

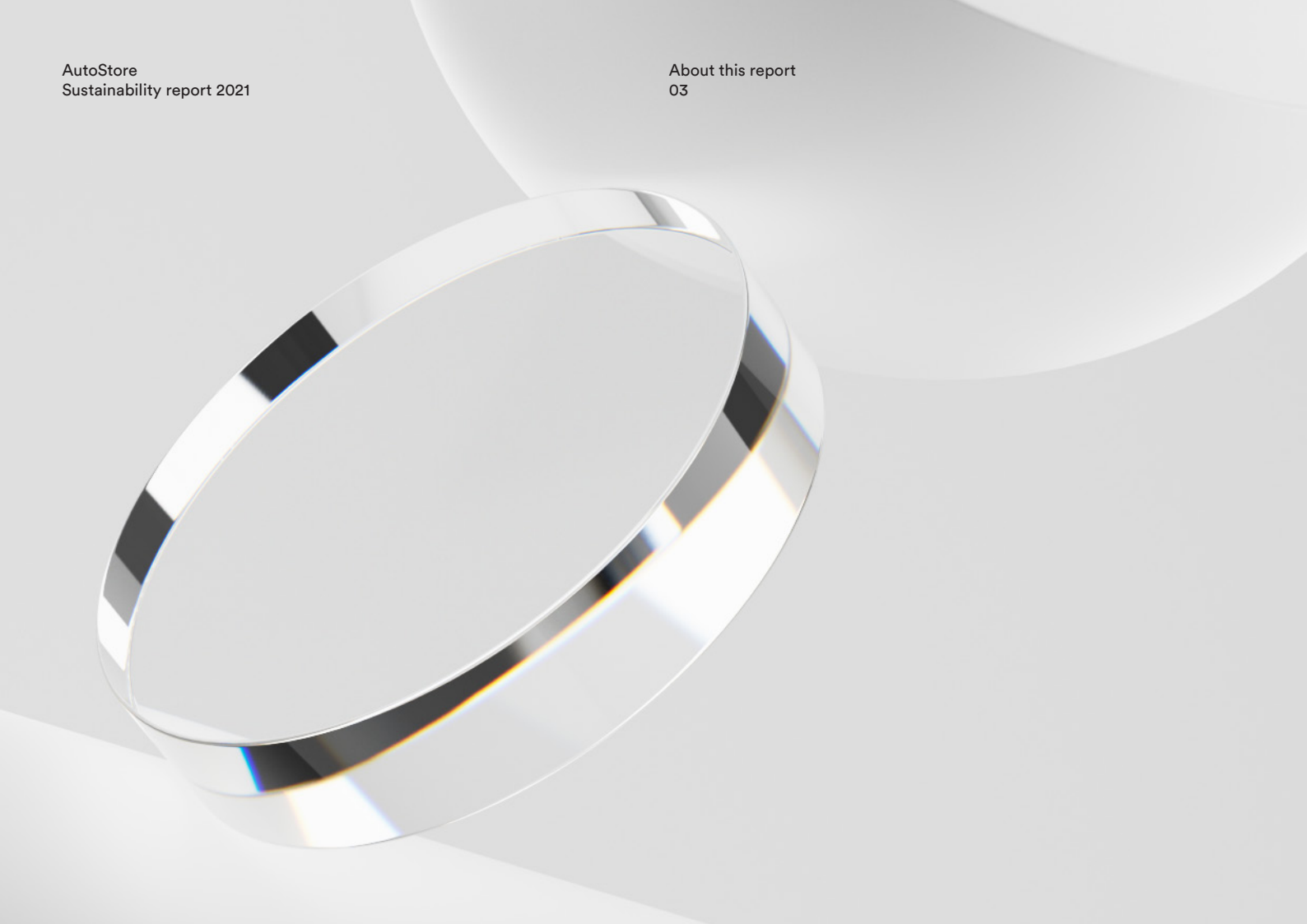
# Sustainability report 2021



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# About this report

This is the second sustainability report issued by AutoStore Holdings Ltd. (AutoStore), and relates to the reporting period 1 January to 31 December 2021. The report has been prepared in accordance with the Global Reporting Initiative's (GRI) Standards for sustainability reporting. The GRI content matrix can be found at the end of this document and in the GRI database.

AutoStore's sustainability report has been reviewed and approved by the Board of Directors (the Board). The claims and data in this report have not been audited by a third party.

For information about this report and its content, please contact ESG-responsible, Chief People & Information Officer, Anette Matre: [anette.matre@autostoresystem.com](mailto:anette.matre@autostoresystem.com).

# Letter from the CEO

On our mission to impact  
the world's sustainability  
through our world class  
solutions



Photo: Marius Beck Dahle

In 2021, the Covid-19 pandemic had an ongoing significant impact on businesses and society worldwide. At AutoStore, our primary focus has been the health and safety of our employees, and we have responded to this global crisis with resilience, innovation and care for our colleagues.

We continued to develop our already strong corporate culture in 2021 through our health and wellness program 'OneAutoStore', with the aim of promoting tools to improve the overall working environment. We want to ensure that employees thrive, succeed and enjoy spending time at work. We also carried out employee surveys which showed that our staff are highly satisfied with their place of work and – most importantly – that they feel part of the AutoStore family.

Diversity and equal employment opportunities are topics which there are increasing expectations for corporate action and transparency. These expectations have only grown larger during the last year, which is a development we welcome. For us, diversity has been part of our nature – it's how we do things. But as we grow, we see the need to also work more structured around this, as well as making sure that diversity, equity and inclusion also come naturally in all our locations, not just in Norway where our headquarter is located, and our culture was born and bred. As such, we are making incremental changes on many levels day-by-day, from increasing the percentage of women in AutoStore from 27% to 29% in total from 2020 to 2021, or from going from 0% female board members in 2020 to 33% in 2021. While these are examples of steps in the right direction, we will continue to work structured on this topic also heading into 2022 and beyond to make sure that we have data to support that diversity and equal employment opportunities are as true as we know it to be here in AutoStore.

In addition, we realize that great momentum is best achieved with others. We need joint efforts and collaboration on such an important and all-encompassing topic.

## “Developing energy efficient solutions is at the heart of our business.”

In 2021, AutoStore therefore joined the Ada project which aims to increase the number of women working in the tech industry. My promise to all the talented people working in AutoStore and our stakeholders in general is that we will continue the focus and attention on equalizing the gender balance in the company going forward as well as focus on diversity, equity and inclusion as a whole.

2021 was also marked by an increased focus on climate and the environment. The UN Sustainable Development Goals and the EU Taxonomy have continued to guide sustainable development in Europe, and the COP26 meeting in Glasgow put sustainability firmly at the top of national and corporate agendas worldwide. In the EU, buildings account for 40% of energy consumption and 36% of greenhouse gas emissions, and improving building energy efficiency is therefore key to achieving the ambitious goal of carbon-neutrality by 2050 and this is where we can contribute.

As a manufacturing business, AutoStore’s activities have both direct and indirect environmental impacts. In 2021, we initiated climate accounting on Scope 1, 2 and 3 emissions. Although our climate accounts are not yet comprehensive, we have taken an important first step. Going forward, we will adopt ambitious climate goals and map out how we can promote climate adaptation and mitigation as described in the EU Taxonomy.

AutoStore’s warehouse robots use a variety of energy sources to stay operational and effective, and pick and deliver the right product at the right time. However, as our robots require no ventilation, heating, cooling and lighting, they consume exceptionally low amounts of energy compared to traditional storage solutions. Moreover, optimized recharging schedules allow us to avoid excessive charging, and the robots’ regenerative energy function recovers battery charge during braking and bin lowering. Developing such energy efficient solutions lies at the heart of our business. **Our mission has always been, and remains, to make a strong impact on the path to a more sustainable world and future for all.**

We reached a major milestone when we listed on the Oslo Stock Exchange in October 2021. This step has increased the number of AutoStore stakeholders, and we are highly aware of the expectations we face from investors with regard to environmental, social and governance topics. As a global company with close to 900 installations delivered in 45 countries, a large and diverse customer and supplier base, and 585 employees at the end of 2021, we recognize that we have a significant impact on the communities in which we operate.

Such influence comes with responsibility. Our value chain exposes us to direct and indirect ethical risks, and acting ethically and lawfully at all times is a key reputational factor. We have zero tolerance for illegal business practices and are developing an external whistleblowing mechanism for reporting irregularities which will soon be available on AutoStore’s external webpages. The whistleblowing channel is already available on our internal webpages.

