

# GRI NUMBERS

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/% 2022	AMOUNT/% 2021	AMOUNT/% 2020
GRI 2-7 Employees					
GRI 2-7a	FTE Group	Number	1107	1072	1091
GRI 2-7a	FTE Sarpsborg	Number	798	768	779
GRI 2-7a	FTE Rothschild, USA	Number	98	98	98
GRI 2-7a	FTE Fernandina Beach, USA	Number	61	55	60
GRI 2-7a	FTE Maxau, Germany	Number	38	40	41
GRI 2-7a	Number of female employees Sarpsborg	Number	193		
GRI 2-7a	Number of male employees Sarpsborg	Number	629		
GRI 2-7a	Number of female employees EMEA	Number	28		
GRI 2-7a	Number of male employees EMEA	Number	65		
GRI 2-7a	Number of female employees Americas	Number	45		
GRI 2-7a	Number of male employees Americas	Number	125		
GRI 2-7a	Number of female employees Asia	Number	18		
GRI 2-7a	Number of male employees Asia	Number	30		
GRI 2-7b	Number of permanent employees Sarpsborg	Number	810		
GRI 2-7b	Number of permanent female employees Sarpsborg	Number	188		
GRI 2-7b	Number of permanent male employees Sarpsborg	Number	622		
GRI 2-7b	Number of temporary employees Sarpsborg	Number	12		
GRI 2-7b	Number of temporary female employees Sarpsborg	Number	5		
GRI 2-7b	Number of temporary male employees Sarpsborg	Number	7		
GRI 2-7b	Number of non-guaranteed hours employees Sarpsborg	Number	11		
GRI 2-7b	Number of non-guaranteed hours female employees Sarpsborg	Number	6		
GRI 2-7b	Number of non-guaranteed hours female employees Sarpsborg	Number	6		
GRI 2-7b	Number of full-time employees Sarpsborg	Number	790		

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/% 2022	AMOUNT/% 2021	AMOUNT/% 2020
GRI 2-7b	Number of full-time female employees Sarpsborg	Number	182		
GRI 2-7b	Number of full-time male employees Sarpsborg	Number	608		
GRI 2-7b	Number of part-time employees Sarpsborg	Number	20		
GRI 2-7b	Number of part-time female employees Sarpsborg	Number	6		
GRI 2-7b	Number of part-time male employees Sarpsborg	Number	14		
GRI 2-7b	Number of permanent employees EMEA	Number	93		
GRI 2-7b	Number of permanent female employees EMEA	Number	28		
GRI 2-7b	Number of permanent male employees EMEA	Number	65		
GRI 2-7b	Number of temporary employees EMEA	Number	0		
GRI 2-7b	Number of temporary female employees EMEA	Number	0		
GRI 2-7b	Number of temporary male employees EMEA	Number	0		
GRI 2-7b	Number of non-guaranteed hours employees EMEA	Number	0		
GRI 2-7b	Number of non-guaranteed hours female employees EMEA	Number	0		
GRI 2-7b	Number of non-guaranteed hours female employees EMEA	Number	0		
GRI 2-7b	Number of full-time employees EMEA	Number	87		
GRI 2-7b	Number of full-time female employees EMEA	Number	22		
GRI 2-7b	Number of full-time male employees EMEA	Number	65		
GRI 2-7b	Number of part-time employees EMEA	Number	6		
GRI 2-7b	Number of part-time female employees EMEA	Number	6		
GRI 2-7b	Number of part-time male employees EMEA	Number	0		
GRI 2-7b	Number of permanent employees Americas	Number	170		
GRI 2-7b	Number of permanent female employees Americas	Number	45		
GRI 2-7b	Number of permanent male employees Americas	Number	125		
GRI 2-7b	Number of temporary employees Americas	Number	0		
GRI 2-7b	Number of temporary female employees Americas	Number	0		
GRI 2-7b	Number of temporary male employees Americas	Number	0		
GRI 2-7b	Number of non-guaranteed hours employees Americas	Number	0		
GRI 2-7b	Number of non-guaranteed hours female employees Americas	Number	0		

