



SUSTAINABILITY REPORT

2022



ESG Report content

01.

INTRODUCTION

[Message from our CEO](#)

[Key figures](#)

02.

GENERAL REQUIREMENTS AND DISCLOSURES

[About the report](#)

[This is Protan](#)

[Dual strategy](#)

[Double materiality assessment](#)

03.

ENVIRONMENT

[Climate change mitigation](#)

[Climate change adaptation](#)

[Energy management](#)

[Pollution to air and water](#)

[Resource use and circular economy](#)

04.

SOCIAL

[Health and safety](#)

[Decent working conditions](#)

[Workers in the value chain](#)

[Diversity, equality and inclusion](#)

[Training and development](#)

05.

GOVERNANCE

[Supply chain management and procurement](#)

[Business conduct](#)

[Innovation and product development](#)

[Going forward](#)

06.

APPENDICES

[Appendix 1 Overview of goals and KPIs across ESG](#)

[Appendix 2 Double materiality methodology and long list materiality topics](#)

01. INTRODUCTION

Message from the CEO

Key figures





Message from our CEO

I am excited to present our very first sustainability report! This marks a significant milestone for Protan, and I am extremely proud of the dedication and teamwork that went into bringing it to life. This report not only showcases our current sustainability efforts but also sets the stage for our future journey. It will help us work systematically toward a more sustainable future, guiding our path as we continue to integrate sustainability into every aspect of our operations. Together, we're making positive progress toward a greener, more responsible tomorrow.

In 2022, we celebrated remarkable growth, and the early months of 2023 continued this fantastic trend. Our successful expansion into the Turkish market, coupled with heightened demand from the Nordic construction sector, bolstered our achievements.

We have encountered some challenges on our journey, which largely stem from the ongoing conflict in Ukraine, surging raw material costs and energy pricing complexities. However, we remain determined to overcome these hurdles by leveraging our resilience and expertise and continue a path of growth and success.

For Norway to reach the national climate target by 2030, the country must cut emissions by at least 55% over the next seven years compared to 1990 levels. Protan Group is part of Norway's largest

mainland industry; the construction industry, which accounts for around 15% of Norway's greenhouse gas emissions. Our products are sold, installed, and used in over 30 countries and on all seven continents. This global presence entails a global footprint.

We are aware that we operate in an industry which is a major contributor to global CO₂ emissions. In order to improve our carbon footprint, we need relevant and correct data. In our experience, "what is measured, will be managed". Therefore, we have developed our first climate accounting scheme, which will drive us to make changes and initiate emission reducing efforts. We will start with activities where the potential for emission reduction is the greatest.

Protan thermoplastic roof membrane is a sustainable alternative to traditional bitumen membrane. For

every 50 sqm of Protan roof membrane replacing a bitumen 5 mm membrane, the world consumption of heavy oil is reduced by an oil barrel. Hence in 2022, Protan delivered 18 million sqm roof membranes and indirectly reduced world oil consumption by 360,000 barrels – a meaningful contribution to a more sustainable future.

“We have also developed our first climate accounting, which will drive us to make changes and initiate emission cutting efforts”

Many of our employees operate at potentially dangerous heights and we strive to ensure a secure work environment. Sadly, we experienced a fatal accident where we lost a very competent roofer colleague. To reduce future risk of accidents all roofers now daily report safety assessments.

We have also performed our first assessment in accordance with the OECD's and UNGP's principles cf. the Norwegian Transparency Act. Our report was published in June, which you can read [here](#).

I hope this report provides some valuable insight to our stakeholders. Going into 2024 I would like to adopt the mentality that every little choice we make as representatives for the company impacts

our sustainability efforts. Protan has for a long time emphasized sustainability and we will work strategically, both short and long-term, in order to meet our targets.

Erik Øyno,
CEO Protan



Key figures

2022
Most profitable year in the Group's history with NOK 2.695 million in revenue



94 risk-based supplier assessments

27%
Women on the company's board of Directors

13%
Female employees

1st
sustainability report published

First climate accounting in accordance with the Greenhouse Gas Protocol (GHG) Scope 1-3



Total emissions
145 073 t CO₂e
(base year)



Acquisition of production line in Izmir, Turkey

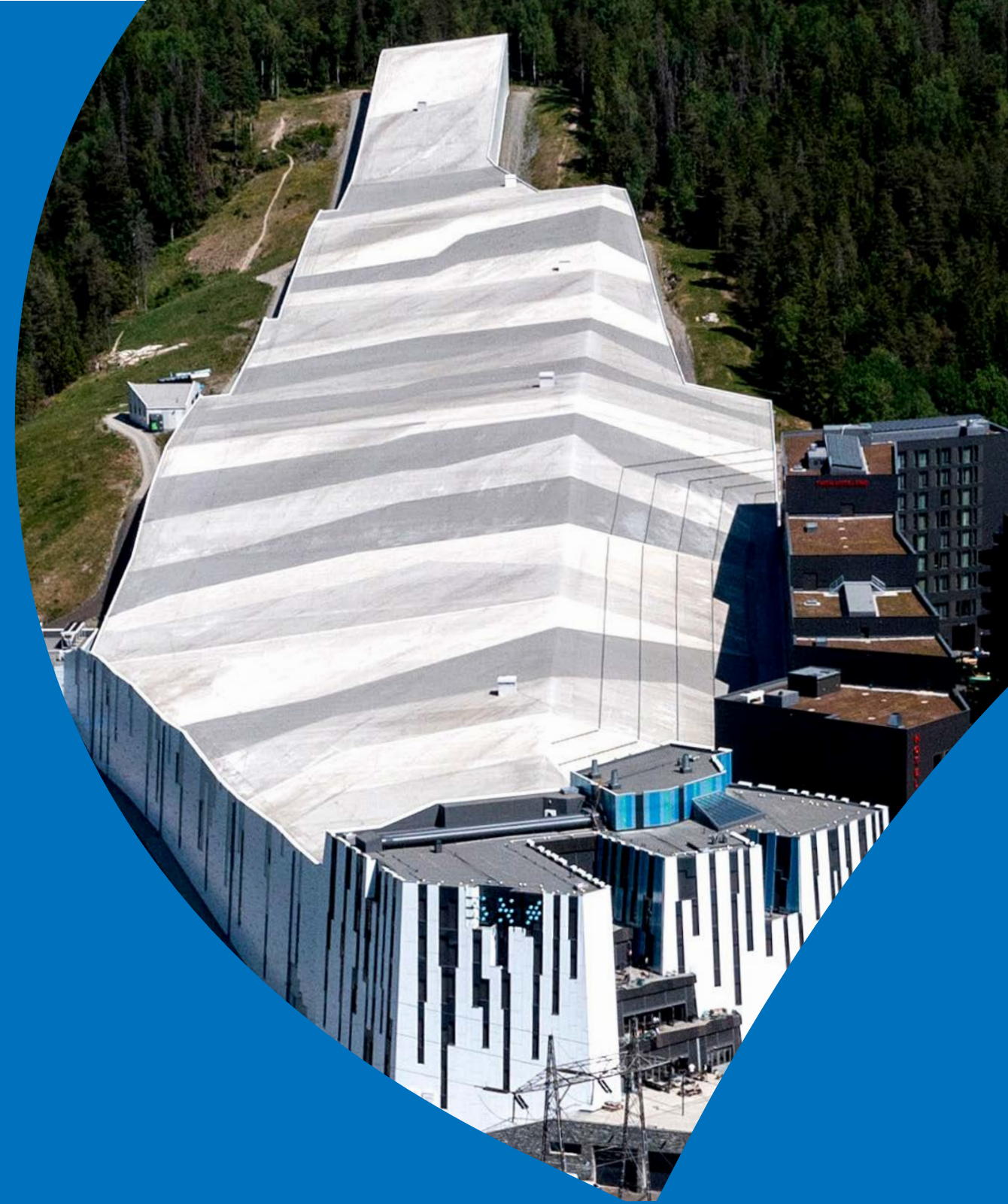
02. General requirements and disclosures

[About the report](#)

[This is Protan](#)

[Dual strategy](#)

[Double materiality assessment](#)



About the report

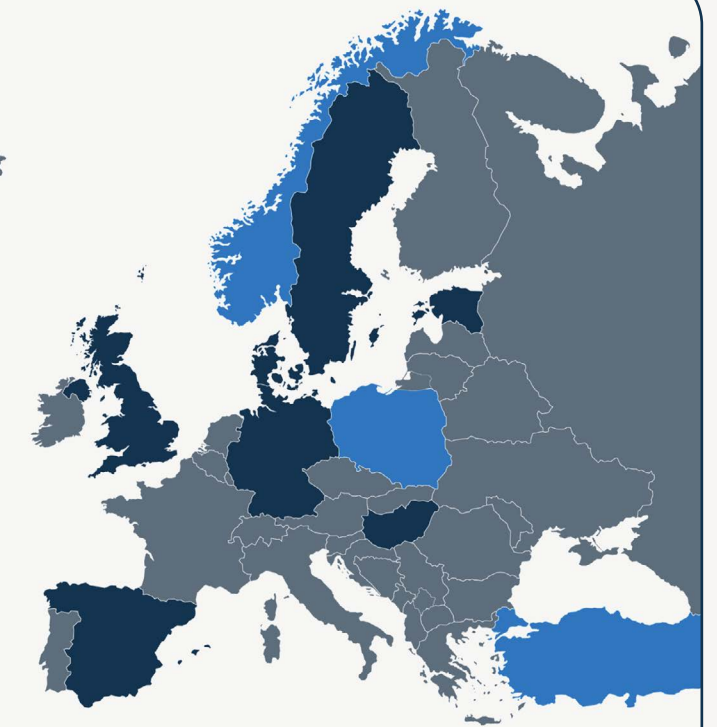
This is our first sustainability report and covers activities in the calendar year 2022. We report based on the Corporate Sustainability Reporting Directive (CSRD).

The content of this report is mainly derived by the topics that we in our double materiality assessment have identified as material to Protan Group. It also describes the first climate accounting performed by Protan Group based on the Greenhouse Gas Protocol (GHG), including data from all companies in which Protan Group owns more than 80% (companies with one employee have been excluded). We have collected data for scope 1, 2 and 3, and as a result we are well prepared to enhance our emission reduction efforts in the years to come.

An overview of the group structure is included on this page. No external audit has been conducted for this report, but it will be subject to board approval. For the remainder of the report, "Protan" refers to "Protan Group", unless indicated otherwise.

PROTAN GROUP

- Protan employees
- Protan production facilities



NORWAY

Protan AS
Entreprenør AS
Litex AS

POLAND, BALTICS & EASTERN EUROPE

Protan Elmark
Protan Polska SP.ZO.O

TURKEY AND MIDDLE EAST

Protan Turkey Yalitim

UK

Protan UK Ltd

SWEDEN

Protan AB
Protan Entreprenad AB
Litex Sverige AB

DENMARK

Skantag AS

SOUTH EASTERN EUROPE

Protan South-East ZRT

SPAIN

Protan Cubiertas y Membranas

GERMANY

Protan Deutschland GmbH

This is Protan

Protan, established in 1939, is an international company headquartered in Lier, Norway. With over 80 years of expertise, we have evolved into a global leader in membrane technology, driven by innovation and a commitment to environmentally friendly solutions. Our unwavering focus is on meeting the evolving demands of a worldwide market that prioritizes sustainability and strives to achieve net-zero targets.

