Corporate Sustainability and Responsibility 2015

WE BUILD THE FUTURE WITH IT

Letter from the CEO

At Atea, our mission is to build the future with IT. We believe that access to technologycan improve people's lives and enable society to reach ever-higher living standards. To fully realize our mission, it's not enough for Atea to offer world-class IT solutions. We must ensure the long-term sustainability of our business and take responsibility for the impact we have on our planet. This means recognizing our obligations and continuously improving our performance in areas such as responsible sourcing, business ethics, environment and human rights.

This Corporate Sustainability report summarizes the initiatives and activities Atea has carried out during the fiscal year 2015, to enhance our sustainability and meet the expectations of our stakeholders. Our efforts are guided by the UN Global Compact and its ten key principles, to which we became a signatory in 2010.

Over the past year, we've learned how to further improve our internal processes. As a result, we have enhanced our monitoring system for the supply chain, and have sent teams to factories in China and to the Democratic Republic of the Congo (DRC) to gain a deeper understanding of the reality in which we operate. We have also established a new organization with compliance officers, updated our Code of Conduct and introduced a mandatory program of e-learning related to business ethics and the fight against corruption. Overall, the challenges we faced in 2015 have made us even stronger and better equipped for meeting future challenges related to corporate responsibility.

Also during 2015, we were awarded Excellent Sustainable Supplier 2015 by the Swedish Competition Authority. Atea won this prize thanks to extraordinary efforts within the environmental field and its approach regarding responsible sourcing. We are grateful for this recognition and see it as an acknowledgement our achievements are moving both Atea and society in the right direction.

In 2016, we are committed to continuing this important work: reviewing and improving management practices throughout our group, and incorporating a sustainability perspective in everything we do. We will set bold targets on a group level to enhance the positive impact of our work, and reduce the risk of harm to society and the planet. Our goal is to further strengthen Atea's position at the forefront of IT vendors in the area of corporate sustainability.

Steinar Sønsteby (born 1962)
CEO

Steinar Sønsteby joined Atea in 1997 and was managing director of Atea in Norway in 2006-2012. Since October 2012 Steinar has been Executive Senior Vice President in Atea ASA and was appointed to CEO of Atea ASA in February 2014. Before joining Atea he was the CEO of Skrivervik Data AS.

Steinar Sønsteby holds a degree in Mechanical Design from Oslo College of Engineering and a Bachelor of Science in Mechanical Engineering from University of Utah (USA). He also has a finance degree from Norwegian School of Management (BI) and for Training in Management and Human relations from Dale Carnegie Institute.

President & CEO

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EY Building a better working world

With support from EY's Climate Change and Sustainability Services team.

FY15

Performance Highlights

Responsible sourcing

Atea was awarded ***Excellent Sustainable Supplier 2015*** by the Swedish Competition Authority.

We have also developed an enhanced framework for the in-depth assessment of our suppliers, based upon the OECD guidelines.

As part of gaining a better understanding of our supply chain, we visited a number of factories in China near Shanghai and Hong Kong, as well as mines in eastern Congo (DRC) during the year.

Award:
Excellent Sustainable Supplier 2015

Environment

Our recycling operation "golTloop" processed more than 300,000 functional units last year, using only the most secure and effective recycling procedures.

Around 50% of all IT equipment received was reused or resold. Of the equipment which could not be reused or resold, we recycled 99.8% and disposed of the remaining 0.2% in an environmentally responsible manner.

Since 2014, we reduced our CO_2 emissions per employee by 13% on a group level.*

Most subsidiaries within the Atea Group also hold an ISO 14001-certification.

Society

Atea is engaged in measures to fight poverty and to provide children with the opportunity for an education. The company supports several organizations such as the Red Cross, and also carries out its own charitable projects including sponsoring a village in India, a girls' high school in Sierra Leone, and sponsoring children through BØRNEfonden in Denmark.

People

Our employees are the key to our success, and our engagement index indicates we have earned high ratings from our employees. They are proud to work at Atea and have confidence in our management.

Ethics and Governance

A new Code of Conduct was launched in July 2015, with mandatory training and acceptance by all Atea employees. Atea has also updated its whistleblower procedures for employees on reporting violations of this Code or relevant laws.

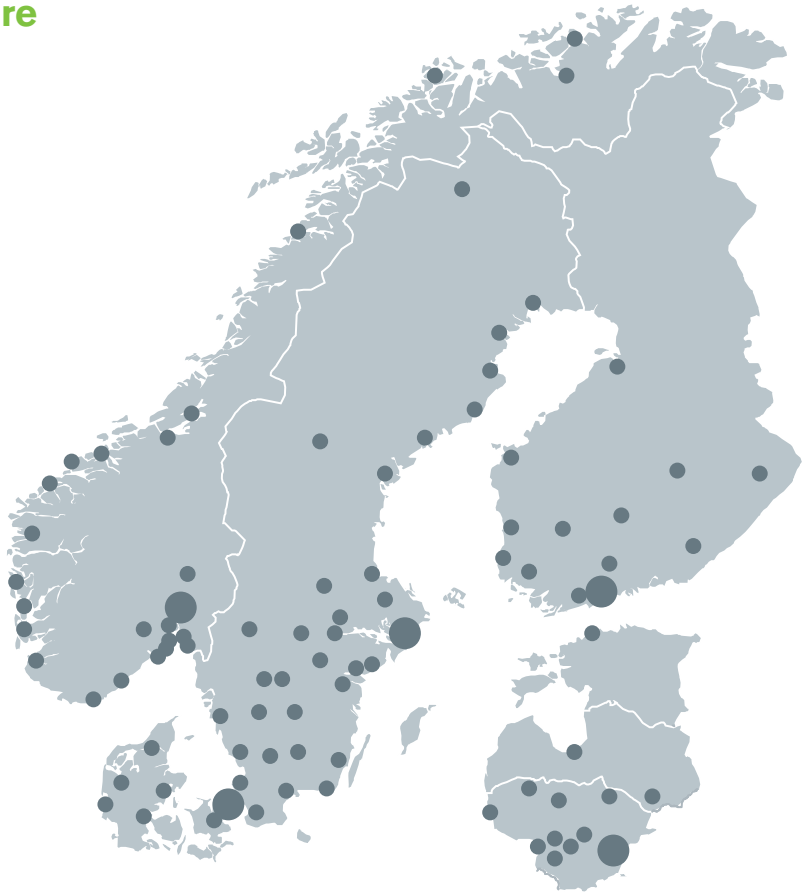
Also in 2015, a compliance function was launched across the Atea Group, to monitor and review ethics, control and social responsibility issues. The organization includes: a Compliance Officer in each country, a Group committee to manage compliance issues across Atea, and a Board subcommittee to monitor compliance on behalf of the Board of Directors of Atea ASA.

