

SPABOGRUPPEN AS

# Sustainability report 2025.



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SPABOGRUPPEN AS

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# General information.

## Basis for preparation (B1)

This report is prepared in line with EFRAG's Voluntary Sustainability Reporting Standard (VSME) for non-listed SMEs (December 2024) and covers both the Basic (B) and Comprehensive (C) modules (B1-B11, C1-C9). It is structured around four areas: General information, Climate and environment, Social, and Governance.

This voluntary report is prepared annually to strengthen transparency and provide stakeholders with relevant sustainability information. Sustainability is a strategic priority for Spabogruppen. The reporting process is led by Amesto Footprint with input from relevant functions across the organisation and oversight from a steering committee chaired by the chair of Spabogruppen.

Where relevant, we include selected datapoints beyond the VSME standard to give a more complete picture of the business. Where estimates are used, or data is unavailable, this is explained in the relevant sections. As Spabogruppen is not subject to pollution reporting requirements, datapoint B4 is not included.

The report is prepared on a consolidated basis and covers Spabogruppen AS and its subsidiaries for the period 1 January to 31 December 2025. The organisational chart is presented below, while a full list of subsidiaries included in the reporting scope is provided in Appendix 1. For each subsidiary, the appendix includes the company name, number of employees, country of operation, NACE classification code, and geolocation.

