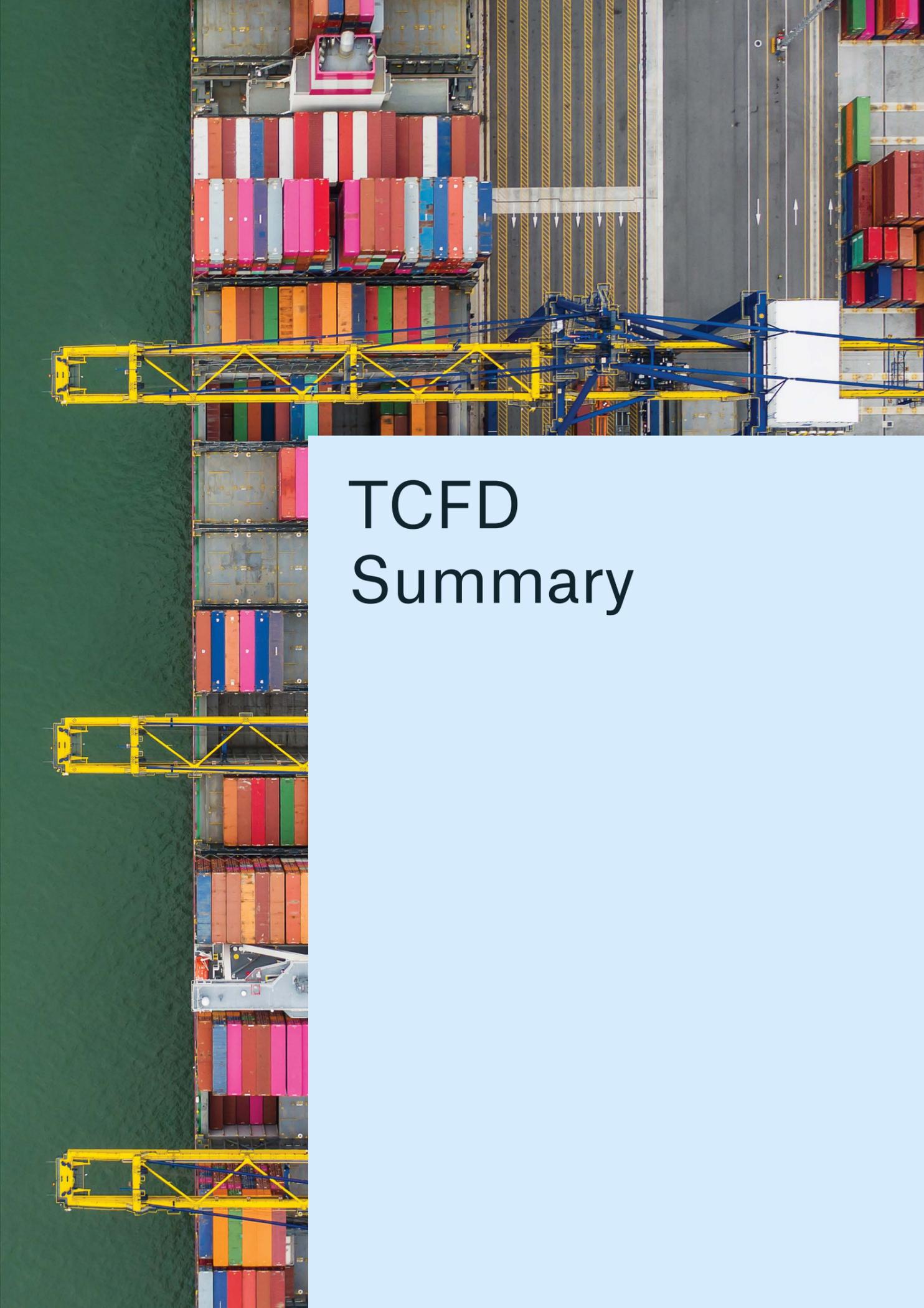
We recognize the importance of supporting community engagement initiatives to contribute to the positive effects and further development of our local community.

One example is during the annual “Football Jersey Day” in Norway where Metizoft and its employees lent their efforts in the fight against childhood cancer. The initiative is aimed at supporting continuing research.