The compliance function will ensure all employees have the necessary knowledge and information regarding the Code of Conduct, and guide employees on difficult issues. The function will follow-up on reports of violations to the Code of Conduct. Finally, the function will regularly review the Code's effectiveness and update it as necessary to ensure governance objectives are met.

* According to Carbon Footprint Report 2015.

About Atea

Atea is the **leading Nordic and Baltic supplier of IT infrastructure** with approximately 6,800 employees. Atea has offices in 89 cities in Norway, Sweden, Denmark, Finland, Lithuania, Latvia and Estonia.



Atea is the leading Nordic and Baltic supplier of IT infrastructure with approximately 6,800 employees. Atea has offices in 89 cities in Norway, Sweden, Denmark, Finland, Lithuania, Latvia and Estonia. We deliver IT products from leading vendors and provide highly skilled IT infrastructure support, with approximately 4,000 consultants and 7,500 technology certifications.

In 2015, Atea had revenues of nearly NOK 28 billion. The company is listed on the Oslo Stock Exchange.

About this report

The objective of this report is to inform our stakeholders of Atea's strategies and initiatives related to sustainability and responsible business development. The approach we have taken in corporate sustainability is to examine the entire value chain for opportunities to prevent social, ethical and environmental risks, and to make a positive impact on the societies in which we operate. We strongly believe sustainability actions can benefit both our business and our society.

Atea has been a member of the Global Compact Initiative since 2010, and we report according to its criteria. We also report according to the requirements of the Norwegian Accounting Act. By supporting the UN Global Compact, we support the Eight Core Conventions of the International Labor Organization, the UN Guiding Principles on Business and Human Rights, and the guidelines of the OECD. Our Code of Conduct is aligned with the UN Global Compact Code of Conduct.

The report covers the whole Atea Group and all data and activities reported have taken place between January 1st, 2015 and December 31st, 2015, unless otherwise stated.

TP2B
THE PLACE TO BE

1st
largest in Nordic region

2nd
largest in Europe

17%
share of the market

+6,779
full-time employees

+4,000
service consultants

+7,500
technology certifications

27,500
customers public & private

89

offices

+130
countries delivered to

27.9

NOK billion

WE BUILD THE FUTURE WITH IT.

Stakeholder dialogue

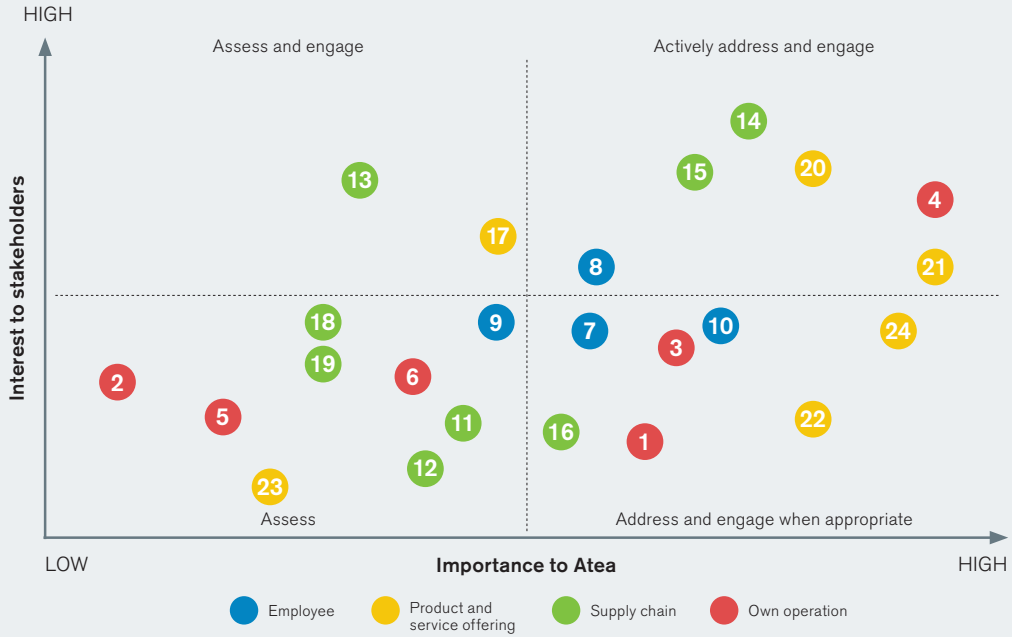
Engaging with stakeholders is an **inclusive** and **continuous** process that allows us to build relationships and create mutual understanding.

Atea's main stakeholders include customers, employees, suppliers, partners, investors, public institutions, media, and the civil society and communities.

We maintain an ongoing dialogue with our stakeholders on corporate sustainability through a broad range of interactions, including events, meetings, fairs and joint audits. We also receive direct feedback by means of formal surveys in areas such as customer and employee satisfaction. By communicating with stakeholders, we enhance our perspective on corporate sustainability and discover opportunities for improvement.

Since the challenges we face are complex and difficult to overcome as a sole actor, we believe in joint efforts with other organizations where possible. Therefore, we collaborate on issues related to corporate sustainability as a member of groups such as the Sustainability Council of IT and Telecom (Sweden) and Grønt Punkt (Norway).

