

GRI NUMBERS

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/PERCENTAGE 2021	AMOUNT/PERCENTAGE 2020
GRI 102 - 8 Information on employees and other workers				
GRI 102 - 8	Total number of employees	Number	1099	1103
GRI 102 - 8	FTE Group	Number	1072	1091
GRI 102 - 8	FTE Sarpsborg	Number	768	779
GRI 102 - 8	FTE Rothschild, USA	Number	98	98
GRI 102 - 8	FTE Fernandina Beach, USA	Number	55	60
GRI 102 - 8	FTE Maxau, Germany	Number	40	41
GRI 102 - 8	% female of total regional workforce	EMEA	23,60 %	23,0 %
GRI 102 - 8	% female of total regional workforce	Americas	26 %	27,5 %
GRI 102 - 8	% female of total regional workforce	Asia/Pacific	39,50 %	37,0 %
GRI 102 - 8	% of total workforce age	<30 years	13,20 %	11,3 %
GRI 102 - 8	% of total workforce age	30-50 years	42,60 %	44,2 %
GRI 102 - 8	% of total workforce age	>50 years	44,20 %	44,4 %
GRI 102 - 8	% men of total workforce	Staff	2,80 %	1,1 %
GRI 102 - 8	% men of total workforce	Middle management	3,50 %	3,7 %
GRI 102 - 8	% men of total workforce	Local company management	1,90 %	2,1 %
GRI 102 - 8	% men of total workforce	Top management (senior management)	0,60 %	0,6 %
GRI 102 - 8	% women of total workforce	Staff	3 %	2,6 %
GRI 102 - 8	% women of total workforce	Middle management	1 %	1,0 %
GRI 102 - 8	% women of total workforce	Local company management	0,90 %	0,7 %
GRI 102 - 8	% women of total workforce	Top management (senior management)	0,20 %	0,2 %
GRI 102 - 8	Total	Temporary employees	6	9
GRI 102 - 8	Total	Permanent employees	1093	1094

GRI 102 - 8	Employees by employment contract by gender	Temporary employees men	4	6
GRI 102 - 8	Employees by employment contract by gender	Permanent employees men	824	
GRI 102 - 8	Employees by employment contract by gender	Temporary employees woman	2	3
GRI 102 - 8	Employees by employment contract by gender	Permanent employees woman	269	
GRI 102 - 8	Employees by employment contract by region	Temporary employees total (Norway)	5	7
GRI 102 - 8	Employees by employment contract by region	Permanent employees Norway	787	772
GRI 102 - 8	Employees by employment contract by region	Temporary employees (USA)	0	0
GRI 102 - 8	Employees by employment contract by region	Permanent employees (USA)	154	159
GRI 102 - 8	Employees by employment contract by region	Temporary employees (rest of the world)	1	2
GRI 102 - 8	Employees by employment contract by region	Permanent employees (rest of the world)	152	165
GRI 102 - 8	Part-time/full-time	Part-time workers (all employees)	30	25
GRI 102 - 8	Part-time/full-time	Full-time	1069	1078
GRI 102 - 8	Part-time/full-time	Number of part-time employees woman	13	16
GRI 102 - 8	Part-time/full-time	Total full-time employees woman	258	253
GRI 102 - 8	Part-time/full-time	Number of part-time employees men	17	9
GRI 102 - 8	Part-time/full-time	Total full-time employees men	811	825

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/PERCENTAGE 2021	AMOUNT/PERCENTAGE 2020
GRI 205 - 2 Anti-corruption training and communication				
GRI 205 - 2	Total number of percentage of governance body (The Board) members that the organisation policies and procedures have been communicated to	Total employees	100 %	100 %
GRI 205 - 2	Total number of percentage of governance body members that the organisation policies and procedures have been communicated to (region)	Europe	0 %	22 %
GRI 205 - 2	Total number of percentage of governance body members that the organisation policies and procedures have been communicated to (region)	Asia	0 %	4 %
GRI 205 - 2	Total number of percentage of governance body members that the organisation policies and procedures have been communicated to (region)	Americas	0 %	4 %

GRI 205 - 2	Total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to	Total employees	0 %	100% (1103 employees). We will be working on improving our systems to be able to report on region and employee category.
GRI 205 - 2	Total number and percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to		101 suppliers	We will be working on improving our systems to be able to report on this figure in 2021
GRI 205 - 2	Total number and percentage of governance body members that have received training on anti-corruption	Total employees	0% new training will be initiated in 2022	100% (30). We will be working on improving our systems to be able to report on region and employee category.
GRI 205 - 2	Total number and percentage of employees that have received training on anti-corruption	Total employees	New training will be initiated in 2022	
GRI 205 - 2	Total number and percentage of employees that have received training on anti-corruption	Total new employees	41 employees (3,73%) new training will be conducted in 2022	95% (1016). We will be working on improving our systems to be able to report on region and employee category.

