



---

# Sustainability report 2022

Pareto Securities Group







CONTENT

1. WORDS FROM THE CEO .....	3	4. SOCIAL RESPONSIBILITY .....	31	6. REPORTING AND DATA .....	60
2. OUR APPROACH TO SUSTAINABILITY .....	4	Integrating social issues .....	32	Pareto Securities Group .....	61
About Pareto Securities .....	5	Human rights .....	33	Key Performance Indicators .....	62
Sustainability within our organisation .....	7	Workplace .....	34		
Our contribution to the energy transition .....	8	- Diversity and equality .....	35		
- Market development and investment trends in the Nordics .....	9	- Gender balance .....	36		
- Long track record within renewables .....	10	- Safety and health .....	38		
- Building a future-forward workforce .....	10	- Pareto Active .....	39		
- Creating platforms for knowledge sharing and sustainable opportunities .....	11	- Career development .....	40		
- A compilation of deals within the renewable space .....	12	- Learning and development .....	41		
Supplier expectations and due diligence .....	15	- Pareto Global Excellence Academy .....	42		
Client due diligence .....	16	- Internship programme .....	43		
Our contribution to the SDGs .....	17	Sharing our knowledge and experience .....	44		
- Environmental .....	18	- Our conferences and seminars .....	45		
- Social .....	19	- Partners in events and committees .....	47		
- Governance .....	20	Contributions to non-profit organisations .....	49		
3. ENVIRONMENTAL RESPONSIBILITY .....	21	5. CORPORATE RESPONSIBILITY – GOVERNANCE ....	50		
Exposure to climate risks .....	22	Regulatory development .....	51		
Our climate impact .....	23	Ethics and anti-corruption .....	52		
- Offices .....	24	Combating money laundering and terrorist financing .....	53		
- Business travel .....	25	Compliance .....	54		
- Waste limitation and recycling .....	26	Conflicts of interest .....	55		
- Handling of discarded IT products .....	27	Whistleblowing .....	56		
Offsetting our carbon footprint .....	28	Risk management and capital adequacy .....	57		
Engaging our employees .....	30	Information security .....	58		
		Data privacy .....	59		





- 1. WORDS FROM THE CEO
- 2. OUR APPROACH TO SUSTAINABILITY
- 3. ENVIRONMENTAL RESPONSIBILITY
- 4. SOCIAL RESPONSIBILITY
- 5. CORPORATE RESPONSIBILITY (GOVERNANCE)
- 6. REPORTING AND DATA

# Dear reader!

2022 was another unusual year, with the reopening of society after the global pandemic, geopolitical turmoil, and volatile financial markets. At the same time, society is undergoing a profound transformation to a sustainable and increasingly digital economy. Pareto Securities has again shown resilience in a turbulent year and delivered very strongly in 2022.

While uncertainty is high, Pareto Securities is well prepared to handle challenges and capture the opportunities that lie ahead. Our ability to make significant progress on many fronts, including sustainability, is a tribute to the commitment of our skilled employees, the strength of our culture and the resilience of our strategy.

A diversified revenue base, in terms of products, industries, and geography, provides a stable platform for further sustainable growth. Pareto Securities has continued to grow its presence within the energy transition, healthcare, and technology, and we expect this development to continue.

During 2022, Pareto Securities organised 12 conferences and seminars in 6 cities that attracted more than 8,000 attendees. We had the pleasure of hosting around 600 presenting companies at our events. We will continue to ensure that our conferences are the preferred meeting places to set sustainability, energy transition and other key topics on the agenda.

Going forward, digitalisation is advancing at great speed, the pace of necessary investments in renewable energy will increase, and climate change needs to be handled urgently. In addition, several political initiatives, such as the Green Deal, will have a substantial impact on many companies. We will support our clients in trying to understand the implications of these overarching trends and how to position themselves in the energy transition.

As a full-service investment bank with global placing power, we acknowledge that we must steadily change and improve how we work to perform in line with our core values: trust and quality.



Christian Jomaas  
Chief Executive Officer



OUR APPROACH TO SUSTAINABILITY

About Pareto Securities

Sustainability within our organisation

Our contribution to the energy transition

- Market developments and investment trends in the Nordics
- Long track record within renewables
- Building a future-forward workforce
- Creating platforms for knowledge sharing and sustainable opportunities
- A compilation of deals within the renewable space

Supplier expectations and due diligence

Client due diligence

Our contribution to the SDGs

- Environmental
- Social
- Governance

# Our approach to sustainability

For Pareto Securities, sustainable business is about combining financial solutions with environmental and social responsibility and sound governance practices. To create lasting value for our stakeholders, considerations of the climate and environment, social conditions, and business ethics (ESG) will be essential to decisions made in the organisation.



## OUR APPROACH TO SUSTAINABILITY

### → About Pareto Securities

#### Sustainability within our organisation

#### Our contribution to the energy transition

- Market developments and investment trends in the Nordics
- Long track record within renewables
- Building a future-forward workforce
- Creating platforms for knowledge sharing and sustainable opportunities
- A compilation of deals within the renewable space

#### Supplier expectations and due diligence

#### Client due diligence

#### Our contribution to the SDGs

- Environmental
- Social
- Governance

# Local presence – global reach

Pareto Securities is an independent full-service investment bank with a leading position in the Nordic capital markets, a strong international presence and global placing power. We aim to be the preferred Nordic supplier of financial services, providing sound financing solutions and attractive investment opportunities for companies and investors.

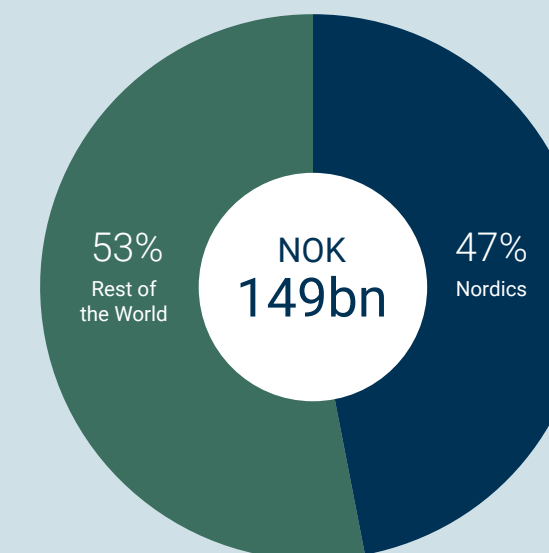
Pareto Securities was established in 1986 as an independent partnership focusing on Nordic industries and enterprises and is founded on deep industry knowledge and a global investor network built over three decades.

Our independence lets us focus on one thing: always providing our clients with the best financing solutions in the market. We conduct ~300 capital market transactions a year, which gives us a unique basis for advising our clients on what is possible to achieve and what is not.

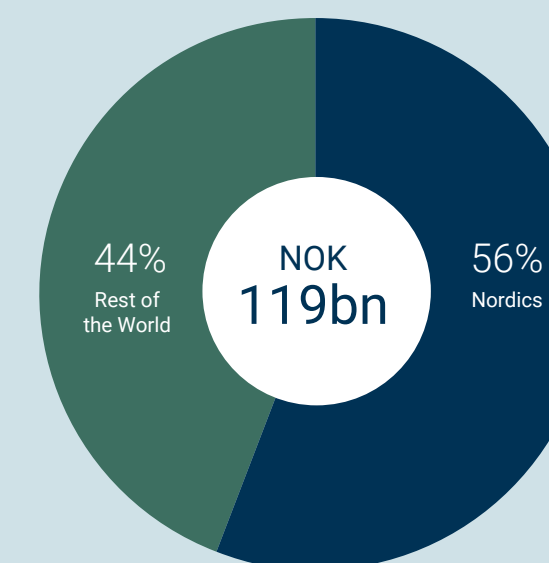
We continuously strive to build and maintain trust among our clients and investors by providing innovative, creative, and different financing solutions and investment opportunities. We have an honest, hands-on, can-do, and never-give-up approach. We believe in hard work, focus and long-term commitment.

This report covers the parent company Pareto Securities AS and its subsidiaries, i.e., the Group. All numbers are presented as of 31 December 2022.

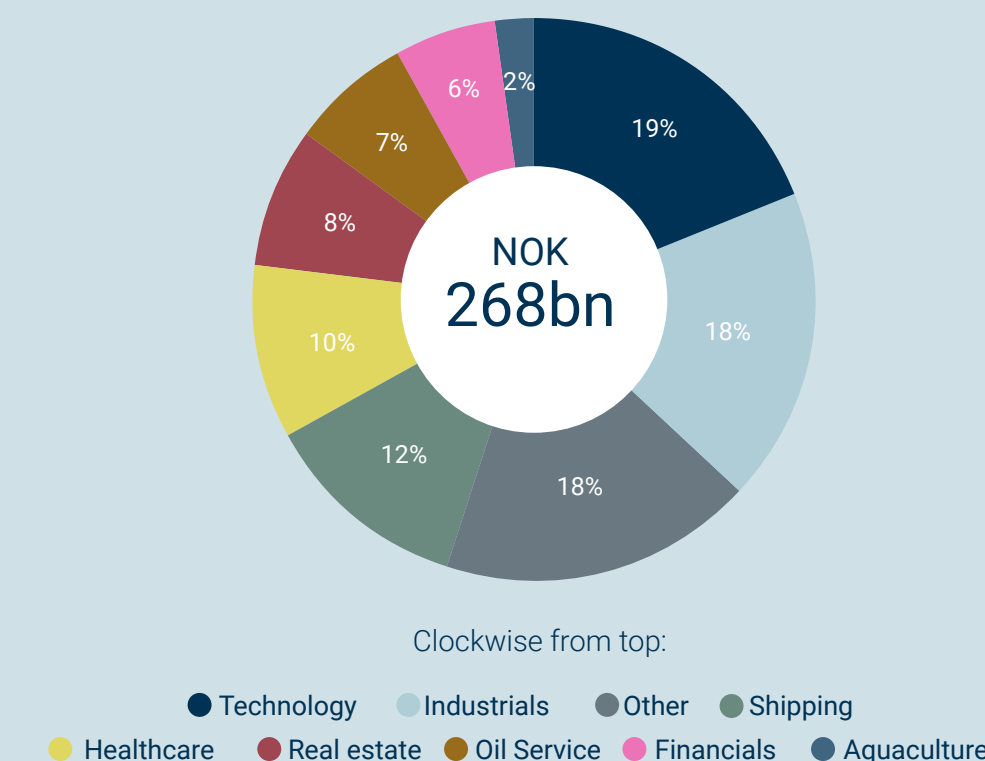
ECM FUNDS RAISED 2020–2022



DCM FUNDS RAISED 2020–2022



SECTOR SPLIT ECM AND DCM TRANSACTIONS 2020–2022





### OUR APPROACH TO SUSTAINABILITY

→ About Pareto Securities

Sustainability within our organisation

Our contribution to the energy transition

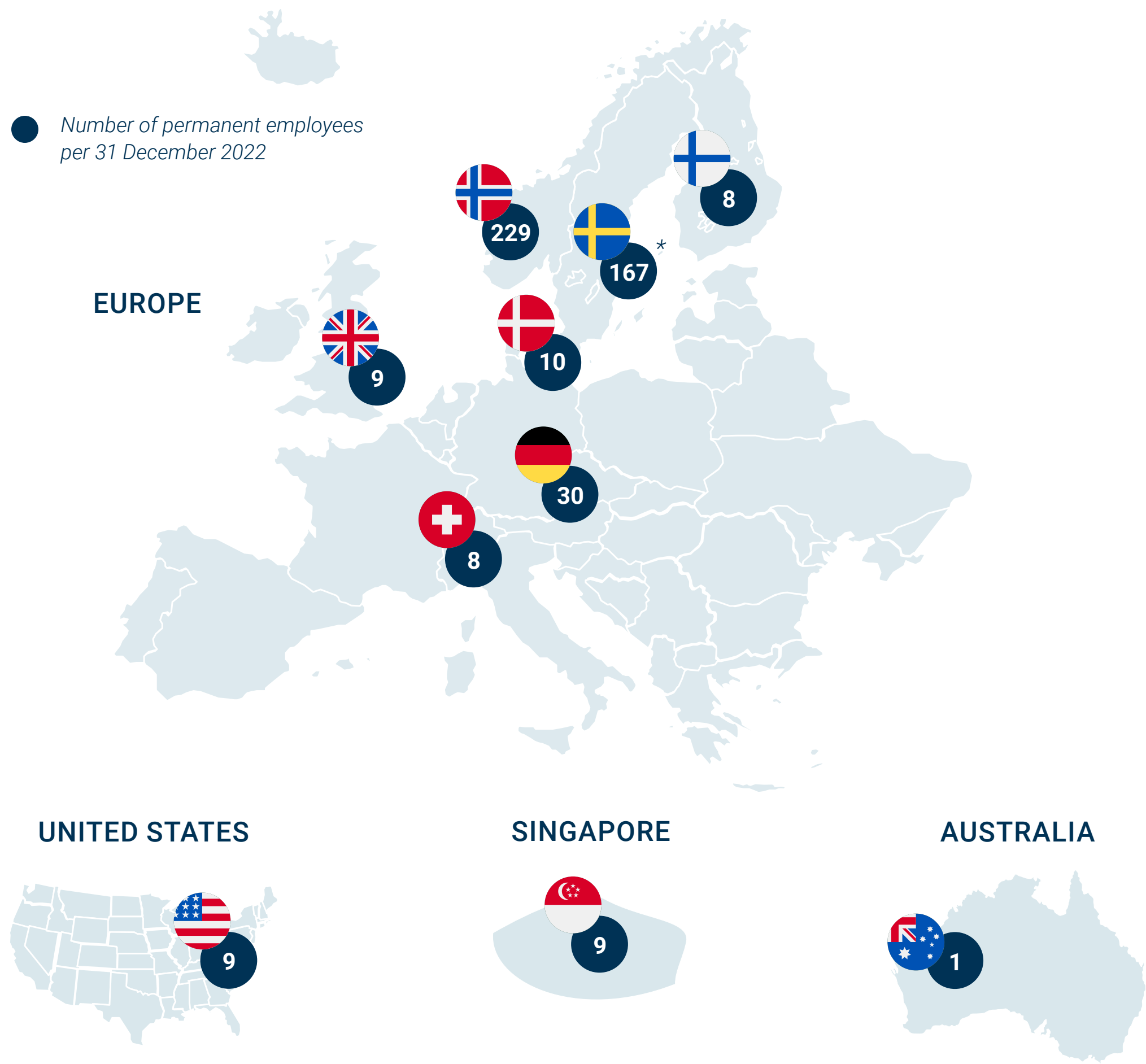
- Market developments and investment trends in the Nordics
- Long track record within renewables
- Building a future-forward workforce
- Creating platforms for knowledge sharing and sustainable opportunities
- A compilation of deals within the renewable space

Supplier expectations and due diligence

Client due diligence

Our contribution to the SDGs

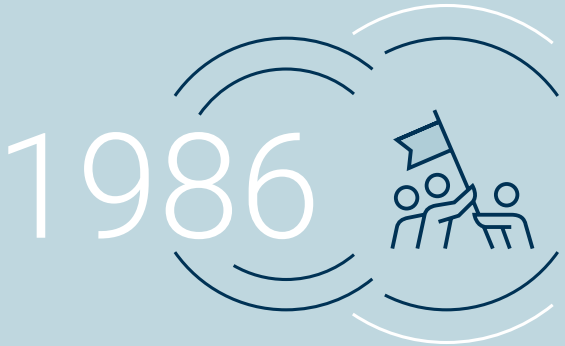
- Environmental
- Social
- Governance



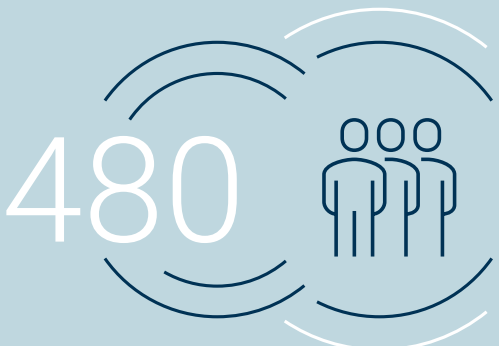
Pareto Securities is headquartered in Oslo, Norway, with 480 high-calibre permanent employees located in 13 offices in Norway, Sweden, Denmark, Finland, United Kingdom, Germany, Switzerland, USA, Singapore, and Australia.