We also base our work on international frameworks such as the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and ISO 26000. We are currently initiating the process of reporting our sustainability work according to the Global Reporting Initiative, G4 and have carried out a stakeholder dialogue and a materiality assessment during 2016. Performance metrics within each of the prioritized areas will be developed during the first quarter of 2016.



Own operations

1. Energy use reduction within Atea's own operations
2. Minimisation of transport to reduce the environmental impacts of product distribution and employee travel
3. Reduction of greenhouse gas emissions within Atea's own operations
4. Anti-corruption and bribery within Atea's own operations
5. Mitigation of anti-competitive behaviour within Atea's own operations
6. Social engagement and CSR initiatives

Our employees

7. Employee's benefits and terms of employment within Atea's own operations
8. Healty and safe working environments for Atea employees
9. Training, education and career opportunities for Atea employees
10. Diversity and equal opportunity for Atea employees

Own supply chain

11. Energy use reduction in Atea's supply chain
12. Water use reduction in Atea's supply chain
13. Health and safe working environments at Atea's suppliers
14. Ensuring no child labour is used in Atea's supply chain
15. Ensuring no forced or compulsory labour is used in Atea's supply chain
16. Freedom of association and collective bargaining in Atea's supply chain
17. Minimisation of hazardous substances and chemicals in products
18. Reduction of greenhouse gas emissions in Atea's supply chain
19. Reduction of water and air emissions in Atea's supply chain
20. Ensuring sustainable sourcing of tantalum, tungsten, tin and gold (so called conflict minerals) from high risk human rights problem areas including for example the Democratic Republic of Congo

Products and service offering

21. Customer privacy, ensuring data security, e.g. at Atea servers, is never breached
22. Managing risks of technology disruptions
23. Product energy use during the user phase
24. Ensuring appropriate management of electronic waste at end-of-life

Materiality Assessment

The results of our materiality assessment are central to our future corporate **sustainability strategy**, and enable us to set targets and risks from an environmental, social and economic perspective.

Through this process, we prioritized our most important material aspects as follows:

- People;
- Responsible Sourcing;
- Society;
- Environment; and
- Ethics and Governance.

The results of the analysis will be used when developing targets and action plans during 2016. Atea will regularly review our materiality analysis based on new information to ensure it captures the aspects most vital to our business.

This report is based upon the results of the analysis and, in each section, Atea´s position and approach will be elaborated upon.

People

Our employees are our **most important asset** and our biggest competitive advantage.

To attract and retain the best employees, we need to offer a creative, flexible work environment in which they can develop. With a loyal, committed and diverse workforce, we are equipped to meet future opportunities and challenges. We encourage sustainable management practices across the organization and aim to have a workforce with a good work-life balance and an open atmosphere.

Our employees are the key to our success. Our engagement index indicates we have achieved high ratings: given to us by employees who feel proud to work at Atea and who have confidence in our management.

Empowerment

Atea has created a culture that values creativity and the contributions of each individual: one that instils confidence and passion in its workforce.

Atea has a learning culture and our employees receive ongoing training in management and IT infrastructure topics. We frequently invite our technology partners to participate in training sessions featuring their product lines.

In 2015, Atea Academy was launched: an e-learning platform for training employees. Training related to our Code of Conduct and to IT security has been carried out with the help of this platform.

Diversity and Inclusion

Diversity and gender equality are core values at Atea: we strive to provide a work environment that is free from all kinds of discrimination or harassment. To that end, we follow the Anti-Discrimination Act for the prevention of discrimination. Our management promotes equality of opportunity within its employment practices.

Women comprise 20.7% of the workforce at Atea, which is consistent with the IT industry overall. Atea strives to recruit women at all levels and promotes activities to retain its female employees. We also encourage the recruitment of people with disabilities or special needs and make the necessary modifications to the physical environment to enable them to perform their work.

Atea is involved in initiatives to increase diversity within the IT sector, such as supporting programs that encourage more women to choose an education within engineering and technology.

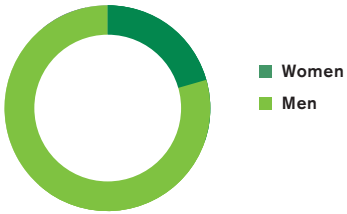
Health and Safety

As an IT company, Atea employees spend many hours of the day in front of the computer. For this reason, Atea encourages our employees to exercise as a way to improve health and well-being. This includes organizing physical activities such as bicycle and running events, and arranging memberships with local training centers.

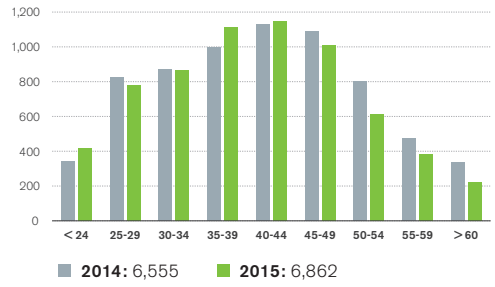
Atea employees have the right to a healthy and safe work-place, and our working conditions meet or exceed both the legal requirements of the countries in which we operate as well as the conventions of the UN Global Compact and ILO. Hazards are identified and monitored to prevent accidents and occupational illness and guidelines for the workplace are monitored to ensure a healthy and safe environment.

Our employees in numbers

Gender
2015



Age Breakdown Atea Group
2014 – 2015



About Atea Woman Ahead (AWA) South, Sweden

How and why did Atea Women Ahead (AWA) start?

AWA is a network that started in Denmark with the aim of attracting, retaining and developing female employees within Atea. The network was replicated in Sweden and AWA South was established in 2012. I got involved in the AWA network because I have worked in this industry for many years and therefore felt I could contribute with my experiences.

What kind of activities do you engage in?

We invite our members to network lunches and have also organized work groups to promote gender equality within Atea. The network has raised awareness of issues such as recruitment, career development and well-being at the work place. The network is open to both women and men.

What results have you reached so far?

The network has contributed to a decrease in turnover among female employees and also increased the proportion of women at all levels in our region. But there is still room to do more.

What will happen in 2016?