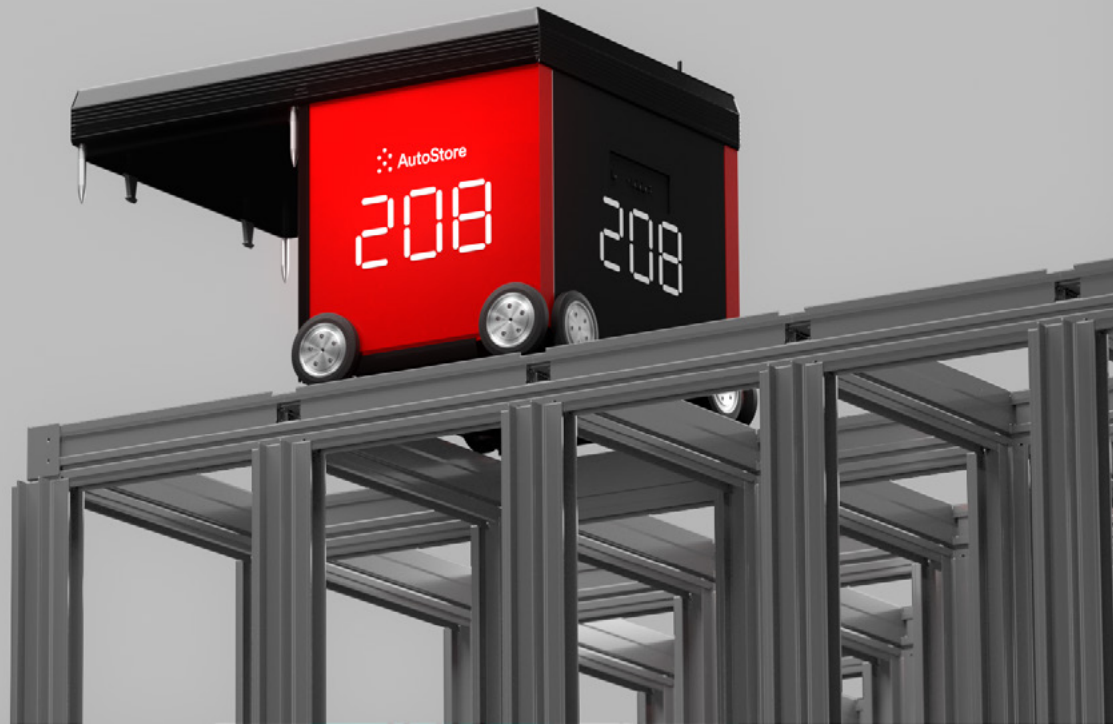
Also in 2021, we updated our Code of Conduct and prepared a dedicated anti-corruption policy. Our next priority is to communicate the policy proactively to all stakeholders and provide staff training. We consider that the combination of a strong corporate culture, awareness training and good governance mechanisms helps reduce ethical risks and ensures a proactive approach to any misconduct.

At AutoStore, we regard sustainability measurement, management and reporting as long-term value drivers that help build resilience across the business. Ongoing identification and addressing of sustainability issues is a key aspect of delivering on our value creation strategy. Even more, we believe that our products and solutions will help our customers and partners meet their goals for a more sustainable world, and as such – through our wide network of partners – AutoStore can make a strong impact on our world’s path to a more sustainable future.

Karl Johan Lier  
Chief Executive Officer

# About AutoStore





# About AutoStore

Founded in 1996, AutoStore is a robot technology company that has invented and continues to pioneer cube storage automation, the densest order-fulfillment solution in existence. The company's objective is to marry software and hardware with human abilities to shape the future of warehousing. To date, the company has installed close to 900 systems encompassing 35,000 robots in 45 countries and in a wide range of industries. All sales are designed, installed, serviced, and made by a network of qualified logistics system integrators called partners.

Demand for automated storage and fulfillment solutions that take up less space but still offer high-storage density is growing. AutoStore's systems reduce storage footprint by as much as 75% compared to traditional aisle-and-shelf systems, thereby boosting storage capacity by up to 4x.

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**20+**  
Partners

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**~900**  
Systems

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**45**  
Countries

# Make the incredible happen!

## Vision

We want warehouse automation to empower every business to make the incredible happen.

## Mission

AutoStore saves space, time, and energy in your warehouse. So you can make the incredible happen.

## Values

Lean. Transparent. Bold.



## Locations

AutoStore is headquartered in Nedre Vats, Norway, and has a production facility and three warehouses in Poland as well as a warehouse in the U.S. The company's workforce is spread across the UK, U.S., France, Japan, Germany, Austria, South Korea, Italy, Spain, Singapore, Canada, and Sweden.

At the end of 2021, AutoStore had 585 employees, of whom 417 were men and 168 women.

Locations	Number of employees 2020	Number of employees 2021
Norway	140	214
UK	1	6
U.S.	29	58
Poland	171	265
France	1	6
Japan	3	5
Germany	8	13
Austria	1	5
South Korea	1	5
Italy <sup>1</sup>	-	2
Spain <sup>1</sup>	-	1
Singapore <sup>1</sup>	-	1
Canada <sup>1</sup>	-	3
Sweden <sup>1</sup>	-	1
<b>Total</b>	<b>355</b>	<b>585</b>

● Countries where AutoStore has its operation



<sup>1</sup> Offices established in 2022.

## Key figures

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Revenue

**USD 327.6 million**

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Adjusted EBITDA

**USD 158.4 million**

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Equity ratio

**65.3%**

AutoStore is listed on the Oslo Stock Exchange (OSE) under the ticker AUTO.

## Economic impact and tax information

AutoStore creates value in the countries in which it operates, both directly through the payment of taxes, dividends and wages and indirectly through the purchase of goods and services from local suppliers.

In 2021, labor costs amounted to USD 102.3 million, including capitalized R&D expenses. Labor costs accounted for 31.2% of sales revenue. The company purchased goods and services valued at USD 107.8 million, and taxes paid by the group came to USD 24.7 million.

Tax paid by country <sup>2</sup>	2020	2021
Norway	12.00	15.11
UK	0.05	-
U.S	0.17	0.72
Poland	7.30	8.48
France	1.20	0.05
Japan	-	0.03
Germany	0.20	0.23
Austria (New)	-	0.06
South Korea	-	-
Italy (New)	-	0.01
Spain (New)	-	0.02
<b>Total</b>	<b>20.92</b>	<b>24.71</b>

<sup>2</sup> Taxes are calculated from corporate income tax, social security tax, payroll tax and other taxes paid directly to governmental institutions by the entities.

## Sectors served

AutoStore's expertise is automated storage and retrieval. The company serves a range of different sectors, with a significant exposure to e-commerce sectors.



### Grocery

Automating operations and warehousing allows suppliers to deliver an efficient online service and concentrate on providing great in-store experiences.



### Retail/e-commerce

Facilitating faster delivery and increased energy efficiency. AutoStore brings retailers closer to customers by providing flexibility to scale where the market is, ensuring that companies keep up with market trends and maintain visibility.



### Third Party Logistics (3PL)

Warehouse automation strengthens service offerings by allowing users to increase data visibility and reduce labor costs. It also gives 3PLs flexibility to scale according to customer demand and provide a service that adapts to business developments. Customers can be added or amended without having to rebuild the entire warehouse.



### Industrials

Increasing supply-chain resilience means fewer setbacks like stock losses and errors, and thus that more customers can count on seamless delivery.



### Healthcare

Maximizing the use of space allows more production to be brought onshore and increases total visibility and control over the supply chain.



# Supply chain



Parts supply



Assembly & test



Packaging



Distribution



End-user



Product end-of-life

## Corporate governance

AutoStore's business activities and internal operations are conducted with a high level of integrity and with a clear ambition to be a responsible company, acting ethically and lawfully in every segment of our value chain.



**”Ensuring good corporate governance is of essential importance to both AutoStore and its Board of Directors. We strongly believe that good governance leads to ethical business practices, which in turn will lead to financial viability and trust.”**

Magnus Tornling, board member

The company seeks to comply with applicable laws and regulations, promote and respect human rights and act in a socially responsible manner. Robust corporate governance provides a foundation for long-term value creation for the benefit of employees, shareholders and other stakeholders.

The Board has adopted governance principles to ensure a clear division of roles between the Board, management and shareholders. AutoStore is also subject to the Norwegian Code of Practice for Corporate Governance ([NUES](#)) issued by the Norwegian Corporate Governance Board. The NUES Code is designed to ensure that companies listed on regulated markets in Norway regulate the division of roles between shareholders, directors and executive management more comprehensively than required by legislation.

The 2021 corporate governance statement has been approved by the Board and can be found in the relevant section of AutoStore's Annual report for 2021.