\* 43 of 167 employees are from our wholly-owned retail investor broker Aktieinvest FK AB

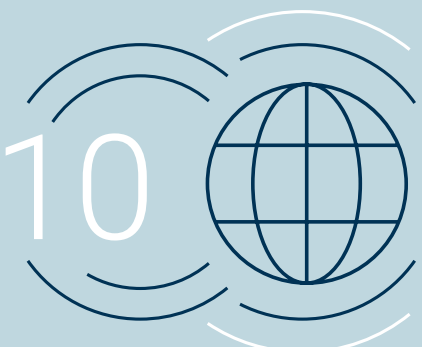
### ESTABLISHED IN



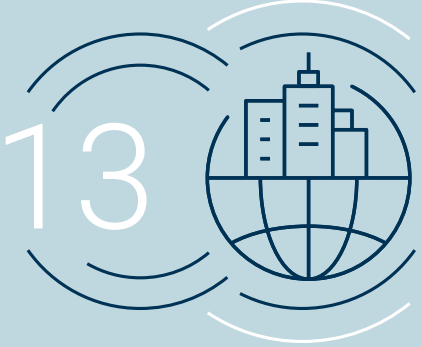
### HIGH-CALIBER EMPLOYEES



### PRESENCE IN SEVERAL COUNTRIES



### OFFICES AROUND THE WORLD







OUR APPROACH TO SUSTAINABILITY

About Pareto Securities

→ Sustainability within our organisation

Our contribution to the energy transition

- Market developments and investment trends in the Nordics
- Long track record within renewables
- Building a future-forward workforce
- Creating platforms for knowledge sharing and sustainable opportunities
- A compilation of deals within the renewable space

Supplier expectations and due diligence

Client due diligence

Our contribution to the SDGs

- Environmental
- Social
- Governance

# Sustainability within our organisation

Sustainability is one of Pareto Securities’ fundamental principles. As a full-service investment bank with a strong position in various industries, we are facing the opportunity and responsibility to incorporate sustainability in the activities we take part in.

## Environmental

We acknowledge that we have a shared social responsibility to address climate change. We aim to contribute to achieving the goals outlined in the Paris Agreement by integrating sustainability into our business operations. We are an office-based organisation, and our environmental footprint is therefore limited. That said, we continuously strive to reduce our negative climate impact. We track, calculate, and compensate for our greenhouse gas emissions and set requirements for our organisation, suppliers, and partners. More information about our environmental responsibility is provided on page 21-30.

## Social

We are committed to upholding human rights, and aim to integrate human rights due diligence in our procedures. Our operations are in highly developed countries, and as such, have a limited risk of causing and adverse impact on society. Our social responsibility also focuses on sharing our knowledge on sharing our knowledge and contributing to increased business competencies by arranging platforms for learning and experience sharing and creating a workplace that ensures our employees’ well-being. The inherent gender imbalance in the financial industry is a concern and a challenge for a firm like ours. Therefore, Pareto Securities has focused on promoting equality for women internally and externally. More information about our social responsibility is provided on page 31-49.

## Governance

We consider good corporate governance to be a precondition for value creation and credibility. Pareto Securities operates under a strictly regulated regime and is subject to supervision by the respective financial supervisory authorities. We have established comprehensive internal regulations to ensure adherence to relevant laws and applicable ethical standards, including governance policies and procedures, as well as procedures to evaluate ESG risks in our processes. More information about our corporate responsibility is provided on page 50-59.

## Sustainability principles and policy framework

Our Sustainability Policy establishes standards and principles to ensure that the Group operates in a sustainable manner and meets fundamental human rights, labour, environmental and anti-corruption responsibilities as set out in the UN Global Compact. The Sustainability Policy is intended to support the employees in decisions and daily work, as well as clarify how sustainability work is integrated with the activities, management, and control. Our sustainability framework also comprises the Group’s Ethical Principles, Human Rights Policy, Anti-corruption Policy, Conflicts of Interest Policy, Diversity and Inclusion Policy, and other relevant policies and standards. The policy framework is available on our website.





## OUR APPROACH TO SUSTAINABILITY

### About Pareto Securities

### Sustainability within our organisation

### → Our contribution to the energy transition

- Market developments and investment trends in the Nordics
- Long track record within renewables
- Building a future-forward workforce
- Creating platforms for knowledge sharing and sustainable opportunities
- A compilation of deals within the renewable space

### Supplier expectations and due diligence

### Client due diligence

### Our contribution to the SDGs

- Environmental
- Social
- Governance

# Our contribution to the energy transition

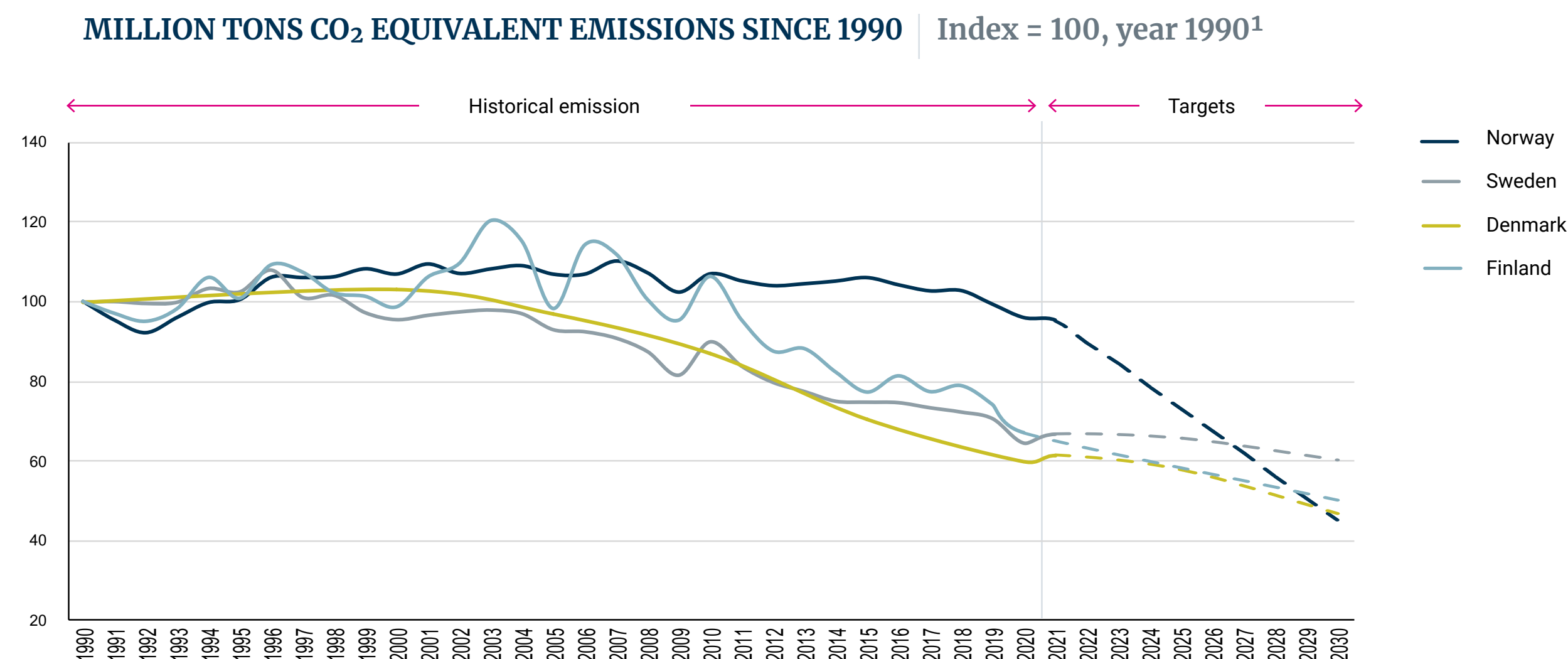
Climate change is among the greatest challenges of our time and a reality that must be addressed. The impacts of climate change are global and unprecedented in scale.

A swift and broad transition to renewable energy will be essential to achieve the emission reduction goals laid down by the Paris Agreement. This will require enormous changes, including new technology, value chains, and large investments.

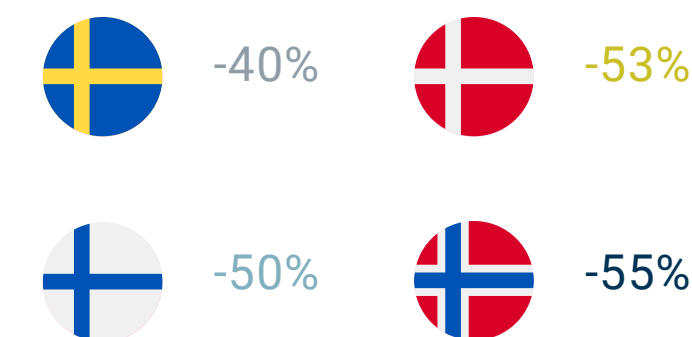
The Nordic countries are frontrunners in the energy transition, which enables opportunities for the renewables & cleantech space. Compared to 1990 CO<sub>2</sub> emissions, Norway aims to reduce its emissions by 55% by 2030, while Sweden, Denmark, and Finland follow thereafter. Such regulatory push has already allowed for the inception of sector-leading companies in the Nordics.

## The Nordic countries are leading the way in the energy transition

Compared to the 1990 level, the Nordic countries target more than 50% cuts to CO<sub>2</sub> emissions by 2030.



## CO<sub>2</sub> EMISSIONS 1990 VS 2030



Sources: SSB, SCB, DEA, FinStat

Note 1: excluding LULUCF



## OUR APPROACH TO SUSTAINABILITY

### About Pareto Securities

### Sustainability within our organisation

#### → Our contribution to the energy transition

- Market developments and investment trends in the Nordics
- Long track record within renewables
- Building a future-forward workforce
- Creating platforms for knowledge sharing and sustainable opportunities
- A compilation of deals within the renewable space

### Supplier expectations and due diligence

### Client due diligence

### Our contribution to the SDGs

- Environmental
- Social
- Governance

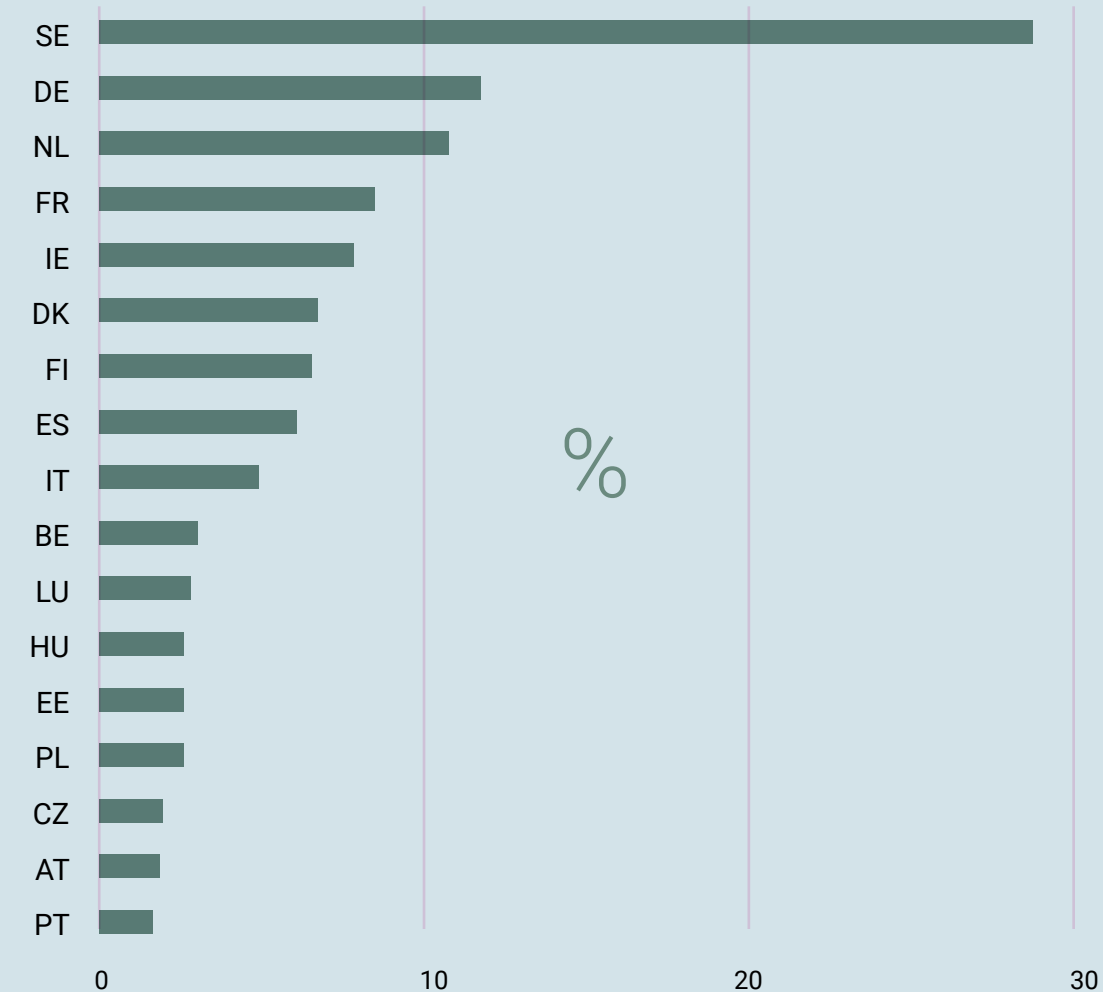
## Market development and investment trends in the Nordics

The Nordic region has the necessary knowledge, support, and entrepreneurial spirit to be frontrunners in the energy transition from oil and gas to renewable energy sources. In recent years, we have seen a significant increase in investments targeting opportunities created by the low-carbon energy transition. Pareto Securities is thus increasingly advising companies focused on renewables and cleantech, which includes both the investor and corporate advisory side of our business.

For perspective, Sweden has been the largest beneficiary of Greentech financing in Europe since 2015 with close to EUR 6bn in investment volume<sup>1</sup>. Denmark is expanding its emphasis on wind and solar power, while 1/3 of all Norwegian IPOs in 2021 and 2022 were cleantech companies. Euronext numbers also show that 1/3 of the total MCAP among cleantech companies on Euronext markets are listed in Norway<sup>2</sup>.

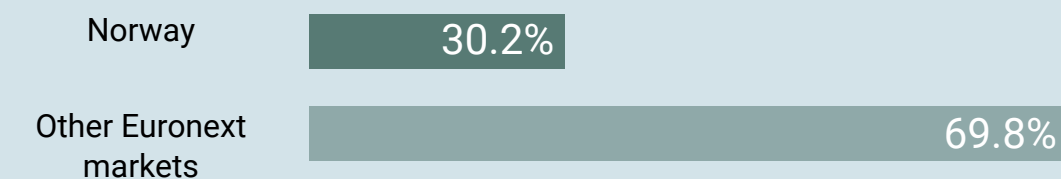
The Nordics have proven ideal for financing the energy transition, and we look forward to promoting these companies to our broad investor base. Being the Nordic gateway for investors is at the core of Pareto Securities' operations.