The first activity of this year will be to invite our local HR Department to meet with the network to share experiences and discuss issues with our female employees. We will also continue our networking activities and discuss efforts relating to recruitment and development of female IT professionals within Atea.

Stina Berggren
Regional Business Area Manager/ AWA South

Stina Berggren joined Atea Sweden AB in 2011 as a consultant manager. During the last 3 years she has been working as Regional Business Manager within the collaboration area. Prior to joining Atea, Stina worked at the IT security company Nexus Technology AB in various roles.

Stina has a bachelors degree in Business Administration and IT from Uppsala University.

In 2013, Atea Sweden carried out an ambitious health project called “Sverigestafetten” (The Sweden Relay). During this project, Atea´s employees traveled 3,600 km in a combined team effort from Luleå in the north, to Malmö in the south, solely by using muscle power. During 2015, Atea Sweden implemented a spin-off project of the Sweden Relay called “Next Step”.

Responsible Sourcing

In 2015, Atea visited **mines in DR Congo and factories in China** to better understand our supply chain. We also implemented new procedures based upon OECD guidelines.

Today, there is greater pressure on companies to take responsibility for the social, environmental and ethical impact caused by their manufacturing processes. Since our suppliers operate in some of the highest risk countries in the world, it is important that we work to continuously improve conditions in these locations. Atea's supply chain is complex and involves many steps before our products reach our customers. Thus, it is a challenge to have full control of working conditions across four continents, including matters related to excessive working hours, violations of freely-chosen employment, the existence of child labor, environmental pollution and business ethics. Nevertheless, we remain committed to being at the forefront of ethical and sustainable production.

In our Code of Conduct, we state:

Atea does not condone, or conduct business with organizations that are complicit in, human rights abuses. As part of our efforts to promote human rights, Atea actively monitors our supply chain for the use of "conflict minerals" from areas where human rights violations may occur. All employees should notify their manager or Compliance Officer if they have any concerns about human rights abuses within Atea's supply chain.

We expect our suppliers to support our commitment to the fundamental human rights of all people: to treat their employees with fairness, respect and dignity; to eliminate all forms of compulsory labor and discrimination; and to follow practices that protect the health and safety of employees and ensure the freedom of association.

Monitoring the supply chain

We monitor our supply chain for compliance with corporate sustainability guidelines based on the Electronic Industry Citizenship Coalition's (EICC) code of conduct. We have also developed a new method of assessment based on the OECD's 2015 guidelines. Our suppliers are expected to deliver goods and services that are produced in accordance with the EICC guidelines, and monitor that these guidelines are followed by their subcontractors.

We will continue to cooperate with our suppliers throughout the world to make sure we have the correct knowledge and understanding of the laws and labor practices in the countries in which we operate, and ensure that human rights are respected.

In 2016, our approach will include continuous work with:

- **Setting expectations:** By establishing a suppliers´ code of conduct, we will explain to our suppliers how we expect them to live up to core industry sustainability standards.
- **Performance assessments:** We will establish mechanisms to assess how our suppliers live up to sustainability standards: collating information from different sources including suppliers´ self-assessments, audits and data collection using key performance indicators for issues related to social and environmental responsibility, as well as engaging other key stakeholders who regularly monitor the industry.
- **Audits:** To better understand the complexities, challenges and necessary actions within our supply chain, we will conduct an increasing number of audits, and/or take part as observers during industry audits at our sub-suppliers´ factories.
- **Risk assessment and remediation:** We will regularly update the risk profiles of our suppliers and make decisions on how to address potential risks: demanding corrective action plans and other follow-up activities based on the findings of audits and self-assessments.
- **Stakeholder engagement:** We work to maintain close dialogue with our suppliers, sub-suppliers, NGOs, public institutions and clients regarding how we jointly improve both transparency and responsibility in the supply chain.
- **Capacity building:** We will continue to invite our stakeholders to attend training sessions and seminars that focus on a responsible supply chain.

In 2015, Atea played an active part in highlighting challenges the industry faces regarding conflict minerals and also visited mines in DR Congo.

Conflict Minerals

Minerals – such as tantalum, tin, tungsten, gold and related derivatives – can be found in almost every piece of technology upon which society is reliant. These are referred to as conflict minerals because their mining can be linked to the funding of armed conflicts in countries such as the Democratic Republic of the Congo (DRC), with consequences for human rights (e.g., child labor and sexual violence). The minerals are refined in smelters all over the world before they end up in different products. The electronics industry is highly dependent upon these minerals since they are important components. Thus, conflict minerals are a key focus of our sustainability work.

Since there are many tiers of suppliers between mines and the IT marketplace, it is necessary to establish broad cooperation in the industry.

One milestone has been Atea's petition regarding conflict minerals, designed to raise awareness about the situation in DRC. During 2015, Atea hosted a number of events and seminars to discuss the use of conflict minerals in ICT. We have taken an active role in raising the profile of the topic in newspaper articles, on social media (Twitter, Facebook and LinkedIn) and on television.

- **Transparency and traceability:** Instead of banning minerals from a certain region, we believe it is better to improve transparency in the supply chain. We also have a dialogue with the suppliers to ensure the quality of the data available so that we can determine the location from which these minerals originate.

- **Partnerships and stakeholder dialogue:** In 2013, Atea began collaborating with a number of organizations, NGOs (such as Swedwatch) and suppliers regarding conflict minerals. We also visited a number of organizations, suppliers and potential suppliers in DRC in 2015. In many ways, this has been an eye-opening experience. It has reinforced for us the importance of establishing collaborations between the private sector, public sector and civil society to tackle these issues. We believe a broad, cooperative approach is the only way to achieve meaningful, sustainable change in this area.