The annual general meeting is AutoStore's supreme governing body, and therefore also the primary opportunity for shareholders to influence the company's sustainability policy. AutoStore's Board bears ultimate responsibility for the company's sustainability practices, and the sustainability report is discussed and approved by the Board. The management team is responsible for AutoStore's strategy, development and day-to-day work, and thus also for compliance with legislation, regulations and the company's Code of Conduct, as well as appropriate and effective initiatives to ensure goal achievement.

The CEO is responsible for groupwide implementation and enforcement of the Code of Conduct, while departmental managers are responsible for implementing and enforcing it in their respective departments.

An abstract 3D graphic featuring a white sphere resting on a white rectangular pedestal. A large, semi-transparent circular lens is positioned in the foreground, partially overlapping the pedestal and sphere. The background is a light gray gradient with soft shadows and highlights, creating a clean, modern aesthetic.

# AutoStore's stakeholders

# AutoStore's stakeholders

AutoStore last conducted a stakeholder analysis in November 2020 under the auspices of an interdisciplinary working group composed of employees representing finance, HR and management, as well as external advisors.

## Employees

AutoStore's employees are primary stakeholders who both directly affect and are directly affected by AutoStore's internal policies and activities.

## Investors/shareholders

AutoStore's investors are primary stakeholders and directly affect the company's priorities and strategic direction.

## Customers and partners

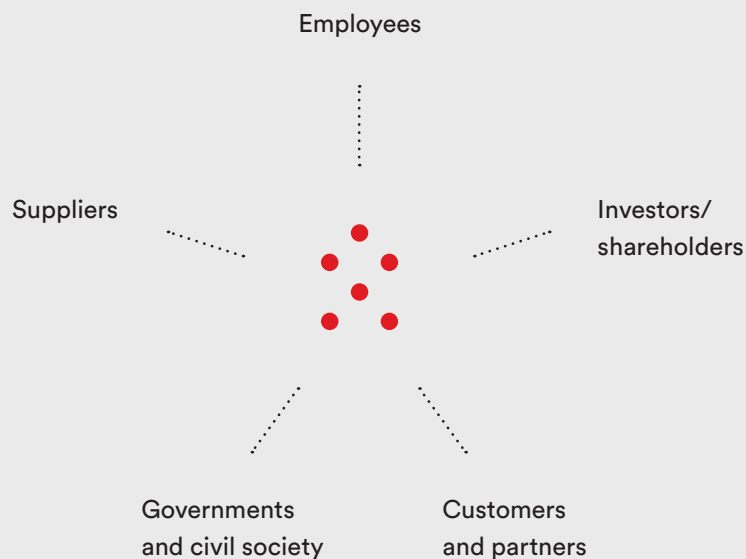
AutoStore's customers directly affect the company economically, and customer expectations guide AutoStore's sustainability priorities.

## Governments and civil society

Governments and regulatory authorities have a direct and indirect impact on AutoStore and its operating conditions. Local communities are indirectly affected by the company's activities through job creation, tax payments and environmental impact.

## Suppliers

Suppliers are affected by AutoStore directly in financial terms, and indirectly by the company's focus on responsible business practices and resulting expectations on suppliers.





## Stakeholder dialogue

AutoStore seeks to maintain active dialogue with stakeholders to strengthen its links with and understanding of the communities in which it operates. Stakeholder dialogue is also a tool for detecting, investigating and managing potential risks. Stakeholder dialogue is both a means and an end in itself, as systematic dialogue is a key objective of the GRI Standards and forms part of the GRI Management Approach.

The company's approach to sustainability is based on the stakeholder dialogue conducted in November 2020.

External advisors have facilitated this dialogue on behalf of AutoStore, conducting phone/video interviews with representatives from key stakeholder groups such as employees, customers, shareholders, and suppliers. The stakeholder dialogue process also included document reviews and industry-level sustainability overviews.

The company will maintain an active dialogue with all stakeholder groups for the purpose of future sustainability reports.

Stakeholder group	Expected of AutoStore	Arena for dialogue
<b>Employees</b>	<ul style="list-style-type: none"> <li>- Provide a healthy and safe working environment for employees</li> <li>- Comply with laws and regulations in terms of ethical business operations, human rights and anti-corruption</li> </ul>	<ul style="list-style-type: none"> <li>- Folder/leaflet</li> <li>- Website</li> <li>- Email</li> <li>- Working environment committee meetings</li> <li>- Employee survey</li> </ul>
<b>Investors/shareholders</b>	<ul style="list-style-type: none"> <li>- Comply with laws and regulations in terms of workers' rights, human rights and anti-corruption</li> </ul>	<ul style="list-style-type: none"> <li>- Reporting</li> <li>- Board meetings</li> <li>- Questionnaires</li> <li>- Direct communication</li> </ul>
<b>Customers and partners</b>	<ul style="list-style-type: none"> <li>- Ensure responsible sourcing of materials and focus on a circular economy and proper waste management</li> <li>- Energy-efficient operations</li> </ul>	<ul style="list-style-type: none"> <li>- Newsletter</li> <li>- Training</li> <li>- Website</li> <li>- Quarterly business reviews</li> </ul>
<b>Governments and civil society</b>	<ul style="list-style-type: none"> <li>- Ensure responsible sourcing of materials and focus on a circular economy and proper waste management</li> </ul>	<ul style="list-style-type: none"> <li>- Written communication</li> <li>- Documentation through online system</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>- Comply with laws and regulations in terms of ethical business operations, human rights and anti-corruption</li> </ul>	<ul style="list-style-type: none"> <li>- Folder/leaflet</li> <li>- Website</li> <li>- Email</li> <li>- Supply chain management through supplier evaluation forms and yearly audits of critical suppliers</li> </ul>

# Materiality assessment

AutoStore's materiality assessment is based on the stakeholder dialogue. The materiality assessment was conducted by the group's in-house sustainability task force, which comprised of employees representing HR, finance and management. The task force identified the following material topics:

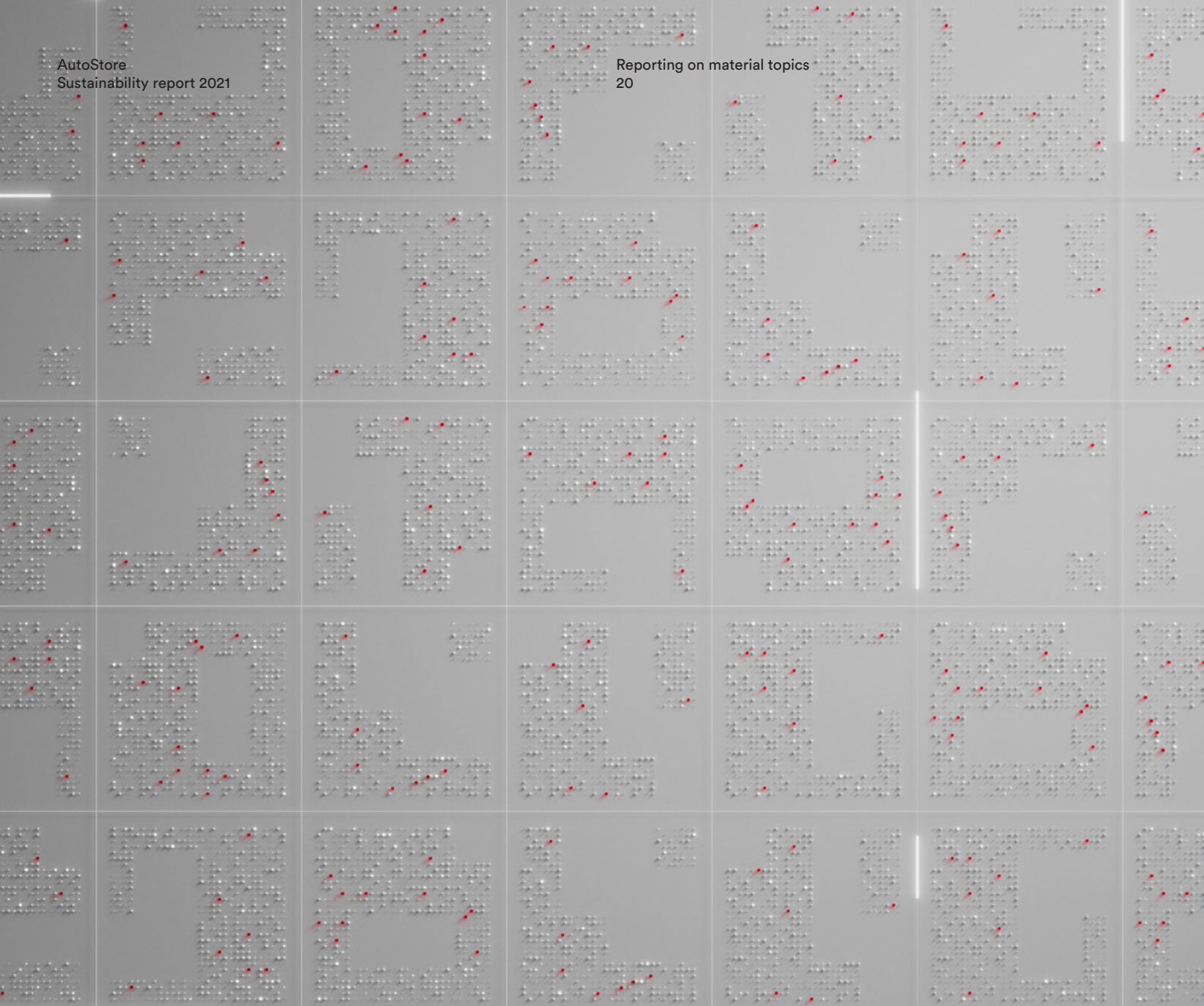
- **Ethics and integrity, including anti-corruption**
- **Working environment, including HSE and diversity**
- **Environment, including energy use and material use and disposal**