Our presence spans across diverse market sectors, including roofing, tunneling, mining, technical textiles, and more. We offer a comprehensive range of products, such as thermoplastic roofing and tunnel membranes, advanced ventilation ducting systems, and other technical textile solutions. In addition to producing these cutting-edge products, we take pride in our professional installation services, ensuring the quality and performance of our offerings.

At Protan, we believe that innovation-driven practices and more environmentally friendly solutions are the keys to addressing the needs of a rapidly changing world, and we remain dedicated to advancements that make a positive impact on both local and global scales.

80+ years
of experience,
expertise and
innovative powers





Global presence with 11
offices around the world



941
employees and a global
distribution network




PRODUCTION FACILITIES IN

Norway
Lier, Nesbyen and Sandefjord

Poland
Stezcew/Poznan

Turkey
Gebze and Izmir



Revenues of
NOK 2.695 million
(2022)

Our mission

To proudly deliver innovative roofs, membranes, ventilation systems and technical textiles which ensure our customer's value.

Our values

ENGAGEMENT

We take ownership, we are creative and innovative, we are enthusiastic, we are hungry for success.

QUALITY

We are knowledgeable, we understand the need, we exceed expectations, we deliver without failure.

COOPERATION

We value and show each other respect, we involve, we sell, we communicate.

RESPONSIBILITY

We are reliable, we carry out our plans, we learn from our successes and our mistakes.

Dual strategy

During the last decade our business model has undergone a transformation from "product oriented" to "customer oriented". Rather than focusing on what we have, we are now focusing on how we can contribute to and support our customers' success with complete solutions. Our dual strategy is to accelerate and expand from our base, while simultaneously contributing to CO₂-neutral buildings and construction.

Accelerate

- People and culture - empower and develop our people
- Quality in operations - realizing our improvement programs
- Share our competence - partnership model
- Sustainability - pursue climate neutrality by 2050

Expand

- Customer interaction - intelligent customer platforms
- Focused market growth - one stop shop for roof and tunnels
- Widen our footprint - global cooperation with customers
- Seize opportunities - invest in CO₂-friendly waterproofing

Double materiality assessment

We have performed a double materiality assessment that meets the requirements of the CSRD. Therefore, Protan is both positioned to fulfill our stakeholders' expectations of information about our sustainability commitments and prepared for additional future regulatory requirements.

A double materiality assessment identifies how the business (Protan) affects the outside world (people, planet, and society) and how the outside world affects the business. The analysis identifies topics where the impact, positive or negative, is the most material. We have evaluated the different topics based on "impact materiality" and "financial materiality".

More information about the methodology can be found in [Appendix 2](#)

The double materiality assessment is based on the following three qualitative and quantitative methods for data analysis:

- 1. We have identified major global trends and development affecting the organization and its risks and opportunities.*
- 2. An analysis of existing strategies, policies and structures have been conducted in order to understand Protan's business today and tomorrow, in*

order to understand the sustainability risks and opportunities.

- 3. Internal and external stakeholders are key to identify which topics are material to them, and what they believe Protan should focus on going forward.*

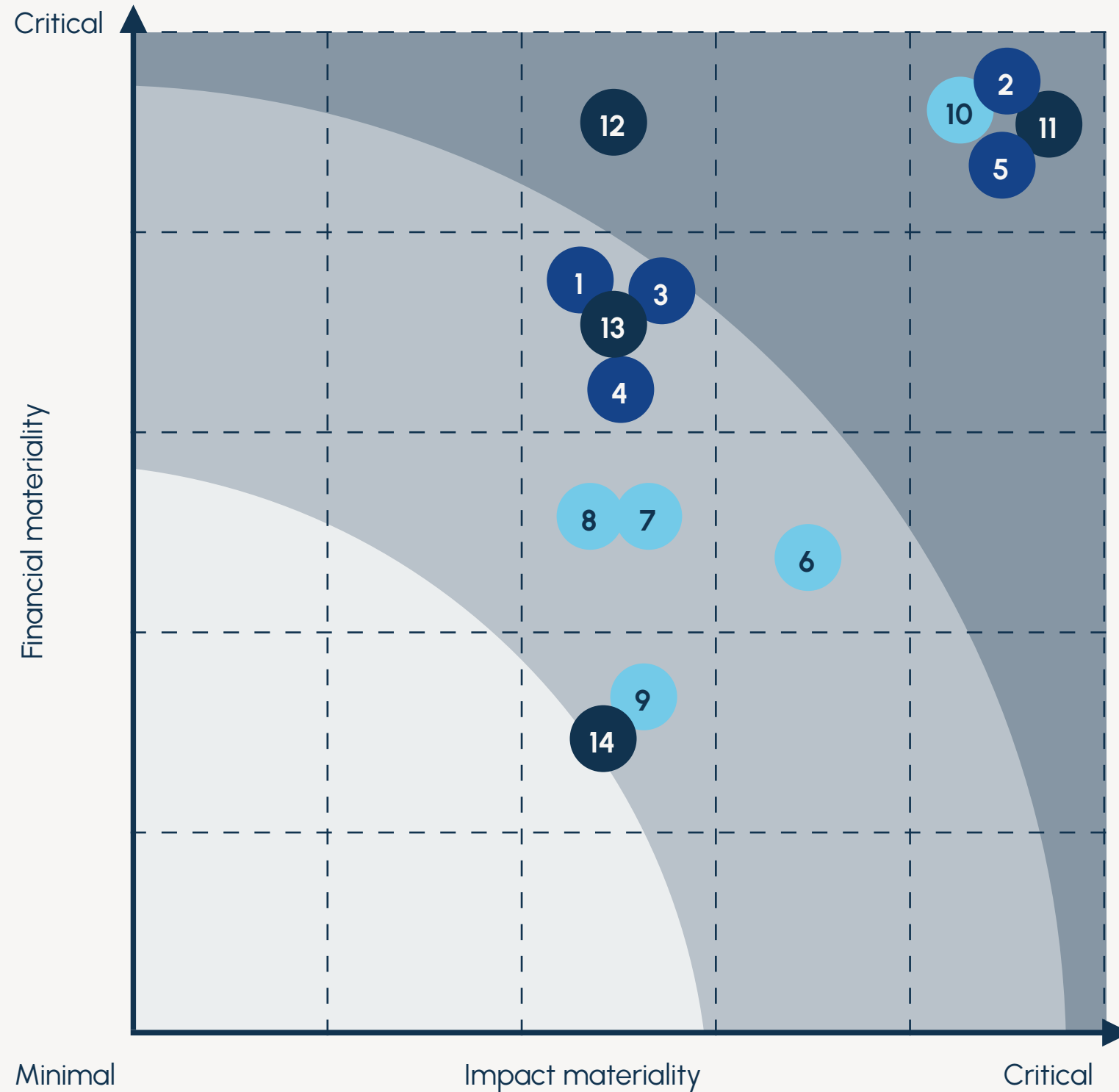
Based on our findings from the analysis we identified 14 material topics (see [Appendix 2](#) for complete list of material topics from initial analysis):





Protan's material topics

● Environmental
 ● Social
 ● Governance



1. Climate change – mitigation
2. Climate change – adaptation
3. Energy management
4. Pollution to air and water
5. Resource use and circular economy
6. Health and safety
7. Decent working conditions
8. Workers in the value chain
9. Diversity, equality, and inclusion
10. Training and development
11. Innovation and product development
12. Supply chain management and procurement
13. Business conduct
14. Business culture

This first assessment provides the foundation for our strategic work with sustainability going forward. Based on the materiality matrix four topics are identified as critical based on both financial and impact materiality, namely *climate adaption, resource use and circular economy, innovation and product development, and training and development.*

In short, we now know what to prioritize and equally important what not to prioritize. This is crucial both for operationalization and reporting. Emphasizing on the right material topic at the right time is key to create change and contribute to the overall green transition.

Material topics may alter over time and the assessment will be subject to change. We will continuously monitor our impact, and a full review is scheduled in 2026.





A brief description of each topic and Protan's understanding

1. Climate change – mitigation

Ensuring sufficient reduction of emissions in own operations and value chain in line with the Paris Agreement. Reporting on present and future efforts to mitigate climate change.

2. Climate change – adaptation

Ensuring sufficient actions and plans to adopt the current strategy and business model in line with the Paris Agreement (e.g., climate accounting of all scopes).

3. Energy management

Ensuring limited use and reliability on fossil fuels. Focusing on energy efficiency is a vital and cost-effective way of reducing emissions and combating climate change.

4. Pollution to air and water

Ensure adoption of pollution related targets and develop a system for consistent monitoring over time. Pollution refers to substances and biproducts in air and water, substances of high concern, microplastics etc.

5. Resource use and circular economy

Ensuring optimization in production, from cradle to cradle and adopting a «closed loop» mindset for an adjusted business model (resource use, waste, resource inflow and outflow).

6. Health and safety

Ensuring the health (physical and mental) and safety of workers. Refers to actions taken to reduce workplace accidents, unsafe conditions and other hazards that may negatively affect workers.

7. Decent working conditions

Ensuring decent working conditions for all employees. Refers to decent salaries, unionizing, the right to collective bargaining etc.

8. Workers in the value chain

Ensuring the rights of workers in the value chain to avoid human rights violations (e.g., forced labor, child labor etc). Refers to ensuring a living wage and other decent work agenda topics. In addition it refers to how Protan takes concrete social actions in conducting due diligence, thus mitigating risks.

9. Diversity, equality, and inclusion

Ensuring a working environment free of harassment of any kind (ethnicity, gender, sexual preferences, religion etc.). Refers to the actions taken by Protan to make sure that all employees are treated equally and feel included, in the workplace, in recruitment practices, retirement and if/when deciding to leave the company.

10. Training and development

Ensuring a skilled and competent workforce across the company.

11. Innovation and product development

Ensuring sufficient allocation (time and money) to innovate new products and developing more environmentally friendly products to cater for change in customer demand and preferences, as well as reducing future uncertainty and risk in access to raw materials.

12. Supply chain management and procurement

Ensuring the robust management of Protan's supply chain and procurement practices. This includes how Protan sets out requirements and follow-up suppliers through contractual terms, audits, screening mechanisms etc. across the entire ESG specter.

13. Business conduct

Ensuring ethical conduct within all operations (e.g., anti-corruption, governance, routines, procedures, guidelines, protection of whistle-blowers, and ensuring compliance with regulatory requirements in each specific project).

14. Business culture

Ensuring «one company-one culture», working together for the same goals, equal implementation of guidelines, procedures, and policies in the whole company. Be global, act local.