Annual initiatives for charitable organizations





TCFD Summary

TCFD SUMMARY

Shared Socioeconomic Pathways Projections

The Climate scenario of the five Shared Socioeconomic Pathways (SSP) projected in the IPCC Sixth Assessment Report has been referred to prior to climate-related financial risk and opportunities assessment. In a worst-case scenario of SSP5-8.5 with absence of climate policy and mitigation, the businesses are more prone to physical risks from climate change such as sea level rises, acidic oceans, and extreme weather patterns. In contrast, the SSP1-1.9 scenario where carbon emissions are cut to net zero around 2050, the economic growth shifts toward a broader emphasis on human well-being and a more sustainable path. In this path, businesses are impacted by transition risks with the expected increase of stringent climate policies and shift of economy towards lower resource and energy intensity. Within a scenario of climate transition, companies may face risks relating to policy and legal changes, new or obsolete technologies, changing market behaviors and reputational risks.

The risk time horizon is defined as short (3-5 years), medium-term (5-10 years) and long-term (>10 years).

Socio-economic challenges for mitigation



Socio-economic challenges for adaptation

Based on the aforementioned scenario analysis, Metizoft has identified possible climaterelated financial risks and opportunities in both the scenarios of SSP1-1.9 and SSP5-8.5. Embedding climate-related risks in corporate strategy and business management according to the Task Force on Climate-related Financial Disclosures (TCFD) framework, ensures Metizoft is in a well-prepared position for the identified climate-related financial risks, while exploring the financial opportunities that low-carbon economy brings.

	Climate-Related Risks	Risk Assessment	Potential Financial Impacts
Transition Risks	Policy and Legal	Long-term	Mandatory Carbon Tax led to an increase in operating costs.
		Likely	Higher business traveling costs due to increasing prices of flight tickets and fuel taxes.
		Low severity	Higher cost in purchasing electrical-powered company vehicles due to the ban on fuel-powered cars by 2025 in Norway.
	Technology	Long-term	Increased investment cost for research and development expenditure to keep on track with constant changes in regulations and customer requirements.
		Likely Medium severity	
Market	Long-term Likely Low severity	Increased utility and building maintenance fees due to carbon tax.	
Reputation	Long-term Likely High severity	Reduced demand due to the available technical support from the government and exchange conglomerate to listen companies in sustainability reporting.	
Physical Risks	Acute-Extreme weather patterns such as heat waves, heavy rain, winter storm	Short-term	Higher insurance premiums.
		Less Likely Low severity	Reduced revenue and higher costs from negative impacts on workforce (e.g., health, safety, absenteeism).
	Chronic-Rising mean temperature and rising sea levels	Long-term	Operation forced to halt due to extreme weather events.
		Less Likely	Delay in business schedules when customers are impacted by weather events.
		Low severity	

	Climate-Related Opportunities	Opportunities Assessment	Potential Financial Impacts
	Resource Efficiency and Energy Resources	Long-term	Optimize resource usage (human and natural resources) to reduce operating costs and to be more resistance towards increasing green taxes.
		Low Impact	
	Products and Services	Long-term	Development of new services to leverage on climate adaptation.
		Low Impact	Better competitive position to reflect shifting consumer preferences towards low-carbon economy, resulting in increased revenues.
	Resilience	Long-term Low Impact	Pioneer in the green market to be more resilient to upcoming tax.
Markets	Long-term Medium Impact	Increased revenues through accessing new markets by providing sustainability-related services. Increased investment and partnerships due to the attractiveness of new sustainability services. In the Long-term, leasing EV models that are already tax exempted instead of fossil fuel cars which are subjected to green tax can reduce operating costs. Provide support to not only listed companies but to SMEs in fulfilling reporting requirements.	

In order to mitigate the identified risks, Metizoft has formulated strategies to minimize emissions across all sections of our business operation with the 3-year decarbonization target (Refer to "Strategic Target"). Simultaneously, Metizoft incorporates the identified opportunities in our business strategies to not only achieve our decarbonization target but also steering the company direction towards being a competitive green solution provider in the industry.

The background of the slide is a blurred photograph of a desk. It shows several sheets of paper, some with colorful highlighters (yellow, blue, pink) resting on them. The lighting is soft, and the focus is shallow, making the objects in the foreground slightly clearer than those in the background.