The results are presented in the following materiality matrix, with topics considered material for AutoStore shown in the upper right section.

Influence on stakeholder assessment and decisions	Material			<ul style="list-style-type: none"> <li>- Energy use and efficiency</li> <li>- Material use and disposal</li> <li>- Business ethics</li> <li>- Anti-corruption</li> <li>- Working environment</li> <li>- Health and safety in the workplace</li> <li>- Diversity and inclusion</li> </ul>
	Significant		<ul style="list-style-type: none"> <li>- Local value creation</li> <li>- Training and development</li> <li>- CO2 emissions</li> </ul>	<ul style="list-style-type: none"> <li>- Social and labour conditions</li> <li>- Data privacy and security</li> </ul>
	Moderate	<ul style="list-style-type: none"> <li>- Certifications</li> <li>- UN Sustainable development goals</li> </ul>		
		Moderate	Significant	Material
Significance of economic, environmental and social impacts				

# Reporting on material topics





# Reporting on material topics

The suggested overarching sustainability topics and their relevance to AutoStore is described in greater detail on the next few pages. This includes an explanation of why each topic is considered material, as well as the company's current performance and future goals/KPIs. These chapters include reporting according to GRI 205 Anti-corruption, GRI 401 Employment, and GRI 405 Diversity and Equal Opportunity.

# Business ethics and integrity

AutoStore is directly and indirectly exposed to ethical risks through its global business operations. To mitigate such risks, the company has to prioritize good corporate governance – including anti-corruption policies and respect for human rights – and ensure regular follow-up. Working with suppliers, customers and employees across borders allows AutoStore to promote a proactive approach to ethics, including through assessment of corruption risk, awareness-raising, and staff training.



Photo: Zbigniew Wantuch

“Our reputation for integrity and transparency are some of our most important assets. AutoStore prioritizes good corporate governance, and we expect the same high standards of those who represent us. We know that good corporate governance will contribute to the greatest value creation for all stakeholders over time.”

Hiva Ghiri, VP Investor Relations

## Anti-corruption

AutoStore has zero tolerance for corruption. The company operates in compliance with national and international laws and regulations, including (but not limited to) the Norwegian Human Rights Act, Anti-Money Laundering Act and Penal Code with related regulations. The company does not operate in any countries with a higher perceived corruption risk according to the Corruption Perception Index (CPI).

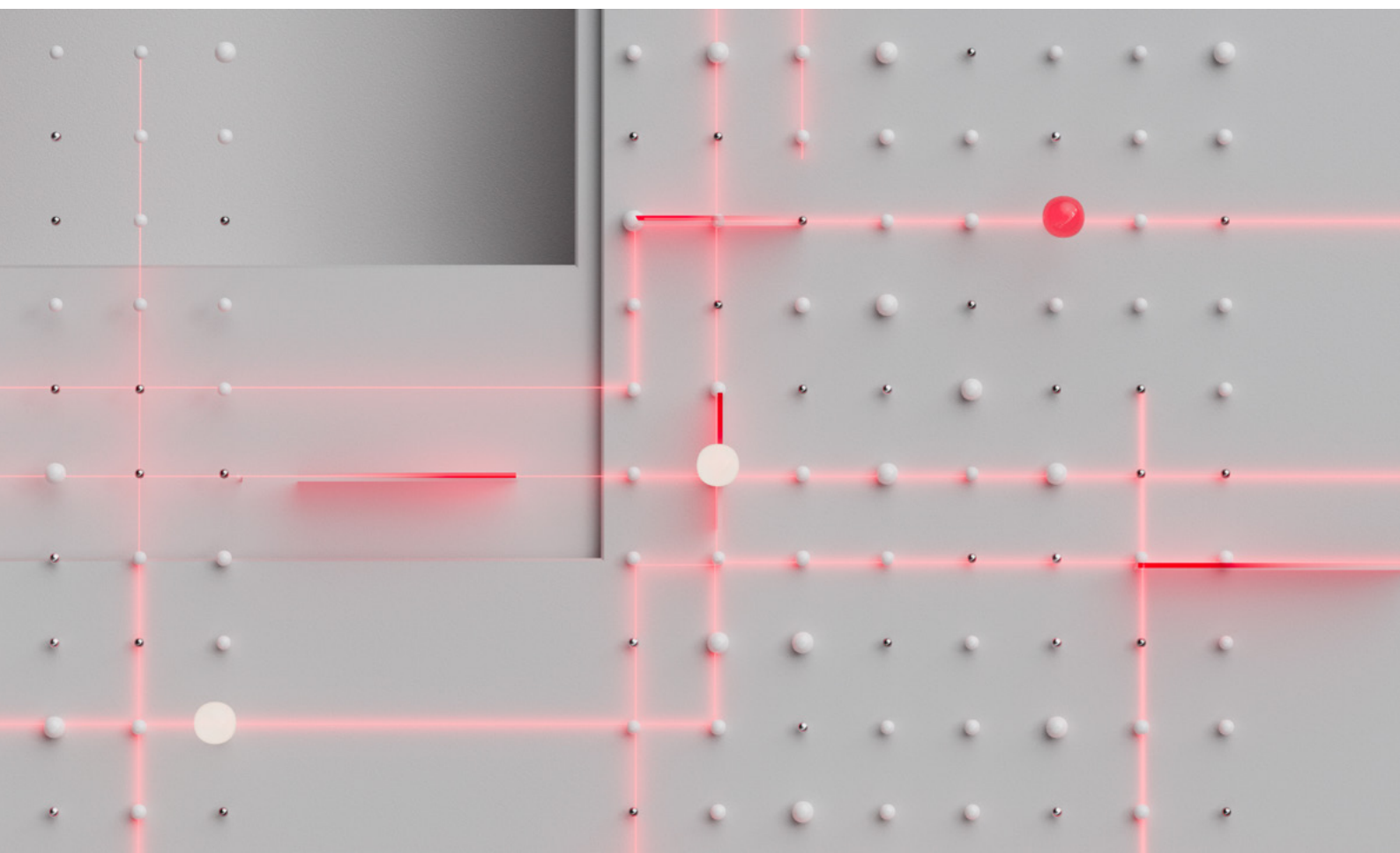
Our ethical guidelines are set out in our Code of Conduct, the key governing document for all persons working for or on behalf of AutoStore. The Code of Conduct was updated in 2021, and now includes a 'read and confirm' option in the HR system which all staff will be required to complete in 2022.

AutoStore adopted a dedicated anti-corruption policy in 2021 which contains detailed information on topics such as corruption and bribery, fraud, conflicts of interest, money laundering, confidentiality, insider information,

and insider dealing. The next steps include adoption of the anti-corruption policy by AutoStore's Board and providing refresher training for AutoStore's governing bodies and employees.

All employees are required to understand and identify potential conflicts of interest, and all staff have been informed of their responsibilities in such cases. The company has also signed an agreement with Traliant, which will provide active and engaging e-learning to all employees on relevant topics, including the Code of Conduct and the anti-corruption policy.

While AutoStore's CEO bears primary responsibility for compliance with the Code of Conduct, all employees – including AutoStore's Board of Directors – have an obligation to familiarize themselves and comply with the Code's requirements.



## Purchasing of goods and services – AutoStore and its suppliers

AutoStore's suppliers must comply with applicable laws and regulations in all countries in which they operate, deliver and/or sell goods and services. Where local legal requirements are less stringent than international standards, suppliers are required to comply with the most up-to-date international standards.