03. ENVIRONMENT

[Climate change mitigation](#)

[Climate change adaptation](#)

[Energy management](#)

[Pollution to air and water](#)

[Resource use and circular economy](#)

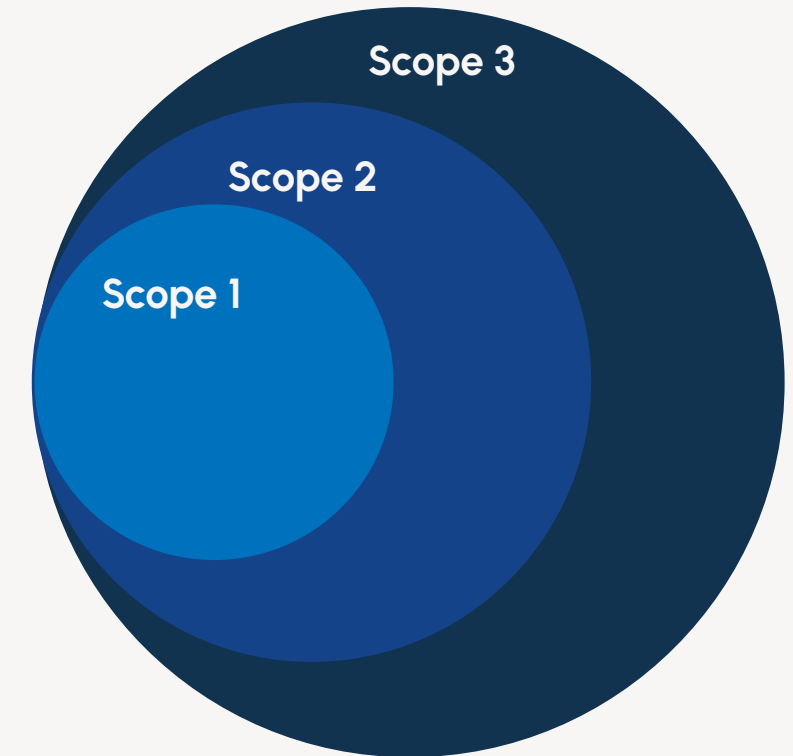


Environment

Protan is committed to undertake climate change mitigation actions in our own operations and in our supply chain with the objective of achieving climate neutrality by 2050. An important step in 2022/2023, has been to establish a base year for our climate mitigation actions and objectives.

Our greenhouse gas (GHG) emissions across scope 1, 2 and 3 are disclosed in this report. We are in the process of identifying and implementing climate change mitigation actions and objectives for the group and relevant facilities. In addition to our environmental guidelines and routines, the ongoing improvements regarding climate mitigation and adaption efforts will strengthen our environmental and climate contributions.

Protan AS has a fully integrated supply chain, except for the production of raw material. Emission from our facilities in Norway, Poland and Turkey are included in scope 1, 2 and 3. Going forward we will include more emission categories, such as purchased services. We will also improve our reporting routines to make the GHG reporting more detailed and effective for both our subsidiaries and the personnel in charge of sustainability reporting.



Climate change mitigation

Reducing our GHG emission is one of our priorities. For many years, we have calculated the GHG emissions of our product portfolio and documented it in certified Environmental Product Declarations (EPDs). Starting from 2022, we have calculated the Group's emissions according to the GHG Protocol. The 2022 numbers will be our baseline going forward implementing reduction targets in our own operations and value chain.

Scope 1

Direct emissions from owned or controlled sources.

Scope 2

Indirect emissions from the generation of purchased energy.

Scope 3

All indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both up-and downstream emissions.

Protan Group Climate Accounting 2022

Greenhouse gas emissions ^{1,2)}	Unit	2022
Scope 1 - Direct emissions	tCO ₂ e	1 672
Fossil energy use in operations	tCO ₂ e	681
Petrol use in cars and equipment	tCO ₂ e	144
Diesel use in cars and equipment	tCO ₂ e	847
Scope 2 - Indirect emissions	tCO ₂ e	3 111
Electricity use Norway	tCO ₂ e	115
Electricity use Turkey	tCO ₂ e	2 741
Electricity use Poland	tCO ₂ e	255
Scope 3 - Indirect emissions	tCO ₂ e	140 290
Purchased goods and services	tCO ₂ e	134 537
Purchased PVC	tCO ₂ e	38 794
Purchased metals	tCO ₂ e	20 717
Purchased chemicals	tCO ₂ e	28 068
Purchased textiles	tCO ₂ e	9 372
Purchased plasticisers	tCO ₂ e	26 661
Other purchased goods and services	tCO ₂ e	325
Capital goods	tCO ₂ e	966
Upstream transportation and distribution	tCO ₂ e	2 630
Waste generated in operations	tCO ₂ e	1 006
Business travel	tCO ₂ e	84
Downstream transportation and distribution	tCO ₂ e	1 065
Total	tCO ₂ e	145 073



¹⁾ The figures in the table have been calculated in accordance with the GHG Protocol and show emissions using the location-based method of calculations. In 2022, total emissions using the marked-based method, which corrects for the sales of guarantees of origin, amounted to 153 271 tons of CO₂e.

²⁾ Emission factors are from EDPs and acknowledged sources such as Defra. The Norwegian emissions from business travel is estimated by the travel agent Berg Hansen.



We have identified several actions that may be taken to ensure that Protan is compliant with the objective of a net-zero group in 2050. *We are committed to reduce the groups direct GHG emissions (scope 1) by 20% by 2030.* We will also strive to reduce the electricity consumption per sqm and GHG emissions in our production facilities by 20% by 2030.

We are in the process of implementing reduction targets and actions for significant emission sources such as energy and electricity use, upstream and downstream transportation, waste and business travel, in addition to production of raw materials. We have identified climate goals and KPI's, which are summarized in [Appendix 1](#).

Protan Entreprenør is the main contributor to our scope 1 emissions. The amount of car transport has increased which has led to an increase of GHG emissions in Protan Group's scope 1 emissions. In relation to CO₂e intensity (CO₂e per km) there is a downward trend. In 2019 the number of grams CO₂e per km was 161,1, while the number for 2022 was 60,97 grams CO₂e per km driven by the personnel in Protan Entreprenør. This is a substantial reduction. Please see the trend in the figure to the right "tCO₂ from diesel and petrol use".

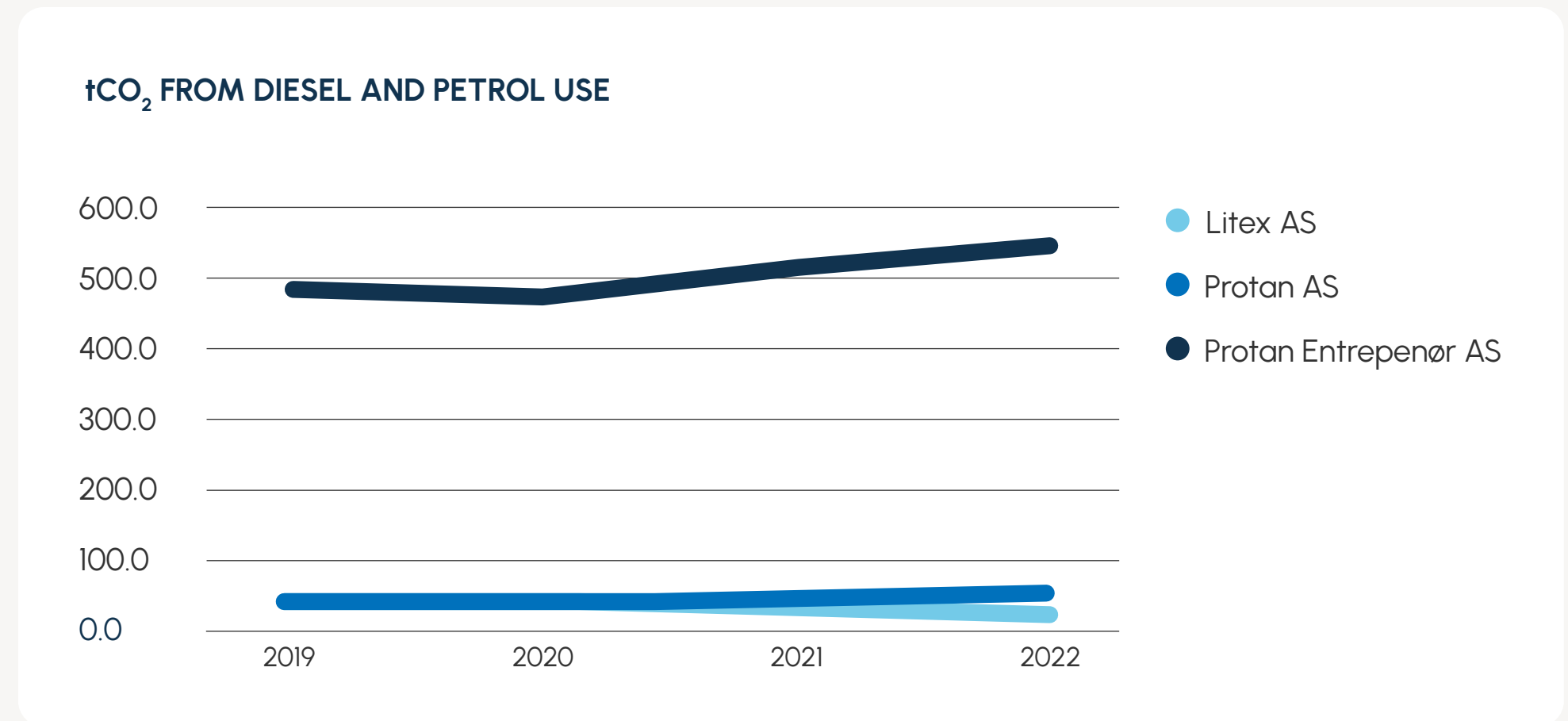
Electricity use at our production facilities in 2022 were as follows:

- Norway: 16 491 890 kWh
- Poland: 337 000 kWh
- Turkey: 6 433 210 kWh

Even though electricity use is higher in the Norwegian facilities, the GHG emission per sqm is lower compared to Poland and Turkey. This is due to higher fossil based electricity production in the two latter countries. Due to increased production capacity outside