**ABOUT SPABOGRUPPEN – KEY INFORMATION**

**Legal form:** Private limited company

**NACE sector classification code:** 68.200 – Renting and operating of own or leased real estate

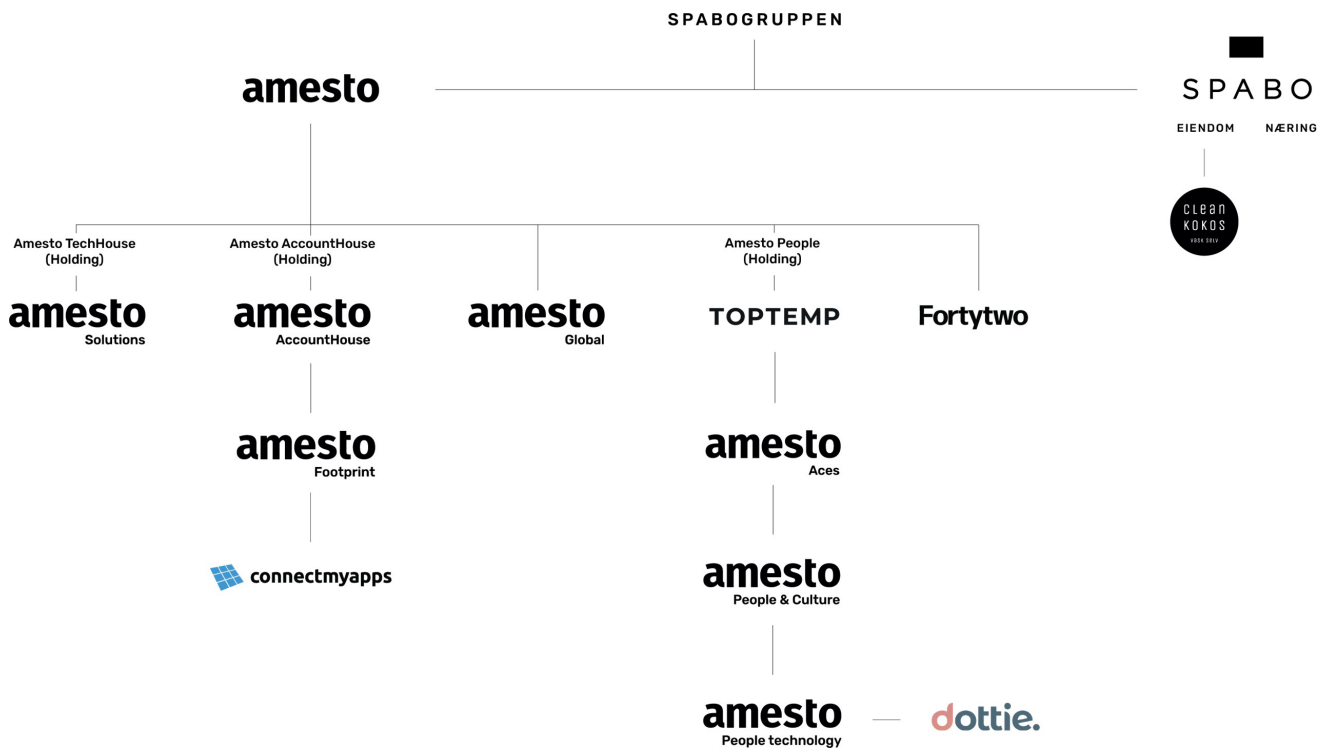
**Balance sheet total:** 2.822 MNOK

**Turnover:** 1.423 MNOK

**Number of employees:** 1.251 (total in Group)

**Country of primary operations:** Norway

**Location of sites owned, leased or managed:** See Appendix 1



## Business model, sustainability initiatives and certifications (B1 & C1)

### Simplifying business – Awesome Place to Work and Grow

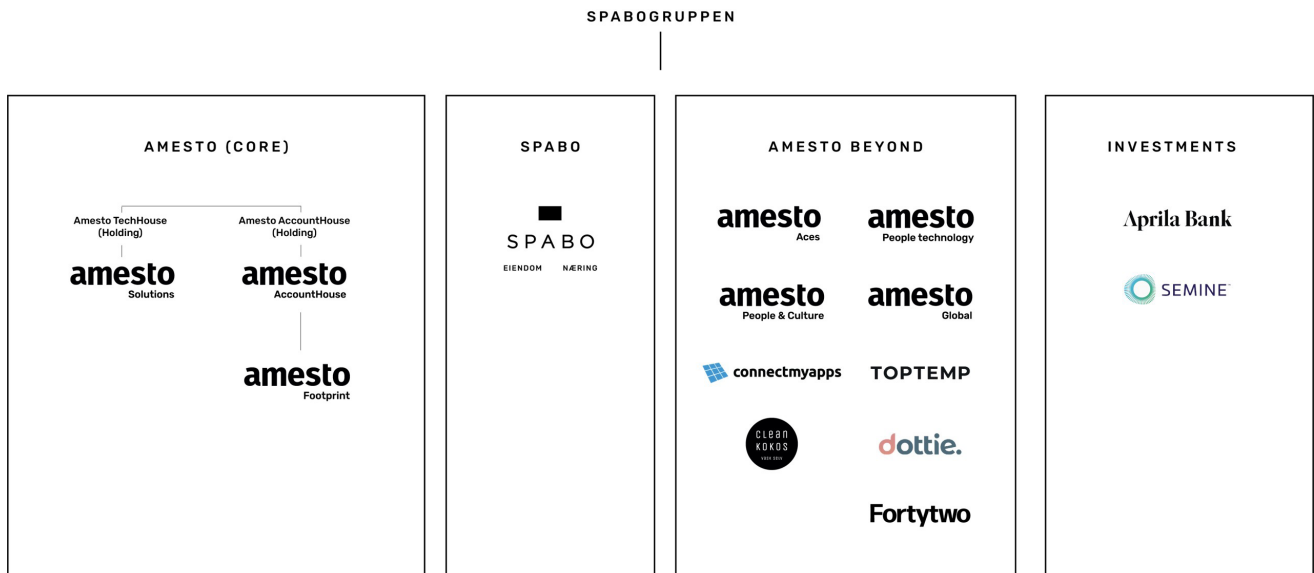
Spabogruppen AS is a Norwegian family business, owned by the Spandow family, with roots dating back to 1948. We have a long-term view on investments and business development, guided by a triple bottom line philosophy. Our ambition is to grow each of our companies into thriving, value-driven, and successful enterprises, and the owners remain actively involved in the day-to-day operations.

Spabogruppen AS is the parent company for the software and services division (Amesto Group), real estate (Spabo), our financial investments and our growth portfolio (Amesto Beyond). Amesto Group was founded in 2002 and consists of businesses offering a range of services from accounting, payroll, integrations and

sustainability, ERP-, CRM-, and BI-solutions to temporary staffing, and HR services. Spabo is a real estate company specializing in developing and management of commercial properties and apartments. Spabo owns several office buildings and apartment complexes, catering to both the corporate market and private tenants.

The group employs more than 1.200 people, with headquarters in Oslo and core operations across Norway, Sweden, Denmark and Finland. Through Amesto Global, we support the international expansion of growing companies into North America and Europe.

We combine entrepreneurship with experience and have a strong focus on intrapreneurship. Over recent years, the group has evolved from philanthropy to embedding sustainability in core operations, while continuing to focus on profitability and long-term value creation, earning recognition as one of Norway's 25 most innovative companies for the 5th time, ranked 13th in 2025.





## **SOME SELECTED SUSTAINABILITY-RELATED INITIATIVES INCLUDE:**

**Amesto Aces** is an initiative designed to empower young people aged 18–30 who are outside the workforce. The program offers a structured 16-week training course in Salesforce and Microsoft technologies, combining certification, practical experience, and close follow-up to support participants in entering the job market. Amesto Aces addresses this challenge as a technology driven competence house, not a publicly funded employment scheme, building relevant skills and careers within the technology sector. The initiative delivers strong results, with 85% completion, high certification rates, and 95% of participants remaining with the same employer after two years, supporting long-term employment and reducing barriers to labour market entry.

**Amesto Footprint**, a dedicated business area supporting SMEs in translating sustainability data into improved performance. Through a combination of self-developed software and advisory services, we simplify sustainability work across areas such as carbon accounting, sustainability reporting, and compliance with the Norwegian Transparency Act.

**Circular economy solutions**, such as Clean Kokos, a shared laundry concept that reduces the need for individual household appliances, contributing to lower resource use and more efficient consumption.

## **OVERVIEW OF RELEVANT CERTIFICATIONS FOR COMPANIES WITHIN THE GROUP:**

### **Amesto Group, and subsidiaries**

- Eco-Lighthouse certification (Miljøfyrtårn)

### **Amesto AccountHouse AS**

- ISO 9001 - Quality management systems

### **ConnectMyApps AS**

- ISO 27001 - Information security management systems

### **Top Temp AS**

- ISO 9001 - Quality management systems

- ISO 14001 - Environmental management systems

- Revised Employer (RA) - quality certification for staffing and recruitment agencies in Norway

### **Spabo Næring AS**

- BREEM NOR ("Very Good") - Property Hagegata 32, Tøyen Torg



## Sustainability practices, policies and future initiatives (B2 & C2)

We have established a set of overarching sustainability-related policies and practices. These include climate change, circular economy, a company Code of Conduct, a Supplier Code of Conduct, and employee and customer satisfaction metrics such as eNPS and rNPS. We have also formalised commitments through our due diligence statement under the Transparency Act, our equality and non-discrimination report, and the UN Global Compact Communication on Progress.

Our climate-related work is presented through our public reporting. Business conduct and compliance practices are described through the Amesto Trust Center, which covers areas such as anti-money

laundering, GDPR, the Transparency Act and whistleblowing. Other sustainability-related information is governed through contractual arrangements or managed internally.

Certain areas in the VSME-standard (e.g. pollution, water and marine resources, biodiversity and ecosystems, affected communities) are not considered material. As a result, no dedicated policies have been established for these topics.

Further details on specific practices, targets, and follow-up actions are provided under each relevant topic, including descriptions of key initiatives and associated goals in sections B7, C3 and C6 and C7.



## Environment.

**For more than a decade, Spabogruppen has integrated economic value creation with positive social and environmental impact.** Our approach has evolved from primarily financial contributions to long term initiatives where we contribute expertise and actively support sustainable development, both internally and through the services we provide to customers.

The scope and focus of our climate and environmental work are defined by business relevance and materiality. Key areas include greenhouse gas emissions, energy consumption and efficiency, and the impact of our service offerings.

## Energy use and greenhouse gas emissions (B3)

### ENERGY USE

The figures below present total energy consumption by renewable and non-renewable sources, business area and year-on-year development. This helps explain underlying trends, particularly as energy use in real estate varies with changes in the property portfolio. The data includes electricity use in the main office and in common areas of the Spabo property portfolio. Tenant consumption and energy use at other locations are excluded.