- **Industry cooperation:** The EICC (Electronic Industry Citizenship Coalition) is at the forefront of efforts to address the lack of transparency in this sector. Atea intends to start a dialogue with this organization to explore how we can contribute to these efforts

Atea in DR Congo, December 2015

Atea in
DR Congo,
December 2015

Atea in
DR Congo,
December 2015

Atea in China, August 2015

In 2015, Atea visited factories in Zhongshan (near Shanghai), and in Shenzhen (near Hong Kong). The aim of the visits was to gain a deeper understanding of the working conditions and the context in which suppliers are active. As with the majority of our suppliers, this specific supplier is a member of EICC. That body carries out audits according to a Code of Conduct developed with the IT sector focusing on social, ethical and environmental requirements.

During one of these visits mentioned above, we were able to participate in the social audits carried out by EICC, which was an exception to the standard protocol. The visits helped build deeper trust and contributed to an improved dialogue with our partners. It was a great learning experience and gave us a deeper understanding of the challenges and conditions that exist in these locations.

Viewpoint on Atea's sustainability agenda

? Why do both your management and stakeholders think responsible sourcing should be a top priority for Atea?

- Because it reflects what we stand for. Atea wants to be a responsible actor within society and we don't want our products to be linked to negative social or environmental impact. This includes taking responsibility for which minerals are used in the products we sell, and ensuring human rights are respected in the factories manufacturing the products.

? You do not produce any hardware, so why does Atea carry out audits and risk assessments in the supply chain?

- That is correct. We don't have our own manufacturing. But since many of our suppliers operate in some of the highest risk countries in the world related to human rights and working conditions, it is important that we continuously work to improve the situation. We need to – as much as possible – ensure our products are not manufactured in a way that harms the environment or that has negative impact on human rights. This is why we apply the guidelines of the OECD and conduct audits and risk assessments within our supply chain on a regular basis.

? Were your visits to China and the Democratic Republic of the Congo (DRC) in 2015 part of this work?

- Yes. To actually be there gave us a deeper and new understanding of the realities in which we operate and what the situation is like in our supply chain. In China, we participated in audits and met with factory workers. In DRC, we met with local authorities, mining companies, mine workers, and also visited mines.

It's one thing to read about the complexity of our supply chain, and another to actually be there experiencing it. We prefer to do the latter.

? Besides the supply chain, what future challenges do you see for Atea related to sustainability?

- First of all, we need to set targets for the areas we've decided to prioritize as a result of our materiality assessment. There are also hygiene factors we will continue to focus on, because they are important to Atea. One example is that we need more women in the IT sector. This is a challenge we share with other partners in our industry. We will also continue to reduce our carbon footprint.

This is the start of a journey and we've a lot to learn. It is important for us to maintain an ongoing dialogue with our stakeholders, especially NGOs since they often have deeper access to information about the reality on the ground. They also play an important role in the identification of risks.

? What will happen in 2016?

- To see and hear about all the great things we are doing within Atea makes me really proud. We will continue working systematically within this area. Besides activities that are already ongoing, we are about to develop a long-term strategy based upon the areas mentioned in the materiality assessment. By doing so, we will further strengthen our position as a forerunner of sustainability in the IT sector.

Andreas Rydell
Head of Quality & Environment

Andreas Rydell joined Atea Sweden AB in 2012 as Head of Quality and Environment. He is also Vice Chairman of the Sustainability Council at Swedish IT and Telecom Industries. Prior to joining Atea, Andreas worked as Quality and Environmental Director at MTR (Metro).

He holds MSc and BSc degrees from Luleå University of Technology.

Society

Atea is engaged in measures to **fight poverty and to provide children with the opportunity of an education.** The company supports several organizations and also carries out its own projects to collect donations.

Atea's products and solutions can make a difference in improving the efficiency of public institutions, communities, private entities and the quality of life for people around the world. Whether it's about improving the learning environment in schools, contributing to economic growth or job creation, we contribute with innovative solutions. By providing IT infrastructure of the highest quality, Atea creates the foundation for a smarter, more innovative Europe.

Creating greater access to technology can help both people and societies to reach their full potential. Sadly, that access remains elusive for a large portion of the world's population that lives in poverty. Atea wants to help address that access gap. Granted, this is a complicated area: no single entity can address this challenge alone. Therefore, we have established a number of partnerships globally. To that end, Atea is engaged in measures to fight poverty and to provide children with the opportunity of an education. The company supports several organizations and also carries out its own projects to collect donations.

Atea supports different projects through the different country offices, such as:

- **Atea Sweden** has initiated the Atea Helping Hands fund, through which a number of social projects and initiatives are sponsored. One of these is the sponsorship of Meledayalam, a village of 1,600 inhabitants located in Tamil Nadu in Southern India: focused on alleviating poverty. Through Atea Helping Hands, we also donate money to Save the Children. In 2015, we donated money to UNHCR to support their work providing humanitarian aid for Syrian refugees.

- **Atea Norway** supports Prosperity Girls' High School in Sierra Leone, located in one of the poorest countries in the world. While the attendance rates for boys and girls in primary school are fairly equal at approximately 69%, there is a high dropout rate for girls in secondary school, with an attendance rate of only 19%. Of the more than 400,000 children currently not enrolled in schools in Sierra Leone, the majority of these are girls. Key reasons for this include child marriages, pregnancies, health and sanitation issues and poverty.

- The project we support in Sierra Leone is coordinated by Foreningen Norge. The school was originally a Junior Secondary School but our contributions have resulted in the construction of a Senior Secondary School. As a result, the number of students has increased from 120 to 200. The students supported in the project are between 12 and 18 years old.

- Construction of a 1,000 square meter dorm building is underway. This is designed to lessen the daily burden on female students who are also mothers, as well as those who otherwise face a long, unsafe journey to get to school. The dorms will be able to host 40–60 girls.

- **Atea Global Services (AGS)** operates from the Baltic countries. To help the local community, AGS has, for the past two years, been organizing and conducting a summer event for orphans. In 2014, 180 children and 29 teachers from seven different orphanages were invited to a day of activities, including creative workshops, a treasure hunt, concerts and dancing. The event has now become a tradition that AGS plans to repeat in the coming years.

- **In Finland,** Atea continued its cooperation with the Red Cross and continued to help poor families by donating money to the Christmas Spirit Campaign.