In 2021, AutoStore adopted supply chain business ethics requirements for purchases of goods and services. These requirements include information on topics such as labor and social conditions (including forced and child labor), working hours and compensation, non-discrimination, health and safety, the environment, business ethics (including corruption, bribery and money laundering), and data protection.

The company actively communicates its anti-corruption policies and procedures to business partners and suppliers. As of 2021, the supply chain business ethics requirements are communicated to and incorporated into contracts with all new suppliers, and suppliers are required to confirm that they have read and understood them. By year-end 2021, 63% of AutoStore suppliers had signed the document. The aim is to have all critical suppliers (i.e. suppliers producing AutoStore-designed parts) sign the document in 2022.

Before signing contracts with partners and suppliers, AutoStore conducts risk assessments and evaluations covering anti-corruption, business ethics and human rights. For critical suppliers, such risk assessments are carried out annually. During the assessments, AutoStore asks suppliers to submit all necessary and/or required documents to confirm compliance with the Code of Conduct.

Suppliers are also screened by reference to AutoStore's audit checklist, which covers topics such as management policies, quality management standards (QMS), training and motivation of employees, finance, and product and process safety. The audit checklist was updated in 2021, and is currently used in all supplier audits.

AutoStore is not currently a member of any external business ethics initiatives, but has established its own quality process and applies in-house quality assurance reporting guidelines.



## Reporting irregularities

Employees are required to report all ethical issues or matters that could entail breach of laws and thus legal liability, loss of value or reputational harm to AutoStore to their nearest line manager, the Chief Executive Officer and/or the Chief People & Information Officer. Such reports must include a comprehensive written statement setting out the relevant circumstances.

In 2021, AutoStore signed an agreement with SafeCall to provide an external whistleblowing mechanism. The mechanism will allow employees to report any wrongdoing by the company or its employees in areas such as:

- Bribery and corruption
- Bullying
- Compliance breaches
- Discrimination
- Environmental breaches
- Fraud/theft
- Harassment
- Health and safety breaches

The external whistleblowing mechanism does not replace internal reporting processes, but is intended as an alternative for employees who do not wish to use internal options. Staff awareness-raising and training on whistleblowing are planned for 2022, as is an update of AutoStore's external website to include a page for reporting concerns.






When a report is filed, HR promptly initiates an investigation, contacting relevant parties to fully understand what has happened and consider or recommend necessary actions and/or follow-up procedures. Compliance with confidentiality, labor law and data protection requirements is a top priority, and documents are stored in accordance with relevant requirements. Once an investigation is completed, relevant corrective measures are implemented and a summary report is communicated to relevant parties (including management).

There were no confirmed incidents of corruption in 2021. Zero contracts were terminated or not renewed due to corruption-related violations. AutoStore is not aware of any legal cases regarding corruption being brought against the company or its employees in the reporting period.





## Goals and targets for business ethics and integrity

Topic	2021 goals	Status	2022 goals
<b>Reporting concerns</b>	Establish an anonymous and external whistleblowing mechanism.	<b>Completed</b> Agreement signed with SafeCall and external whistleblowing mechanism established.	 Provide training on how and when to report irregularities by reference to internal policies and through the external whistleblowing mechanism.  Update the external website with a page for reporting concerns.
<b>Suppliers and business partners</b>	Communicate our anti-bribery policy to partners and suppliers more proactively and provide this information when signing contracts with new suppliers.	<b>Ongoing</b> The Supply Chain Business Ethics Requirements have been sent to all suppliers. To date, 63% of critical suppliers have signed the Supply Chain Business Ethics Requirements.	 Update and publish the Supply Chain Business Ethics Requirements on AutoStore's website.  100% of critical suppliers have signed the Supply Chain Business Ethics Requirements.
<b>Code of Conduct</b>	Initiate regular e-learning on the Code of Conduct for existing employees and incorporate this into the onboarding process for new employees.	<b>Not started</b> Regular learning has been postponed due to revision of the Code of Conduct and implementation of a new HR system. Training will continue in 2022.	 100% completion rate for Code of Conduct training for new and existing employees.  100% of employees have signed the Code of Conduct.  Publish the Code of Conduct on AutoStore's external website.
<b>External initiatives</b>		<b>New.</b>	 Become a UN Global Compact signatory.
<b>Governance</b>		<b>New.</b>	 Set up ESG governance structure.  Start reporting according to GRI 412 Human Rights.

# Working environment

“Our people is our most valuable asset. Having a supportive working environment that fuels our people’s and our organization’s growth is of vital importance to the continued success and journey for AutoStore, also going forward.”

Anette Matre, Chief People and Information Officer



Photo: Truls Qvale

Employees make up a key stakeholder group that is directly affected by and has a high impact on AutoStore’s operations and business success. The ability to attract and retain skilled workers and maintain a safe and healthy working environment is critical to both the company and its stakeholders. AutoStore can impact the working environment directly through its policies, or indirectly through active dialogue with employees, employee representatives and/or unions.

AutoStore operates in accordance with local working environment acts in all countries where it is located, and the company’s internal guidelines on the working environment and workers’ rights are set out in the Employee Handbook, which also contains information on work regulations and health and safety.

The company has two employee representatives in Poland and three in Norway, who are responsible for conveying information and/or concerns about the working environment to management. Employee representatives frequently participate in discussions with management on matters such as salary negotiations and pension schemes.

The company has also formed a work environment committee (WEC) mandated to ensure and proactively promote working conditions in all locations that are satisfactory from an HSE and welfare perspective. The WEC meets annually or as required to investigate and discuss non-conformances, findings from the annual working environment survey and rates of absence. The WEC is also responsible for setting and following up yearly KPIs and targets relating to health and safety.

Many of AutoStore’s employees in Norway are members of Tekna (the Norwegian Society of Graduate Technical and Scientific Professionals) or other relevant unions. Union membership is less frequent in other countries where AutoStore is present. The company does not have a collective bargaining agreement for employees, but AutoStore’s remuneration policy is set out in both the Employee Handbook and the Department Managers Handbook.

## AutoStore's values

AutoStore's vision, mission and values shape the why, what and how of our business activities. They drive our decisions and inform the AutoStore company culture. Our values are used actively when onboarding new employees and are a major element of day-to-day internal communications.

AutoStore's company structure is egalitarian, with an open-door policy among leaders and managers. The working environment is generally perceived to be good, and employees are encouraged to share their opinions on how the working environment can be improved.

AutoStore was not involved in any legal proceedings regarding the working environment or employment issues during the reporting period.

### Lean

We continuously strive to create more customer value with fewer resources and the elimination of waste, while maintaining full focus on quality, delivery, and cost.

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### Transparent

We approach tasks with a focused mind and promote teamwork through transparency and open dialogue. We are fair and easy to do business with.

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### Bold

We are here to change the industry for the better through great innovations. We have the creativity, courage and willingness to take risks.



## OneAutoStore

**In 2021, AutoStore introduced a company health and wellness program – ‘OneAutoStore’. The objective of OneAutoStore is to provide and promote tools to improve the overall working environment to ensure that employees thrive and enjoy spending time at work.**

Through the OneAutoStore program, employees complete surveys, participate in digital sessions and webinars on topics like the working environment and mental resilience, and partake in other activities such as global relays, social events and team building in different locations (e.g. corporate soccer, biking, etc).

OneAutoStore is designed to encourage employees to share their stories, input and opinions on the internal working environment. Examples include naming suggestions for the group’s intranet and creating Christmas-greeting videos. Such measures help build a strong corporate culture in which everyone feels part of the AutoStore family. Line managers have also been coached by a psychologist on focusing on and building awareness of team members’ mental health and wellbeing.

Through the program, the company has also identified partners to help promote general employee wellbeing. In 2021, AutoStore partnered with the Swedish active clothing brand Houdini as part of encouraging a healthy lifestyle and helping people to stay active. The partnership gives employees the opportunity to choose training gear – sponsored by the company – that fits their personal style and training preferences.



## Employee survey

The company conducts employee surveys every other year. In 2021, this was done for employees in all locations except Poland, with participation rate of 79%. The survey asked employees about topics such as job autonomy, collaboration, bullying and harassment, dialogue with management, communication and information, and their sense of growth and belonging.

The company plans to conduct employment engagement surveys with employees in all locations in 2022, as well as frequent Pulse surveys.



Photo: Marius Beck Dahle

## Key highlights from the 2021 employee survey



Positive trend on all questions

# 91%

reported being very satisfied with their place of work.