### <sup>1</sup> SHARE OF GREENTECH INVESTMENTS IN VC & PE IN THE EU



Source: The European Small Business Finance Outlook 2021

### <sup>2</sup> ~1/3 OF THE TOTAL MCAP AMONG CLEANTECH COMPANIES ON EURONEXT ARE LISTED IN NORWAY



Source: Euronext: 33% in 2021 and 31% in 2022



## OUR APPROACH TO SUSTAINABILITY

### About Pareto Securities

### Sustainability within our organisation

### → Our contribution to the energy transition

- Market developments and investment trends in the Nordics
- Long track record within renewables
- Building a future-forward workforce
- Creating platforms for knowledge sharing and sustainable opportunities
- A compilation of deals within the renewable space

### Supplier expectations and due diligence

### Client due diligence

### Our contribution to the SDGs

- Environmental
- Social
- Governance

## Long track record within renewable energy

Pareto Securities has been a market leader in renewable energy for the last 20 years. As an investment bank with worldwide investor reach, strong placing power, and solid experience within power and renewables, we play an important part in the energy transition by channelling capital through sustainable financing and supporting sustainable technological developments. Since 2006 Pareto Securities has completed more than USD 128bn of energy transactions, of which USD 22.2bn have been renewable and cleantech companies through various capital markets and M&A transactions.

## Building a workforce with future-forward competence

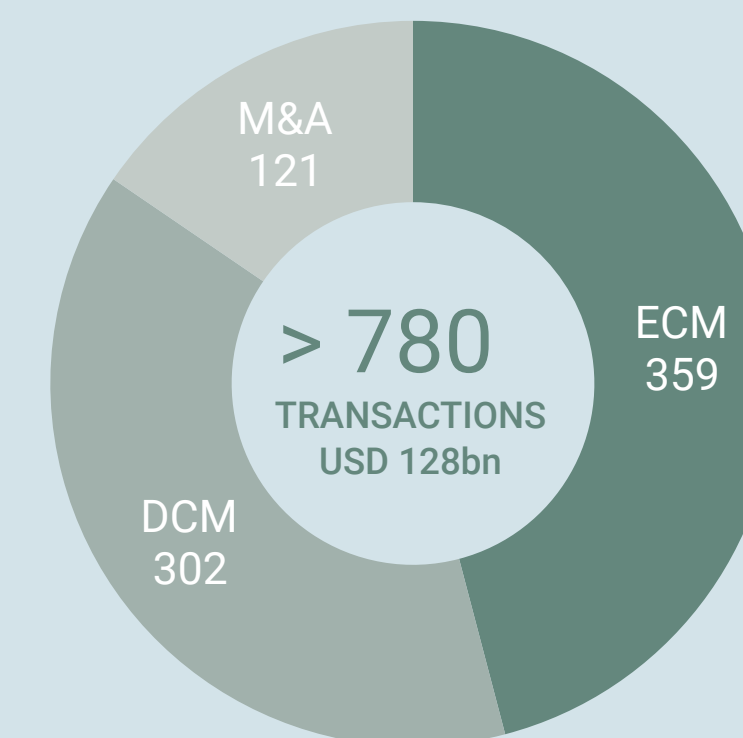
Decades of experience with raising capital for the energy sector have positioned Pareto Securities to become a frontrunner in developing competence within renewables and energy transition. Pareto Securities' employees within investment banking, brokerage, and research have increasingly built out competence regarding the energy transition, materialised in the high deal activity in the renewable energy and cleantech space during recent years.

The growing competence within energy transition is also visible through Pareto Securities' amplified research coverage of the renewable sectors, including Wind, Hydro, Solar, Power sales, Grid Infrastructure, Hydrogen, Batteries, Recycling and other Cleantech. We have coverage of 35 listed companies within these sectors in the Nordics and Germany.

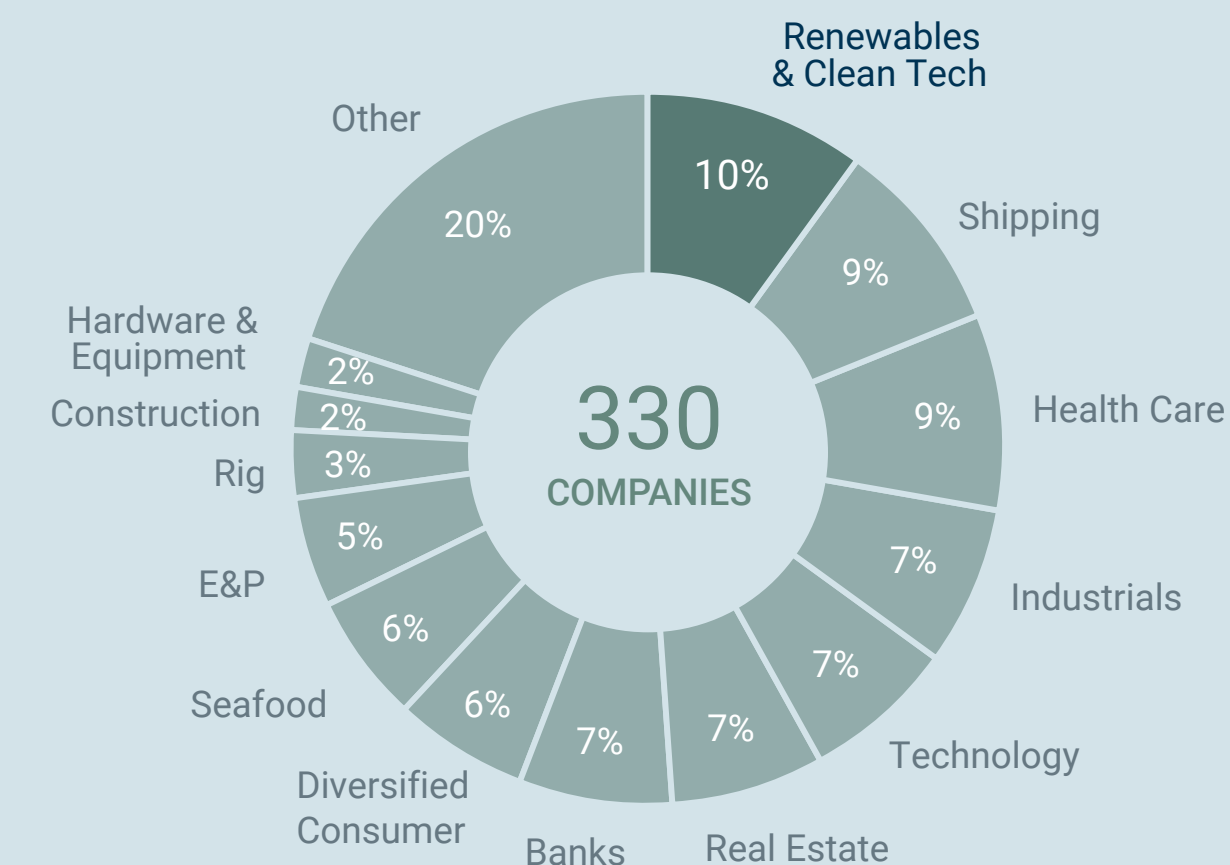
The Pareto Securities Research team includes more than 40 professionals in Oslo, Sweden, and Frankfurt, who endeavour to be updated on the markets, growth forecasts, share price developments, valuations, and regulations within the respective sectors. As such, the Research team represents a link of communication between key stakeholders in the capital markets, from investors to companies.



## ENERGY TRANSACTIONS SINCE 2006



## COMPANY COVERAGE BY SECTOR





## OUR APPROACH TO SUSTAINABILITY

### About Pareto Securities

### Sustainability within our organisation

### → Our contribution to the energy transition

- Market developments and investment trends in the Nordics
- Long track record within renewables
- Building a future-forward workforce
- Creating platforms for knowledge sharing and sustainable opportunities
- A compilation of deals within the renewable space

### Supplier expectations and due diligence

### Client due diligence

### Our contribution to the SDGs

- Environmental
- Social
- Governance

## Creating platforms for knowledge sharing and sustainable opportunities

Our conferences are valuable knowledge-sharing platforms, featuring presentations from growth companies to mature companies and high-level panel discussions on relevant topics. Bringing voices and capabilities together to discuss long-term solutions to environmental and social challenges have never been more critical.

Through our conferences, investors, companies and industry experts can explore the opportunities and challenges for achieving a sustainable energy transition and the decarbonisation pathways required to transform the energy sector globally.

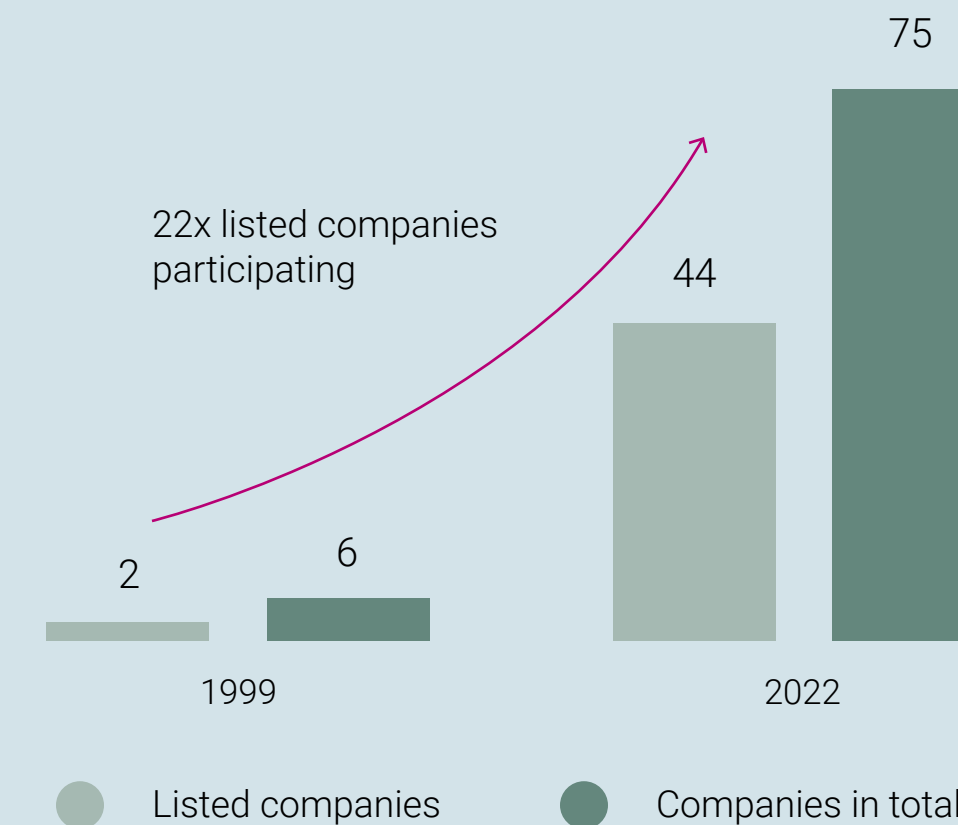
At our annual Energy conference, which has been organised for 29 consecutive years, we observe an increasing number of companies presenting and a rapid increase of companies targeting energy transition opportunities. This is the largest conference of its kind in Europe and an important meeting place for knowledge-sharing within the industry.

Our annual Power & Renewable conference, organised for 24 consecutive years, has grown substantially in the last few years in terms of participants and number of companies presenting. We register a shift from mainly privately held Norwegian companies to an increasing number of listed companies from the Nordics and Europe. The increase in companies is also reflected in the increased number of investors attending the conference.

In addition to company presentations at our conferences, we are highlighting our capabilities within the energy transition through our analyst presentations dedicated to sectors within offshore wind, batteries, electricity, carbon capture, recycling, and hydrogen.

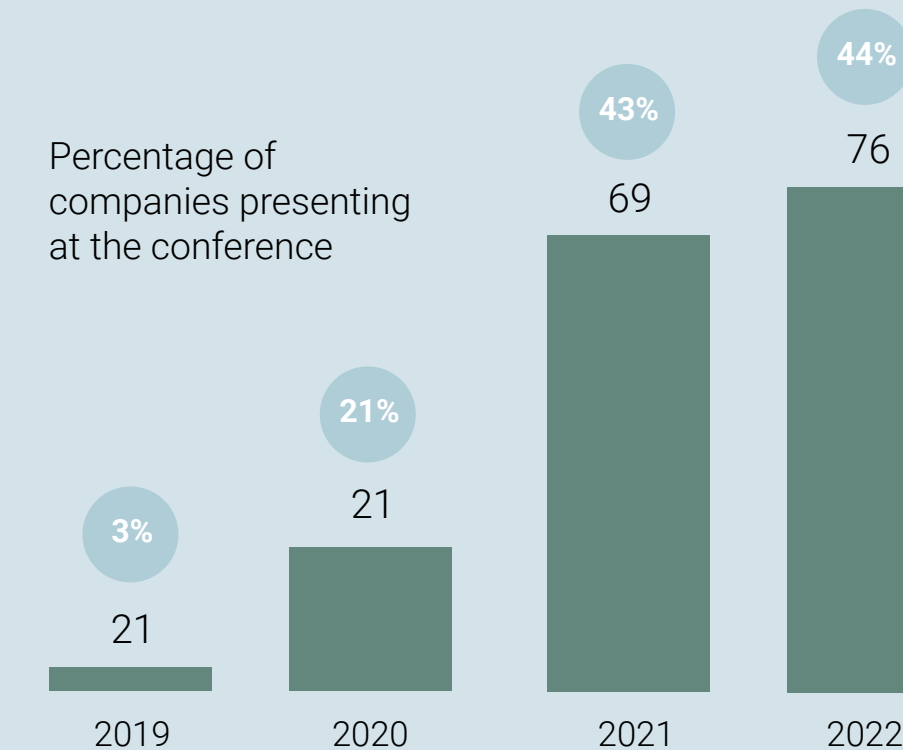
## RAPID GROWTH IN LISTED COMPANIES

Pareto Securities' annual Power & Renewable Energy conference



## COMPANIES TARGETING ENERGY TRANSITION OPPORTUNITIES

Pareto Securities' annual Energy conference





A COMPILATION OF DEALS WITHIN THE RENEWABLE SPACE

Pareto Securities is in a pole position for contributing to the energy transition, illustrated by a summary of recent deals across the full spectrum of renewables.