- **Atea Denmark** has supported BØRNEfonden since 2007. This group focuses on improving the quality of life and providing a safe, secure childhood for children primarily in Western Africa (e.g., Benin and Burkina Faso). The foundation has supported more than 73,000 children and their parents. As a result, Atea has contributed to the following projects: the sponsoring of 50 school children, the construction of new school facilities, the construction of latrines, offices and warehouses, and the installation of solar panels on schools and health clinics.

CHESSMEN

WELCOME
ATEA TEAM

Environment

Our recycling operation is lean and effective, with a significant focus on **re-use, re-marketing and waste management** for both Atea and all the Group's customers.

The best way for us to minimize the environmental impact of computers is by extending their lifespan – through complete or partial reuse. Atea has a deep commitment to environmental care and is dedicated to helping customers recycle used IT-equipment and electronic waste in a cost-effective manner, in line with best industry practices. Our focus in this area has generated a number of new, innovative services connected to sustainability.

Recycling

Atea's Goitloop is now the leading recycling center in Nordic and Baltic countries. Our recycling operation is lean and effective, with a significant focus on re-use, re-marketing and waste management for all the Group's customers. Goitloop has a capacity of approximately 310,000 functional units per year, using only the most secure and effective recycling procedures and tools.

By joining in our recycling effort, our customers can extend the lifetime of any obsolete equipment in their company. About half of the equipment which cannot be reused or resold, we recycle 99.8% and dispose of the remaining 0.2% in an environmentally responsible manner. The Goitloop concept makes perfect business sense because it has become everyone's business to save resources and energy.

Recycling means new opportunities for our customers: they can save money, help protect landfill space, reduce litter and illegal dumping. Just as important: it generates goodwill.

Carbon Footprint

Atea has long recognized the importance of preserving the environment and sustaining the conditions for life on the planet for the generations to come. We also recognize the use of fossil fuels as a contributor to rising greenhouse gases in the earth's atmosphere. That's why for many years Atea has integrated an environmental focus into our corporate strategy.

To monitor our emissions, a carbon footprint report is produced on a yearly basis, covering all of Atea´s operations. The report is based on the international standard Greenhouse Gas Protocol. Since 2014, we reduced our CO_2 emissions per employee by 13% on a group level. We will continue our efforts to reduce our emissions further and set tough targets ahead.

Tackling climate change is a challenge for all of society. Atea recognizes the impact our operations have on the environment and we are determined to take the necessary actions to reduce our impact.

Since that involves addressing every stage of our product's lifecycle and not only inside our business, we are increasingly cooperating with our suppliers, partners and customers on how to minimize the damage caused by our products, and also to inspire them to make responsible and climate-smart choices.

A big part of our CO_2 footprint derives from logistics. Thus, we are initiating a dialogue with our distribution companies to explore more efficient and more environmentally friendly alternatives for transport.

310,000+ units recycled or re-used

-13% CO_2/employee since 2014

96B CDP-Score 2015

goitloop

1 Goitloop is how Atea addresses the challenge of managing end-of-life IT products. There are various services here – known as loops – for recycling and sales. It all starts with an order at an Atea eSHOP.

This is where computers and smartphones **are given a second life.**

Worldwide, hundreds of millions of computers, tablets and mobile phones are bought every year. More people want to help improve our environment and also boost their IT budgets by recycling and selling used IT products. We visited Atea Logistics, the biggest provider of configuration and recycling services in the Nordic region.

2 Your safe arrives and is filled
Delivered to your office, this safe is where you put end-of-life equipment. After ten days, it is collected and transported to Atea Logistics in Växjö.

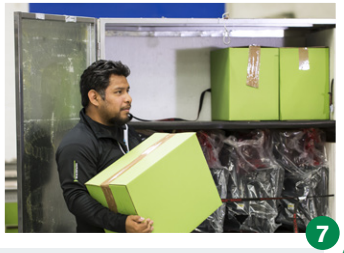
3 Sorting
At Atea Logistics in Växjö, tablets, smartphones, monitors, servers and computers are scanned, registered and sorted. Products that work and have a used value are forwarded to the sales group. A price list provides details on what each product is worth and how much will be paid. Unusable products are sent to Atea's subcontractors for crushing and recycling, and later turned into new products.

4 ID removal
David Thorell deletes all of the user information from products to be resold.

Hanna Salomonsson configures iPhones so new customers can start using these products right away.

5 Next, Kristoffer Lundvall uses dry ice and high-pressure tools to remove ID labels, anti-theft tags and scratches.

6 Secure transport
Products to be recycled are transported securely to Atea's subcontractors. They are broken down further here and components are recycled.



Edson Rodriguez fills a safe with new computers.

7 Advantages for everyone
More and more IT departments are choosing to save time and by having Atea in Växjö configure new IT products when recycling old ones. One of the services involve supplying a safe full of new products which are configured and ready to use. The customer then fills this safe with the older products to be recycled and sold on. The circle is closed.

TEXT: Ulrika Nybäck FOTO: Anna Nordström

Recycling on the rise

The number of people using Atea's Goltloop for recycling and sales has increased steadily for the past five years.

Of the 310,000 devices per year handled by Atea Logistics in Växjö:

- 55% are recycled and sold to schools, companies and organizations.
- 45% are scrapped and sent to subcontractors for recycling.
- From this scrap, 99.7% of the material is recycled and 0.3% is sent to landfill.
- 10,000 loops are managed.

The trend is clear: more people today realize the value of recycling. But security is equally important. Goltloop business developer Joachim Aronsson notes: "Information falling into the wrong hands can have devastating consequences. Our customers feel secure in the knowledge that all of their data is deleted securely. We also make sure their hardware is dealt with in an eco-friendly way."

The true value of reused products is regularly underestimated. As Aronsson explains: "Customers often get a nice surprise when they see how much they get back after selling their used products."

Electric
Car Pool at
Atea Global
Services, Riga

Ethics and Governance

Atea remains committed to increasing **transparency on sustainability issues.**
Measuring and sharing our progress in this area will help us to improve continuously.