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/PERCENTAGE 2021	AMOUNT/PERCENTAGE 2020
GRI 401 - Employment				
GRI 401-1	New employees	< 30 years (Sarpsborg)	33	11
GRI 401-1	New employees	< 30 years (USA)	6	1
GRI 401-1	New employees	< 30 years (ROW)	1	1
GRI 401-1	New employees	< 30 years (Total)	40	12
GRI 401-1	New employees	< 30 years (Woman)	10	5
GRI 401-1	New employees	< 30 years (Men)	30	8
GRI 401-1	New employees	30-50 years (Sarpsborg)	22	13
GRI 401-1	New employees	30-50 years (USA)	10	9

GRI 401-1	New employees	30-50 years (ROW)	1	1
GRI 401-1	New employees	30-50 years (Total)	33	23
GRI 401-1	New employees	30-50 years (woman)	12	7
GRI 401-1	New employees	30-50 years (men)	21	16
GRI 401-1	New employees	> 50 years (Sarpsborg)	5	1
GRI 401-1	New employees	> 50 years (USA)	5	2
GRI 401-1	New employees	> 50 years (RoW)	1	1
GRI 401-1	New employees	> 50 years (total)	11	4
GRI 401-1	New employees	> 50 years (woman)	4	1
GRI 401-1	New employees	> 50 years (men)	7	3
GRI 401-1	New employees	Total (Sarpsborg)	60	25
GRI 401-1	New employees	Total (USA)	21	12
GRI 401-1	New employees	Total (RoW)	3	3
GRI 401-1	New employees	Total	84	40
GRI 401-1	New employees	Total (woman)	26	13
GRI 401-1	New employees	Total (men)	58	27
GRI 401-1	Total turnover	Total Turnover Group	8,30 %	6,70 %
GRI 401-1	Total turnover	Total Turnover Sarpsborg	6,10 %	5,30 %
GRI 401-1	Total turnover	< 30 years (Sarpsborg)	7	8
GRI 401-1	Total turnover	< 30 years (USA)	3	3
GRI 401-1	Total turnover	< 30 years (ROW)	0	0
GRI 401-1	Total turnover	< 30 years (Total)	10	11
GRI 401-1	Total turnover	< 30 years (Woman)	2	3
GRI 401-1	Total turnover	< 30 years (Men)	8	8
GRI 401-1	Total turnover	30-50 years (Sarpsborg)	14	12
GRI 401-1	Total turnover	30-50 years (USA)	13	7
GRI 401-1	Total turnover	30-50 years (ROW)	11	11
GRI 401-1	Total turnover	30-50 years (Total)	38	30

GRI 401-1	Total turnover	30-50 years (woman)	12	12
GRI 401-1	Total turnover	30-50 years (men)	26	18
GRI 401-1	Total turnover	> 50 years (Sarpsborg)	27	21
GRI 401-1	Total turnover	> 50 years (USA)	12	6
GRI 401-1	Total turnover	> 50 years (RoW)	4	7
GRI 401-1	Total turnover	> 50 years (total)	43	34
GRI 401-1	Total turnover	> 50 years (woman)	10	6
GRI 401-1	Total turnover	> 50 years (men)	33	28
GRI 401-1	Total turnover	Total (Sarpsborg)	48	41
GRI 401-1	Total turnover	Total (USA)	28	16
GRI 401-1	Total turnover	Total (RoW)	15	18
GRI 401-1	Total turnover	Total	90	75
GRI 401-1	Total turnover	Total (woman)	24	21
GRI 401-1	Total turnover	Total (men)	67	54

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/PERCENTAGE 2021	AMOUNT/PERCENTAGE 2020
GRI 401-3 Parental leave				
GRI 401-3	Parental leave	Total (Sarpsborg)	25	11
GRI 401-3	Parental leave	Total (USA)	1	0
GRI 401-3	Parental leave	Total (RoW)	3	2
GRI 401-3	Parental leave	Total (total)	29	13
GRI 401-3	Parental leave	Total (men)	11	8
GRI 401-3	Parental leave	Woman (Sarpsborg)	14	4
GRI 401-3	Parental leave	Woman (USA)	1	0
GRI 401-3	Parental leave	Woman (RoW)	3	1
GRI 401-3	Parental leave	Woman (total)	18	5
GRI 401-3	Parental leave	Men (Sarpsborg)	11	7