#### Energy consumption in 2025 (in MWh)

	Renewable	Non-renewable	Total
Electricity <sup>1</sup>	2.248,65	6,81	2.255,43

#### Year-on-year breakdown of energy consumption (in MWh)

	2023	2024	2025	%-change
Purchased electricity, main office	156,78	158,46	148,08	-6,6 %
Purchased electricity, Spabo properties (excl. tenant consumption) <sup>2</sup>	1.107,70	1.084,92	2.107,35	+94,2 %
<b>Total electricity consumption</b>	<b>1.264,48</b>	<b>1.243,39</b>	<b>2.255,43</b>	<b>+81,4 %</b>

<sup>1</sup>The electricity mix in main office is based on Norway's national energy profile reported by NVE (95.4% renewable in 2024), applied as a proxy for 2025. Spabo AS holds guarantees of origin for renewable energy across its property portfolio.

<sup>2</sup>Fully re-invoiced electricity consumption is excluded.

A significant part of the increase can be attributed to portfolio changes and temporary operational factors. Based on conservative estimates, a major contributor was the sale of approximately 40 apartments and temporary meter transfers during vacancy periods (+360 MWh), as well as meter transfers following Oslo Municipality's exit from Markveien 57 (+336 MWh), resulting in an increase of approximately 700 MWh in reported electricity consumption.

For other offices, consumption has been estimated using a financial approach with average electricity prices (N01, 2025) were used to allocate costs to headquarters, while the remainder was calculated using the spend-to-kWh ratio from Spabo, where full data is available. Estimated consumption from these locations is 265 MWh and is not included in the table above.

## GREENHOUSE GAS EMISSIONS

The emissions report includes all relevant activities within scopes 1, 2 and 3, and is developed in accordance with the Greenhouse Gas Protocol. All emissions are reported in tCO<sub>2</sub>e and provide a consolidated view of our climate impact<sup>3</sup>.

The table below shows emissions by scope and relevant categories. Our main impacts come from purchased goods and services, capital goods, business travel, and energy use, which is typical for a service-based group with a property portfolio.

	2023	2024	2025	2025/24 (%)
Scope 1	–	–	–	–
Scope 2	25,1	16,8	30,0	+78,6%
Scope 3	3.931,3	3.808,9	3.226,6	–15,3%
Purchased goods and services	2.620,5	2.118,4	2.243,2	+5,9%
Capital goods	1.088,3	1.441,9	843,3	–41,5%
Upstream transportation and distribution	6,7	7,1	3,8	–46,5%
Waste from operations	0,2	0,3	12,3	+12,0 <sup>4</sup>
Business travel	215,6	241,2	124	–48,6%
<b>Total emissions</b>	<b>3.956,4</b>	<b>3.825,7</b>	<b>3.256,5</b>	<b>–14,9%</b>

<sup>3</sup> ton of CO<sub>2</sub>-e is equivalent to driving 6,000 km in a diesel car.

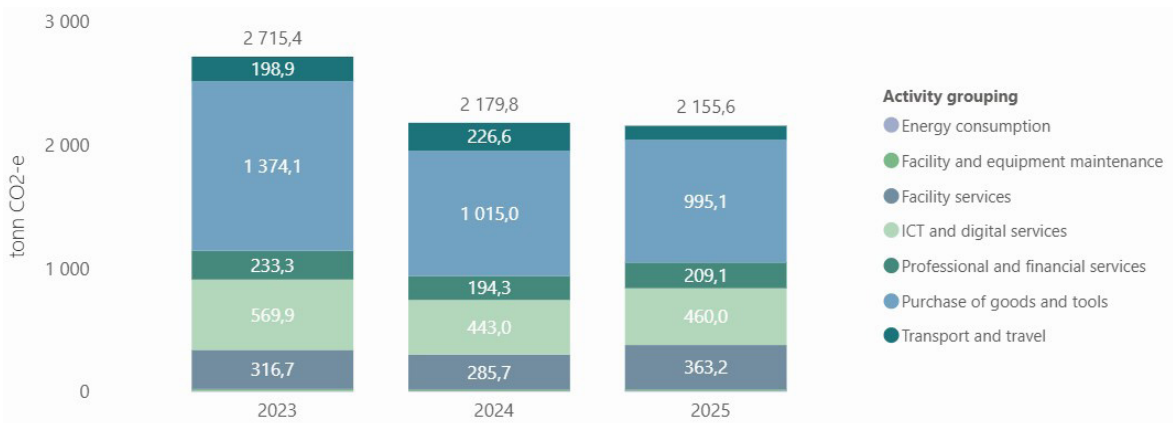
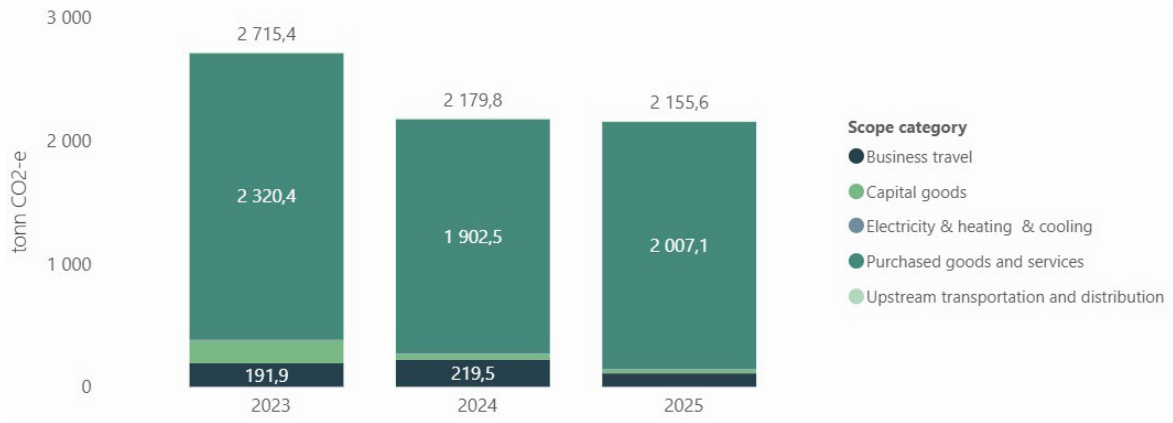
<sup>4</sup>Percentage change not meaningful due to low baseline, presented as absolute change.