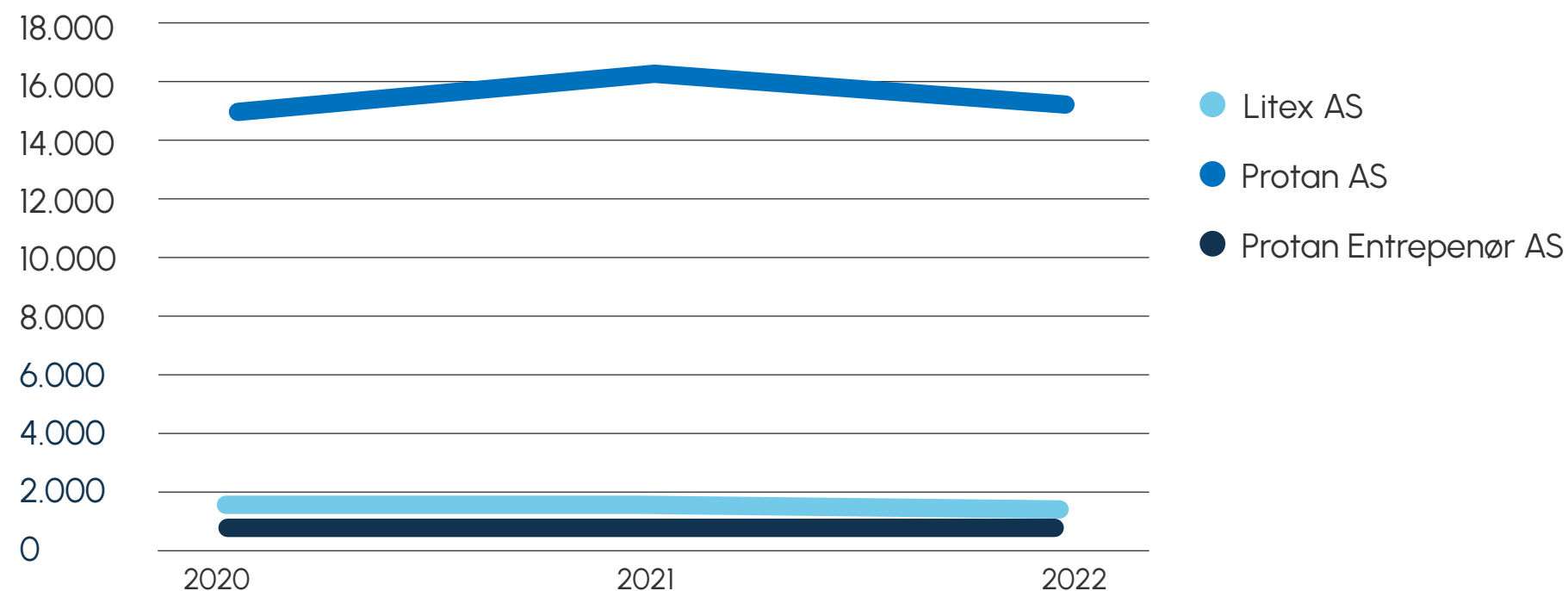
Norway in the next years, the GHG emissions per sqm from electricity use will increase. We are tracking the development with KPIs based on kWh and produced sqm: 2022: 1,1 kWh/produced sqm in Norway 2022: 1,01 kWh/produced sqm in Protan Group Please see the trend in the figure on page [19](#) "Electricity use (kWh) Protan Norway".

Production of purchased raw materials amount to 92,7% of total emissions. Going forward, we will implement measures to increase the proportion of low emission raw materials such as recycled





ELECTRICITY USE (kWh) PROTAN NORWAY



raw materials from our own post-industrial and post-consumer waste, and recycled feedstock stemming from other industries. Bio-based materials will also be explored, but the scalability is uncertain at the moment.

We will together with our suppliers identify low carbon raw material alternatives and increase the share of products included in circular value chains after decommissioning. Our ambition is to be a driving force for suppliers to reduce their emissions.

The GHG emissions per produced sqm for the Protan Group is 6,31 kg CO₂e/produced sqm. For the production in Protan Lier the number is 4,98 kg CO₂e/produced sqm in 2022.

We will implement climate objectives and measures in our management system, and roll out policies, guidelines, and routines throughout our departments and subsidiaries. We are working on increasing the level of climate awareness in the group.

Climate change adaptation

We are affected by both physical climate risk, which could impact our facilities, and transitional climate risk, such as more stringent climate policies. As extreme weather events, changes in precipitation patterns and heatwaves become more frequent, the risk of potential material damage on our sites and our value chain's facilities are increasing.

Global warming and climate extremes also represent opportunities for Protan. More extreme and frequent heatwaves, and severe downpours create demand for resilient and durable roofing and other outdoor products. Protan has for several years developed a portfolio of resilient and long-lasting products customized to withstand both heatwaves and severe downpours.

Protan's roofing solutions will fill the needs of construction projects that emphasises sustainability. That includes our successful water attenuation system Blue Proof as well as roofs that are customized for the installation of solar photovoltaics and green roof installations.

The latter enables the building's own production of energy. Together with local energy production, this has a positive effect on the global ambitions on energy efficiency and renewable energy production.



Blue Proof is an innovative roofing solution holding back water on the roof and thereby reducing the risk of surface flooding during severe downpours. In areas with a warm climate, Protan offers solar reflective roofs, which reduce the buildings' energy use for cooling.

Going forward we aim to increase the market for energy efficient and long-lasting roofing, by raising the awareness in our group and specially in our sale staff promoting them.

The measures needed to combat climate change affect Protan. We expect further legislation and standards in the years to come, such as increasing emissions costs, stricter regulations on chemicals and resource use, and land use. We are continuously monitoring political developments and assess which requirements affect us directly and indirectly, for example our production facilities and customers' preferences. As a company operating in different European countries, we must monitor all new EU-regulations regarding sustainability closely.

Energy management

Energy management is a critical sustainability topic because it directly addresses one of the most significant contributors to environmental degradation and climate change, namely energy consumption.

By efficiently managing energy use, Protan can potentially reduce greenhouse gas emissions, hence lowering our environmental footprint. As a global company present in countries with vast differences in energy mix, it is important for Protan to address this issue differently from country to country.

For instance, Norway has experienced huge fluctuation in energy prices the last couple of years. We still have access to one of the cleanest energy mixes in the world where hydropower regularly accounts for more than 90% of total Norwegian power production, with the small remainder made up by thermal and wind. In Turkey and Poland on the other hand, we face a completely different scenario, thus our energy management measures must differ.

Effective energy management often leads to cost savings and improved operational efficiency, making it a win-win for both the environment and the bottom line.

Protan's products and services impact the end user's energy efficiency. Therefore it is important to offer solutions with energy benefits, e.g., roofs with improved insulation, green roofs, solar reflection roofs etc.

Pollution to air and water

We have a zero-pollution vision, which means that we are committed to reduce the risk of pollution in all our production facilities and our value chain.

All our facilities have implemented environmental guidelines and routines according to requirements from national authorities. This is controlled locally by the production management and taken into account when planning for next year's production.

Microplastics are plastic particles smaller than 5 mm. The release of microplastics is a global challenge, and Protan has actively participated in collaborative industry investigations on this issue. The findings suggest that our products experience a weight loss due to the release of microplastics, which amounts to less than 0.02% over their entire service life. This low level of release explains why microplastics have not been observed or reported in our industry over the years.

We have also taken part in European studies confirming zero leakage from thermoplastic roofs. Hence thermoplastic roofs and membrane are not a source of release of microplastics.

Breach of the requirements are reported in our management system for accidents and incidents and handled by our HSE management. The system is used to improve our procedures and to prevent future occurrences. We report annually to national authorities to fulfill our emission permissions.

Resource use and circular economy

The construction industry alone is responsible for the largest single source of waste in Norway, and the amount of waste is expected to increase significantly towards 2030. Protan's waste management facilitates reduction of waste in production of products and during their lifespan.

All generated during operations is classified and handled by approved waste companies. All our facilities report annually to national authorities on waste fractions and amounts. For 2022 our companies reported waste fractions and amounts in accordance with [NS9431](#) (see table on next page).

Protan has implemented routines in all our production facilities where all surplus materials are recycled into new products. Our PVC waste from the production facility in Lier has decreased with 61.300 kg between 2019 and 2022.

In the figure on page 22, we have illustrated the development in different waste fractions per produced sqm at Protan Lier. We are tracking the development of PVC waste in the Protan Group with our KPI based on kg waste and produced sqm:

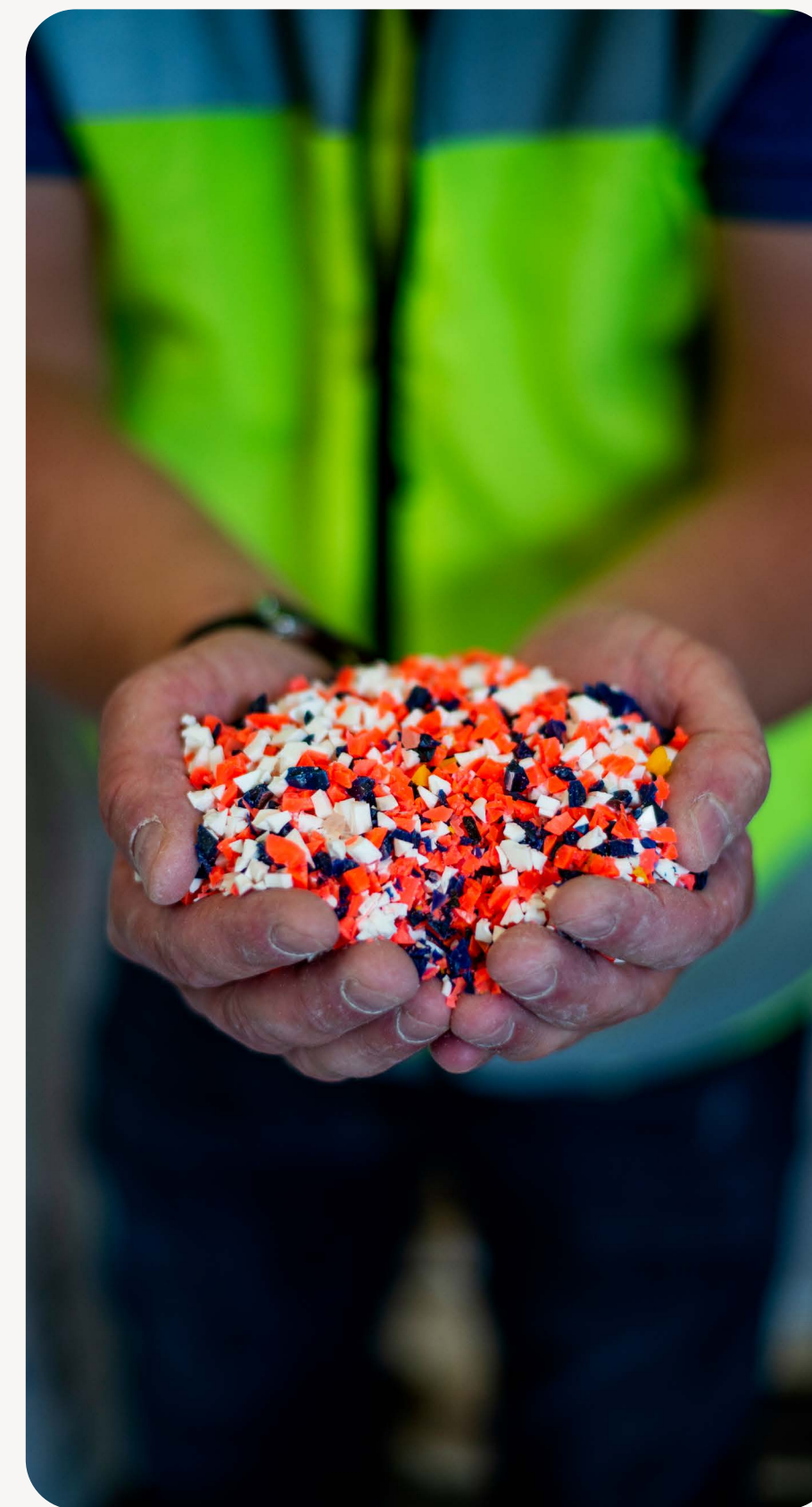
2022: 0,72 kg PVC waste/produced sqm by Protan Group.