GRI 401-3	Parental leave	Men (USA)	0	0
GRI 401-3	Parental leave	Men (RoW)	0	1
GRI 401-3	Parental leave	Men (total)	11	8
GRI 401-3	Total number of employees that were entitled parental leave by gender	Men	828	-
GRI 401-3	Total number of employees that were entitled parental leave by gender	Women	271	-
GRI 401-3	Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Men	11	-
GRI 401-3	Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Women	17	-
GRI 401-3	Total number of employees that returned to work after parental leave ended that were still employed 12 month after their return to work, by gender	Men	7	
GRI 401-3	Total number of employees that returned to work after parental leave ended that were still employed 12 month after their return to work, by gender	Women	5	
GRI 401-3	Return to work of employees that took parental leave, by gender	Men	100%	
GRI 401-3	Return to work of employees that took parental leave, by gender	Women	94 %	
GRI 401-3	Retention of employees that took parental leave, by gender (12 months after returning to work)	Men	87,50 %	
GRI 401-3	Retention of employees that took parental leave, by gender (12 months after returning to work)	Women	100 %	

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/PERCENTAGE 2021	AMOUNT/PERCENTAGE 2020
GRI 404- 1 Employee training				
GRI 404-1	Average training hours	USA Rothschild (average women)	12	
GRI 404-1	Average training hours	USA LTF (average women)	28	
GRI 404-1	Average training hours	Germany (average women)	1,5	6,39
GRI 404-1	Average training hours	Norway (average women)	1,17	2,9
GRI 404-1	Average training hours	USA Rothschild (average men)	12	

GRI 404-1	Average training hours	USA LTF (average men)	105	66,3
GRI 404-1	Average training hours	Germany (average men)	2,6	2,25
GRI 404-1	Average training hours	Norway (average men)	1,9	2,7
GRI 404-1	Average training hours	RoW (average women)	0,25	
GRI 404-1	Average training hours	RoW (average men)	0,25	
GRI 404- 3	Percentage of total employees who received a regular performance and career development review	Total men	76 %	
GRI 404- 3	Percentage of total employees who received a regular performance and career development review	Total women	79 %	

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/PERCENTAGE 2021	AMOUNT/PERCENTAGE 2020
GRI 405- 1 Diversity and gender equality				
GRI 405-1	a. Governance body	Number of women in Board of Directors	44 %	43 %
GRI 405-1	a. Governance body	Number of men in Board of Directors	56 %	57 %
GRI 405-1	a. Governance body	Number <30 years in Board of Directors	0 %	0 %
GRI 405-1	a. Governance body	Number between 30-50 years in Board of Directors	14 %	14 %
GRI 405-1	a. Governance body	Number >50 years in Board of Directors	86 %	86,00 %
GRI 405-1	b. Employee category	Percentage of part-time working men	1,54 %	0,81 %
GRI 405-1	b. Employee category	Percentage of part-time working women	1,18 %	1,45%
GRI 405-1	b. Employee category	Total full-time working women	23,50 %	22,90 %
GRI 405-1	b. Employee category	Total Fulltime working men	73,80 %	74,80 %
GRI 405-1	b. Employee category	Part-time employees < 30 years	0,20 %	0 %
GRI 405-1	b. Employee category	Part-time employees between 30-50 years	1,00 %	40 %
GRI 405-1	b. Employee category	Part-time working employees > 50 years	1,55%	60 %
GRI 405-1	b. Employee category	Full-time working employees <30 years	13 %	11,60 %
GRI 405-1	b. Employee category	Full-time working employees between 30-50 years	41,60 %	44,25 %
GRI 405-1	b. Employee category	Full-time working employees > 50 years	42,68 %	44,10 %

GRI 405-2		Basic salary and remuneration of women to men	102 %	103 %
Tilstand for kjønnslikestilling (årlig)		Parental leave in amount of weeks, woman	331	72
Tilstand for kjønnslikestilling (årlig)		Parental leave in amount of weeks, men	100	68
State of gender equality (every other year)		Amount of woman on level 1	0	
State of gender equality (every other year)		Amount of woman on level 2	2	
State of gender equality (every other year)		Amount of woman on level 3	10	
State of gender equality (every other year)		Amount of men on level 1	1	
State of gender equality (every other year)		Amount of men on level 2	7	
State of gender equality (every other year)		Amount of men on level 3	31	