# 90%

stated that they feel they can speak up even though they are not part of the management team.

# 86%

said that they feel part of the AutoStore family.

# 81%

were very or highly likely to recommend AutoStore as an employer to others.

## Development programs for employees and line managers

AutoStore designed a brand-new people development program in 2021, with the aim of increasing employee retention and instilling a culture of continuous learning. The new program supports on-the-job training, drives a strong feedback culture, and has an overarching focus on shared responsibility for personal- and professional development. Line managers set clear expectations, but each person is accountable for their own growth. The program comprises five components: Goal Setting, Huddles (informal check-ins), Mid-Year review, Year-End Review and Development Discussions. HR launches the individual components and partners with line managers to deliver a valuable experience to each employee.

Line managers are enrolled in the Leadership Awareness Program (LAP), which was introduced in Q4 2021. The LAP program is designed to support line managers in all aspects of their responsibilities, but also to align and build a coherent approach to leadership throughout the organization. Three formal trainings are arranged throughout the year, and one formal training was completed in 2021.



## Recruitment policy and strategy

In 2021, AutoStore developed a recruitment strategy and policy to ensure that hiring practices are aligned with overall company strategy. The goal when recruiting is “to deliver an engaging candidate experience, fit for purpose and in line with the company strategy”, which encompasses the following objectives:

- AutoStore shall have a recruitment process that is global, with minor local adjustments
- The company shall build a selection process based on best practices and research
- AutoStore shall enhance the company’s values and culture and promote equality and diversity by focusing on objective selection criteria
- Specifically, AutoStore shall adopt best practices to reduce bias and prejudice in recruitment

Specific steps in support of the overall recruitment goals are taking ownership of recruitment processes by increasing in-house involvement in recruitment and focusing on establishing strong partnerships with external suppliers that understands the company’s needs and culture and comply with ethical and quality standards.

AutoStore has invested in additional in-house recruitment resources, recruitments tools, and training on recruitment and selection for both HR professionals and hiring managers. The company has successfully introduced an HR system that includes an applicant-tracking module to ensure ownership of recruitment processes, talent acquisition and employer branding. The company will focus on the employer value proposition and the Group’s values in all aspects of internal and external communication and processes.

## New hires and employee turnover <sup>3</sup>

### Newly hired employees

	2020			2021		
	Men	Women	Total	Men	Women	Total
Total number of newly hired employees	74 (80%)	18 (20%)	92 (100%)	162 (64%)	92 (36%)	254 (100%)
Newly hired employees in Norway	44 (78%)	12 (21%)	56 (100%)	62 (77%)	19 (23%)	81 (100%)
Newly hired employees in Europe (excluding Norway)	18 (82%)	4 (18%)	22 (100%)	62 (50%)	62 (50%)	124 (100%)
Newly hired employees in the rest of the world	12 (86%)	2 (14%)	14 (100%)	37 (79%)	10 (21%)	47 (100%)

### Employee turnover

Number of employees that have left the company <sup>4</sup>	–	–	–	29	22	51
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<sup>3</sup> Grey lines indicates that the company has not been able to collect data.

<sup>4</sup> Total turnover in 2021 was 10.9%, which is calculated as the number of employees leaving the company, divided by the average number of employees in 2021.

## Diversity and inclusion

Companies face increasing expectations regarding corporate action on, and transparency about, diversity and equal employment opportunities. AutoStore is committed to building a world class workforce and to make sure the company's selection processes actively foster equal opportunities and diversity.

The company prohibits discrimination in any form, whether based on political views, union membership, sexual orientation, disability, and/or age. In addition to complying with the Norwegian Working Environment Act, AutoStore also operates in accordance with the Norwegian Gender Equality Act – which protects staff against gender-based discrimination – and the Norwegian Anti-Discrimination Act,

which guards against discrimination on the grounds of ethnicity, religion and similar factors.

AutoStore's workforce grew by 230 employees (64.8%) in 2021. To date, 572 employees (97.8%) are permanently hired, while 5 (0.9%) are part-time employees and 8 (1.4%) are temporary hires.

The proportion of women grew from 27% to 29% in 2021, and AutoStore will continue to focus on equalizing the gender balance. The Board, which did not include any women in 2020, gained three female members in 2021, bringing the ratio of women directors to 33%.



Photo: Haakon Nordvik

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# 230

new employees in 2021

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# 29%

of employees are women

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# 33%

of board members are women



Pursuant to its activity duty for employers (aktivitets- og redegjørelsesplikt), AutoStore is reporting the following employee data:

## Gender balance

AutoStore's workforce			2020		2021	
	Men	Women	Total	Men	Women	Total
Total workforce	259 (73%)	96 (27%)	355 (100%)	417 (71%)	168 (29%)	585 (100%)
Management	6 (75%)	2 (25%)	8 (100%)	5 (83%)	1 (17%)	6 (100%)
Board of Directors	8 (100%)	0 (0%)	8 (100%)	6 (67%)	3 (33%)	9 (100%)
Norway	127 (85%)	22 (15%)	149 (100%)	171 (80%)	41 (20%)	212 (100%)

## Part-time and temporary hires

AutoStore's workforce			2020		2021	
	Men	Women	Total	Men	Women	Total
Total workforce, full-time employees	257 (74%)	92 (26%)	349 (100%)	401 (70%)	171 (30%)	572 (100%)
Total workforce, part-time employees	2 (33%)	4 (67%)	6 (100%)	3 (60%)	2 (40%)	5 (100%)
Temporary hires	1 (100%)	0 (0%)	1 (100%)	6 (75%)	2 (25%)	8 (100%)
Total number of involuntary part-time employees, Norway	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

## Parental leave

AutoStore's workforce in Norway			2020		2021	
	Men	Women	Total	Men	Women	Total
Permanent employees on leave	8	0	8	14	1	15
Total number of weeks	36	0	36	150	3.2	153.2

## Salary distribution (excluding Poland) <sup>5, 6</sup>

AutoStore's workforce	2020		2021	
	% of female	% gender difference in salary	% of female	% gender difference in salary
Total workforce	–	–	19%	89.8%
Total managers	–	–	14%	89.9%
Total employees	–	–	19%	92.2%

Temporary and part time employees receives the same benefits as full time employees. The general data protection regulation (GDPR) puts limits on what organisations can do with personal data. Although AutoStore is required to provide a statistical mapping on gender equality, Bufdir (The Norwegian Directorate for Children, Youth and Family Affairs) states that there must be at least five of each gender in a subgroup to publish the results regarding gender pay.

Hence, the numbers in the salary table above is presented at high level for the company, which has been discussed with company representatives.

Guidelines for remuneration for leading individuals will be discussed and approved in the annual general meeting (AGM) in May 2022.

## Age distribution

Employee's age	2020			2021		
	Under 30	30–50	Over 50	Under 30	30–50	Over 50
Company total	82 (23%)	248 (70%)	25 (7%)	165 (28%)	360 (61%)	60 (10%)
Management	0 (0%)	3 (33%)	5 (66%)	0 (0%)	3 (50%)	3 (50%)
Board of Directors	0 (0%)	3 (37.5%)	8 (62.5%)	0 (0%)	6 (67%)	3 (33%)

<sup>5</sup> Grey lines indicates that the company has not been able to collect data.

<sup>6</sup> Ratio of the basic salary and remuneration of women to men for each employee category. Bonus and overtime not included.

## Diversity and equality initiatives

In 2021, AutoStore initiated collaboration with Ada, a Norwegian organization working to increase the number of women obtaining technological qualifications. As part of this collaboration, AutoStore will participate in the Girl Project, which promotes the recruitment and retention of women technology students.

AutoStore is continuously working to improve its job postings to attract a diverse range of applicants. The company is consciously revising its communications and using images and wording known to attract female applicants and candidates with a minority or international background. All job postings and advertisements are written in English.

The company is currently developing a diversity policy for implementation in 2022, and will also develop a social media strategy with the aim of reaching a wider and more diverse audience.

At present, five members of AutoStore's management group are Norwegian, while one is Spanish. Four board members are U.S citizens, three are Norwegian and two are Swedish. Overall, more than 25 nationalities are represented in AutoStore's workforce.



## AutoStore joins Ada



**In 2021, AutoStore initiated collaboration with Ada – a project aimed at increasing the number of women in tech.**

The Ada project started at the Faculty of Information Technology and Electrical Engineering at NTNU – the Norwegian University of Science and Technology.

It connects businesses and students with the aim of creating valuable networks and making students aware of their career opportunities. The overarching goal is to inspire women technology students and thus increase the number of women working in the tech industry.