For several years we have issued EPDs, including the end-of-life stage for our main products. The EPDs clearly show a positive climate effect from recycling of post-industrial PVC and re-use of recyclate in new products, in addition to other sustainable and economic benefits.

To streamline recycling and re-use of materials in our products, it is core to design them for easy separation of materials. Our facilities can be customized to recycle roofing and ventilation systems, which prevents these products from ending at incineration plants or on landfills.

The EU's new circular action plan paves the way for a cleaner and more competitive Europe. The global economy is only 7.2% circular, and getting less circular each year. Circular economy is the "chosen economic system" by the EU to enable sustainable development by decoupling value creation and resource consumption. Circular measures are embedded in the EU Taxonomy and new ISO standards are to be published within 2023.

In 2021, the Norwegian government proposed [a national strategy for a green, circular economy](#). Protan is supporting the four main areas in the new strategy and working on incorporating the elements into our strategy and ongoing work with sustainability:

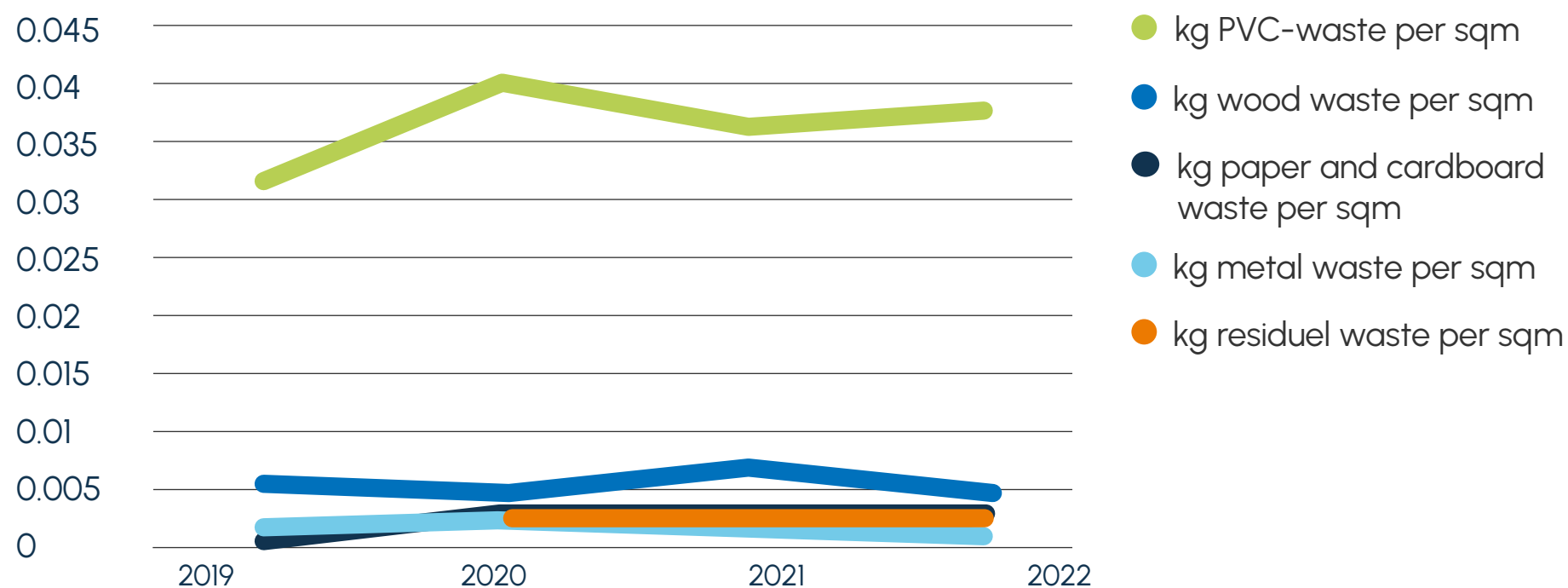




WASTE FRACTIONS PROTAN GROUP 2022

Waste type	Unit	2020	2021	2022
Biological waste and sludge	Tonnes	43,2	61,3	87,7
Paper and cardboard	Tonnes	25,8	87,4	108,1
Metals	Tonnes	74,5	59,0	102,8
Wood	Tonnes	133,5	286,0	151,3
Plastics	Tonnes	1 501,6	1 364,4	741,2
Mixed waste	Tonnes	68,3	103,4	50,4
Hazardous waste	Tonnes	54,1	80,1	37,8
Source separation rate	%	96,4	94,9	96,1
Estimated reported	%	95	96	97

KG WASTE PER PRODUCED SQM PROTAN LIER



1. Sustainable production and product design
2. Sustainable ways of consuming and using materials, products and services
3. Non-toxic circular value chains
4. Circular economy that drives innovation, value creation and jobs

Based on the regulatory development there is a growing marked need for circular value chains, which implies a market opportunity for us in the years to come. We will work closely with our suppliers aiming to increase the share of products being recycled and reused after decommissioning and be a driving force in developing circular value chains for our products. Our goal is that by 2030, 75% of tunnel ventilation, 10% of flat roofing and 10% of plastic halls are reused or recycled after decommissioning. We will implement KPI's in order to measure the increase of recycling and reuse of these products.

Next year we will improve our waste management system to increase the source separation rate and the share of reported waste. Additionally, we will enter into close dialogue with our waste companies to learn and consequently improve on how we handle waste.

VENTIFLEX LIFECYCLE PILOT

In 2022, due to the increased focus on the environmental aspect of disposal of used products, Protan began to look at the possibilities of accepting used ventilation ducting from customers. Many tonnes of ducting have normally been sent to recycling facilities for incineration. This solution is not good enough for Protan, our customers or the environment. Therefore, Protan started a pilot project with the intention to contribute to a green shift in tunnel and mine ventilation.

Successful internal tests show that it is possible to use recycled PVC from Ventiflex. Protan therefore sees an opportunity to accept used ducting from customers and then grind this up into a new raw material that can be reused in the production of new ducting.

For this to be a success, it will require investments in cleaning, grinding and pulverizing, in addition to adjustments of the production line. On the positive side our customers' environmental footprint will be improved by Protan being able to offer a "cradle-to-cradle" product. The pilot can also be scaled to include more business areas, such as technical textiles and roof membranes.



04. SOCIAL

Health and safety

Decent working conditions

Workers in the value chain

Diversity, equality and inclusion

Training and development



Social

Protan is committed to ensuring safe and decent working conditions in our own operations, through our business partners and in our supply chain. The past year has been particularly important with regards to an increased focus on social sustainability on a national and international level.

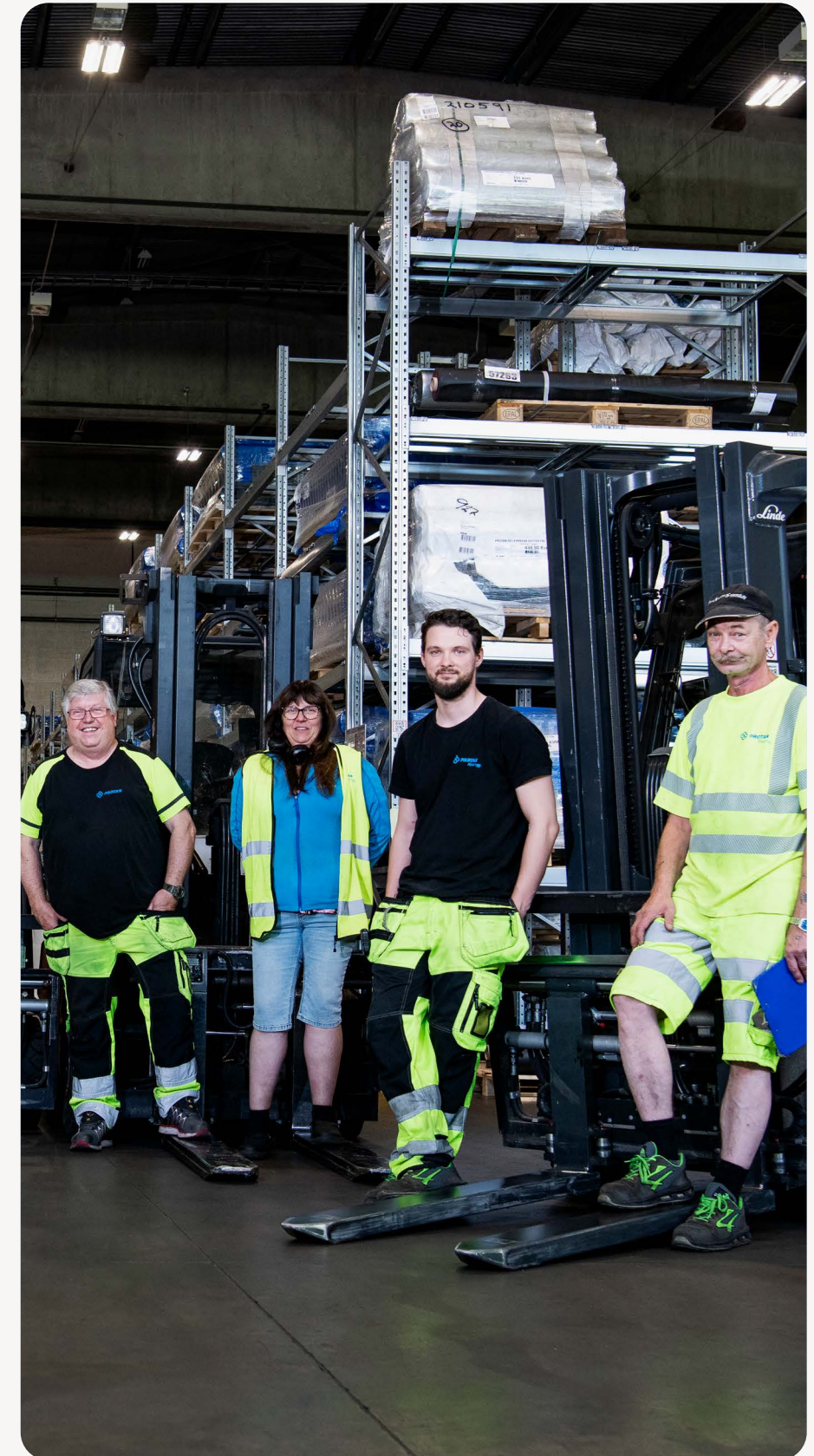
At Protan, we have increased our focus on social sustainability as an integral part of our business operations. Importantly in 2022, we purchased and developed our production facilities in Poland and Turkey. This is a major business step that will strengthen Protan’s European presence and production capacity, that can and will contribute to positive economic development, job creation and safe workplaces. However, various indices indicate a significant probability of potential human rights violations in Poland and Turkey. This is part of our continued efforts moving forward in our work.