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GRI 2-7b	Number of non-guaranteed hours female employees Americas	Number	0		
GRI 2-7b	Number of full-time employees Americas	Number	170		
GRI 2-7b	Number of full-time female employees Americas	Number	45		
GRI 2-7b	Number of full-time male employees Americas	Number	125		
GRI 2-7b	Number of part-time employees Americas	Number	0		
GRI 2-7b	Number of part-time female employees Americas	Number	0		
GRI 2-7b	Number of part-time male employees Americas	Number	0		
GRI 2-7b	Number of permanent employees Asia	Number	48		
GRI 2-7b	Number of permanent female employees Asia	Number	18		
GRI 2-7b	Number of permanent male employees Asia	Number	30		
GRI 2-7b	Number of temporary employees Asia	Number	0		
GRI 2-7b	Number of temporary female employees Asia	Number	0		
GRI 2-7b	Number of temporary male employees Asia	Number	0		
GRI 2-7b	Number of non-guaranteed hours employees Asia	Number	0		
GRI 2-7b	Number of non-guaranteed hours female employees Asia	Number	0		
GRI 2-7b	Number of non-guaranteed hours female employees Asia	Number	0		
GRI 2-7b	Number of full-time employees Asia	Number	47		
GRI 2-7b	Number of full-time female employees Asia	Number	17		
GRI 2-7b	Number of full-time male employees Asia	Number	30		
GRI 2-7b	Number of part-time employees Asia	Number	1		
GRI 2-7b	Number of part-time female employees Asia	Number	1		
GRI 2-7b	Number of part-time male employees Asia	Number	0		

The numbers in GRI 2-7 have been compiled from the total headcount

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/% 2022	AMOUNT/% 2021	AMOUNT/% 2020
<b>GRI 2-8 Workers who are not employees</b>					
GRI 2-8	Number of workers who are not employees Sarpsborg	Number	64		
GRI 2-8	Number of workers who are not employees EMEA	Number	1		
GRI 2-8	Number of workers who are not employees Americas	Number	3		
GRI 2-8	Number of workers who are not employees Asia	Number	6		

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/% 2022	AMOUNT/% 2021	AMOUNT/% 2020
GRI 205 -2 Anti-corruption training and communication					
GRI 205-2	Total number of percentage of governance body (The Board) members that the organisation policies and procedures have been communicated to	Total %	100%	100%	100%
GRI 205-2	Total number of percentage of governance body members that the organisation policies and procedures have been communicated to (region)	Total % members Europe	100%	0%	22%
GRI 205-2	Total number of percentage of governance body members that the organisation policies and procedures have been communicated to (region)	Total % members Asia	100%	0%	4%
GRI 205-2	Total number of percentage of governance body members that the organisation policies and procedures have been communicated to (region)	Total % members Americas	100%	0%	4%
GRI 205-2	Total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to	Total number employees	481	0%	100% (1103 employees). We will be working on improving our systems to be able to report on region and employee category.
GRI 205-2	Total number and percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to	Number	113 suppliers	101 suppliers	We will be working on improving our systems to be able to report on this figure in 2021
GRI 205-2	Total number and percentage of governance body members that have received training on anti-corruption	Total % and number employees	100% (30)	0% new training will be initiated in 2022	100% (30). We will be working on improving our systems to be able to report on region and employee category.
GRI 205-2	Total number and percentage of employees that have received training on anti-corruption	Total number employees	465	New training will be initiated in 2022	
GRI 205-2	Total number and percentage of employees that have received training on anti-corruption	Total number new employees	56	41 employees (3,73%) new training will be conducted in 2022	95% (1016). We will be working on improving our systems to be able to report on region and employee category.

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INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/% 2022	AMOUNT/% 2021	AMOUNT/% 2020
<b>GRI 401 - Employment</b>					
GRI 401-1	New employees	< 30 years (Sarpsborg)	32	33	11
GRI 401-1	New employees	< 30 years (USA)	10	6	1
GRI 401-1	New employees	< 30 years (ROW)	2	1	1
GRI 401-1	New employees	< 30 years (Total)	44	40	12
GRI 401-1	New employees	< 30 years (Woman)	7	10	5
GRI 401-1	New employees	< 30 years (Men)	37	30	8
GRI 401-1	New employees	30-50 years (Sarpsborg)	23	22	13
GRI 401-1	New employees	30-50 years (USA)	24	10	9
GRI 401-1	New employees	30-50 years (ROW)	9	1	1
GRI 401-1	New employees	30-50 years (Total)	56	33	23
GRI 401-1	New employees	30-50 years (woman)	18	12	7
GRI 401-1	New employees	30-50 years (men)	38	21	16
GRI 401-1	New employees	> 50 years (Sarpsborg)	9	5	1
GRI 401-1	New employees	> 50 years (USA)	12	5	2
GRI 401-1	New employees	> 50 years (RoW)	0	1	1
GRI 401-1	New employees	> 50 years (total)	21	11	4
GRI 401-1	New employees	> 50 years (woman)	5	4	1
GRI 401-1	New employees	> 50 years (men)	16	7	3