AutoStore began working with Ada in Q4 2021. The formal partnership will start in 2022, and the company is looking forward to engaging with women tech students to build a more diverse workforce.



## Occupation health and safety

Securing safe and healthy working conditions for its employees is a high priority for AutoStore. The company has a direct and indirect opportunity and responsibility to minimize health and safety risks through its policies and processes, and by adopting a proactive approach to work-related health and safety.

AutoStore's health and safety policies and processes are outlined in the Employee Handbook and the Code of Conduct. The company continuously seeks to improve health and safety in its offices and at its production facility by enforcing regulations and communicating with employees about health and safety risks and hazards. AutoStore has appointed one HSE representative in Poland and one in

Norway. A safety representative has also been appointed for the Norwegian headquarters, while the production facility in Poland has a fire chief.

AutoStore's CEO bears overall responsibility for health and safety in the company, together with the Managing Director in Poland and the Managing Director in the U.S. As one of the main objectives of the Norwegian Working Environment Act is to ensure that employees participate in and influence the design of their own working environment, employees at AutoStore have been involved in the development, implementation and evaluation of the company's occupational health and safety management system.



## Risks and opportunities



Fire safety training in Poland 2021

AutoStore's employees, particularly at the production facility and the three storage facilities in Poland and the one storage facility in the U.S, are exposed to health and safety risks such as heavy lifting, fire and fall incidents, cuts, collisions and noise damage, as well as moving forklifts and exposure to potential toxic emissions when working with lead-acid and lithium-ion batteries that could get damaged. At the sales offices and headquarters in Norway, HSE risks are primarily linked to the negative impact of sedentary work. Extensive working from home during the Covid-19 pandemic has potentially further increased these risks. To reduce strain from static sitting positions, all employees have a desk they can raise to a standing position, and office chairs are ergonomically adaptable. In Norway, AutoStore employees have access to licensed medical professionals through the medical insurance.

The company is continuously working to improve its working environment through training and active communication with employees on health and safety risks. New staff undergo training during onboarding and are introduced to fire-safety regulations during their first week at work. Employees in Poland complete periodic training tailored to their actual work position in accordance with Polish laws and regulations.

AutoStore holds annual fire drills at the production site in Poland, as well as regular fire training by professional firefighters. In 2021, 86% of employees completed fire training. The most recent training event took place in September and October 2021, with a further event planned for 2022.

“The role of education in fire safety is extremely important because, in the end, it is the people that make the difference. Taking part in firefighting training held by the fire brigade at our facility was a great opportunity to increase my fire safety awareness.”

Anna Witkowska  
Production team leader, Poland



Photo: Karolina Magnowska, Deber Studio

AutoStore's ambition is to experience zero damage or injury to people, materials and the environment. Maintaining a comprehensive overview of all incidents and accidents that may occur in AutoStore's working environment is therefore critically important. This is why the company continuously monitors incidents and injuries and practices intensive monitoring of workstations at high-risk production sites. AutoStore employees report incidents to their direct supervisors, who in turn report to HSE representatives.

In 2021, 14 incidents were reported by AutoStore's employees. Three of the incidents were related to robot assembly, two were related to heavy lifting, and two incidents were connected to balancing on the grid. The other injuries were of minor character. None of the incidents led to permanent injuries. In all cases, AutoStore's safety procedures have been followed, and new routines have been set in place where necessary. When needed, the incident is discussed in a wider group and additional safety training is organized.

The sick leave rate in Norway was 1.5% in 2021, a low figure in a national context. For the rest of the world, the sick leave rate was 3.2% during the reporting period.

## Injury rate <sup>7, 8</sup>

AutoStore's workforce	2020			2021		
	Norway	Europe	Rest of the world	Norway	Europe	Rest of the world
Injury rate	2,097	–	–	935	3,344	2,778
Work injuries (total number)	3	–	–	2	10	2
LTI (lost time injuries, number of injuries that have led to sick leave)	0	–	–	0	880 hours (Poland)	1
Deaths caused by work injuries	0	–	–	0	0	0

<sup>7</sup> Grey lines indicates that the company has not been able to collect data.

<sup>8</sup> Injury rate is calculated as the number of new cases of injury during the calendar year divided by the number of workers in the reference group during the year, multiplied by 100,000.

## AutoStore systems

As the company develops robotic storage and fulfillment systems featuring fast-moving parts and components, workers face potential health and safety risks such as pinch point hazards and fire risk. While customers bear formal responsibility for health and safety in their individual working environments, AutoStore seeks to reduce such risks indirectly by actively informing and communicating with customers.

AutoStore always provides customers/partners with relevant fire-safety guidelines and recommendations. Ongoing full-system fire tests are conducted for customers in both Europe and the U.S., including testing of sprinkler configurations, height ratios relative to overhanging ceilings and compact storage-unit density. Testing shows that, even during storage of high-density combustible materials, fire risk is limited by a lack of oxygen in the storage grid. To AutoStore's knowledge, there were no fire incidents at any of its storage facilities in 2021.

### Regarding other directives, AutoStore complies with:

- **LVD – Low Voltage Directive:** This test exposes modules to artificial faults and stresses to ensure that heat does not develop and become an ignition source or present a risk to personnel.
- **EMC – Electromagnetic Compatibility Directive:** This test is performed to ensure that modules do not adversely affect other machines and are not affected by electro magnetic radiation. The extensive examination includes testing for antistatic interference.
- **EU Machinery Directive:** This directive is intended to ensure that machinery is safe to use and does not present a risk of physical injury to users.
- **RED – Radio Equipment Directive:** As some AutoStore products incorporate radio transceivers, it is extremely important that legally-established frequency wavelengths are not breached. This test covers transmitter power and the frequency range of products.
- **ETL – Electrical Testing Laboratory:** The ETL Mark is recognized as proof that a product complies with North American safety standards, and is accepted by authorities and code officials across the US and Canada as proof of compliance with established industry standards. The mark is accepted by retail buyers for purchasing purposes, while consumers recognize it as a symbol of safety.



Inside the EMC test chamber (Awitar) at RISE in Sweden.  
Photo: RISE.



## Goals and targets for the working environment

Topic	2021 goals	Status	2022 goals
<b>Employee surveys</b>	Increase the frequency of employee surveys from every two years to every eighteen months.	<b>Completed.</b> Employee survey conducted in 2021 and is planned for 2022.	<p>✓ Conduct the employee survey in all countries, including Poland. KPI response rate: at least 85% in 2022.</p> <p>In addition to annual employee engagement surveys, AutoStore will also carry out Pulse surveys throughout the year.</p>
<b>Fire safety</b>	Hold a fire drill in Poland.	<b>Completed.</b> Fire drill held in Poland in September and October 2021.	<p>✓ Arrange fire drills twice a year.</p>
<b>Occupational health and safety</b>	Continued focus on Covid-19 and precautionary measures for all employees.	<b>Completed.</b> The company has maintained its focus on precautionary measures relating to the Covid-19 pandemic throughout 2021.	<p>✓ Zero vision for work-related incidents.</p> <p>Start preparations for ISO 45001 occupational Health and Safety certification and obtain such certification in 2023.</p>
<b>Working environment</b>		<b>New.</b>	<p>☆ Continue developing the OneAutoStore program and consider ways to improve it.</p> <p>Continue developing the LAP development program and consider ways to improve it.</p>
<b>Diversity initiatives</b>		<b>New.</b>	<p>☆ Continue to attract and retain more women and talents with a diverse background.</p> <p>Strengthen efforts related to equal opportunities by actively promoting and participating in the Ada Girl project.</p>



## Environment

As a manufacturing business, AutoStore's business activities have both direct and indirect environmental impacts. The company's main environmental impacts are linked to transportation, energy use, business travel, purchased goods and services and waste generation.

To mitigate AutoStore's environmental footprint, environmental precautions are considered throughout the production and distribution chain, from raw material production to retail. The company is continuously working to reduce the overall environmental footprint of its operations.

“Having full overview of our climate impact is important to us. At AutoStore, we are constantly searching for new ways to reduce our environmental footprint and sourcing sustainable material where we can. Reusable transport packaging and minimizing waste are two areas we work with.”

Adam Sidorowicz  
Improvement & Special Project Manager



Photo: Karolina Magnowska, Deber Studio

## Climate accounting

AutoStore started climate accounting in 2021 using CEMAsys' digital solution, and a full climate report can be found on the company's website. The input data in the report is based on consumption data from internal and external sources, which are converted into tonnes CO<sub>2</sub>-equivalents (tCO<sub>2</sub>e). The analysis is based on the international standard; *A Corporate Accounting and Reporting Standard*, developed by the Greenhouse Gas Protocol Initiative (GHG Protocol), which is the most widely used and recognised international

standard for measuring greenhouse gas emissions and which also forms the basis for the ISO standard 14064-1.