Our people

Our people are the backbone of our organization, enabling us to provide high-quality, durable products for our clients. Protan mainly employs roofers, operators in our factories and administrative employees. We strive every day to make Protan a good, safe and stimulating work environment in all the countries where we operate. To the right, is a summary of the number of employees in various countries at Protan.

NUMBER OF EMPLOYEES PROTAN GROUP 2022

Country	Employees (FTEs)
Norway (incl. Protan Entreprenører and Litex AS)	531
Poland (incl. Elmark)	204
Turkey	69
UK	13
Sweden	66
Denmark	53
Finland	3
Spain	1
Germany	1
Total FTEs in 2022	941





HEALTH AND SAFETY GOALS

HEALTH

We will be a health-promoting workplace where no one gets ill from working with us

SAFETY

We must be a safe workplace where no one is injured at work

Health and safety

Health and safety have been a main priority since Protan was established. It is core for our business, and for the industry we operate in. The double materiality analysis show that we have a significant impact on the health and safety of our employees.

Protan is committed to zero injuries in the workplace and works every day to ensure the health and safety of our employees. This is embedded in our Health and Safety policy. To us, health and safety refers to both the physical aspects and a psychologically safe working environment.

Protan's Health and Safety management system was implemented in 2013 and covers all employees in our organization. The system informs and engages employees in working processes, policies and action plans related to HS (Health and Safety).

Our policies and action plans related to HS are revised on an annual basis to ensure best practice. Moreover, we have established safety procedures and training to reduce accidents and negative impact on our people, the environment and materials. At Protan, all employees are entitled to stop working if there is an imminent danger to life or health.

In 2022, we are saddened and regret to report that one of our colleagues fell from a roof with a fatal outcome. Other than this, incidents and accidents were related to minor cuts, falls or slipping on our sites.

We have also conducted HS training on both practical aspects, norms and values for all employees, we have

continued setting strict requirements on HS for our suppliers and we have continued our work with reporting of incidents and breaches of safety procedures.

Moreover, we conduct regular audits both internally and externally to ensure compliance with the company's policies regarding HS, and the external environment in all parts of the group.

We introduced our first health and safety week for all employees. During this week, our employees relating to our safety culture. To ensure relevance of training, we tailored our content to our specific business areas.

We work continuously to ensure that all employees experience job satisfaction and wellbeing with work undertaken at Protan. On page [27](#) are our key performance indicators relating to HS and on page [28](#) is our summary of injuries in the last 12 months.

Health and safety remain a main focus area moving forward, and we will continue to implement, evaluate and revise our policies and procedures to ensure the health, safety and wellbeing of our employees in all of our operations.



KEY PERFORMANCE INDICATORS

	2020	2021	2022
Lost Time Injuries (LTI)	7	1	5
Total Recordable Injuries (TRI)	0	2	9
Fatalities (FAT)	0	0	1
High Potensial Incident (HiPo's)	1	2	1
First aid cases (FAC)	9	8	19
Safety rounds	93	117	292
HS training (#hours)	270	320	444
HS training (#courses)	8	8	10
HS briefs	0	0	1133
Safety Alerts	6	7	7
HS week (# sites)	0	0	12



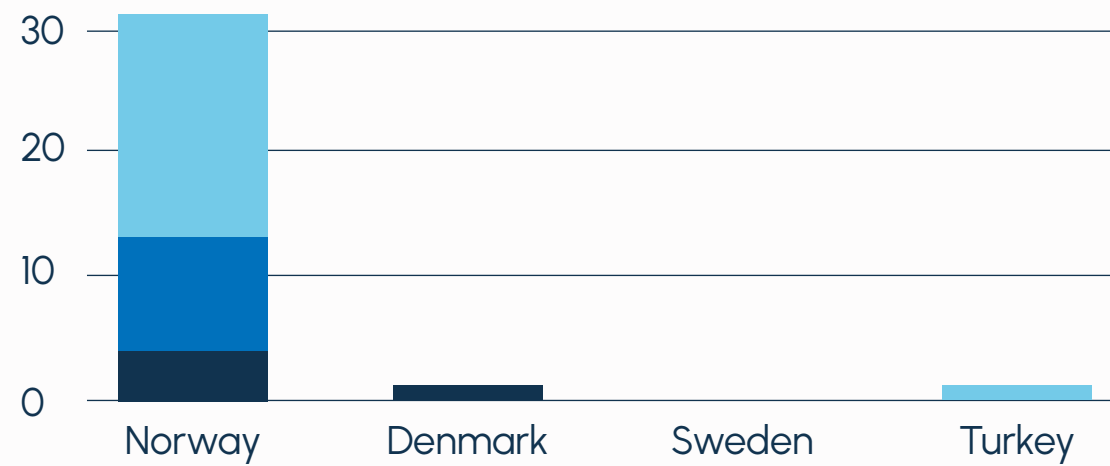


Summary of injuries

Total Protan Group	2020	2021	2022
LTIF %	7,7%	1,2%	3,7%
TRCF%	7,7%	3,6%	10,3%

LTIF: The number of injuries resulting in more than 1 day of absence, loss of productive work time per 1.000.000 work hours.

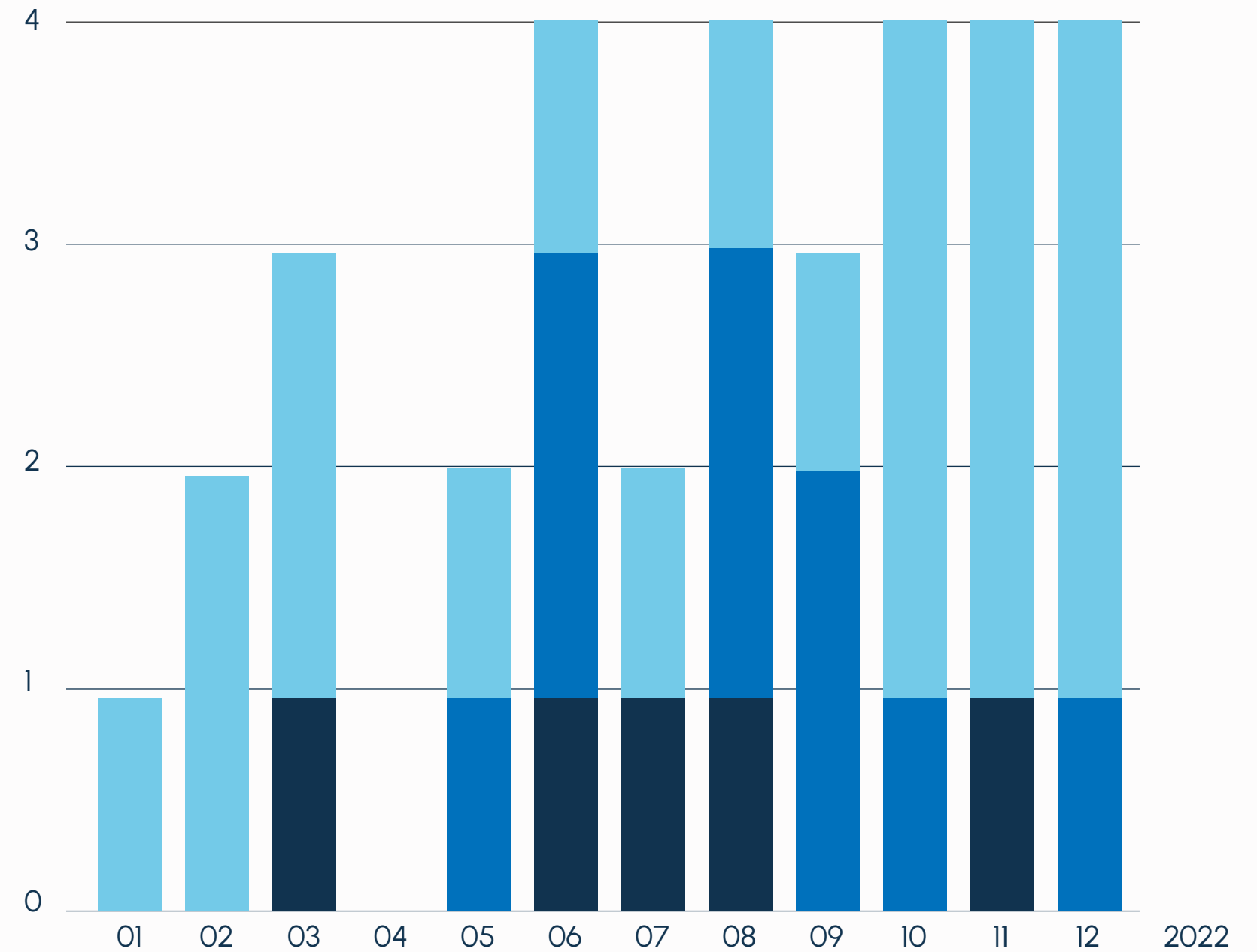
TRCF: The number of fatalities, lost time injuries, cases restricted from work and medical treatment cases per 1.000.000 work hours.



● Lost time injury

● Recordable injury

● First aid cases





Decent working conditions

All employees at Protan can expect and have the right to decent working conditions. This includes having secure employment, decent and compensated working hours, adequate wages and freedom of association. As a global company we have a great impact and responsibility in ensuring these rights for all.

An important part of our work to ensure decent working conditions is our cooperation with union representatives in our organization. For the roofers and the operators, decent working conditions are covered in the collective agreements, and local laws and regulations. At Protan we see dialogue with union representatives as a prerequisite for co-operation, employee wellbeing and client satisfaction. Union representatives are involved and consulted in all bigger changes that may impact employees, and we place big emphasis on perspectives raised.

We follow by the rules and regulations regarding workers' rights and social dialogue in the countries where we operate. In 2022 we have conducted regular meetings as required, and in addition conducted meetings with unions represented in our operations. These meetings are formally documented meetings where we discuss and engage employee perspectives in decision-making, for instance on wages, working time, health and safety etc.

Workers in the value chain

In 2022 the Norwegian Transparency Act entered into force in Norway. For us as a company, this is particularly important as we own direct production facilities in Poland and Turkey. Protan sees human rights as an integral part of our business operations, and "workers in the value chain" has been identified as a material topic for us as we have significant impact and financial risks connected to the topic.

Protan seeks to respect and uphold internationally recognized human rights, as stated in the UN Declaration of Human Rights, the ILO core conventions and the ILO Declaration on the Fundamental Principles of Work. In our work, we embed the OECD MNE Guidelines and the UN Guiding Principles on Business and Human Rights (UNGPs).

In 2022 we initiated our first human rights due diligence. Conducting due diligence involves a systematic mapping of our risks and potential negative impacts, as well as implementing measures to mitigate those risks. In the past year, Protan has worked on revising our guidelines and procedures to implement due diligence in our management systems. Protan requires all employees to comply with our Code of Conduct, which states our unequivocal respect for human rights and business ethics. Moreover, all suppliers must adhere to our Supplier Code of Conduct, stating the same.

ILO – The International Labour Organisation is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that labour peace is essential to prosperity.

OECD – The Organization for Economic Cooperation and Development is a unique forum where the governments of 37 democracies with market-based economies collaborate to develop policy standards to promote sustainable economic growth.