From 2024 to 2025, total emissions decreased by 14.9%. Scope 2 emissions increased due to higher electricity consumption reported by Spabo, primarily driven by temporary operational factors related to apartment sales and meter transfers. Waste-related emissions also increased due to higher reported waste, water and wastewater spend within Spabo, classified under this category due to calculation method. Emissions intensity (location-based) improved from 2.67 to 2.29 tCO<sub>2</sub>e per MNOK of revenue, while carbon productivity (CAPRO; MNOK revenue per tCO<sub>2</sub>e) increased from 0.38 to 0.43 (or from 0.34 to 0.40 based on gross profit). Together, these metrics provide a solid basis for tracking performance and prioritising reduction measures.

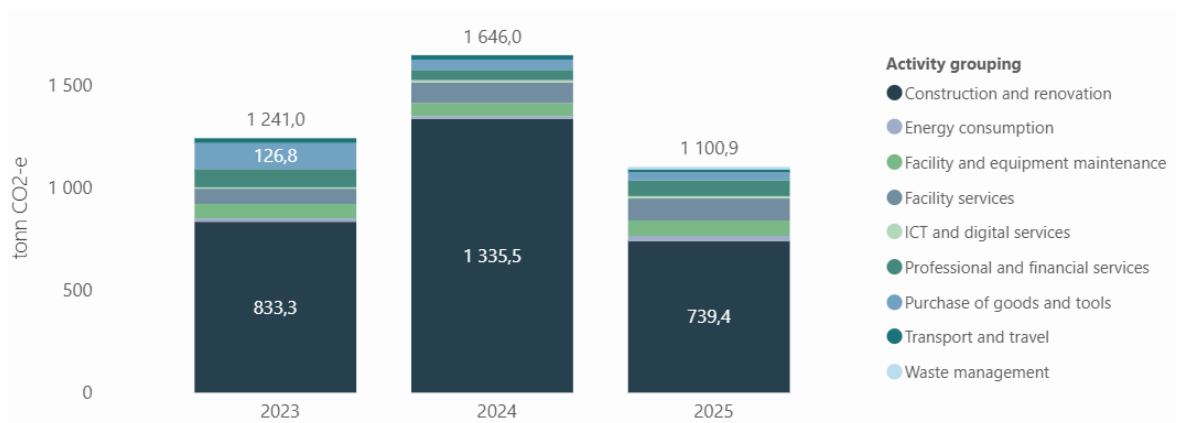
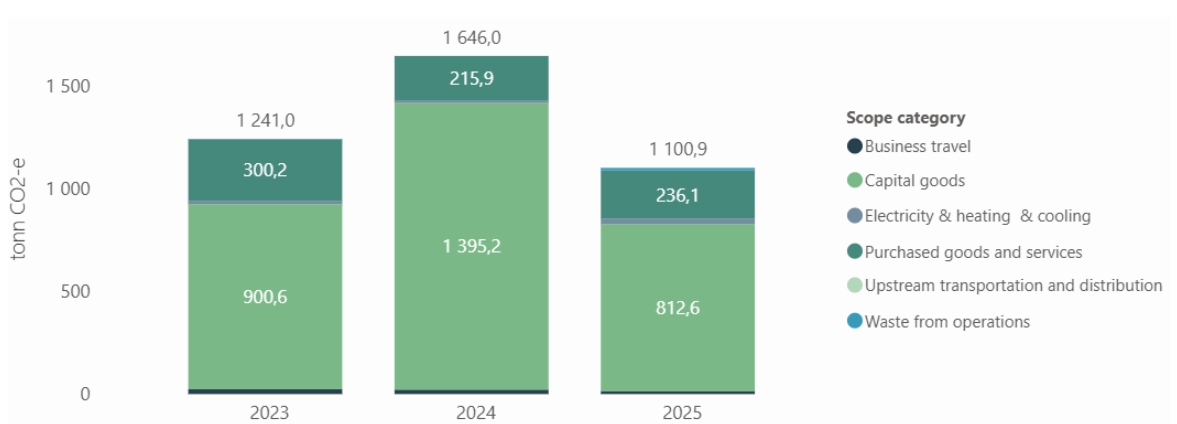
We also present emissions separately for Amesto Group AS and Spabo AS to show how emissions are distributed across the group. The figures below provide additional detail by scope and a more specific breakdown of purchased goods and services.



### Amesto group



### Spabo



### Accounting principles

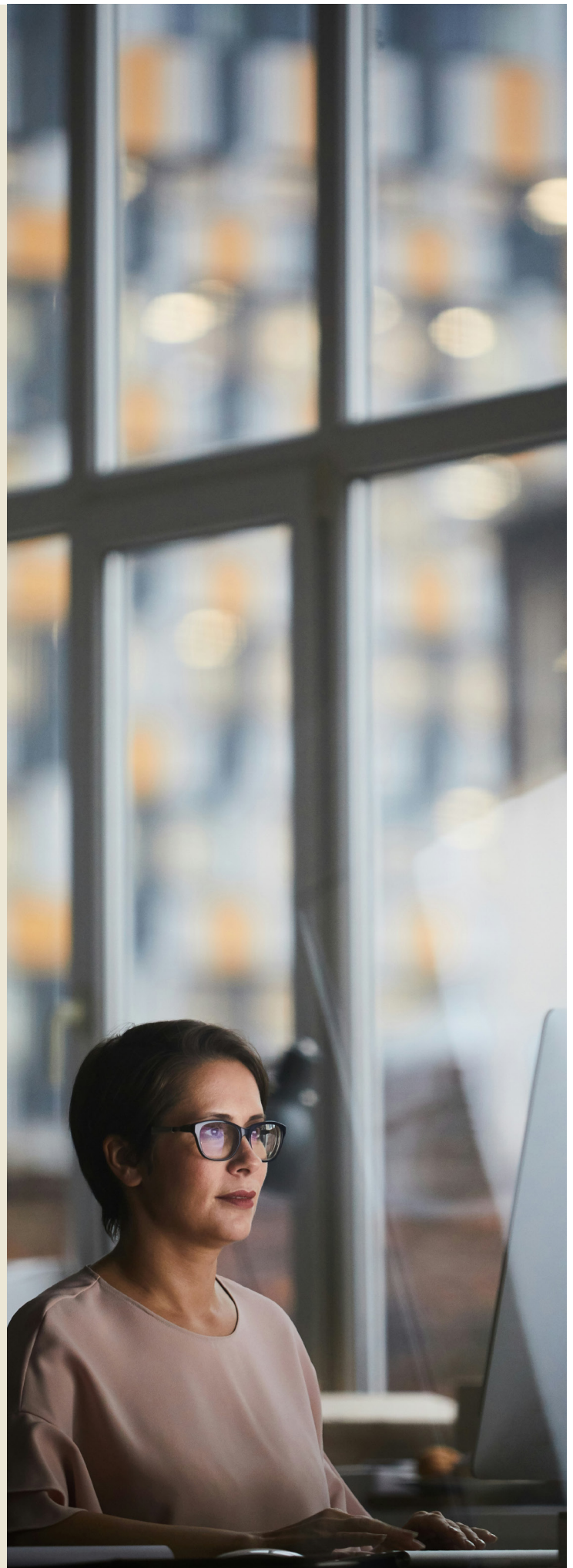
The emissions calculation is mainly based on financial data and a spend based method to estimate overall impact. Scope 2 emissions are partly activity based, using reported kWh for Spabo and the main office, while other locations are estimated from spend.