In 2021, AutoStore had total greenhouse gas emissions of 372,660.9 tons of CO<sub>2</sub> equivalents (tCO<sub>2</sub>e). The data included is collected from AutoStore locations with more than 15 employees, including the company's offices in Norway, Poland and the US, as well as the production facility in Poland.

## Climate accounting

Emissions	2021	Percentage of total emissions
Scope 1	17.8 tCO <sub>2</sub> e	Less than 0.1%
Scope 2	718.8 tCO <sub>2</sub> e w	0.2% of total emissions
Scope 3	371,924.3 tCO <sub>2</sub> e	99.8% of total emissions

Scope 1 emissions include consumption of fossil fuels from company-owned vehicles. Total consumption of diesel in 2021 is 4,460 liters and 3,400 liters petrol, amounting to 17.8 tCO<sub>2</sub>e in 2021.

Scope 2 emissions include measured use of electricity in company-owned or leased locations with more than 15 employees and amounts to 593.6 tCO<sub>2</sub>e in 2021. AutoStore did not purchase Guarantees of Origins or Renewable Energy Certificates for electricity use in 2021, therefore, location-based emission factors are used.

Using energy more efficiently and opting for renewable sources is an essential part of combating climate change and reducing the organization's overall environmental footprint.

AutoStore has made some changes at its headquarters in Norway to reduce energy consumption, including installing LED lighting and motion sensors to prevent unnecessary energy use outside of working hours.

Scope 3 includes emissions from business travel, measured in the number of flight trips per region (397.1 tCO<sub>2</sub>e), the production of products purchased or acquired by the company (371,517.4 tCO<sub>2</sub>e), and reported waste in kilo divided into different waste fractions, as well as treatment methods (9.7 tCO<sub>2</sub>e).

## Energy use in AutoStore products

AutoStore's warehouse robots utilize different energy sources to stay operational and effective, and to pick and deliver the right product at the right time. However, the robots are very energy efficient compared to traditional storage solutions, as they are not dependent on ventilation, heating, cooling and lighting.

An AutoStore storage system with ten robots uses approximately the same amount of energy as a vacuum cleaner operating for the same amount of time. The robots not only recharge themselves at the right time to avoid excessive charging, but also has regenerative energy functions to recharge their batteries whenever they lower a bin or reduce speed.

AutoStore helps customers reduce storage requirements. In addition, the company is exploring how to bring to the market energy efficient storage solution for customers storing goods in temperature-controlled environments, like frozen.



## Material use and disposal

AutoStore uses a range of materials in the production of its storage systems, and efficient use of these materials is a core aspect of operating sustainably. Our storage solutions are made from durable materials, ensuring a long lifespan. Plastics and aluminum play the most significant role in our production, and a breakdown of purchased goods and services in 2021 is provided in the table below<sup>9</sup>.

### Purchased goods and services

Category	2020	2021	% change from previous year
<b>Purchased goods and services total</b>	<b>63,457.9</b>	<b>371,517.9</b>	<b>485.5%</b>
Plastic avg. (virgin, rubber)	58,960.4	362,447.9	514.7%
Plastic avg. (virgin)	-	9.0	100.0%
Aluminium, recycled	1,756.0	3,727.8	112.3%
Batteries Li-ion	1,930.2	2,284.7	18.4%
Steel, stainless	810.6	1,337.4	65.0%
Copper, recycled	0.6	0.1	-76.7%
Brass	-	76.4	100.0%
PCB	-	936.7	100.0%
Other material inputs	-	77.6	100.0%
Cable, unspecified	-	95.0	100.0%
Wood material, virgin	-	524.7	100.0%

All materials used in our storage solutions are primary raw materials which can be recycled when the system is no longer in use. So far, none of AutoStore's installations have been recycled as all remain in use, but the company is in dialogue with its bin producers regarding the recycling of bins, and also requires all partners to have the knowledge and technology (in-house or via a third party) required to accept AutoStore bins at end-of-life, to grind them and reuse the material in new products.

Unrecyclable waste and hazardous materials (such as electrical components and lithium-ion batteries) are discarded in an environmentally sustainable manner through our partner in Poland, EKOSAN Sp. Z.o.o. In 2022, AutoStore plans to install new assembly lines to expand capacity at the factory in Poland and will consider different recycling/waste procedures as part of the project. This work is expected to be completed by the end of 2022.

<sup>9</sup> All numbers less than 0.1 is marked with "-".

## Packaging

Packaging protects products against external damage. While the company does not currently reclaim packaging, customers are encouraged to recycle and provided with information on how to do so.

In 2021, AutoStore focused on improving its reuse and recycling of production materials, and took various steps to implement reusable packaging:

- The company currently uses PE foam to protect painted or coated metal sheets (a typical element in AutoStore's products) during transport. As PE foam is not recyclable and hard to separate, the company has developed a prototype textile lattice intended to replace the PE foam. The new lattice will eliminate approximately 4 tonnes of PE foam and 26 tonnes of cardboard divider per year.
- Cardboard dividers have previously been used for internal transport and storage of PCB boards. As the dividers often got damaged, they have been replaced with reusable separators which will eliminate 0.6 tonnes of cardboard waste per year.
- In 2021, AutoStore ordered 23 new reusable pallet boxes for use in packing of parts from suppliers and transport to the production line. Once emptied, the boxes can be easily folded and sent back to suppliers for reuse.
- AutoStore has adopted a solution for transporting smaller parts directly from suppliers to production flow racks. The solution can be used for most mechanical parts and will reduce or eliminate the use of EUR pallets.
- Ball bearings are used in most AutoStore products, including robots, ports and service vehicles. At present, each ball bearing is wrapped in plastic and cardboard for protection during transport and storage. The company is therefore considering more sustainable alternatives, including a prototype batch of ball bearings packed in plastic tubes containing 10, 20 or 50 bearings, depending on size.



## AutoStore and the EU Taxonomy





**In 2019, the European Union presented the Green Deal, a set of policy initiatives encompassing several environmental targets, including a climate-neutral Europe by 2050.**

In response to the challenge of greenwashing, the lack of a common definition of sustainable investment and the absence of sustainability considerations in investment decision-making, the EU has decided to implement a classification system – or “taxonomy” – of sustainable activities that includes criteria for when activities may be defined as sustainable.

AutoStore will start screening business activities by reference to the taxonomy in 2022, and map relevant technical criteria, directives and standards.



## Environmental goals and targets

Topic	2021 goal	Status	2022 goal
<b>Climate accounting</b>	<p>In addition to reporting on energy consumption within the organization, report on energy consumption outside the organization, including upstream and downstream activities.</p> <p>Prepare climate accounts covering direct and indirect emissions (Scope 1, 2 and 3).</p>	<p><b>In progress</b></p> <p>The company has expanded reporting on Scope 1, 2 and 3 in 2021.</p>	<p> The company will provide additional Scope 2 and 3 emissions data in 2022.</p>
<b>Governance</b>	<p>Further improve the energy efficiency of products and review and prepare an energy efficiency plan for office locations.</p> <p>Consider offsetting/buying green certificates or guarantees of origin to lower GHG emissions.</p>	<p><b>In progress</b></p> <p>Initiated climate accounting relating to Scope 2 emissions for locations with more than 15 employees.</p> <p>The company has launched climate accounts in 2021 and will review green certificates or guarantees of origin in 2022.</p>	<p> Starting the process of preparing for ISO 14001 Environmental Management certification.</p> <p>Target: Certification to be obtained in 2023.</p>
<b>Materials</b>	<p>Source sustainable materials for use in production and explore ways to minimize waste and material use.</p>	<p><b>In progress</b></p> <p>AutoStore has started sourcing sustainable packaging materials. This work will continue in 2022.</p> <p>The company has initiated dialogue with its waste collector and has begun mapping waste generation at the factory in Poland. Recycling options are being considered.</p>	<p> When designing the new assembly lines, the company will review and make a plan for recycling and waste handling at the factory in Poland.</p>
<b>EU Taxonomy</b>		<p><b>New.</b></p>	<p> Start screening business activities by reference to the taxonomy, and map relevant directives and standards.</p>



# UN Sustainable Development Goals

## Selected Sustainable Development Goals

## Selected targets



### Target 5.1

End all forms of discrimination against all women and girls everywhere.

### Target 5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.



### Target 8.2

Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.

### Target 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

### Target 8.8

Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.



### Target 9.4

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.



### Target 10.2

By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

### Target 10.4

Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.

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# GRI content index

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