During 2015, a Compliance Officer was appointed in each country of the Atea Group. This will ensure all employees have the knowledge required about the Code of Conduct, our internal guidelines and processes concerning risk mapping, as well as of Atea's core values when it comes to business ethics. We also encourage our suppliers to implement anti-corruption programs and monitor their compliance through a systematic risk-based approach, including ongoing dialogues and site visits. Finally, Atea has launched whistle-blower procedures for employees on reporting violations of this Code or relevant laws.

Anti-corruption

Atea's reputation is dependent upon work performed by our employees on a daily basis. Atea therefore places great weight on its employees acting in accordance with the company's core values, work methods and ethical guidelines. In June 2015, Atea received information about a possible bribery case, involving Atea Denmark and a competitor. Charges have been placed against three current executives of the competitor, which previously held leading positions within Atea Denmark. Since the charges were announced, Atea management has cooperated fully with Danish law enforcement in the investigation. Atea has given transparent reports on the case to clients, suppliers, shareholders and governmental agencies. Atea has also intensified corporate communication activities on the basis of being a transparent company and with the purpose of protecting the Atea brand and company reputation. At the time of publication, the investigation into this is still in progress but neither Atea nor any of its current of former employees have been prosecuted or convicted in any cases regarding bribery.

Atea takes an absolute zero-tolerance approach to bribery and corruption and we are committed to conducting our business in an honest and ethical manner. As a result of the incident, there has been an increased focus on business ethics and clearer policies regarding how to behave in a responsible and ethical way. Atea has updated its internal Code of Conduct with more detailed rules governing relations with customers. All employees are required to take part in training and to take an examination on the Code of Conduct, and must agree to comply with the Code. Atea is also sharpening its control routines regarding expenses and customer events to ensure that these are in compliance with the law and with good business practice. To date, more than 95% of employees have completed the training.

The Code of Conduct states that:

- Atea believes in fair competition and is firmly opposed to all forms of corruption. Atea will work to fight against corruption in all forms, including extortion and bribery, in accordance with the UNGC principles. *Atea Code of Conduct 4.4*
- Atea believes in fair competition, and is firmly opposed to all forms of corruption. Employees must never offer or provide improper benefits to business contacts, government agencies or other third parties in order to influence a business decision or facilitate a legal/regulatory process. Nor should employees solicit improper benefits as the basis for transactions with Atea. *Atea Code of Conduct 2.3*

Data Privacy

- The use of IT has led to increased productivity and has been recognized as a key source of economic growth, the empowerment of people, and greater access to information and training. However, the internet is borderless: a challenge to international law, and raises questions about the commercial value of personal data as well as risks to privacy. At Atea, we value the privacy of our customers. Our privacy specialists are devoted to maintaining our internal procedures and processes to protect the privacy of the people who use our products.

- We work in compliance with the national laws of the countries in which we operate, as well as with the EU Directive 95/46/EC. We are currently also in the process of adapting our operations in accordance to the new EU General Data Protection Regulation, which is expected to be approved in April/May of 2016 and will come into effect during the spring of 2018.