### Emission factors

Financial data is converted into emissions using updated factors from EXIOBASE 3.11, which are applied at account level. Due to time lags in statistical data, factors have also been adjusted for inflation, exchange rates, GDP growth, Nordic energy mix, and national emissions data, to ensure consistency over time and relevance to Nordic conditions.

### General boundaries and omissions

- We have based the carbon accounting on the consolidated income statements of Spabo and Amesto Group, with internal transactions eliminated. To better reflect Spabo's core operations, we have also included capitalized amounts based on property portfolio in the balance sheet.
- The emission calculations are based on an operational control approach. As a result, emissions associated with, for example, The Apartments Company, are not included.
- Scope 1 is reported as 0 tCO<sub>2</sub>e due to consolidation. Company vehicle energy use is instead reported under business travel. The vehicle fleet consists of one diesel car, while the rest are electric vehicles.
- Emissions not captured in financial data are excluded from calculations (e.g., employee commuting, private vehicle use). Taxes, financial items, accounting adjustments, and direct salary costs are also omitted. And, through screening we have not identified any relevant downstream categories for reporting.
- Scope 2 emissions are calculated using a location-based method that reflects the national energy mix as reported by NVE. While Spabo AS holds guarantees of origin for its property portfolio, these have not been adjusted for in the calculations.
- For purchased goods and services, emissions are calculated up to the point of receipt and include the impact from transport and distribution earlier in the value chain.
- Most transport emissions are included under Categories 3.1 and 3.2 (embedded in product prices, estimated to 95%). Separately invoiced transport (e.g., freight, postage) is reported under Category 3.4.





## GHG reduction targets and climate transition (C3).

### REDUCTION TARGETS

We aim to reduce greenhouse gas emissions in line with the ambitions of the Paris Agreement, while prioritising measures that are operationally and economically feasible. We have not yet set a fixed annual quantitative reduction target, but 2023 serves as our baseline year for tracking progress over time.

The group has not yet formalised a climate transition plan, although Spabo operates partly within a high climate-impact sector (real estate, NACE 68.200). We have a clear triple bottom line strategy, and current efforts focus on improving energy performance, particularly within Spabo, and advancing sustainability initiatives across the Group, including through the Amesto Footprint investment area. During 2026, the Group will further develop company-specific planet-related targets and actions. Any future climate transition plan is expected to be coordinated at Group level.

Over the past three years, we have focused on improving data quality and strengthening the emissions accounting framework across the group. This work forms the basis for future target setting and more focused reduction measures.

While specific targets are not yet defined, we are prioritising the following measures:

- Upgrade Spabo properties from energy label G to at least F by 31 December 2027, where feasible (excluding protected and heritage-listed buildings)
- Reduce energy consumption across operations
- Develop company-specific 3P goals across all subsidiaries during 2026
- Establish emissions calculations for each company within the group

### ACTIONS TO REDUCE EMISSIONS

- For properties where improvements are feasible, measures include building upgrades, including replacement of windows, modernization of ventilation systems, installation of heat pumps and other energy efficiency initiatives like geothermal energy, and solar panels.
- Updated energy labels have been secured for all commercial buildings, along with guarantees of origin for electricity across the property portfolio.
- Completion of a double materiality assessment and the establishment of separate carbon accounting for each group company, forming the basis for company-specific reduction actions. This work started in 2025 and will be fully completed across the entire group in 2026.
- Optimisation of digital infrastructure to reduce data storage and energy use in the group, and ongoing process optimisation and technology improvements (e.g. Project Orion).
- A competence development programme is being developed, including reskilling and upskilling initiatives focused on AI, technology, efficiency, and responsible use.
- Clean Kokos operates fully digital, self-service laundries in Norway and Sweden, using energy efficient machines, with further efficiency improvements planned for 2026<sup>5</sup>. Miele MOVE will be implemented across all Clean Kokos locations to monitor water use, energy consumption, detergent use (automatic dosing), and emissions.

<sup>5</sup>Machines: PWM 908 [EL DP MAR 3 AC 230V 50-60Hz] & PDR 908 HP [EL]



## Climate risks (C4)

As part of the Group's double materiality assessment, Spabogruppen has carried out a more limited assessment of physical and transition climate related risks. Physical risks include changes in precipitation patterns, increased rainfall intensity, and a higher frequency of extreme weather events. Transition risks are primarily linked to regulatory developments, stakeholder expectations, and market changes.

Spabogruppen does not own outdoor land areas, as these are held by municipalities, and primarily leases its office premises. However, increased rainfall and extreme weather may lead to flooding, potentially causing damage to buildings and higher operational and maintenance costs. These risks are currently assessed as non-material but are expected to increase over time as climate impacts intensify.

Based on assessments using NVE maps, the properties managed by Spabogruppen are generally located outside high-risk areas for quick clay, floods, and landslides. However, two leased offices are situated in identified risk zones, Stavanger (quick clay) and Drammen (flood exposure). Overall, physical climate risk exposure across the portfolio is considered low.

Transition risks are primarily related to stricter regulatory requirements for energy efficiency, refurbishment standards, and energy labelling. Over time, such regulations may increase investment needs and could limit the leasing or sale of buildings with poor

energy performance, potentially leading to stranded assets.