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/% 2022	AMOUNT/% 2021	AMOUNT/% 2020
GRI 401-1	New employees	Total (Sarpsborg)	64	60	25
GRI 401-1	New employees	Total (USA)	46	21	12
GRI 401-1	New employees	Total (RoW)	11	3	3
GRI 401-1	New employees	Total	121	84	40
GRI 401-1	New employees	Total (woman)	30	26	13
GRI 401-1	New employees	Total (men)	91	58	27
GRI 401-1	New employees	Total % women	24,80%		
GRI 401-1	New employees	Total % men	75,20%		
GRI 401-1	Total turnover	Total Turnover Group	8,00%	8,30%	6,70%
GRI 401-1	Total turnover	Total Turnover Sarpsborg	4,70%	6,10%	5,30%
GRI 401-1	Total turnover	< 30 years (Sarpsborg)	16	7	8
GRI 401-1	Total turnover	< 30 years (USA)	7	3	3
GRI 401-1	Total turnover	< 30 years (ROW)	1	0	0
GRI 401-1	Total turnover	< 30 years (Total)	24	10	11
GRI 401-1	Total turnover	< 30 years (Woman)	9	2	3
GRI 401-1	Total turnover	< 30 years (Men)	16	8	8
GRI 401-1	Total turnover	30-50 years (Sarpsborg)	6	14	12
GRI 401-1	Total turnover	30-50 years (USA)	11	13	7
GRI 401-1	Total turnover	30-50 years (ROW)	8	11	11
GRI 401-1	Total turnover	30-50 years (Total)	25	38	30
GRI 401-1	Total turnover	30-50 years (woman)	6	12	12
GRI 401-1	Total turnover	30-50 years (men)	19	26	18
GRI 401-1	Total turnover	> 50 years (Sarpsborg)	17	27	21
GRI 401-1	Total turnover	> 50 years (USA)	20	12	6
GRI 401-1	Total turnover	> 50 years (RoW)	5	4	7
GRI 401-1	Total turnover	> 50 years (total)	42	43	34
GRI 401-1	Total turnover	> 50 years (woman)	7	10	6
GRI 401-1	Total turnover	> 50 years (men)	35	33	28
GRI 401-1	Total turnover	Total (Sarpsborg)	39	48	41

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GRI 401-1	Total turnover	Total (USA)	38	28	16
GRI 401-1	Total turnover	Total (RoW)	14	15	18
GRI 401-1	Total turnover	Total	91	90	75
GRI 401-1	Total turnover	Total (woman)	22	24	21
GRI 401-1	Total turnover	Total (men)	69	67	54

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/% 2022	AMOUNT/% 2021	AMOUNT/% 2020
<b>GRI 401-3 Parental leave</b>					
GRI 401-3	Parental leave	Total (Sarpsborg)	25	25	11
GRI 401-3	Parental leave	Total (USA)	0	1	0
GRI 401-3	Parental leave	Total (RoW)	3	3	2
GRI 401-3	Parental leave	Total (total)	28	29	13
GRI 401-3	Parental leave	Total (men)	19	11	8
GRI 401-3	Parental leave	Woman (Sarpsborg)	7	14	4
GRI 401-3	Parental leave	Woman (USA)	0	1	0
GRI 401-3	Parental leave	Woman (RoW)	2	3	1
GRI 401-3	Parental leave	Woman (total)	9	18	5
GRI 401-3	Parental leave	Men (Sarpsborg)	18	11	7
GRI 401-3	Parental leave	Men (USA)	0	0	0
GRI 401-3	Parental leave	Men (RoW)	1	0	1
GRI 401-3	Parental leave	Men (total)	19	11	8
GRI 401-3	Total number of employees that were entitled parental leave by gender	Men	849	828	-
GRI 401-3	Total number of employees that were entitled parental leave by gender	Women	284	271	-
GRI 401-3	Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Men	19	11	-
GRI 401-3	Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Women	8	17	-
GRI 401-3	Total number of employees that returned to work after parental leave ended that were still employed 12 month after their return to work, by gender	Men	11	7	-