In-depth know-how and experience within:



Wind Power

  Private Placement of shares  NOK 1.2bn  Sole Financial Advisor	  Joint establishment of Nordic Renewables company with HitecVision  N/A  Sole financial advisor to TrønderEnergi	  Private Placement of shares x5  NOK 800 / NOK 500m / NOK 200m / NOK 1,075 / NOK 600  Joint Bookrunner
  Private Placement of shares  NOK 1.018m  Joint Managers and Joint Bookrunners	  Private Placement of shares and Listing on Euronext Growth  NOK 4,565m  Join Global Coordinator and Joint Bookrunner	  Merger with Aker Horizons  NOK ~2,043m  Sole Financial Advisor
  Private placement of convertible loan  SEK ~82.5m  Sole global coordinator and bookrunner	  Rights issue  SEK 120m  Joint Global Coordinator Joint Bookrunner	  Sale of shares in Odal Vindkraftverk to Cloudberry   US PP  Sole Financial Advisor to KLP and Akershus Energi Sole Manager




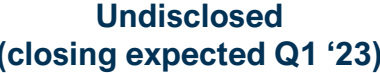







Hydro Power

  Sale of 12 small-scale hydropower plants to Småkraft AS  Undisclosed  Sole Financial Advisor	  Merger of Hafslund E-Co and Eidsiva Energi  NOK 90b  Financial Advisor to Hafslund E-Co	  Sale of Fortum's 10% stake in Hafslund Produksjon Holding to Svartisen Holding  EUR 160m  Financial Advisor
  Acquisition of 33.2% of the shares in Kvænangen Kraftverk AS  NOK 332m  Sole Financial Advisor	  Sale of BKK's 35.1% stake to Norfund  NOK 1.3bn (100% EV)  Financial Advisor	  Acquisition of Hafslund ASA and subsequent sale of assets by City of Oslo  NOK 47.8bn  Sole Financial Advisor
  Sale of shares in Haugaland Kraft AS  Sole Financial Advisor	  Acquisition of Nordic Power from Nordkraft  Undisclosed  Financial Advisor for SL Capital Partners	  Acquisition of Småkraft, Norsk Grønnkraft and shares in Tinfos  Financial Advisor for Aquila



Solar Power

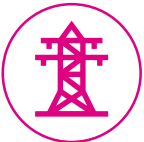
  Private Placement of Shares and collaboration with Hafslund  NOK 200m  Sole Global Coordinator and Sole Bookrunner	  Private Placement of shares and Listing on Euronext Growth  NOK 4,565m  Joint Global Coordinator and Joint Bookrunner	  Private Placement of Shares  NOK 1,000m  Joint Bookrunner
  Senior Secured (Green) Bond  EUR 150m  Sole manager	  Private Placement of shares  NOK 600m  Joint Bookrunner	  Investment by Macquarie Asset Management  50% of outstanding shares  Financial Advisor
  Senior Secured Project Bond Issue  AUD 90m  Sole Arranger	  Sale of a 7% stake in REC by Hafslund  NOK 238  Sole Bookrunner	  5 year senior secured bond  EUR 80m  Joint Lead Manager

MORE INDUSTRIES 












A COMPILATION OF DEALS WITHIN THE RENEWABLE SPACE

In-depth know-how and experience within:



Power Sales / Grid

  Private Placement of shares NOK 12.5m <b>Sole Financial Advisor</b>	  Private Placement of shares SEK 1,450m <b>Sole Lead Manager</b>	  Private Placement of shares NOK 155m <b>Sole Lead Manager</b>
  Acquisition of Innlandskraft NOK 1.4bn <b>Sole Advisor</b>	  Equity PP NOK 1bn <b>Joint Bookrunner</b>	  Sale of TrønderEnergi's power retail division to Fjordkraft Undisclosed <b>Financial Advisor</b>
  Fortum acquires 100% of Hafslund Markets NOK 4.5bn <b>Financial Advisor to Oslo municipality</b>	  Merger between EB Energimontasje and Nettpartner <b>Financial Advisor</b>	  Financial Advisory



Batteries, Hydrogen & EV Charging

  2x Equity raises in Wattif EV AS NOK 40m + EUR 50m <b>Sole Advisor</b>	  Private Investment in Public Equity ("PIPE") USD 600m <b>Capital Markets Advisor and Placement Agent</b>	  IPO on Euronext Growth NOK 3,450m <b>Joint Bookrunner</b>
  IPO on Merkur Market NOK 520m <b>Sole Bookrunner</b>	  Merger with Aker Horizons NOK ~3,776m <b>Sole Financial Advisor</b>	  Convertible loan EUR 30m <b>Joint Global Coordinator and Bookrunner</b>
  IPO on NasdaqFirst North, Private placement of shares and right issues SEK 278m + SEK 271m + SEK 300m <b>Sole bookrunner Joint Bookrunner</b>	  Private Placement of shares SEK 60m <b>Sole Bookrunner</b>	  Block Sales of Shares SEK 465m <b>Co-Lead Manager</b>



WTE & Recycling

  Equity private placement EUR 31m <b>Sole Advisor</b>	  Sale of shares in Fortum Oslo Varme to Hafslund Eco EV: NOK 20bn <b>Strategic and financial advisor to the City of Oslo</b>	  Sale of shares in Kvitebjørn Varme to Patrizia Infrastructure <b>Sole financial advisor to Kvitebjørn Energi</b>
  IPO on Euronext Growth NOK 476m <b>Sole Global Coordinator and Bookrunner</b>	  IPO on Euronext Growth NOK 575m <b>Joint Bookrunner</b>	  Private Placement of shares NOK 777m Oct 2020 NOK 400m Jan 2022 <b>Joint Bookrunner</b>
  Private Placement of shares NOK 368m <b>Joint Bookrunner</b>	  Private Placement of shares and IPO on Euronext Growth NOK 287m <b>Joint Global Coordinator Joint Bookrunner</b>	  Loan facility issue for financing of the Carbon Capture and Storage facility at Klemetsrud NOK 2.3bn <b>Sole Financial Advisor</b>

MORE INDUSTRIES 








A COMPILATION OF DEALS WITHIN THE RENEWABLE SPACE

In-depth know-how and experience within:











Digital Infrastructure

  Share issue and sale of shares  <b>Financial Advisor to Lefdal Mine Datacenter</b>	  3 year senior secured bond + tap issue  NOK 835m  <b>Sole Manager</b>	  Sale of company to Lyse Energi AS  Undisclosed  <b>Sole Financial Advisor</b>
  Capital raising  NOK 1.5bn  <b>Joint Financial Advisor</b>	  Sale of Ice Group Scandinavia Holdings AS to Lyse AS  NOK ~5.56bn  <b>Joint Financial Advisor to Ice Group ASA</b>	  Sale of company to Kysttele Holding  Undisclosed  <b>Financial Advisor</b>
	  Sale of Etix Everywhere Borealis  N/A  <b>Sole Financial Advisor Joint Bookrunner</b>	



Transport / other infrastructure

  Sale of Pioneer Public Property to Whitehelm Capital  NOK 2,725m  <b>Financial Advisor</b>	  Refinance post acquisition  NOK 1,800m senior secured bond  <b>Sole Arranger</b>	  Acquisition of DESS Aquaculture Shipping  EUR 230m  <b>Sole Financial Advisor</b>
  Advisor to Antin IP in the acquisition of a majority stake in Sølvtrans  Undisclosed  <b>Financial Advisor</b>	  Sale of Boreal  N/A  <b>Sole Financial Advisor</b>	  Nordic Infrastructure Bond Issue  NOK 6,500m  <b>Sole Financial Advisor and Bookrunner</b>
  Advisor to the owners in the sale of Napier to CapMan Infrastructure  Undisclosed  <b>Financial Advisor</b>	  Acquisition of 3.7% in Nyhamna from Exxon  Undisclosed  <b>Financial Advisor</b>	  Financial advisory  Undisclosed  <b>Sole Financial Advisor</b>







OUR APPROACH TO SUSTAINABILITY

About Pareto Securities

Sustainability within our organisation

Our contribution to the energy transition

- Market developments and investment trends in the Nordics
- Long track record within renewables
- Building a future-forward workforce
- Creating platforms for knowledge sharing and sustainable opportunities
- A compilation of deals within the renewable space

→ Supplier expectations and due diligence

Client due diligence

Our contribution to the SDGs

- Environmental
- Social
- Governance

# Supplier and business partner expectations and due diligence

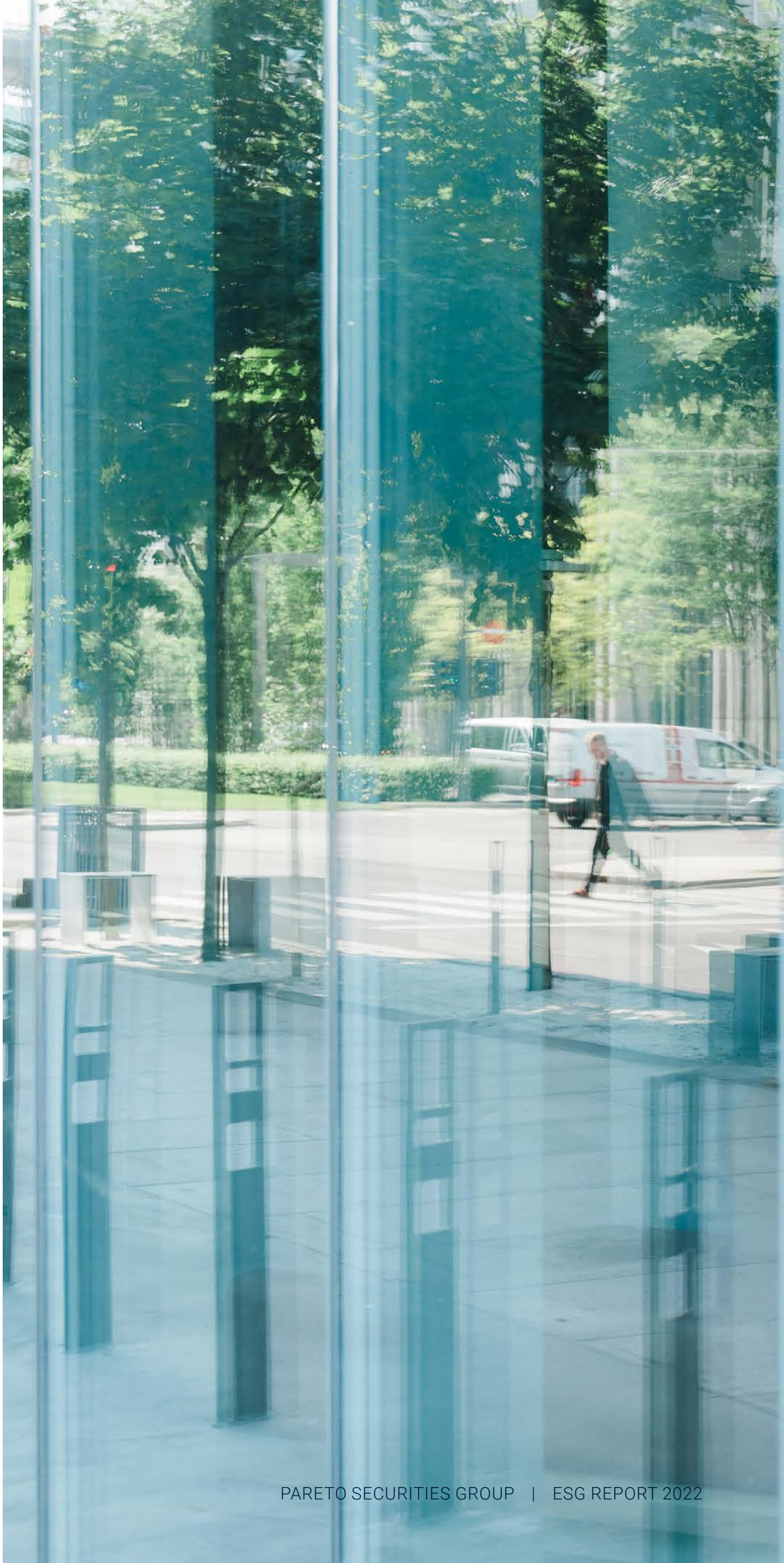
Pareto Securities is committed to being a responsible purchaser and business partner. We seek to work with reputable counterparties, and we expect suppliers and business partners to comply with applicable laws and respect internationally recognised human rights when working for or with us.

Pareto Securities' largest purchasing categories are IT systems, property operations and external consultants. Our suppliers and business partners are well-reputed companies primarily located in Europe and the United States.

Sustainable purchasing is about suppliers being aware of their supply chain and their work to reduce their negative impact on the environment, social conditions and conduct through their supply chain.

It is reflected in our Sustainability Policy that we should emphasise good sustainability standards when choosing suppliers and that key suppliers must be able to document that they adhere to the same high standard as we do or have an ongoing documented process to adhere to the same standards. All suppliers and business partners are assessed prior to procurement, including sustainability risks.

Further information on our focus on our suppliers and business partners in a human rights perspective is provided on page 33.







OUR APPROACH TO SUSTAINABILITY

About Pareto Securities

Sustainability within our organisation

Our contribution to the energy transition

- Market developments and investment trends in the Nordics
- Long track record within renewables
- Building a future-forward workforce
- Creating platforms for knowledge sharing and sustainable opportunities
- A compilation of deals within the renewable space

Supplier expectations and due diligence

→ Client due diligence

Our contribution to the SDGs

- Environmental
- Social
- Governance

# Client due diligence

Pareto Securities has established client due diligence procedures for all new and existing clients. The client due diligence procedures apply to investor- and investment banking clients.

We screen all clients against sanction and PEP lists, and all investor clients are subject to ongoing due diligence measures based on a risk-based approach. As part of the ESG changes to MiFID II/EU Securities law, we have started to map our clients' sustainability preferences in the suitability test and consider our clients' sustainability preferences when providing investment advice.

All new Investment Banking assignments are subject to approval by our Global Deal Committee with a strict deal selection process, where factors such as industries, sectors, transaction structure, management, and owners are evaluated.







OUR APPROACH TO SUSTAINABILITY

- About Pareto Securities
- Sustainability within our organisation
- Our contribution to the energy transition
  - Market developments and investment trends in the Nordics
  - Long track record within renewables
  - Building a future-forward workforce
  - Creating platforms for knowledge sharing and sustainable opportunities
  - A compilation of deals within the renewable space
- Supplier expectations and due diligence
- Client due diligence
- Our contribution to the SDGs
  - Environmental
  - Social
  - Governance

# Our Contribution to the UN Sustainable Development Goals

We recognise our responsibility as part of the financial industry to contribute to sustainable development and the transition towards a more sustainable society.