To mitigate these risks, Spabogruppen actively works to improve energy performance across the portfolio, including targeted upgrades of buildings with lower energy ratings. While such measures mainly benefit tenants through reduced energy costs, they also strengthen the long-term resilience and value of the portfolio.

## Biodiversity (B5)

Locations are primarily in urban areas. All sites in Norway have been screened using Naturbase from the Norwegian Environment Agency, and sites outside Norway using Key Biodiversity Areas (KBA), focusing on proximity to protected areas. The average distance to the nearest protected area is 2.3 km. None of the locations are located in or near areas with sensitive biodiversity.

## Water (B6)

Spabogruppen withdraws water solely from the public water supply and discharges wastewater to the municipal sewer system. The company does not operate or have sites in any area of high-water stress, according to the WRI's Aqueduct Water Risk Atlas. Spabogruppen has no water intensive production processes. Water use mainly relates to cleaning and daily operations. For the main office, water use is allocated based on leased floor area (26.5%). In 2025, total building consumption was 4,298 m<sup>3</sup>, with our share at 1,139 m<sup>3</sup>, an increase of 2.7% from 2024 (1,108.9 m<sup>3</sup>), but 20% lower than 2023. No data is available for other locations.

## Resource use, circularity and waste (B7)

### **CIRCULAR ECONOMY PRINCIPLES**

Spabogruppen applies circular economy principles across its operations and value chain, focusing on resource efficiency, reuse, and responsible sourcing in development, refurbishment and operations.

IT equipment represents a significant share of the Group's environmental impact. To address this, Spabogruppen works systematically to extend equipment lifetimes and reduce the need for new purchases. When new equipment is required, priority is given to high-quality products with longer expected lifespans.

An internal reuse scheme, managed by the IT department in Oslo, ensures that used but functional equipment is refurbished and redistributed. In 2025, approximately one in four new employees received a refurbished computer, reducing demand for new equipment and associated emissions.

Equipment that cannot be reused internally is handled in partnership with Foxway. Devices are either refurbished for resale or recycled. In 2025, this collaboration delivered a documented circular effect of 15.5 tCO<sub>2</sub>e, supporting more efficient resource use and lower value chain emissions.

In construction and property activities, Spabogruppen prioritises reuse and upgrading of existing buildings over demolition. Environmental requirements are embedded in contracts, including the use of low-impact materials, efficient energy and water use, and proper waste management. Contractors must also prioritise durable, energy-efficient, and certified or responsibly sourced materials (e.g. Nordic Swan Ecolabel), as well as solutions meeting minimum TEK10 standards.



## WASTE MANAGEMENT

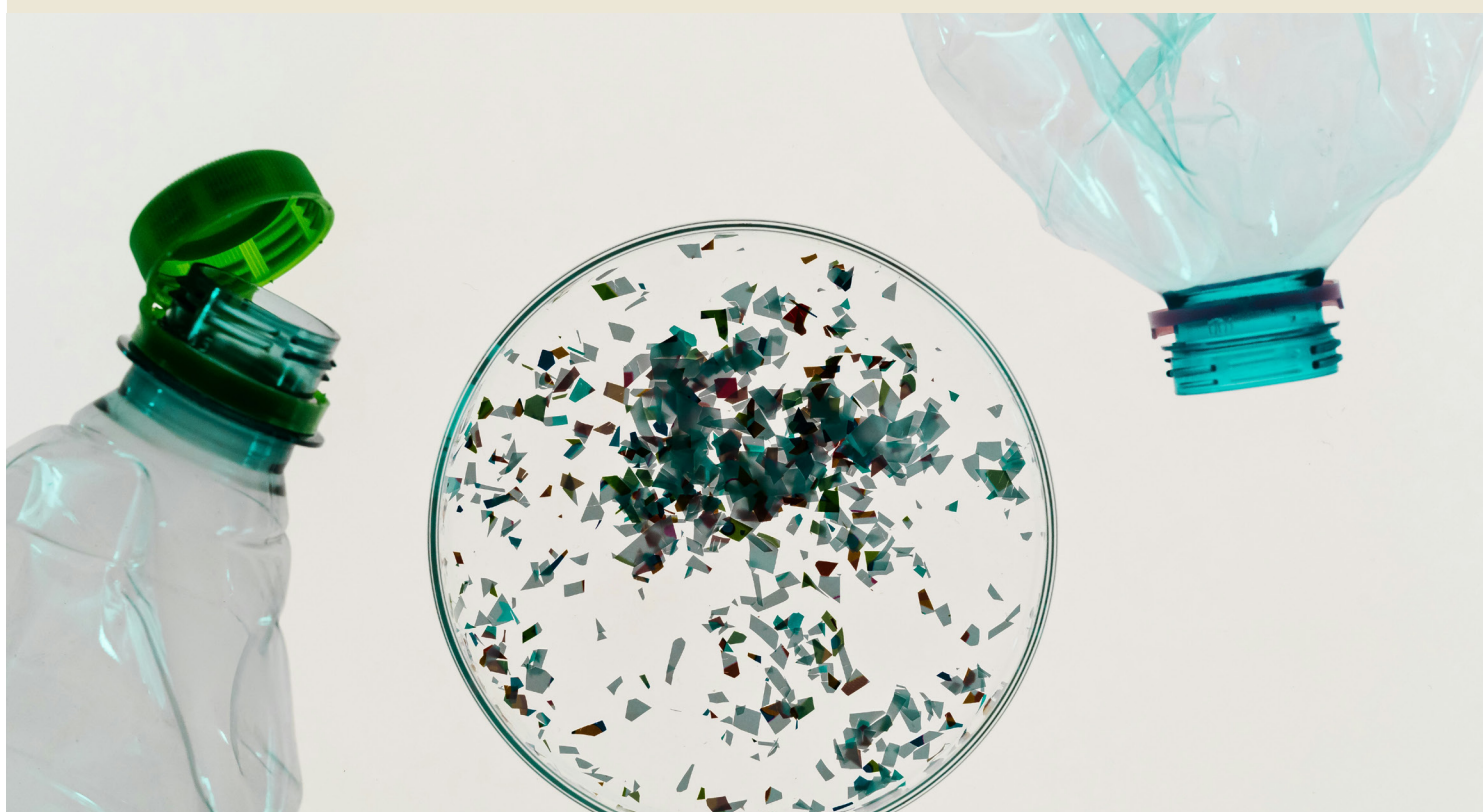
Spabogruppen is not classified in a sector characterised by significant material flows. The tables below present aggregated figures for waste management, broken down by waste fractions and treatment methods. Reporting on total non-hazardous waste currently covers the main office only, as other locations do not yet report total volumes.