GRI Content Index

Statement of use	Metizoft AS has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024.			
GRI 1 used	GRI 1: Foundation 2021			
Applicable GRI Sector Standard(s)	-			

GRI Standard/ Other Source	Disclosure	Location of Disclosure	Reason for Omission	GRI Sector Standard Ref. No.
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General disclosures

GRI 2: General Disclosures 2021	2-1 Organizational details	About Metizoft		
	2-2 Entities included in the organization's sustainability reporting	About this Report		
	2-3 Reporting period, frequency and contact point	About this Report		
	2-4 Restatements of information	About this Report		
	2-5 External assurance	About this Report		
	2-6 Activities, value chain and other business relationships	Our People and Partners		
	2-7 Employees	Our People and Partners		
	2-8 Workers who are not employees	Our People and Partners		
	2-9 Governance structure and composition	ESG Governance		
	2-10 Nomination and selection of the highest governance body	ESG Governance		
	2-11 Chair of the highest governance body	ESG Governance		
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance		
	2-13 Delegation of responsibility for managing impacts	ESG Governance		
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance		
	2-15 Conflicts of interest	Business Ethics - Business Policies and Code of Business Conduct		
	2-16 Communication of critical concerns	Business Ethics - Whistleblowing and Other Feedback Channels		

Statement of use	Metizoft AS has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024.			
GRI 1 used	GRI 1: Foundation 2021			
Applicable GRI Sector Standard(s)	-			

GRI Standard/ Other Source	Disclosure	Location of Disclosure	Reason for Omission	GRI Sector Standard Ref. No.
-------------------------------	------------	---------------------------	------------------------	---------------------------------

GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	ESG Governance - Board of Director's Training and Development	Information unavailable/incomplete - due to formation of the new Board of Directors only in late 2023, Metizoft will withhold the disclosure of this information until the next year.
	2-18 Evaluation of the performance of the highest governance body	-	Information unavailable/incomplete - due to ongoing finalization of internal policies, Metizoft will withhold the disclosure of this information until the next year.
	2-19 Remuneration policies	-	Information unavailable/incomplete - due to ongoing finalization of internal policies, Metizoft will withhold the disclosure of this information until the next year.
	2-20 Process to determine remuneration	-	Information unavailable/incomplete - due to ongoing finalization of internal policies, Metizoft will withhold the disclosure of this information until the next year.
	2-21 Annual total compensation ratio	-	Information unavailable/incomplete - due to ongoing finalization of internal policies, Metizoft will withhold the disclosure of this information until the next year.
	2-22 Statement on sustainable development strategy	Message from the CEO	
GRI 2: General Disclosures 2021	2-23 Policy commitments	Business Ethics - Business Policies and Code of Business Conduct	
	2-24 Embedding policy commitments	Business Ethics - Business Policies and Code of Business Conduct	
	2-25 Processes to remediate negative impacts	Business Ethics - Whistleblowing and Other Feedback Channels	

Statement of use	Metizoft AS has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	-

GRI Standard/ Other Source	Disclosure	Location of Disclosure	Reason for Omission	GRI Sector Standard Ref. No.
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics - Whistleblowing and Other Feedback Channels		
	2-27 Compliance with laws and regulations	Business Ethics - Legal Compliance and Fines		
	2-28 Membership associations	Our People and Partners - Membership Associations		
	2-29 Approach to stakeholder engagement	Stakeholder Engagement		
	2-30 Collective bargaining agreements	Employees and Labor Rights - Collective Bargaining Agreements		

Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics		
	3-2 List of material topics	Material Topics		
	3-3 Management of material topics	Refer to various topic disclosure sections		

Environmental Topics Disclosures

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions			
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions			
	305-3 Other indirect (Scope 3) GHG emissions	Emissions			
	305-4 GHG emissions intensity	Emissions			
	305-5 Reduction of GHG emissions	Emissions			
	305-6 Emissions of ozone-depleting substances (ODS)	-	Not applicable - Metizoft does not produce, import or export ODS.		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	Not applicable - Metizoft does not engage in any activity that produces these substances.		

Statement of use	Metizoft AS has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	-