We are committed to playing our part and accelerating our actions to contribute to realising the SDGs. Pareto Securities prioritises the following SGD:







OUR APPROACH TO SUSTAINABILITY

About Pareto Securities

Sustainability within our organisation

Our contribution to the energy transition

- Market developments and investment trends in the Nordics
- Long track record within renewables
- Building a future-forward workforce
- Creating platforms for knowledge sharing and sustainable opportunities
- A compilation of deals within the renewable space

Supplier expectations and due diligence

Client due diligence

→ Our contribution to the SDGs

- Environmental
- Social
- Governance



Our contribution to the UN Sustainable Development Goals

Environmental responsibility



In progress



Continuous



Completed

TOPIC	GOAL	PROGRESS	UPDATE 2022	SDG		
Assess climate risks	Identify, measure, prevent, and limit risk		<ul style="list-style-type: none"><li>• Annual assessment of the Group's exposure to climate risk</li></ul>			
Reducing environmental	Track CO <sub>2</sub> emissions from our business operations		<ul style="list-style-type: none"><li>• Current emissions from energy: 794 tCO<sub>2</sub>e</li></ul>			
	Continuous dialogue with the landlords regarding energy use of the offices we rent		<ul style="list-style-type: none"><li>• Current emissions from energy: 188 tCO<sub>2</sub>e</li></ul>			
	Continuous dialogue with the landlords regarding waste from the offices we rent		<ul style="list-style-type: none"><li>• Current emissions from waste: 17 tCO<sub>2</sub>e</li><li>• Removed personal waste bins to increase waste sorting</li></ul>			
	Limit air travel		<ul style="list-style-type: none"><li>• Current emissions from transport: 589 tCO<sub>2</sub>e</li><li>• Flights have been significantly reduced compared to our 2019 base year</li><li>• Invested in new and modernised video conferencing equipment</li></ul>			
	Emphasis good sustainable standards when choosing suppliers and business partners		<ul style="list-style-type: none"><li>• Headquarters Oslo: Certificate for BREEAM Excellent (landlord has ECO Lighthouse certificate)</li><li>• Offices Stockholm: Certificate for BREEAM Very Good</li><li>• Dialogue on ESG issues with our largest suppliers</li><li>• Enhanced risk assessment on suppliers and business partners</li></ul>			
Mitigating remaining environmental footprint	Fully compensate the greenhouse gas emissions throughout our operations		<ul style="list-style-type: none"><li>• Purchased and retired an equivalent volume of independetly verified carbon credits on the voluntary market for all of the Scope 1, Scope 2 and Scope 3 emissions that we cannot yet eliminate from our footprint.</li><li>• Chooosed a CDR project that contributes to removing additional CO<sub>2</sub> form the atmosphere by restoring mangrove forest: The Thor Heyerdahl Climate Park</li></ul>			
Engaging our employees	Engage our employees to take greater environmental responsibility		<ul style="list-style-type: none"><li>• Continous focus and information on<ul style="list-style-type: none"><li>- the initiatives we are taking</li><li>- how we measure our progress</li><li>- how we plan to strengthen our commitment within ESG</li></ul></li><li>• Relevant ESG-topics from several external and internal speakers</li></ul>			



OUR APPROACH TO SUSTAINABILITY

About Pareto Securities

Sustainability within our organisation

Our contribution to the energy transition

- Market developments and investment trends in the Nordics
- Long track record within renewables
- Building a future-forward workforce
- Creating platforms for knowledge sharing and sustainable opportunities
- A compilation of deals within the renewable space

Supplier expectations and due diligence

Client due diligence

→ Our contribution to the SDGs

- Environmental
- Social
- Governance

Our contribution to the UN Sustainable Development Goals

Social responsibility



In progress



Continuous



Completed

TOPIC	GOAL	PROGRESS	UPDATE 2022	SDG
Human rights – Integrating social issues into our business	Support and respect the protection of internationally proclaimed human rights		<ul style="list-style-type: none"><li>• Human Rights Policy adopted</li><li>• Instruction in relation to the Norwegian Transparency Act adopted</li><li>• Prepared risk assessment on whether our activities has any actual or potential adverse impacts on fundamental human rights and decent working conditions</li><li>• All employees are required to read and confirm compliance with Pareto Securities’ Ethical Principles</li><li>• Any incidents may be reported in our anonymous whistle-blower channel.</li><li>• Provided training in ethics and anti-corruption for our employees</li><li>• No incidents reported or suspected</li></ul>	<div><div>4 QUALITY EDUCATION</div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
Sharing our knowledge and experience	Share knowledge and experience through platforms such as conferences and events connecting people		<ul style="list-style-type: none"><li>• Organised and hosted 12 conferences in 6 cities with more than 8.000 participants and 600 presenting companies</li><li>• Partner at the event “Bærekraft på børs”, in which our CEO was one of the event speakers</li><li>• Participant in the IPOready Norway programme</li><li>• Contributed with financial support and speakers to events hosted by AksjeNorge</li><li>• Provided clients with valuable insight on sectors and companies through our client portal, social media and other relevant channels</li><li>• Contributed to best practice in the financial industry through the seat we hold in the legal committee of the Norwegian Dealers’ Assosication</li><li>• Enrolled 36 interns in our Internship Programme</li></ul>	<div><div>4 QUALITY EDUCATION</div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div>
Sponsorships	Support selected organisations		<ul style="list-style-type: none"><li>• Supported five organisations financially<ul style="list-style-type: none"><li>- Save the Children (aid to Ukraine)</li><li>- Frelsesarmeen (the Salvation Army)</li><li>- ALS Support organisation</li><li>- Storasyster</li><li>- Min stora dag</li><li>- Superselma</li></ul></li></ul>	<div><div>10 REDUCED INEQUALITIES</div></div>
Discrimination	Zero tolerance for discrimination and harassment		<ul style="list-style-type: none"><li>• Continued our work against discrimination in employment through our internal procedures and regulations</li></ul>	<div><div>5 GENDER EQUALITY</div><div>10 REDUCED INEQUALITIES</div></div>
Diversity and equality	A working environment in which everyone is recognised for their unique contribution and performance		<ul style="list-style-type: none"><li>• Continued focus on gender and background neutrality in our recruitment procesess</li><li>• Rolled out mentor programme in the Group to promote an inclusive culture, increase engagement and ensure a smooth start for the new employees and interns</li><li>• Partner at Womens’ Finance Day at the Norwegian School of Economics</li><li>• Contributor at Women in Finance at the Norwegian University of Techonolgy and Science</li><li>• Participated in workshops and social events with Women in Finance at BI Norwegian Business School and with Femme Forvaltning at the Norwegian School of Economics</li><li>• Reported on gender equality and anti-discrimination measures and associated staff data in compliance with Norwegian law</li></ul>	<div><div>5 GENDER EQUALITY</div><div>10 REDUCED INEQUALITIES</div></div>
Career development	Cultivate a culture of trust and quality among our employees through responsibility, indepence and empowerment at an early stage		<ul style="list-style-type: none"><li>• Annual Pareto Global Excellence Academy – hosted first physical programme since reopening with 29 participants from 4 different offices</li><li>• Rolled out mentor programme in the Group to promote an inclusive culture, increase engagement and ensure a smooth start for the new employees and interns</li><li>• Graduate recruitment and on-campus presentations to attract young</li></ul>	<div><div>4 QUALITY EDUCATION</div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div>
Training and education	Relevant and continous training for our employees to improve their performance and ensure that they work in compliance with rules and regulations		<ul style="list-style-type: none"><li>• Regular training under MIFID II knowledge and competence requirements</li><li>• E-learning systems and programs on relevant topics</li><li>• Training sessions in compliance, anti-money laundering, and data security</li><li>• Department specific training</li><li>• Seminars by external professionals in various topics throughtout the year for different departments</li></ul>	<div><div>4 QUALITY EDUCATION</div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
Safety and Health	A workplace in which the employees can prosper and feel safe and healthy		<ul style="list-style-type: none"><li>• Employees are coved by our health insurance and are offered health check every second year</li><li>• A number of training initiatives to encourage our employees to be physically active</li><li>• Working Environment Committee have met regularly</li></ul>	<div><div>5 GENDER EQUALITY</div><div>10 REDUCED INEQUALITIES</div></div>

OUR APPROACH TO SUSTAINABILITY

About Pareto Securities

Sustainability within our organisation

Our contribution to the energy transition

- Market developments and investment trends in the Nordics
- Long track record within renewables
- Building a future-forward workforce
- Creating platforms for knowledge sharing and sustainable opportunities
- A compilation of deals within the renewable space

Supplier expectations and due diligence

Client due diligence












→ Our contribution to the SDGs

- Environmental
- Social
- Governance

Our contribution to the UN Sustainable Development Goals

Governance – Corporate responsibility

 In progress  Continuous  Completed

TOPIC	GOAL	PROGRESS	UPDATE 2022	SDG
Ethics	Conduct our business in a responsible, ethical and lawful manner		<ul style="list-style-type: none"><li>• Human Rights Policy adopted</li><li>• Continued focus on compliance with the groups' internal regulation and procedures</li><li>• Ethics is included in training programme for new employees</li><li>• ESG report 2021 completed</li></ul>	
Anti-corruption	Work against all forms of corruption in all it forms, including extortion and bribery		<ul style="list-style-type: none"><li>• Anti-corruption included in training programme for new employees</li><li>• Conducted monitoring to uncover suspicious transactions</li><li>• Any incidents may be reported in our anonymous whistle-blower channel</li><li>• Continued focus on compliance with the groups' internal regulation and procedures</li><li>• No corruption incidents reported or suspected</li></ul>	
Combating money laundering and terrorist financing	Prevent that our business is exploited for financial crimes through the misuse of our services and products		<ul style="list-style-type: none"><li>• Prepared annual assessment of risk, along with associated risk mitigation measures</li><li>• Enhanced the framework of guidelines intended to prevent the group from being used for money laundering, tax evasion or terrorist financing</li><li>• Continous training for employees</li><li>• Concluded several workshops by the Compliance department with the AML Officers, client establishment teams and settlement personel</li><li>• Separat AML training for our boards</li></ul>	
Compliance	Adherence to laws, rules and regulations, and conduting our business in a responsible and ethical manner, as well as contribute to upholding market integrity by refining good practice standards.		<ul style="list-style-type: none"><li>• Continous guidance to the organisation on compliance, regulatory and reputational risks and to ensure adherende to laws, rules and regulations, and our Internal Regulations and Procedures</li><li>• Operationalisation and implementation of new legislation in the organisation</li><li>• Participated in the Norwegian Securities Dealers Association's efforts to develop and implement sustainability in standard documents used for primary transactions in the Norwegian market</li><li>• Anti-Money Laundering projects</li><li>• Inquires and industry surveys from regulators</li><li>• Monitoring regulatory development from EU and is preparing for the implementation of the enhanced report requirements</li><li>• Training and education, cf. below</li><li>• Deal Committee has processed 318 deal requests through the year</li></ul>	
Conflicts of interest	Ensure that clients' interests take precedence over our own interests		<ul style="list-style-type: none"><li>• Work actively to identify potential conflicts of interest, and how to handle such identified conflicts of interest</li><li>• Hold workshops with different Department Heads to identify potential new conflicts of interest and to ensure that identified conflicts are mitigated and handled in a proper way</li><li>• Publish Pareto Securities' Conflict of Interest Policy annually on our website</li></ul>	
Whistleblowing	Encourage employees to anonymously report any activity or business practice that they suspect or consider to be unethical, illegal or involves discrimination or harassment		<ul style="list-style-type: none"><li>• Whistleblowing function available for all employees</li><li>• No incidents reported or suspected</li></ul>	 
Risk management and capital adequacy	Maintain a healthy risk culture within the organisation and robust methods for systematic risk management		<ul style="list-style-type: none"><li>• Continuity plan tested and reviewed</li><li>• The self-assessment of internal control and ICAAP, which the board processes and adopts annually, includes identified risks that are of significance, as well as an assessment of the measures to deal with these risks</li></ul>	
Data security and personal data protection	Protect the privacy of our employees, clients, potentials clients, suppliers, business partners and ensure data security		<ul style="list-style-type: none"><li>• Annual risk assessment of our ICT setup</li><li>• Annual risk assessment regarding the handling of personal data</li><li>• Full review of our cyber security setup and identified changes are implemented</li><li>• Reviewed our GDPR digital training module and completed training for all employees</li><li>• Continuous training in personal data protection, including GDPR modul "Information Security Awareness" for new employees</li></ul>	





ENVIRONMENTAL RESPONSIBILITY

- Exposure to climate risks
- Our climate impact
  - Offices
  - Business travel
  - Waste limitation and recycling
  - Handling of discarded IT products
- Offsetting our carbon footprint
- Engaging our employees

# Environmental responsibility

As an independent full-service investment bank with a global placing power, we recognise our share of responsibilities in combating climate change by supporting the transition to a low-carbon and climate-resilient global economy. For us, this means integrating sustainability into our business strategy by focusing on the areas in which we can have an impact.

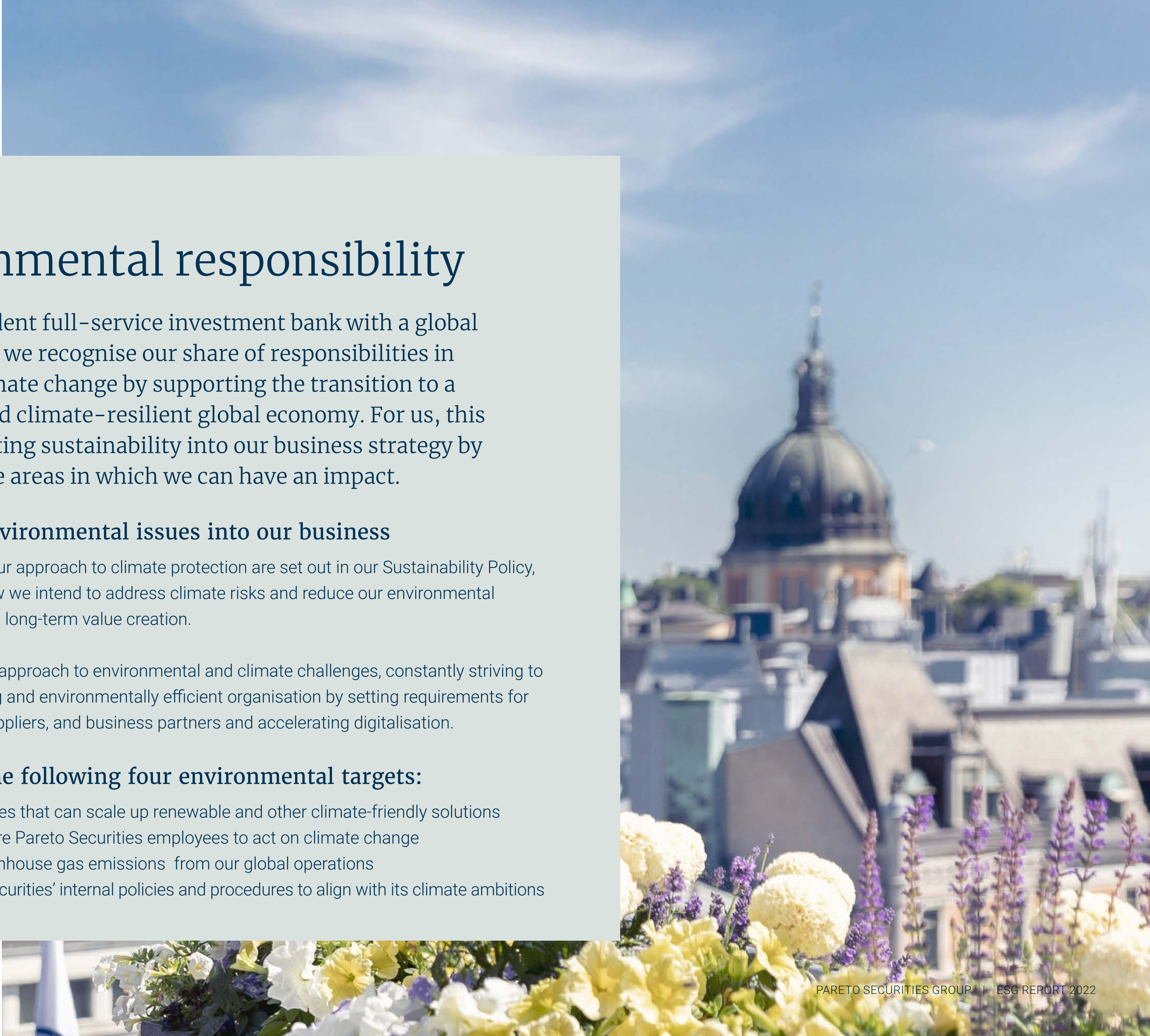
## Integrating environmental issues into our business

Our principles and our approach to climate protection are set out in our Sustainability Policy, which describes how we intend to address climate risks and reduce our environmental footprint to underpin long-term value creation.

We take a proactive approach to environmental and climate challenges, constantly striving to be a resource-saving and environmentally efficient organisation by setting requirements for our organisation, suppliers, and business partners and accelerating digitalisation.

## We have set the following four environmental targets:

- Promote companies that can scale up renewable and other climate-friendly solutions
- Educate and inspire Pareto Securities employees to act on climate change
- Compensate greenhouse gas emissions from our global operations
- Address Pareto Securities’ internal policies and procedures to align with its climate ambitions







ENVIRONMENTAL RESPONSIBILITY

→ Exposure to climate risks

Our climate impact

- Offices
- Business travel
- Waste limitation and recycling
- Handling of discarded IT products

Offsetting our carbon footprint

Engaging our employees

# Exposure to climate risks

Climate change and climate adaptation represent risks and opportunities that could impact Pareto Securities’ activities.