UNGP – The United Nations Guiding Principles on Business and Human Rights are the global standard for preventing and addressing the risk of adverse impacts on human rights involving business activity, and they provide the internationally-accepted framework for enhancing standards and practices with regard to business and human rights.



FIRST YEAR OF THE NORWEGIAN TRANSPARENCY ACT

Even though most of the work related to the Transparency Act was done in 2023, we gathered a lot of experience and learning points for our ongoing work related to due diligence assessments.

Experiences

- Most companies are in an early phase of their work with human rights, establishing policies, routines and guidelines etc.
- Many of our suppliers and partners have increased their awareness on topics related to the Transparency Act.
- Large players do not answer questionnaires but refer to existing content and information available on the company's website.
- Great variation in the quality of answers from the questionnaires.

Focus for next year

- Raise competence internally with regards to the requirements of the Transparency Act.
- Increase the number of suppliers included in the questionnaire, as well as carry out more due diligence assessments.
- Regular control of our suppliers, based on a risk-based approach.
- Integrate the transparency act report with the sustainability report.
- Ensure that we have a systematic approach to evaluation and risk assessment of suppliers and partners.





Our human rights due diligence work shows that we face human rights risk specifically related to decent working conditions; overtime, rest and vacation, health and safety, discrimination, fair employment, organizational freedom, unionizing and collective bargaining. Moreover, given the scope of our business and our global reach, we have identified risks in our supply chain.

This work was intensified due to the Norwegian Transparency Act, and we welcome the legislative efforts. We believe this work will make us better equipped to manage human rights risks and impact on our business, our supply chain and through our business partners. Furthermore, our initial work will better prepare us for the upcoming European legislation on due diligence.

While we are proud of the work conducted, we have ambitions for our continuous efforts. Going forward we will broaden the scope to include more suppliers in our value chain. You may find our full report according to the Norwegian Transparency Act [here](#).

Diversity, equality and inclusion

As a global company, we are a multilingual, multi-cultural business. We have a presence in 11 countries and sell our products and solutions throughout the

world. We operate in a male-dominated industry, and as part of our double materiality assessment our work with diversity, equality and inclusion is of material importance to us.

Protan does not tolerate bullying of employees, customers, suppliers or other business partners. Neither do we condone discrimination of any kind, such as on the basis of religion, ethnicity, gender or sexual orientation. In 2022, we had 0 incidents of discrimination or harassment, reported through our whistleblowing mechanisms. The channels is made available to all employees and partners.

A positive culture fosters employee engagement, productivity, and development, ultimately driving organizational success and attracting and retaining top talent. As a global company we strive to ensure that "the Protan way" is similar regardless of location. We initiated several measures related to strengthening our internal company culture. The pandemic reshaped our way of working and the need of a flexible and dynamic working environment.

Company culture is crucial because it shapes the values, behavior, and mindset of employees, influencing how they collaborate and make decisions.

We have continued our work with mapping and working with diversity and inclusion through analyzing and implementing actions. Thus, we have gotten a better understanding of the needs of our organization with regards to diversity, equality and inclusion. We have looked at our recruitment practices to ensure better inclusion, and implemented a mentor program for new operators.

Moreover, we have in the past year become a partner in the "Fast Track" program run by the Norwegian Labour and Welfare Administration and the Confederation of Norwegian Enterprise. This program aims to get refugees with skills quickly into contact with employers. This has led to the employment of many competent colleagues who are former refugees.

We created a policy called "the future of the workplace" that states that the office and the workplace remains our most important place for value creation. But we strongly believe that a hybrid office solution optimizes efficiency and improves the work-life balance for our employees. A good onboarding process is important for both new employees and for Protan as a company. We launched a new program to introduce new employees to the company's vision, strategy, values, culture, code of conduct etc. A thorough onboarding



PROTAN AS

	Gender balance (#)	Temporary employees (%)*	Parental leave (average # of weeks)	Part-time (%)	Involuntarily part-time (%)
Female	38	(1) 2,6%	40 weeks	(4) 10,5%	0
Male	163	(6) 3,7%	14 weeks	(7) 4,3%	0
Total	201	(7) 3,5%	54 weeks	(11) 5,5%	0

process can significantly boost a new hire's productivity by providing them with the necessary training, tools, and resources to perform their tasks effectively.

During 2022 we also had increased focus on employer branding to enhance employee engagement and belonging, and also to be able to attract and retain talent. A project was initiated to develop Protan`s employee value proposition.

To ensure that information is distributed across the organization, we launched a new intranet site and implemented a new internal communication policy. In addition, we host quarterly meetings with our CEO. Key information is always available through

digital screens at different locations and on our employee communication platform, Viva Engage.

Employee feedback is valuable, and their opinions matter to us. A new strategy to measure and improve the employee experience was implemented in January 2022. MyVoice is our employee survey, and the purpose is to keep the finger on the pulse of the engagement and satisfaction in Protan. Regular pulse surveys are conducted throughout the year, and the feedback from our employees is crucial to reach our goal of 80% employee satisfaction by 2030 and be an attractive employer to new talents.

To the left is an overview of gender balance, temporary employees, parental leave, part time and involuntarily part time. For details, please see our full diversity report here (in Norwegian). Please find our full diversity report [here](#) (in Norwegian).

Moving forward, we will strengthen our efforts to increase the number of women in traditionally male-dominated roles such as machine operators and roofers. However, we see a clear trend that the issue starts long before being eligible to work at Protan. We will therefore investigate how we can work more closely with schools to encourage more individuals to choose careers within the constructing industry.

Training and development

As emphasized earlier in this report, we appreciate our people and realize that Protan would not be successful without a skilled and competent workforce.

Attracting and retaining skilled labor has been a consistent challenge in the construction industry. The demand for skilled workers often exceeds the available workforce, leading to increased labor costs and potential project delays.

Recently we have developed an internal leadership training program, the Protan Leadership Journey. It

is a fundamental leadership program and provides participants with the required, foundational leadership skills to be able to lead their teams effectively. The program consists of a number of virtual sessions as well as a face-to-face session over a four-month period. We use the same practical approach regardless of management level and emphasize the desired leadership behavior and values we represent at Protan.

We also developed a practical course for project managers in our Contracting department, to be launched in 2023. In addition, we have invested in several digital learning platforms enabling us to create courses ourselves, facilitate blended learning, and scale up our global-wide programs and courses. Our Learning Management System (LMS) contains Protan's course catalogue and provides a complete overview of available courses and tracking of completion rate among our employees.

Every year we conduct performance appraisals of all employees. In a private conversation with your closest supervisor, you go over the department's overall goals, set your own development goals, make a development plan for skill development, and talk about general well-being at the workplace. All employees must have at least one conversation per year.



05. GOVERNANCE

Supply chain management and procurement

Business conduct

Innovation and product development

Going forward



Governance

Given the nature of our industry we are exposed to several risks across our company. To mitigate risks and prevent misconduct of any sort we have a number of policies and guidelines that comprise our governance system.

Protan AS, Protan Turkey, Protan branch in Izmir, and Protan Entreprenør AS are certified according to the ISO 14001:2015 (Environmental Management Systems) and ISO 9001:2015 (Quality Management Systems) standards. Furthermore, Protan Turkey holds certification in compliance with the ISO 45001:2018 (Occupational Health and Safety) standard. Driven by our mission and values, we remain committed to the ongoing integration of sustainability within our operations.

Supply chain management and procurement

To conduct risk assessments of our suppliers in 2022 we used a digital classification tool. With over 400 individual suppliers we focused on tier 1 suppliers in this assessment. In total we assessed 94 suppliers, mainly based on total purchase order size. The mapping shows that the company mainly receives goods from suppliers in the Nordics and Europe, with only a few suppliers outside Europe.

Based on the ITUC index we found 5 suppliers with high risk, 19 suppliers with moderate risk, and the remaining suppliers with low risk of actual or potential negative consequences for basic human risks and decent working conditions. Additionally, we carried out visits to several strategic suppliers and reviewed 40 self-evaluation reports from all our largest suppliers. The visits were decided based on where we have the best opportunity to make a positive change, across parameters such as EPD values, location, industry etc.

The ITUC Global Rights Index depicts the world's worst countries for workers by rating 139 countries on a scale from 1-5 based on the degree of respect for workers' rights. Workers' rights are absent in countries with the rating 5 and violations occur on an irregular basis in countries with the rating 1.





Based on the risk assessment carried out in 2022, the following measures (regardless of risk) will be implemented for all suppliers:

1. All suppliers must accept and sign Protan’s code of conduct for suppliers.
2. All suppliers are pre-qualified based on a risk assessment before they are contracted. Various criteria are assessed in the process, including HSE, quality, tax etc.
3. Suppliers who pose a particular risk are screened against social criteria and on-site visits are also carried out when assessing certain new suppliers.
4. We continuously review our suppliers based on a risk-based approach.
5. When we uncover errors, deficiencies or breaches of laws, rules and/or ethical guidelines, the suppliers are required to rectify the situation within a certain time.

We have several supporting documents to assist with supply chain management and procurement. Examples include but are not limited to Protan’s general terms and conditions for buyers of goods

and services, procedure for purchasing products and services, code of conduct for suppliers, supplier audit checklist, procedure for supplier assessment, and supplier evaluation form.

Business conduct

With clear frameworks, it is easier to make the right decisions and act uniformly. Therefore, Protan’s Code of Conduct is important - for the entire group, for all departments, and for all of us who work in Protan. Our Code Of Conduct applies to all employees, hires, board members and others who act on behalf of Protan.

In today’s corporate environment, access to whistleblowing channels are important for promoting transparency and accountability. Every employee has both the right and responsibility to report any suspicious activities or misconduct within the organization anonymously. This includes reporting violations of laws, company guidelines, financial wrongdoing, corruption, harassment, or situations that threaten life and health.

If an employee becomes aware of such misconduct, they shall promptly inform their immediate supervisor. If this isn’t feasible, Protan provides an [external whistleblowing channel](#) where individuals can report concerns anonymously. This whistleblowing

PROTAN ELMARK DONATIONS

Throughout 2022 we made several donations for different causes. For the Ukrainian army we delivered tents, enabling them to perform repairs on their military equipment. The Polish fire brigade received dedicated firefighting suits to be used during rescue and firefighting operations. We also donated parcels with educational materials to children from the Polish Elementary Special School, individually selected to meet the needs of each child and to support their development.

mechanism is accessible in multiple languages, ensuring that employees can report issues securely and confidentially.

Protan enforces a policy of zero tolerance for corruption. All transactions must adhere to legal, contractual, and commercial principles. Protan and its employees are prohibited from seeking or accepting any form of advantage or favoritism in business dealings, whether for themselves or others. Similarly, they must not offer, promise, or provide such advantages to suppliers, customers, or business partners. Additionally, agreements with consultants,



brokers, agents, or intermediaries should not be utilized to funnel payments or benefits.

Protan expects all business relationships to align with its Code of Conduct, emphasizing integrity and ethical conduct in all interactions. As part of our Code of Conduct we are working on implementing Anti-Corruption training for all our employees. This will be launched in Q4-23.