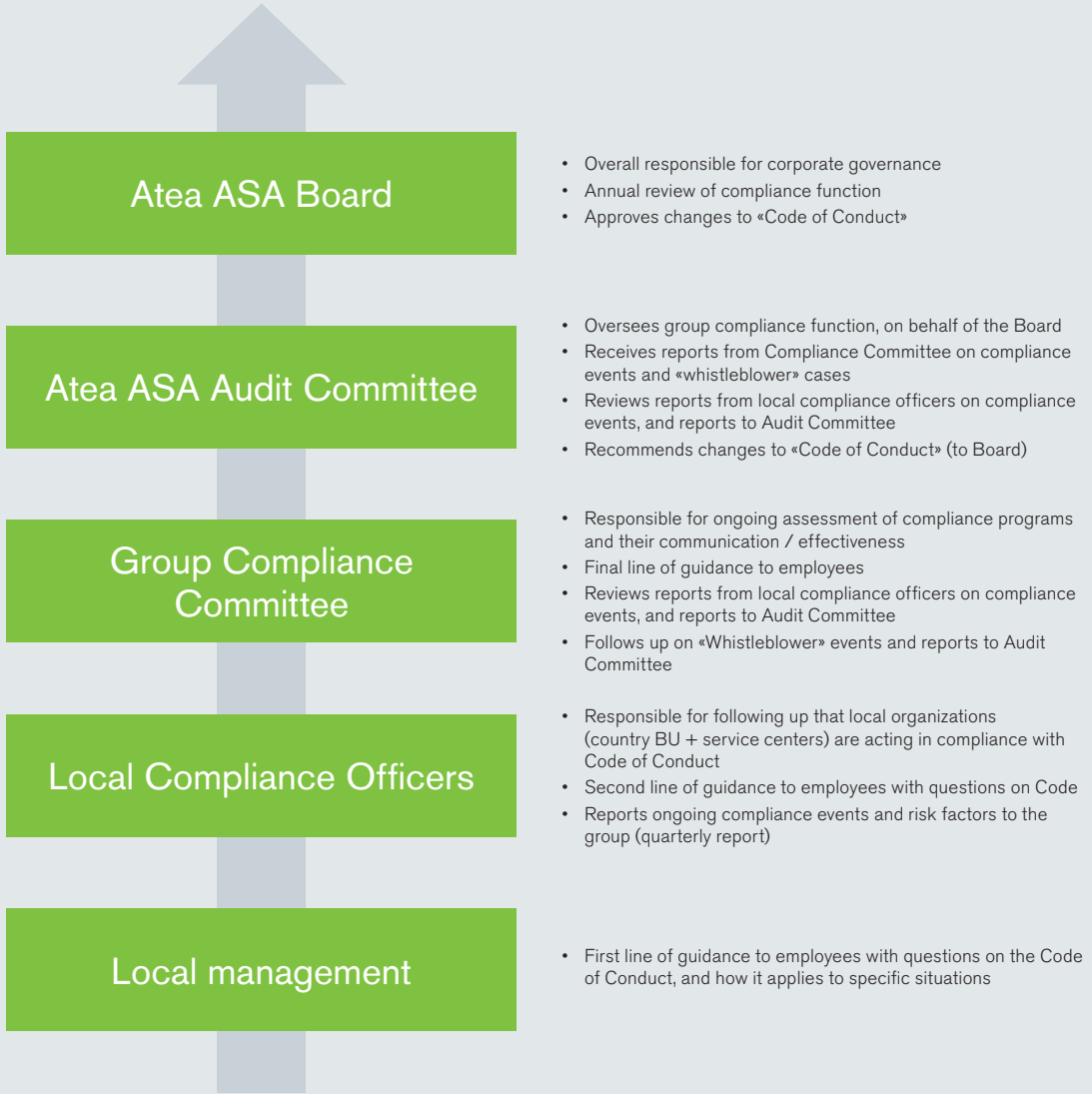
Implementation of our Code of Conduct

At Atea, our vision is to be a place where employees, customers and technology partners collaborate to **build the future with IT.** This collaboration can only succeed if we have a trusted relationship with the people who bind us together with a commitment to social responsibility.

During 2015, a new compliance organization was implemented at Atea.

The outcome: an updated Code of Conduct, which covers personal conduct, internal control and corporate social responsibility.

All employees must participate in training, demonstrate knowledge of the Code and sign a document indicating they will abide by it. The compliance organization routinely follows-up on matters pertaining to the Code of Conduct, and its effectiveness in promoting ethical behavior, internal control, and corporate social responsibility.

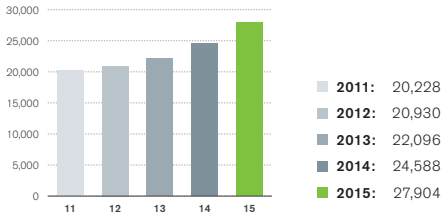


Key Figures Group (2011-2015)

Atea's objective is to provide a competitive long-term return for shareholders, relative to the underlying risk of the Company's operations.

NOK in million	2011	2012	2013	2014	2015
Revenue	20,228	20,930	22,096	24,588	27,904
Contribution	4,855	5,062	5,320	5,717	6,403
Contribution margin (%)	24.0	24.2	24.1	23.3	22.9
EBITDA [1]	871	824	800	958	951
EBITDA-margin (%) [1]	4.3	3.9	3.6	3.9	3.4
EBITDA	858	811	701	929	924
EBIT	651	560	355	584	514
Earnings per share (NOK)	5.96	5.08	3.33	4.14	3.76
Diluted earnings per share (NOK)	5.90	5.04	3.31	4.10	3.71
Dividend per share (NOK)	2.00	5.00	9.50	6.00	6.50
Net financial position	283	49	-419	-829	-750
Cash flow from operations	1,023	783	874	959	1,287
Liquidity reserve	2,061	1,834	1,326	1,628	1,573
Equity ratio (%)	37.9	38.9	31.6	28.1	25.3
Number of full-time employees at the end of year	5,781	6,185	6,280	6,504	6,779

Revenue
2011 – 2015 (NOK in million)

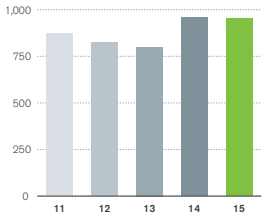


2011: 20,228
2012: 20,930
2013: 22,096
2014: 24,588
2015: 27,904

Revenue per country
2015

Norway: 26.0%
Sweden: 36.9%
Denmark: 27.5%
Finland: 6.6%
The Baltics: 3.4%

EBITDA [1]
2011 – 2015 (NOK in million)



2011: 871
2012: 824
2013: 800
2014: 958
2015: 951

[1] Before share-based compensation, expenses related to acquisitions, and restructuring costs.

Robert Giori
(born 1970)
CFO of Atea ASA

Robert Giori joined Atea as Chief Financial Officer in 2014. He has extensive experience in financial management for public companies within the IT industry. Prior to joining Atea, Robert spent over five years as Chief Financial Officer of Nordic Semiconductor ASA. He has also worked as Chief Financial Officer of TeleComputing ASA and as Finance Director for Dell's operations in Norway. In addition, he has previously been a consultant with McKinsey & Company.

Robert Giori has an MBA from Harvard University and a Bachelor degree from Stanford University. He has completed the Certified Public Accountant (CPA), Certified Management Accountant (CMA) and Chartered Financial Analyst (CFA) examinations in the United States.

Communication on Progress

This 2015 Corporate Sustainability Report, which has been signed by our CEO, together with the information about sustainability found on Atea's webpages, serves as our **Communication on Progress.** Our Self-Assessment work to that end has been submitted on the UN Global Compact website.

Area	Principle	In this report	Atea Policies & Guidelines
Human Rights	1. Businesses should support and respect the protection of internationally proclaimed human rights.	Page 5, 12	• Code of Conduct
	2. Businesses should make sure that they are not complicit in human rights abuses.	Page 12, 13	
Labor Rights	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Page 12	• Code of Conduct • Supplier Due Diligence
	4. Businesses should uphold the elimination of all forms of forced and compulsory labor.	Page 12	
	5. Businesses should uphold the effective abolition of child labor.	Page 12, 13	
	6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Page 9	
Environment	7. Businesses should support a precautionary approach to environmental challenges.	Page 20	• Code of Conduct • Environmental policies
	8. Businesses should undertake initiatives to promote greater environmental responsibility.	Page 20, 21	
	9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	Page 20	
Anti-corruption	10. Businesses should work against corruption in all forms, including extortion and bribery .	Page 23	• Code of Conduct • Governance Documents for the Companies in the Atea Group (including Ethical Guidelines)

Atea supports the UN Global Compact and its 10 principles in the areas of human rights, labor rights, environment and anti-corruption. We operationalize the principles through guidelines, policies, reporting and internal/external trainings and seminars.

TP2B

THE PLACE TO BE

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Please consider the environment before printing this report.

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