Climate risks may potentially have significant adverse effects on Pareto Securities’ financial performance and reputation, and thereby have a negative impact on all business areas and investments. Climate risks contribute to risk in all risk dimensions. Pareto Securities’ exposure to climate risk is continuously assessed as an integral part of the overall strategic- and risk processes, including the internal capital adequacy assessment process. The risks of climate change can be divided into two categories: physical and transition risks; where physical risks typically may affect credit risk, market risk and operational risk, while transition risks typically may affect credit risk, market risk, liquidity risk and liability risk (due to inability to meet legal obligations).

The physical risks result from climatic events, such as wildfires, drought, storms, and floods. Transition risks result from policy action taken to the shift to a low-carbon society. Pareto Securities has most of its operations in the Nordic region, an area not significantly affected by the physical impacts of climate change.

Transition risks are related to transitioning from a reliance on fossil fuels to a low-carbon economy. This shift will affect some industries harder than others and impact companies in high-emission sectors resulting in potential losses to the financial system. The consequence of this could be an increase in risks for financial players with significant exposure to counterparties whom the transition will impact. For Pareto Securities, the overall assessment is that transition risks are low as our clients operate in a wide variety of sectors, and many of them are drivers of the shift towards a low-carbon future. The assessment of transition risks also includes the chance that internal and external stakeholders have a negative view of our handling of climate-related questions.

In the short to medium term, we consider the transitional risk to be a more material risk to Pareto Securities than physical risks due to our type of business.





ENVIRONMENTAL RESPONSIBILITY

Exposure to climate risks

→ Our climate impact

- Offices
- Business travel
- Waste limitation and recycling
- Handling of discarded IT products

Offsetting our carbon footprint

Engaging our employees

## Our climate impact

Pareto Securities is an office-based service provider, and our environmental footprint is therefore limited. Our business travels and offices are our most significant direct climate impact. We are constantly making changes to reduce our negative climate impact.

We focus our efforts on energy management by monitoring and minimising energy consumption and greenhouse gas emissions derived from our offices and business travels. Our commitment is that the greenhouse gas emissions from our global operations shall be fully compensated. We achieve this goal by tracking and calculating our greenhouse gas emissions throughout our operations, reducing them, and purchasing quotas corresponding to our greenhouse gas emissions.

The Group's energy and climate accounts are registered based on the international Corporate Accounting and Reporting Standard. The Greenhouse Gas Protocol Initiative developed this standard – the GHG Protocol. The climate accounts reveal tons of CO<sub>2</sub>e that are direct and indirect emissions related to the Group. These are greenhouse gas emissions from consumption due to energy use, waste management and travel. The climate accounts enable us to identify which sources impact the external environment and how we can implement concrete measures to minimise them.

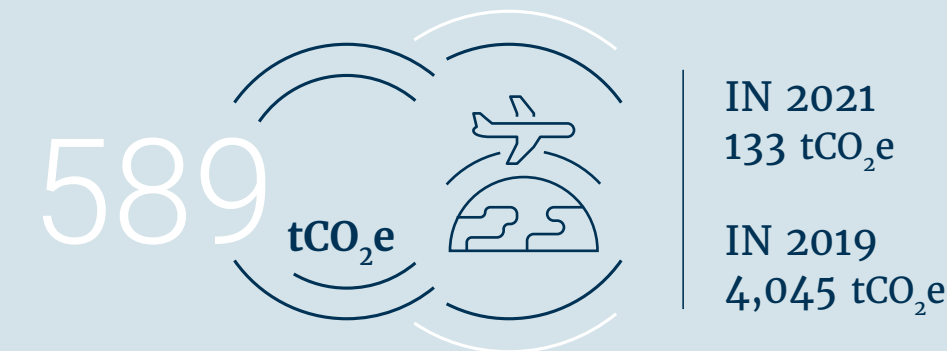
We started calculating our carbon accounting according to the GHG Protocol in 2019, and therefore use 2019 as our base year to which we compare our emissions in tCO<sub>2</sub>e this year.

More information about our efforts to reduce our internal carbon footprint is provided on page 24-30.

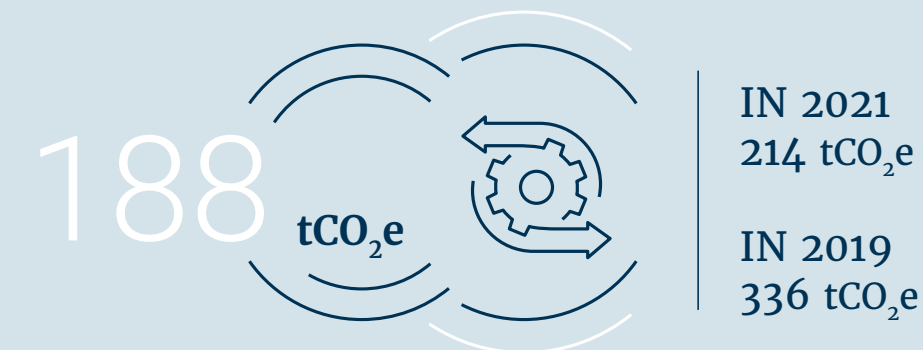
### ENVIRONMENTAL FOOTPRINT IN 2022



### EMISSIONS FROM TRANSPORT



### EMISSIONS FROM ENERGY



Includes electricity, district heating, stationary combustion and homeworking emissions

### EMISSIONS FROM WASTE



ENVIRONMENTAL RESPONSIBILITY

Exposure to climate risks

→ Our climate impact

- Offices
- Business travel
- Waste limitation and recycling
- Handling of discarded IT products

Offsetting our carbon footprint

Engaging our employees



# Our offices

Our offices play an important role in addressing our environmental footprint. We rent modern, energy-efficient buildings with recycling facilities and in proximity to public transport.

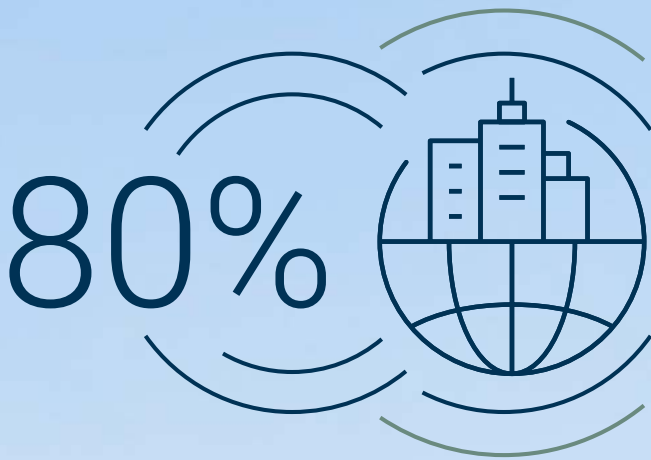
We map and calculate the energy efficiency of the buildings we rent, with indoor climate management, lighting, insulation, and waste management, and assess what measures we can take in the short and long term to improve our environmental footprint.

Our offices in Oslo and Stockholm, where ~80% of our employees are located, both hold high environmental standard.

Our headquarters in Oslo hold the highest environmental standard and are rated with a BREEAM<sup>1</sup> Nor Excellence certification. Landlord, Pecunia AS, was the first real estate manager in Norway to have a CO<sub>2</sub>-neutral business through UN-certified offsetting and is committed to always being at the forefront of environmental responsibility. Pecunia AS is Eco-Lighthouse<sup>2</sup> certified. Our offices in Stockholm hold a BREEAM Very Good certification.

1 BREEAM is the world's leading sustainability assessment method for masterplanning projects, infrastructure and buildings. It recognizes and reflects the value in higher performing assets across the built environment lifecycle, from new construction to in-use and refurbishment. [www.breem.com](http://www.breem.com)

2 The Eco-Lighthouse Foundation is the first national certification scheme in Europe to be recognised by the European Commission. The recognition verifies that the scheme holds the standard and quality on a par with international eco-labelling schemes (EMAS and ISO 14001).



80% of the employees work in offices with BREEAM Excellent/ BREEAM Very Good certification.

BREEAM®







ENVIRONMENTAL RESPONSIBILITY

Exposure to climate risks

→ Our climate impact

- Offices
- Business travel
- Waste limitation and recycling
- Handling of discarded IT products

Offsetting our carbon footprint

Engaging our employees

# Business travels

Because we are a global investment bank with colleagues spread across different countries and have a business model based on bringing people together, business travel is unavoidable and our greatest direct climate impact.

We have invested significantly in top-quality video conferencing solutions and other digital tools to facilitate efficient collaboration solutions in recent years. We are also monitoring our business travels. Our Travel Policy encourages our employees to limit air travel and instead use environmentally sound alternatives such as virtual meetings.

In 2022, compared to our 2019 base year, emissions from business travels were down ~85% in absolute terms. Business travel activities have increased in 2022 compared to the significantly low Covid-19 pandemic-related levels in 2020-2021, but there is less travelling than before the Covid-19 pandemic. This is mainly due to digital meeting platform creating changes in the working patterns and investments in technical equipment for a better experience.

We will continue using virtual meeting solutions in our daily operations and make sustainable travel choices where it is crucial for clients' value creation and essential for Pareto Securities' business development.





ENVIRONMENTAL RESPONSIBILITY

Exposure to climate risks

→ Our climate impact

- Offices
- Business travel
- Waste limitation and recycling
- Handling of discarded IT products

Offsetting our carbon footprint

Engaging our employees



# Waste limitation and recycling

In 2022, we continued our work to reduce, reuse and recycle our waste. Our offices in Oslo and Stockholm, where ~80% of our employees are located, feature recycling stations in specific areas.

Most Pareto Securities' operations are conducted with paperless systems. In recent years, the amount of paper used has been reduced substantially by using electronic signing and archiving of documents. Disposable cutlery, cardboard plates- and cups have been replaced with reusable, bare equipment after the refurbishing of our offices in Oslo.

Our kitchen in the Oslo head office collaborates with Sodexo, a top-rated company in the Restaurants & Leisure Facilities on the S&P Global Dow Jones Sustainability World Index. Our aim is to contribute to a more resilient, inclusive, and green economic development by reducing our food waste, supporting charitable organisations with surplus food, and using more plant-based food from local suppliers.







ENVIRONMENTAL RESPONSIBILITY

Exposure to climate risks

→ Our climate impact

- Offices
- Business travel
- Waste limitation and recycling
- Handling of discarded IT products

Offsetting our carbon footprint

Engaging our employees

# Handling of discarded IT products

Since 2020 we have worked closely with Foxway for the purpose of securing sustainable and efficient handling of discarded IT products used by ~80% of our employees.

Units without resale value are sorted and delivered to approved partners such as Norsirk and Stena Recycling. For safe and secure handling of our discarded products, Foxway works after the following principles:

- All handling of data takes place within a secure zone.
- Procedures are ISO Certified according to ISO 9001, ISO 14001, ISO 45001 and ISO/IEC 27001
- Full access via Foxway Partner Portal (AMS)
- Traceability down to serial number level
- Granulation according to DIN 66399 H5 and DIN 66399 H7
- NSM Approved Delete Software - Blancco
- Certificate of Destruction (COD) Issued on all submitted units containing storage media.





ENVIRONMENTAL RESPONSIBILITY

Exposure to climate risks

Our climate impact

- Offices
- Business travel
- Waste limitation and recycling
- Handling of discarded IT products

→ Offsetting our carbon footprint

Engaging our employees

# Offsetting our carbon footprint

While continuing to focus our efforts on reducing our carbon footprint, we also want to minimise the climate impact of our unabated emissions.

Accordingly, we purchase and retire an equivalent volume of independently verified carbon credits on the voluntary carbon market for all the Scope 1, Scope 2, and Scope 3 emissions that we cannot yet eliminate from our footprint.

We direct our voluntary carbon-offset purchases toward carbon dioxide removal (CDR) projects, with the added objective of helping to scale projects that the world will need to achieve the ambitions of the Paris Accord. As previous years, we have chosen a CDR project that contributes to removing additional CO<sub>2</sub> from the atmosphere by restoring mangrove forests: The Thor Heyerdahl Climate Park. This project contributes to several SDGs.





ENVIRONMENTAL RESPONSIBILITY

Exposure to climate risks

Our climate impact

- Offices
- Business travel
- Waste limitation and recycling
- Handling of discarded IT products

→ Offsetting our carbon footprint

Engaging our employees

Planting of degraded mangrove forests has numerous positive impacts on the climate, the environment, and on local sosio-economic conditions:

- Planting new mangrove forests binds CO<sub>2</sub> from the atmosphere through photosynthesis and thereby contributes to mitigating climate change. One new mangrove tree can bind approximately 1 tCO<sub>2</sub> over a twenty-year period.
- Mangroves mitigate up to 5 times more CO<sub>2</sub>e than other trees in the rainforest.
- Of all trees on the planet, the mangrove is the only one which can grow in saltwater.
- Mangrove forests protect coastal areas, including animals, people, and properties from extreme weather conditions such as cyclones.
- The network of roots also filters polluted water in protection of seagrass and coral reefs.
- Mangrove forests increase seafood production by up to 50% and are a crucial habitat to foster biodiversity for endangered animals and plant species.
- Planting mangrove forests creates local jobs both directly through breeding and planting, but also indirectly by strengthening the livelihood of local communities.

Source: Worldview International Foundation







ENVIRONMENTAL RESPONSIBILITY

Exposure to climate risks

Our climate impact

- Offices
- Business travel
- Waste limitation and recycling
- Handling of discarded IT products

Offsetting our carbon footprint

→ Engaging our employees

# Engaging our employees

We strive to minimise our environmental footprint and to empower people to make environmentally friendly choices in their daily lives.

Our Sustainability Policy includes initiatives to promote greater environmental responsibility, use of environmentally friendly technologies and application of the precautionary approach. The engagement of our employees is critical in achieving our goals. By taking visible measures internally at Pareto Securities, we aim to inspire all our employees to reduce their personal carbon footprint and pass on their knowledge to clients, family and friends, creating a chain of change for a sustainable future.

During 2022, we provided our employees with relevant information on our work within ESG, including the initiatives we are taking, how we measure our progress, and how we plan to strengthen our commitment within ESG.

Going forward, we will continue to build awareness, increase knowledge, and strengthen the commitment on sustainability and climate risks within the organisation.







SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

# Social responsibility

Pareto Securities supports workplaces free from discrimination, harassment, and child labour. For us, social responsibility is about taking sustainability issues such as human rights, labour rights, employment, gender equality and education into consideration in our business operations. We endeavour to run our business in accordance with the Ten Principles of the UN Global Compact, [unglobalcompact.com](https://unglobalcompact.com), which requires businesses to be proactive in protecting human rights, labour rights and the environment and in promoting anti-corruption.



SOCIAL RESPONSIBILITY

→ Integrating social issues

Human rights

Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

# Integrating social issues

Our Sustainability Policy establishes standards and principles to ensure that fundamental responsibilities in human rights and decent working conditions, as set out in the UN Global Compact, are met.

We seek to work with reputable counterparties in relation to clients and suppliers. We expect suppliers and business partners to comply with applicable laws and respect internationally recognised human rights when working for or with us.

In 2022, we adopted a Human Rights Policy to describe our approach to managing human rights risk within our business operations, clarifying our expectations on the importance of conducting business consistent with the principles described in the policy and improving our awareness of our continuous efforts to reduce the risks of human rights violations.