### Non-hazardous waste:

Total waste	Waste sent to recycle or reuse	Waste sent to energy recovery	Waste sent to landfill
5.637 kg	4.484 kg	1.153 kg	0 kg

### Electronic waste:

	No. of units	Reused	Recycled
Units (computers, phones, screens, etc.)	221	48%	52%





## | Social.

**At Spabogruppen, we focus on creating a safe, inclusive, and well-functioning workplace** where employees are respected, supported, and able to perform at their best. Our social approach emphasizes employee well-being, equal opportunities, and sound employment practices, including a healthy work-life balance and constructive employee dialogue. These priorities support long-term competence development, engagement, and responsible business conduct.

## Own workforce general characteristics (B8)

In 2025, Spabogruppen had a total of 1.251 employees (FTEs) across 7 countries. The table provides a breakdown of contract type, gender and country.

General characteristics of own workforce	
Total number of employees	1.251 <sup>6</sup>
Permanent contract	99%
Temporary contract	1%
Female	62%
Male	38%
Turnover rate	Not available
Employees by country	
Norway	493
Sweden	64
Denmark	35
Spain	14
Ireland	11
USA	4
UK	1

<sup>6</sup> The total number of employees includes 629 employees from TopTemp's staffing services. These employees are not included in the remaining data reported in the table.

## Health and safety (B9)

During the reporting period, the companies in Spabogruppen did not report any fatalities or serious occupational accidents. The average sickness absence rate, at Group level, for the reporting period was 3,0 %.

## Remuneration, collective bargaining and training (B10)

### TRAINING AND DEVELOPMENT

Information on training hours is currently available only for employees of Amesto AccountHouse. In 2025, the employees of Amesto AccountHouse received an average of 40 training hours. At Group level, complete data on average annual training hours per employee, disaggregated by gender, is not yet available. For Amesto AccountHouse, all state authorised auditors are required to complete continuing professional education, with a minimum requirement of 80 hours over a three year period.

### MINIMUM WAGE AND COLLECTIVE AGREEMENTS

There is no statutory national minimum wage in Sweden or Denmark. In Norway, statutory minimum wages apply only to certain sectors that do not cover the reporting entity. All employees nevertheless receive remuneration that is equal to or higher than relevant minimum levels in the labour market. No employees are covered by collective bargaining agreements for the determination of wages.

### EQUAL PAY

For the reporting period, gender pay gap data is available for three companies within the group, all located in Norway. Overall, the companies report a generally balanced remuneration situation between female and male employees, with observed differences primarily explained by workforce composition, role distribution and seniority.

- In AccountHouse, the overall gender pay gap amounted to 7.4 %, representing a reduction from 9.5 % in 2024 and indicating a positive development towards a more balanced remuneration structure.
- In Solutions, female employees earned on average 5.65 % less than male employees, which is assessed in the context of a workforce with a significantly higher share of men.
- In TopTemp, the average remuneration of female employees was 20.5 % lower than that of male employees, mainly reflecting the gender composition of management positions and differences in seniority. To address this, we apply a structured remuneration policy with objective assessment criteria, annual salary reviews, management training, and oversight through a Compensation Committee established in 2024 to ensure fair and non-discriminatory pay practices.



## Employee engagement and well-being

Companies in Spabogruppen use several initiatives to support employee well-being and engagement. Employee Net Promoter Score (eNPS) and regular pulse surveys are used to monitor engagement, the work environment and overall satisfaction. These tools support internal dialogue, follow-up actions and continuous improvement.

To promote physical well-being, Amesto AccountHouse collaborates with Avantas Aktiv, offering an app for logging and tracking physical activity. The initiative supports preventive health measures and healthy habits through structured follow-up. In 2025, 87% of employees registered physical activity, with a total of 13,439 hours recorded.

During parental leave, Spabogruppen covers the difference between full pay and 6G during the leave. Holiday pay is based on full pay throughout the entire parental leave period. In connection with childbirth, the father or co-mother is entitled to two weeks of leave to assist the mother during childbirth/return-to-home.



# | Governance.

**Strong and effective corporate governance is fundamental to how Spabogruppen operates and creates long term value.** We work to ensure transparent decision making, clear accountability, compliance with laws and regulations and high standards of ethical conduct across the group.

## Convictions and fines for corruption and bribery (B11)

Spabogruppen operates within strict regulatory frameworks relevant to its activities, including accounting, payroll, staffing, technology services, and real estate. Our governance framework is built on clear policies, a well-defined board structure, proactive risk management, and active stakeholder engagement.

Risk management and internal control are anchored at board level and include annual risk assessments and internal control reviews covering regulatory compliance, operational risk, and service delivery. In addition, all business areas are subject to independent auditor reviews, and regulatory inspections are conducted regularly. Each business area has designated quality managers and coordinators responsible for compliance and continuous improvement.

### REGULATORY COMPLIANCE

- **Accounting and payroll services** operate in accordance with accounting law and anti money laundering legislation. Relevant entities are members of recognised professional bodies, including Regnskap Norge (Norway), SRF Konsulterna (Sweden), Cereda (Denmark), and Taloushallintoliitto (Finland), and comply with their ethical standards and principles of good accounting practice, including requirements related to integrity and anti-corruption.
- **Temporary staffing operations** comply with the EU Temporary Agency Work Directive and applicable labour legislation.
- **Technology and advisory services** are governed by GDPR and applicable business legislation, with operations primarily conducted as data processors for customer information.

These frameworks form an integral part of our governance structure and support responsible business conduct as outlined in this report. As a result, no convictions or fines related to corruption or bribery have been recorded.





## Ethical guidelines and human rights policies (C6)

Spabogruppen has ethical guidelines for its own workforce through a Code of Conduct and applies a separate Supplier Code of Conduct for suppliers and business partners. The Code of Conduct for employees covers key human rights and labour related topics, including child labour, forced labour, human trafficking, non discrimination, and accident prevention, as well as anti corruption and information security and confidentiality. In addition, the company has a whistleblowing procedure and an internal reporting channel, enabling employees to raise concerns or report potential breaches.