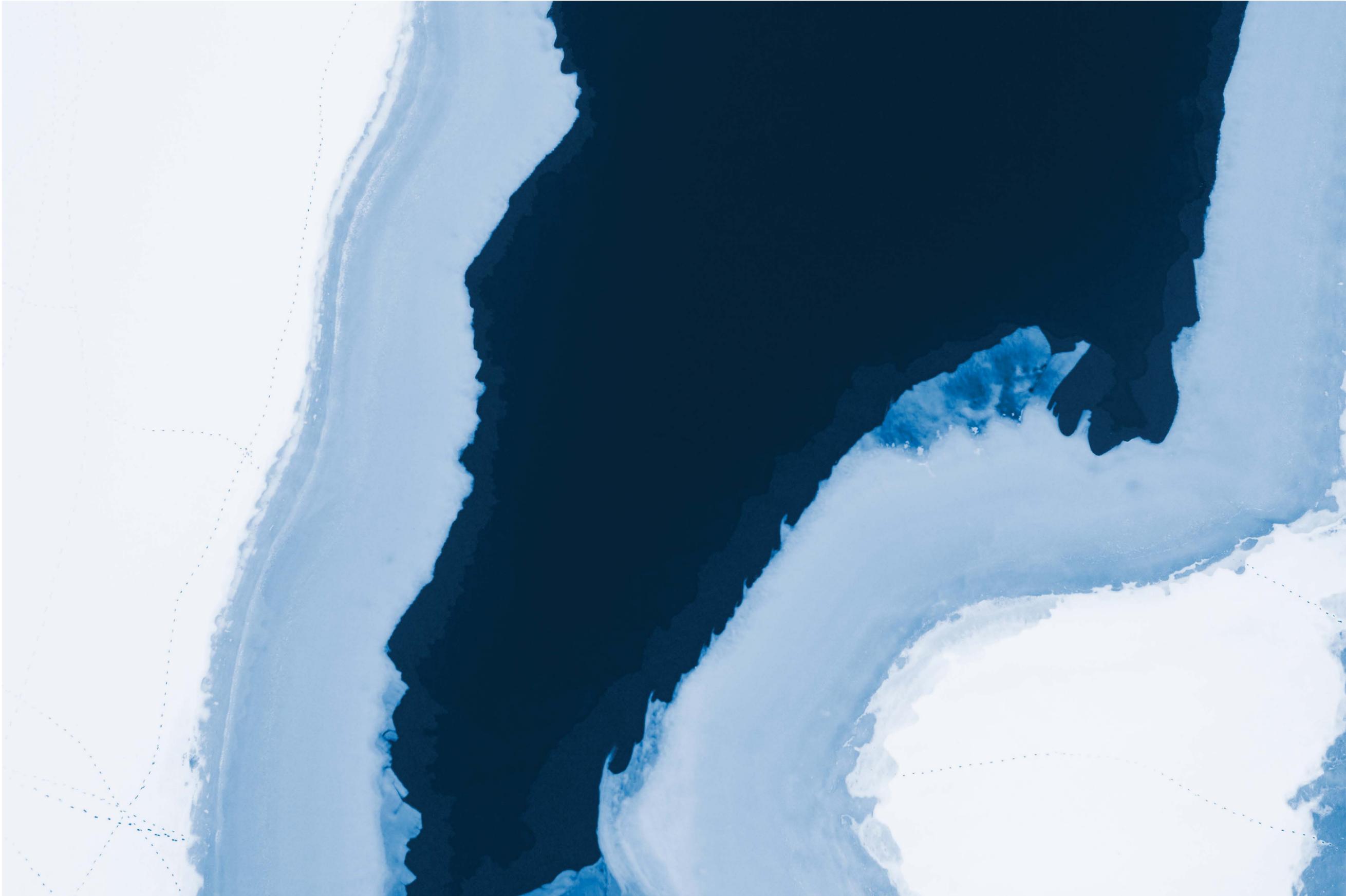
GRI Standard/ Other Source	Disclosure	Location of Disclosure	Reason for Omission	GRI Sector Standard Ref. No.
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Social Topics Disclosures

GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employees and Labor Rights		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees and Labor Rights		
	401-3 Parental leave	Employees and Labor Rights		
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Employees and Labor Rights		
	403-1 Occupational health and safety management system	Safety and Health		
	403-2 Hazard identification, risk assessment, and incident investigation	Safety and Health		
	403-3 Occupational health services	Safety and Health		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safety and Health		
	403-5 Worker training on occupational health and safety	Safety and Health		
	403-6 Promotion of worker health	Safety and Health		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety and Health		
	403-8 Workers covered by an occupational health and safety management system	Safety and Health		
	403-9 Work-related injuries	Safety and Health		
403-10 Work-related ill health	Safety and Health			

Statement of use	Metizoft AS has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	-

GRI Standard/ Other Source	Disclosure	Location of Disclosure	Reason for Omission	GRI Sector Standard Ref. No.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity & Equality		
	405-2 Ratio of basic salary and remuneration of women to men	-	Confidentiality constraint - disclosure of remuneration matters is against Metizoft's internal policy.	
GRI 406: Non-discrimination 2016	406-1 Incidents of dis- crimination and corrective actions taken	Diversity & Equality		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Local Communities		
	413-2 Operations with significant actual and potential negative impacts on local communities	Local Communities		





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