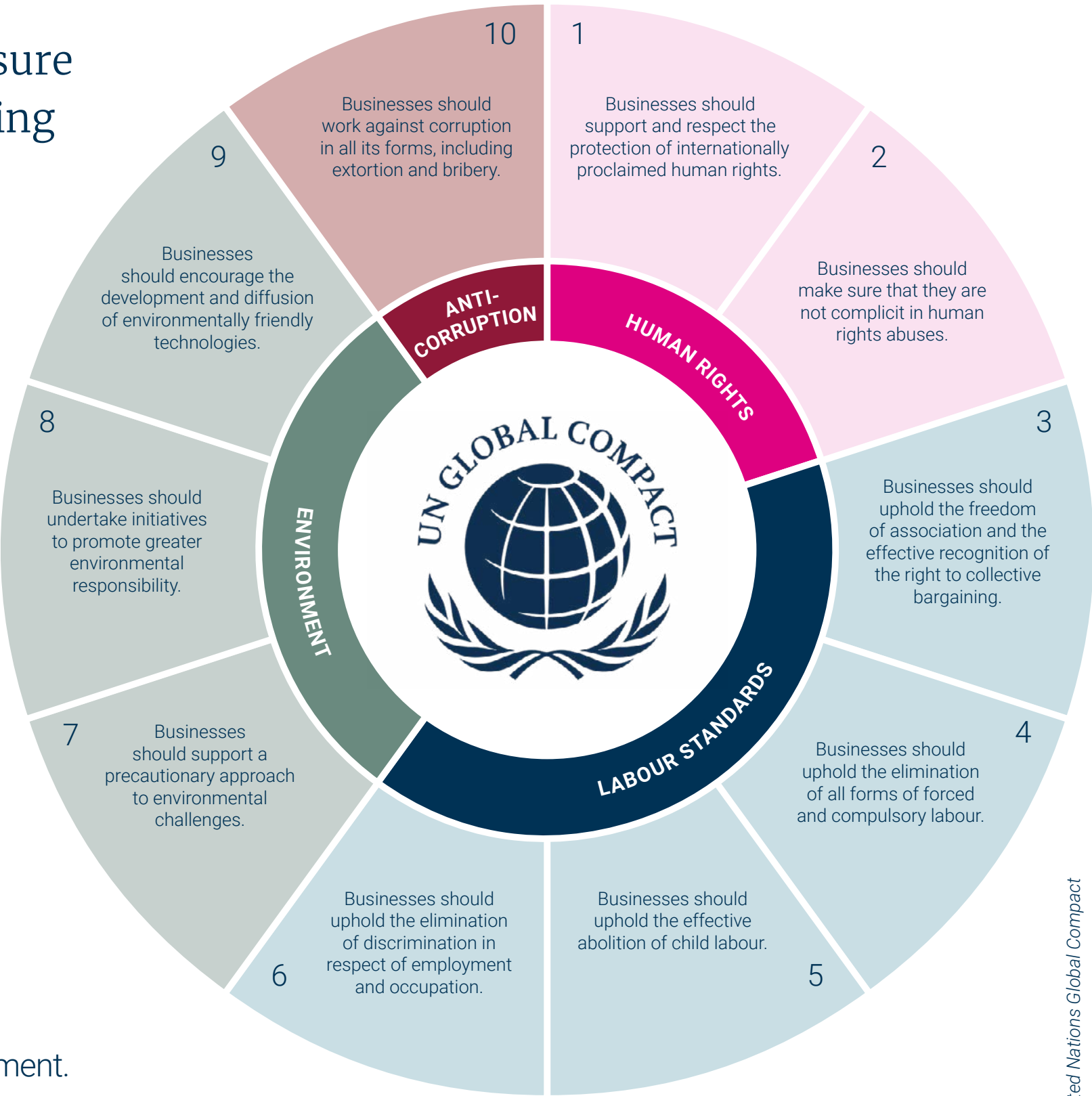
Our Ethical principles are intended to, among other things, combat corruption, extortion, bribery, money laundering, fraud, terrorist financing, and the financing of other criminal activities.

Our Anti-corruption Policy reflects that we are firmly opposed to corruption in all forms, including bribery and trading in influence, and that we do not allow anyone involved in our business to offer, give, ask for, accept, or receive any form of bribe, including facilitation payments.

Our Diversity and Inclusion Policy reflects that we have zero tolerance for discrimination or harassment.

In 2022, we also adopted a Social Media & Networking Policy. The policy’s objective is to encourage our employees to make responsible decisions about their use of social media and to provide guidelines for the appropriate and mindful use of social media.

We have established a framework to ensure that the Group complies with statutory requirements in various processes through routines, client measures, electronic monitoring, sanctions regulations, whistleblowing function, and procedures for internal control.



Source: United Nations Global Compact





SOCIAL RESPONSIBILITY

Integrating social issues

→ Human rights

Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

# Human rights

In 2022, we focused to a considerable extent on the social dimension of ESG. This is partly due to the introduction of the Norwegian Transparency Act, the forthcoming EU reporting directives, and the Corporate Sustainability Due Diligence Directive (CSDD).

The objective of the Transparency Act is to promote companies’ respect for fundamental human rights and decent working conditions in connection with the production of goods and services and to ensure that the general public has access to information regarding how companies address adverse impacts on fundamental human rights and decent working conditions. The principles underlying the Transparency Act are anchored in our framework for sustainability, the obligation of Pareto Securities not to cause or contribute to violations of human rights, decent working conditions, employees’ rights, and international law.

In 2022, the Group established guidelines that describe how we address our obligations under the Transparency Act, including the requirements to conduct due diligence assessments, publicly account for the due diligence assessments and provide information about the due diligence upon request.

We also started risk-based due diligence assessments related to fundamental human rights and decent working conditions. In the due diligence process, we examine two primary risk factors: i) the company’s product, service, or sector and ii) the company’s primary location of operation. Given the nature and location of the Group’s business operations, the risk of engaging with organisations subject to being in breach of human or labour rights is considered limited.

Going forward, we will continue to focus on how to minimise occurrences of human rights infringement in our business operations and those managed by third parties. We will also publish a report in line with the obligation under the Transparency Act on [paretosec.com](https://paretosec.com).





SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

→ Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

# Workplace

Pareto Securities relies on highly skilled employees with bright ideas to succeed. We consider our employees as our most important assets.

Acting responsibly and offering a positive work environment is crucial for attracting and retaining the right people. This includes promoting a diverse and inclusive work environment in which everyone is recognised for their unique contribution and performance. We aim to preserve and build an aspirational and intellectual workplace free from discrimination and a clear culture of consequences.

At year-end, Pareto Securities had 480 permanent employees at our 13 offices in Norway, Sweden, Denmark, Finland, United Kingdom, Germany, Switzerland, USA, Singapore, and Australia. 44% of our employees work at our headquarters in Oslo and 34% at our second largest office in Stockholm.

Our employees originate from 22 different countries across four continents and speak 26 different languages, including English, German, French, Italian, Spanish, Norwegian, Swedish, Danish, Finnish, Mandarin, Hebrew, Arabic and Korean.

COUNTRIES OF ORIGIN



LANGUAGES SPOKEN



We want our employees to challenge the ordinary and find great ideas. To achieve this, we depend on a workforce with a diverse mindset that contributes with different experiences, backgrounds and perspectives. Workforce diversity and inclusion are therefore key components in achieving our strategic goals.

Source: Pareto Securities





SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

→ Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

Workplace

# Diversity and equality

We are committed to the principles of non-discrimination and equal opportunities, regardless of gender, age, nationality, and other factors. Our work against discrimination and gender inequality is reflected in our strategies, principles and guidelines.

In accordance with our Ethical Principles and Diversity & Inclusion Policy, we work continuously to ensure that all personnel processes are free of any biases, both in design and practice. We promote diversity and equal treatment in recruitment, promotions, competency development and in our work environment. We have zero tolerance for discrimination and harassment. Considerations of equality and non-discrimination are included in personnel policies.

We have gender-neutral guidelines and offer equal opportunities to women and men. Our remuneration policies ensure that remuneration decisions are made on fair and unbiased basis. Remuneration is based on several factors, where performance excellence, client focus, a risk-balanced attitude, contribution to competence development in oneself and other employees, long-term commitment and teamwork are core. The remuneration policies are approved and overseen by the boards of the Pareto Securities entities and get direct input from control departments, such as Compliance and Risk Management. Both men and women are offered and encouraged to take parental leave to promote gender equality and contribute to a better work-life balance.

In our recruitment processes, we maintain an approach that is “gender and background neutral”. We choose candidates whom we consider to have the best expertise, skills and potential, regardless of gender, ethnic origin, religious beliefs, sexual orientation, or any other such factors not relevant to their position.

The Group does not classify its employees based on such criteria, nor does it consider these criteria to be relevant to a career in the Group.

We have established a whistleblowing function that is intended to encourage employees to, confidentially and anonymously, report any activity or business practice that they suspect or consider involves discrimination or harassment. Our external whistle-blowing function is handled by an independent law firm with a duty of confidentiality to lower the threshold for an employee compared with having to contact a superior.

Most of our workforce are full-time employees on permanent contracts. The use of temporary contracts is usually associated with internships allowing students to combine temporary work at Pareto Securities with ongoing studies to obtain practical industry work experience. We have not identified any cases of involuntary use of temporary work during our gender equality and diversity inquiries.

Our offices in Oslo, Stockholm and New York meet the requirements for universal design, which means that our offices are inclusive and welcoming for all, regardless of disabilities.

Our kitchen in the Oslo head office labels food with allergens and offers gluten-free alternatives.



SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

→ Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

Workplace

# Gender balance

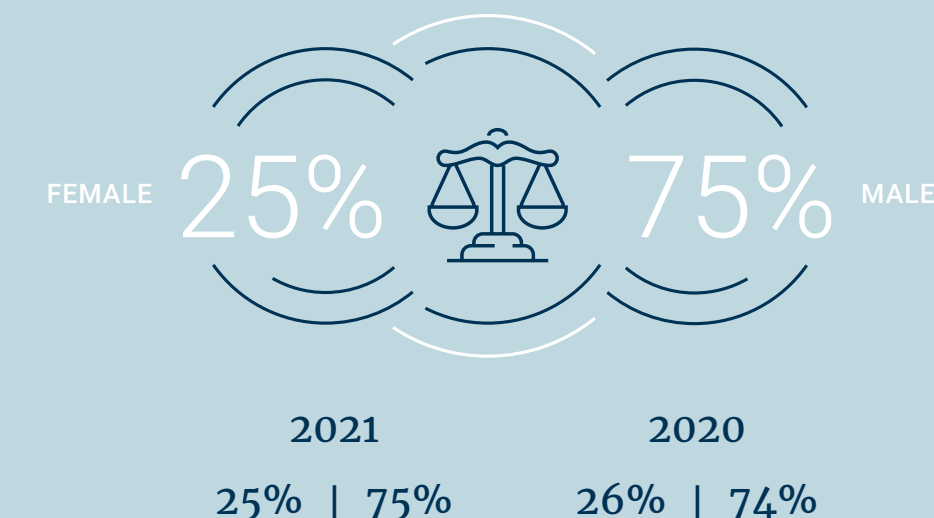
As an investment bank, we recognise that a diverse and broad representation of individuals will allow us to be a better partner to our stakeholders. This is particularly true in the finance industry, which historically has been male-dominated and lagging when it comes to gender distribution

While we have experienced a stable growth in the number of female employees in Pareto Securities in recent years, we are continuously working towards improving gender balance in the organisation. At the end of 2022, our total workforce comprised 358 men and 122 women. Male employees have a greater representation within the front-office functions in comparison to the mid- and back-office.

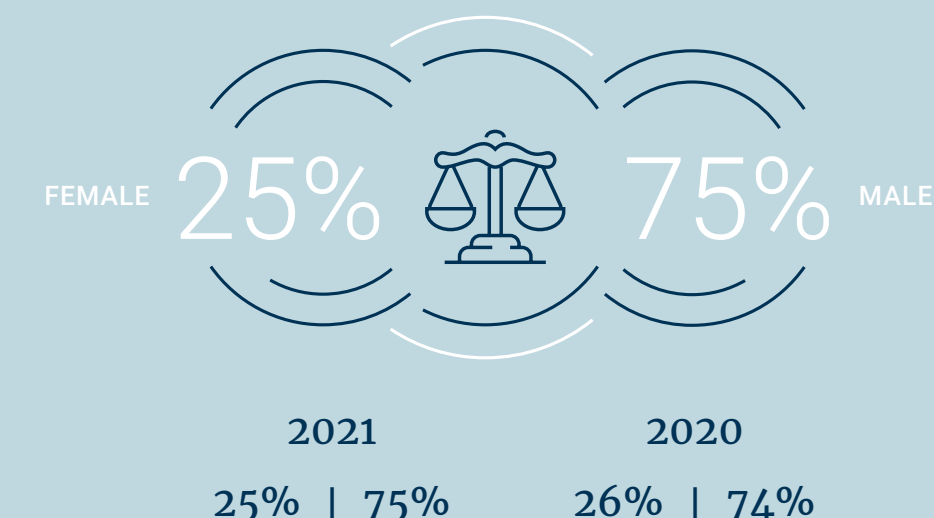
In line with our strategic goal on gender diversity, the board of Pareto Securities AS currently has a gender balance of 40% female and 60% male. We believe that a more balanced representation of men and women in the Board of Directors is good for our business and in line with the expectations from our stakeholders. We also believe that this will help to improve gender balance throughout our organisation.

In 2022, we have continued our work on diversity and gender equality within our organisation. We have increased our focus on equality and diversity in our recruitment processes by making sure that both women and men are included in every step, from recruitment events, job screening, job interview, and our mentor program. Furthermore, we have advertised more directly towards female finance groups that we work closely with, where the goal is to increase female applicants. We hope that these measures will improve the ratio of females within the organisation while also allowing female talent to progress into senior roles across the whole organisation, including the front office.

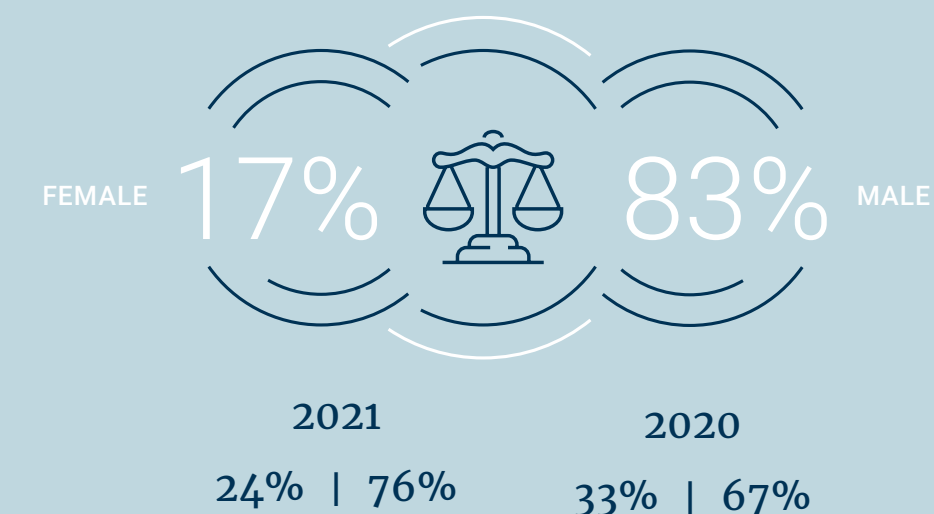
## GENDER BALANCE – TOTAL



## GENDER BALANCE – NEW EMPLOYEES



## GENDER BALANCE – INTERNSHIP PROGRAMME







SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

→ Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

We have continued to support initiatives to increase interest in the financial industry among female talent and attract more female graduates and professionals to join the Group. Pareto Securities was a partner at Women’s Finance Day at the Norwegian School of Economics and a contributor at Women in Finance at the Norwegian University of Technology and Science. We had the pleasure of participating in workshops and social events with Women in Finance at BI Norwegian Business School and with Femme Forvaltning at the Norwegian School of Economics. These workshops have been focused on financial elements but also on how to prepare for interviews within finance.