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/% 2022	AMOUNT/% 2021	AMOUNT/% 2020
GRI 401-3	Total number of employees that returned to work after parental leave ended that were still employed 12 month after their return to work, by gender	Women	17	5	
GRI 401-3	Return to work of employees that took parental leave, by gender	Men	100%	100%	
GRI 401-3	Return to work of employees that took parental leave, by gender	Women	100%	94%	
GRI 401-3	Retention of employees that took parental leave, by gender (12 months after returning to work)	Men	100%	87,50%	
GRI 401-3	Retention of employees that took parental leave, by gender (12 months after returning to work)	Women	94%	100%	

INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/% 2022	AMOUNT/% 2021	AMOUNT/% 2020
<b>GRI 404- 1 EMPLOYEE TRAINING</b>					
GRI 404-1	Average training hours	USA Rothschild (average women)	11,33	12	
GRI 404-1	Average training hours	USA LTF (average women)	32	28	
GRI 404-1	Average training hours	Germany (average women)	14,1	1,5	6,39
GRI 404-1	Average training hours	Norway (average women)	5,9	1,17	2,9
GRI 404-1	Average training hours	USA Rothschild (average men)	12,2	12	
GRI 404-1	Average training hours	USA LTF (average men)	88	105	66,3
GRI 404-1	Average training hours	Germany (average men)	14,9	2,6	2,25
GRI 404-1	Average training hours	Norway (average men)	3,94	1,9	2,7
GRI 404-1	Average training hours	RoW (average women)	4,9	0,25	
GRI 404-1	Average training hours	RoW (average men)	4,4	0,25	
GRI 404- 3	Percentage of total employees who received a regular performance and career development review	Total men	71,70%	76%	
GRI 404- 3	Percentage of total employees who received a regular performance and career development review	Total women	81%	79%	



INDICATOR	SUB CATEGORY GRI	INDICATOR	AMOUNT/% 2022	AMOUNT/% 2021	AMOUNT/% 2020
GRI 405- 1 Diversity and gender equality					
GRI 405-1	a. Governance body	Number of women in Board of Directors	44%	44%	43%
GRI 405-1	a. Governance body	Number of men in Board of Directors	56%	56%	57%
GRI 405-1	a. Governance body	Number <30 years in Board of directors	0%	0%	0%
GRI 405-1	a. Governance body	Number between 30-50 years in Board of directors	0%	14%	14%
GRI 405-1	a. Governance body	Number >50 years in Board of Directors	100%	86%	86,00%
GRI 405-1	b. Employee category	Percentage of part-time working men	1,24%	1,54%	0,81%
GRI 405-1	b. Employee category	Percentage of part-time working women	1,15%	1,18%	1,45%
GRI 405-1	b. Employee category	Total full-time working women	23,90%	23,50%	22,90%
GRI 405-1	b. Employee category	Total Fulltime working men	73,70%	73,80%	74,80%
GRI 405-1	b. Employee category	Part-time employees < 30 years	0,10%	0,20%	0%
GRI 405-1	b. Employee category	Part-time employees between 30-50 years	0,90%	1,00%	40%
GRI 405-1	b. Employee category	Part-time working employees > 50 years	1,40%	1,55%	60%
GRI 405-1	b. Employee category	Full-time working employees <30 years	13,10%	13%	11,60%
GRI 405-1	b. Employee category	Full-time working employees between 30-50 years	41,30%	41,60%	44,25%
GRI 405-1	b. Employee category	Full-time working employees > 50 years	42,20%	42,68%	44,10%
GRI 405-2		Basic salary and remuneration of women to men	103%	102%	-
Tilstand for kjønnslikestilling (årlig)		Parental leave in amount of weeks, woman	147	331	72
Tilstand for kjønnslikestilling (årlig)		Parental leave in amount of weeks, men	279	100	68
Tilstand for kjønnslikestilling (Annenhvert år)		Amount of woman on level 1	0	0	
Tilstand for kjønnslikestilling (Annenhvert år)		Amount of woman on level 2	2	2	
Tilstand for kjønnslikestilling (Annenhvert år)		Amount of woman on level 3	12	10	
Tilstand for kjønnslikestilling (Annenhvert år)		Amount of men on level 1	1	1	
Tilstand for kjønnslikestilling (Annenhvert år)		Amount of men on level 2	7	7	
Tilstand for kjønnslikestilling (Annenhvert år)		Amount of men on level 3	30	31	