Innovation and product development

Staying up to date with the latest construction technologies and methods is essential for our competitiveness. However, adopting new technologies can require significant investments in training and equipment.

Protan is entering an important phase when deciding how to invest future R&D spending. The scope is vast, from innovating on product level to altering the entire business model. We see possibilities in upgrading our current machine park at some of our sites to counteract downtime and be less dependent on specific competence.

There is a current debate in the industry regarding PVC versus TPO, which ultimately comes down to customer demand and willingness to pay more for

a presumably more sustainable product. Most importantly we are faced with more laws and regulations that will direct our focus to a more circular business model emphasizing the use of recycled products, access to recycled materials in the value chain, circular production etc.

As of 2022 we spend less than 1% of our revenues on R&D. Going forward we will increase spending on this field, as it has a proven return on investment (ROI). Without disclosing too much regarding Protan's current efforts, we can say with certainty that innovation and product development is high on the agenda and will continue to be so for years to come.



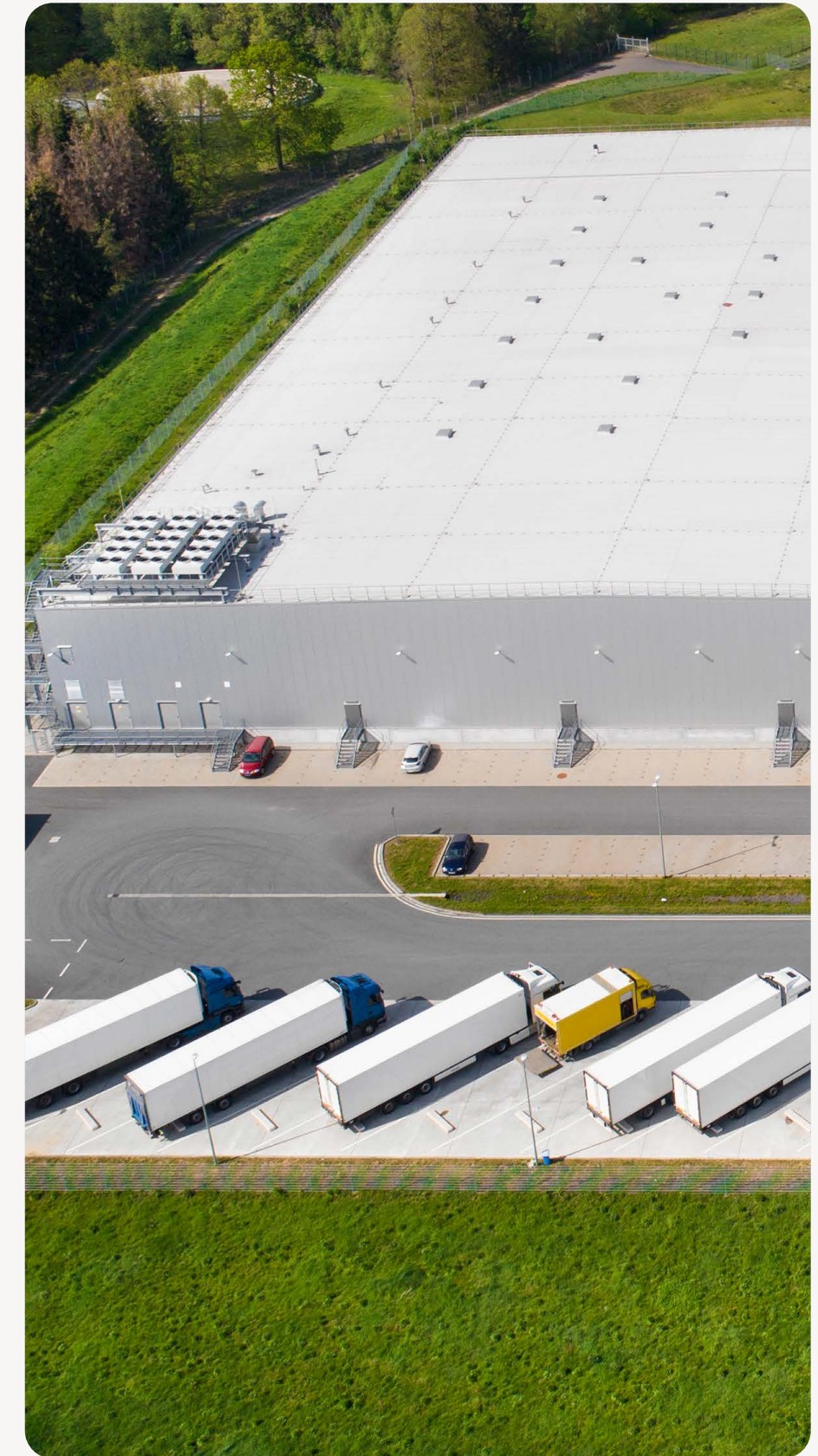
Going forward

In conclusion, our sustainability report highlights Protan's commitment to creating a more responsible and resilient construction industry. Within this landscape, we recognize the strategic ESG opportunities that await us, representing a powerful intersection of environmental, social, and governance principles that drive both sustainability and profitability.

Our commitment to sustainability hinges on the establishment of clear targets, the implementation of effective measures, and rigorous tracking through KPI's. These metrics serve as our guiding stars, holding us accountable and ensuring transparency in our journey. Collaborating and entering into dialogue with key stakeholders, we recognize that our collective impact can be greater, and we will continue to work towards partnerships with like-minded organizations to further our sustainability initiatives.

Our main contribution to a more sustainable construction industry is to sell more, produce more and replace traditional bitumen membranes with thermoplastic membranes. For every garage roof we succeed in replacing a bitumen membrane with a thermoplastic membrane we have reduced oil consumption with one barrel.

Together, we will continue to lead the way towards a brighter, more sustainable future for the construction industry, where our planet thrives, society prospers, and our business flourishes.



06. APPENDICES

[Appendix 1 Overview of goals and KPIs across ESG](#)

[Appendix 2 Double materiality methodology and](#)

[long list materiality topics](#)





Appendix 1 Overview of goals and KPIs across ESG

Environmental

Topic	Goals by 2050	KPIs
Climate mitigation	<ul style="list-style-type: none"> Net zero group in compliance with the SBTi-principles 	<ul style="list-style-type: none"> Total GHG emissions Protan Group: 145 073 tons CO₂e
Topic	Goals by 2030	KPIs
Climate mitigation	<ul style="list-style-type: none"> 20% reduction in scope 1 20% reduction in electricity use per sqm in production facilities in Norway, Turkey and Poland. 10% of sold roofing based on biobased and recycled raw materials. Work with suppliers to identify low carbon alternatives to raw materials 	<ul style="list-style-type: none"> KPI Protan Group: 6,31 kg CO₂e/produced sqm Scope 1 emissions: 1 672 tons CO₂e equivalents Protan Entreprenør: 60,97 grams CO₂/km Protan Norway: 17 electric cars/186 cars in total (9,1%) Scope 2 emissions: 3 111 tons CO₂e Protan Norway: 1,1 kWh/produced sqm Protan Group: 1,01 kWh/produced sqm Scope 3 emissions: 140 290 tons CO₂e equivalents Protan Group: 5,85 kg CO₂e from purchased raw material/produced sqm Protan Lier: 363,7 kg CO₂e from air travel/employer
Circular economy	<ul style="list-style-type: none"> 75% of tunnel ventilation reused or recycled after decommissioning 10% of flat roofing reused or recycled after decommissioning 10% of plastic halls reused or recycled after decommissioning 	<ul style="list-style-type: none"> We aim to include KPIs measuring the per cent of tunnel ventilation, flat roofing and plastic halls being recycled or reused after decommissioning
Waste	<ul style="list-style-type: none"> 100% source separation rate at Protan Group Reduce PVC waste 	<ul style="list-style-type: none"> Protan Group: Source separation rate: 96,1% Protan Group: 0,72 kg PVC waste/produced sqm Protan Lier: 0,038 kg PVC waste/produced sqm Protan Lier: 0,004 kg wood waste/produced sqm Protan Lier: 0,002 kg paper and cardboard waste/produced sqm Protan Lier: 0,001 kg metal waste/produced sqm Protan Lier: 0,002 kg residual waste/produced sqm

**Social**

Topic	Goals by 2030	KPIs
Health and safety	<ul style="list-style-type: none"> Zero serious work-related injuries 10% yearly reduction of lost time related injuries (LTI) 	<ul style="list-style-type: none"> Lost Time Injury Frequency rate % (LTIF) Total Recordable Injury Frequency rate% (TRIF)
Diversity and inclusion	<ul style="list-style-type: none"> Achieve more gender balance with 18% of employees being female's leaders 	<ul style="list-style-type: none"> Number of female employees in management positions (females in % of all employees)
Training and development	<ul style="list-style-type: none"> All employees must have at least one yearly development goal 	<ul style="list-style-type: none"> Number of performance reviews conducted
Business culture	<ul style="list-style-type: none"> Increase engagement index percentage to 80% All employee invited to participate in the yearly employee survey 	<ul style="list-style-type: none"> Number of employees participating in the employee survey Engagement index %

Governance

Topic	Goals by 2030	KPIs
Supply chain management and procurement	<ul style="list-style-type: none"> 80% of Tier 1 and Tier 2 suppliers are assessed 	<ul style="list-style-type: none"> Number of supplier assessments conducted
Business conduct	<ul style="list-style-type: none"> 100% of employees trained in anti-corruption 	<ul style="list-style-type: none"> Number of employees who has completed anti-corruption training



Appendix 2 Double materiality methodology and long list materiality topics

Double materiality methodology

Impact materiality is evaluated based on the underlying actual and potential, negative and positive impacts on the people, planet and society. The evaluation scores topics on a scale of 5 (from 1 minimal to 5 critical) based on scale, scope and remediability. Financial materiality is evaluated based on actual and potential, financial risks and opportunities. The

topic is financial material if it triggers financial effects on undertakings. The evaluation scores topics on a scale of 5 (from 1 minimal to 5 critical) based on financial effect and likelihood.

These topics are gathered from the three separate data inputs referred to earlier in the report and consequently bundled and prioritized concluding with 14 material topics.

Long list materiality topics

From our first double materiality assessment we ended up with below long list of material topics.

From stakeholders

1. Innovation
2. Research and development
3. From fossil to renewable products
4. Replacement of PVC
5. New industries
6. More diverse product portfolio
7. Documentation
8. Circularity
9. Green growth
10. Social responsibility
11. Increased sustainability competence

From business

12. Internal sustainability communication
13. Attracting the right people with the right competence
14. Diversity, equality and inclusion
15. Increased need for documentation and "proof"
16. Human rights and social responsibility
17. Business model resilience
18. Circular economy and emissions
19. Harmonizing and optimising internal IT-systems
20. Innovation capabilities
21. R&D allocation

From trends and development

22. Green growth with circular economy
23. Sustainability compliance is a new ballpark
24. Diversity is both a challenge and a strength
25. Digitalization
26. Increased focus social responsibility and human rights
27. The role of politics in the green transition
28. Increased climate focus in the construction sector
29. War, energy crisis, inflation and anti-globalization



PROTAN