All group companies are required to comply with the Amesto Code of Conduct and receive regular training in professional integrity, anti corruption, and ethical conduct. Together, these practices support compliance with regulatory obligations, strengthen trust, uphold integrity, and ensure alignment with the group's sustainability objectives.

## Severe negative human rights incidents (C7)

No severe human rights incidents have been confirmed during the reporting period. This includes incidents related to child labour, forced labour, human trafficking, discrimination, or other

comparable violations. Spabogruppen is not aware of any confirmed severe human rights incidents involving workers in the value chain, affected communities, consumers, or end users. As no such incidents have been identified, no remedial actions have been required.

## Revenue alignment and EU benchmark exclusions (C8)

The company does not have any own operations, ownership interests, or revenues related to controversial weapons or any other sectors covered by this disclosure requirement.

The group is not subject to the exclusion criteria for EU Paris Aligned Benchmarks, as it does not generate revenues from coal, oil, gas, or high emission electricity generation.

## Gender balance (C5 & C9)

Data on gender distribution at management level is currently available for a representative sample from nine of the largest group entities. Within this sample, the share of female managers ranges from 33% to 100%, with most entities having a predominantly female management team. At the reporting date, the board of Spabogruppen consisted of one female and four male members, corresponding to a gender balance ratio of 0.25 (female to male). The Board is headed by our Chairwoman.



## | Moving forward.

We will continue to develop our approach to sustainability in the years ahead. This includes improving the quality and consistency of our data, as well as refining and further embedding our triple bottom line approach into everyday operations. We recognise that this is an ongoing process and are committed to learning, evolving, and collaborating with our stakeholders.

We welcome feedback on this sustainability report. Please feel free to reach out if you would like to learn more about how Spabogruppen works with sustainability:


**[footprint@amesto.no](mailto:footprint@amesto.no)**

# Appendix 1

## List of companies included in the consolidated reporting.

Company name	Employees	NACE-code	Country	Address	Geolocation
Spabogruppen AS	8	78.200	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
Amesto Group AS	-	78.200	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
Amesto Beyond AS	-	70.200	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
Amesto People Technology AS	4	62.100	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
Amesto People & Culture AS	8	70.200	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
Amesto Top Temp AS	43	78.200	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
TopTemp AS	629	78.200	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
TopTemp Romerike AS	72	78.200	Norway	Torvet 3, 2000 Lill-estrøm	59.955783, 11.049380
Amesto AccountHouse Holding AS	-	69.202	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
Amesto AccountHouse AS	163	69.202	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
Amesto AccountHouse Drammen Holding AS	-	69.202	Norway	Sankt Halvardsgate 2B, 3015 Drammen	59.7417548, 10.2178318
Amesto AccountHouse Sør AS	57	69.202	Norway	Sankt Halvardsgate 2B, 3015 Drammen	59.7417548, 10.2178318
Amesto AccountHouse Vest Holding AS	-	69.202	Norway	O.J. Brochs gate 16A, 5006 Bergen	60.385722, 5.318243
Amesto AccountHouse Bergen AS	25	69.202	Norway	O.J. Brochs gate 16A, 5006 Bergen	60.385722, 5.318243
ConnectMyApps AS	13	58.290	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
Amesto Solutions Invest AS	-	62.200	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
Amesto TechHouse AS	-	62.200	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
Amesto Solutions AS	83	62.200	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
Amesto Aces AS	3	62.100	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
Spabo AS	-	68.200	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799
Spabo Eiendom AS	14	68.200	Norway	Smeltingelgen 1, 0195 Oslo	59.904046, 10.785799

Vakre Bygg AS	-	68.200	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Kongens Gate 16 Ålesund AS	-	68.320	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Kongens Gate 15 AS	-	68.200	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Niels Juels Gate 51 Næring AS	-	68.200	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Løkkakvartalet AS	-	68.200	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Sparia AS	-	68.200	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Spabo Næring AS	-	68.200	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Clean Kokos AS	-	96.100	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Hauketo Logistikk Invest AS	-	68.200	Norway	Dronning Eufemias gate 30, 0191 Oslo	59.9078, 10.7602
Hauketo Eiendom AS	-	68.200	Norway	Dronning Eufemias gate 30, 0191 Oslo	59.9078, 10.7602
Fabrikken Helgesens Gate 42 AS	-	68.200	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Fredriksens Sønner AS	-	68.120	Norway	Saltværingsveien 45, 8312 Henningsvær	68.1550, 14.2050
Hagegaten 32 AS	-	68.200	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Frognerkvartalet AS	-	68.200	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Brenneriveien 5 AS	-	68.200	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Østerdalsgata 7 AS	-	68.200	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Markveien 57 AS	-	68.200	Norway	Smeltedigelen 1, 0195 Oslo	59.904046, 10.785799
Amesto Solutions AB	23	62.200	Sweden	Vasagatan 11, 11120 Stockholm	59.3333, 18.0560
Amesto Accounthouse AB	41	69.200	Sweden	Vasagatan 11, 11120 Stockholm	59.3333, 18.0560
Amesto Solutions A/S	15	62.200	Denmark	Njalsgade 72A, 6. Sal, 2300 København S	55.6639, 12.5795
Amesto AccountHouse A/S	20	82.100	Denmark	Njalsgade 72A, 6. Sal, 2300 København S	55.6639, 12.5795
Amesto Global USA Inc	4	-	USA	205 East 42nd Street, Suite 1900, New York	40.75084, -73.97301
Amesto Global UK Ltd	1	-	UK	78 York Street, W1H 1DP London	51.5195, -0.1607
Amesto Global Spain S. L	14	-	Spain	Rambla de Catalunya 60, Principal 2*, 08007 Barcelona	41.3914, 2.1650
Amesto Global Ireland Limited	11	-	Ireland	The Gallery, 13 Bedford Row, V94 VY47 Limerick	52.6613, -8.6294

A photograph of a dirt path winding through a forest. The path is in the foreground, leading into the distance. The trees are lush green, and sunlight filters through the canopy, creating a dappled light effect on the path and the surrounding foliage. The overall mood is serene and natural.

Simplifying business.