Throughout the year, we have arranged exclusive social events for female employees and facilitated the use of home office to promote a better balance between career and family life. We acknowledge that we have the potential for improvement in this area and that we are only at the beginning of an important journey towards a diverse and gender-balanced workplace. We look forward to continuing to make greater effort in what we consider to be a long-term commitment.

Pareto Securities is obligated to monitor, asses and report on gender equality and anti-discrimination measures and associated employee data in compliance with Norwegian law, specifically the Act on Gender Equality and the Prohibition of Discrimination (Nw: Lov om likestilling og forbud mot diskriminering). In line with this obligation, the 2022 statement on gender equality and anti-discrimination are published on [www.paretosec.com](http://www.paretosec.com).







SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

→ Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

Workplace  
Safety and health

We believe in the right to prosper and feel safe at work. We shall ensure good working health and a sound working environment, safeguard our employees' physical and mental health and promote professional and personal development.

Pareto Securities is committed to facilitating work-life balance for our employees and encouraging them to take care of their health, be physically active and seek professional help through our health insurance if needed. We believe that the health and well-being of our employees are absolute imperative for a thriving working environment.

We are aware that a highly demanding work environment such as ours may constitute an inherent risk in relation to stress and mental health challenges. Mental health is therefore a key focus area for Pareto Securities. Throughout the year, we held sessions with Ole Petter Hjelle, a doctor and brain researcher, who provided insight into how small changes in our activity level, diet and sleep can improve our brain performance at work and make us more resistant to stress. We will continue to focus on workplace health, including offering various activities under Pareto Active.

All employees are covered by our health insurance programme and are offered health checks every second year.

Pareto Securities has established Working Environment Committees, consisting of both women and men, that meet regularly and have appointed safety representatives according to local regulations. In 2022, there were no accidents reported, and absence due to illness is monitored and is consistently low.





SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

→ Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

Workplace

# Pareto Active

At Pareto Securities, we understand that physical activity not only enhances work performance and job satisfaction but also prevents absenteeism due to illness and stress. That is why we have developed the Pareto Active programme to equip our employees with additional tools to deliver top performance over time.

We recognise the importance of maintaining an active lifestyle and a healthy diet, which has a positive impact on various aspects of life, and we therefore offer health and fitness allowances and opportunities to exercise at work.

In 2022, we conducted several activities to encourage our employees to be more active. As a result, 76% of our employees actively participated in the programme, and we logged over 33,000 training sessions in our internal activity system, equivalent to more than 40,000 hours of activity.

We have made group sessions a regular part of our workday, including CrossFit sessions with Barry's Bootcamp, CrossFit with Anders Myrvold, running sessions with Kasper Fosser, several yoga sessions, cross country skiing, alpine skiing, and padel tennis.

During our Summer gathering in Stockholm, we offered various activities for employees to participate in, promoting team spirit and unity. For the first time, Pareto Securities had a women's team participating in Holmenkollstafetten 2022, and we had a record number of teams participating. The run-up, execution, and social activities of these events boost enthusiasm among our employees.







SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

→ Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

Workplace

# Career development

Pareto Securities is all about the people working here, and we are committed to giving our colleagues the best possible platform to learn and develop. We believe that giving responsibility right from the start, combined with our culture and market-leading deal flow, makes Pareto a great place to grow.

Our flat organisational structure elevates our employees' level of responsibility, removes excess layers of management, and improves the coordination and speed of communication within the Group. We believe that our flat structure increases the level of independence and empowerment of our employees, which enables us to grasp opportunities in the fast-shifting and competitive market.

In 2022, we implemented a mentor programme for all new employees and interns to further increase our focus on career development. The programme aims to transfer knowledge and expertise from experienced colleagues, provide guidance and build a supportive and engaging work environment.

As a global company, we offer our employees international opportunities at our 13 offices worldwide. This is an excellent opportunity to embark on new challenges, develop professional skills and expand one's professional network. We also facilitate internal transfers across our departments.

In 2022, we welcomed 56 new colleagues to the Group.



“

Even if you are the face and the primary contact for investors, you have a whole army of skilled colleagues ready to help you.

**Nancy Leung** Fixed Income Sales, Stockholm





SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

→ Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

Workplace

# Learning and development

Continuous learning and development are key to helping our employees enhance appropriate skills, capabilities, and knowledge, thus enabling them to remain qualified for their jobs and contribute to the business performance.

Our employees based in EU/EEA are subject to the MiFID II knowledge and competence requirements and are provided regular training, both by relevant industry organisations and internally. Our employees outside EU/EEA are also subject to various licensing requirements and are subject to training programs. As part of our commitment to competence building, we also use e-learning systems and programs as part of our training concepts for our employees.

All new employees receive department specific training, as well as general training within core topics. Pareto Global Excellence Academy is our annual one-week global introduction programme for new employees, cf. next page. Employees also receive training on a continuous basis, either through internal training sessions held by the Compliance department or by inviting external professionals.

In 2022, our training programs included, i.a., training in compliance, anti-money laundering, and data security. In addition, several external professionals have been invited to present relevant topics for our employees throughout the year.

Successful integration of sustainability in our business entails investments in competence and capabilities across all levels of our organisation. Global changes and new regulatory requirements affecting the financial sector require an understanding of current developments as well as new skills and adjustments. Going forward, we will include new EU sustainability regulations, including the MIFID II sustainability amendments, the Taxonomy and the SFDR, in our training programmes.





SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

→ Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

Workplace

# Pareto Global Excellence Academy

We are committed to building a Group-wide culture of quality and shared resources. Through our one-week global introduction programme, Pareto Global Excellence Academy, new employees are given a thorough introduction to our business and how to work to create value for our clients.

During the 2022 Academy, a total of 32 sessions were hosted. The purpose of the Academy is to introduce new employees to our culture, mission, values, working methods, tools, colleagues, and organisational structure. We seek to transfer skills and experiences from senior colleagues and exchange ideas. The fast development of new employees' knowledge, skills, confidence, and understanding is fundamental to our success.

The aim is to facilitate faster integration, both in terms of work-related skills and knowledge and the social aspect. Our academy is a critical component in onboarding young talents and developing an understanding of "the Pareto way".



Pareto Securities  
Global Excellence Academy







SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

→ Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

# Internship programme

We are committed to investing in future talent. In 2022, 36 highly qualified and motivated students gained experience through our Internship Programme in Norway, Sweden, Denmark, the United Kingdom, Germany, and Singapore.

With our internship programme, we aim to provide young professionals with valuable work experience and insights into working in a global investment bank.

Through our internship programme, interns have the opportunity to apply acquired knowledge to real work experience by getting unique insights into the day-to-day work of our Research-, Investment Banking- or Sales departments. Working alongside their mentor and experienced colleagues, the students will be an integrated part of a sector team, actively engaged in the ongoing processes and live transactions.

Our programme is designed to give interns core investment banking skills and improve transferable skills such as communication, teamwork, and grit. Furthermore, the program offers students a platform to establish important networking connections with professionals within their working areas.

In short, our internship programme teaches young professionals the necessary skills and knowledge for a successful career in finance.



“

I applied for an internship at Pareto Securities because I wanted to gain hands-on experience in a fast-paced work environment. Working side-by-side with high-calibre colleagues allows one to absorb invaluable knowledge and expertise from highly experienced professionals.

**Background:** Max Lenngren worked as a summer intern in our Investment Banking TMT team in Oslo, Norway

**Education:** Industrial Economy and Technology Management, Norwegian University of Science and Technology (NTNU)





SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

→ Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

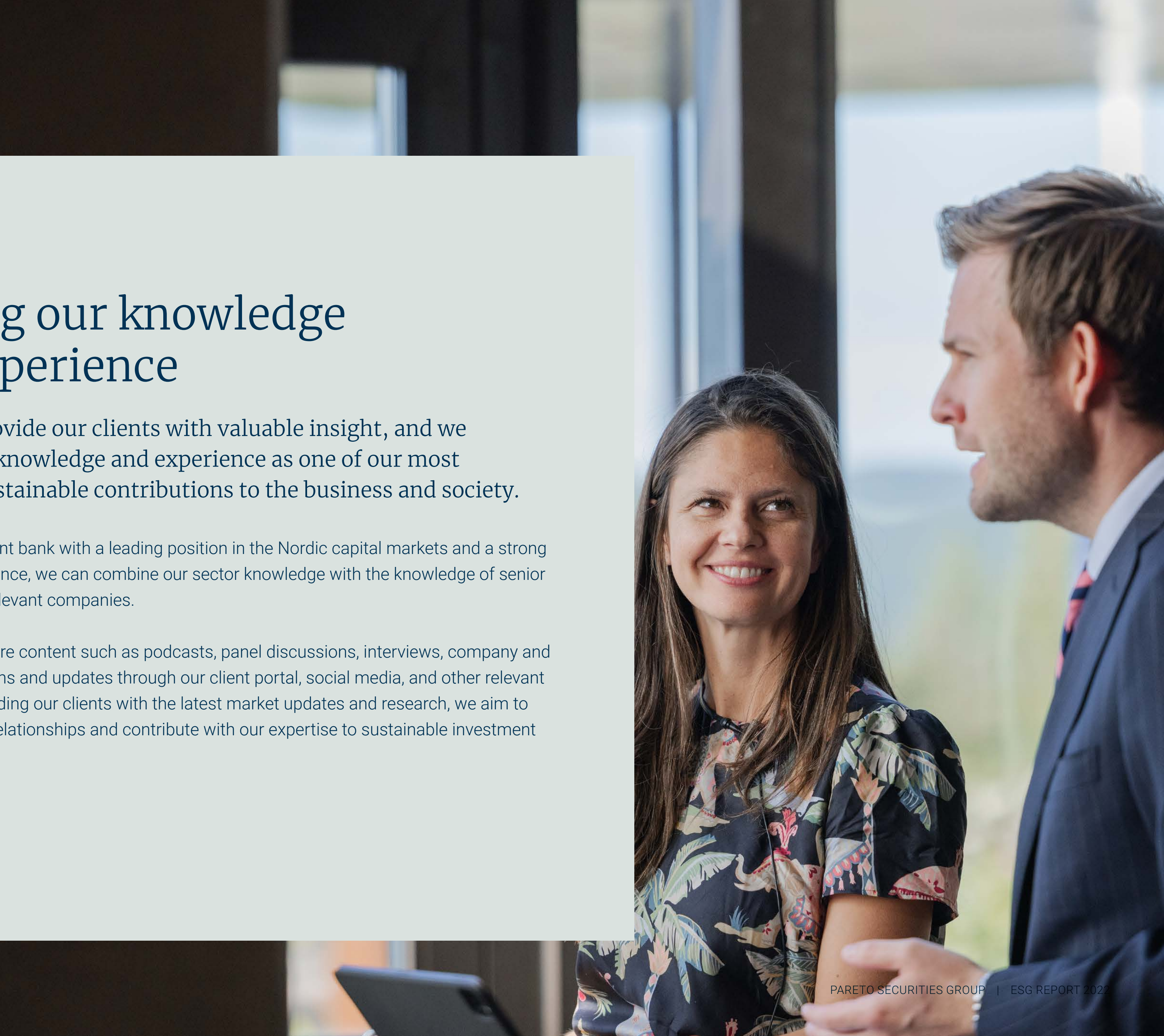
Contributions to non-profit organisations

# Sharing our knowledge and experience

We aim to provide our clients with valuable insight, and we consider our knowledge and experience as one of our most important sustainable contributions to the business and society.

Being an investment bank with a leading position in the Nordic capital markets and a strong international presence, we can combine our sector knowledge with the knowledge of senior management in relevant companies.

We create and share content such as podcasts, panel discussions, interviews, company and sector presentations and updates through our client portal, social media, and other relevant channels. By providing our clients with the latest market updates and research, we aim to create long-term relationships and contribute with our expertise to sustainable investment decisions.





SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

→ Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

Sharing knowledge and experience

## Our conferences and seminars

We share our knowledge with our clients, business partners, and other stakeholders. We contribute to increased competence in businesses by arranging platforms for knowledge and experience sharing, mainly through our conferences and seminars.

An essential aspect of our knowledge sharing is organising conferences, seminars, and other events within our core sectors. We bring together companies, institutional and private investors, and industry professionals to share their expertise and explore market trends.

Through the events held in the Nordics and beyond, Pareto Securities offers platforms that connects companies with potential investors and provides networking opportunities that add value to all our stakeholders. We organise conferences and seminars that cater to our main business areas and specific industry sectors such as traditional and renewable energy, E&P, clean-tech, seafood, real estate, technology, healthcare, mining, and gaming.

Our flagship conferences have been held for many consecutive years and have become the largest conferences of their kind in Europe.

In 2022, our events were attended by over 600 presenting companies and more than 8,000 participants. In addition, around 1,500 1-1 investor meetings were scheduled during the conferences last year.

We notice that sustainable investments, energy transition strategies and ESG questions are increasingly important for investors. We look forward to providing these opportunities for knowledge and expertise sharing during our events in the years to come and aim to continue embedding the ESG agenda in our events.

CONFERENCES



NUMBER OF PARTICIPANTS



PRESENTING COMPANIES



1-1 INVESTOR MEETINGS  
DURING CONFERENCES





SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

Workplace














- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

→ Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

Sharing knowledge and experience  
The return of physical conferences

Conferences 2022	Host country	
24th Annual Power & Renewable Energy Conference	Norway	
11th Annual Nordic Corporate Bond Conference	Sweden	
TechIT Conference	Germany	
6th Annual Gaming Seminar	Sweden	
17th Annual E&P Independents Conference	UK	
3rd Annual Metals & Mining Conference	Sweden	
Annual Seafood Forum *	USA	
17th Annual North Atlantic Seafood Forum	Norway	
13th Annual Healthcare Conference	Sweden	
29th Annual Energy Conference	Norway	
3rd Annual Nordic TechSaaS Conference	Norway and Sweden	 
Nordic Bonds in 2022 and Beyond Webinar	Germany	

\* Pareto Securities was partner of the event







SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

→ Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

Contributions to non-profit organisations

Sharing knowledge and experience

# Partner in events and committees

In 2022, Pareto Securities engaged as a partner together with Thommessen, PwC and Crux Advisers in the new pre-IPO programme, IPOready Norway, launched by Euronext. The programme intends to improve the skillsets of the participating companies to get their business investment ready and covers areas such as the IPO process, legal perspectives, IPO valuation and equity story, financial communication, corporate governance, and post-listing requirements.

Pareto Securities partnered with Position Green for the ESG report “ESG100 – Data for Decision-makers”. Each year, Position Green evaluates and ranks the quality and transparency of the ESG reporting of the 100 largest listed companies in Norway, Sweden, and Denmark. At the launch events of the report, our CEO, Christian Jomaas, and Head of Real Estate Investment Banking in Sweden, Carl-Johan Hugner, participated as speakers in Oslo and Stockholm.

During the year, Pareto Securities participated with speakers from our Equity Research team at events hosted by AksjeNorge, which we also support financially. AksjeNorge is an independent and non-commercial foundation in the Norwegian equity market which aims to increase knowledge about equities and the securities markets.

## Seat on the legal committees

Our Compliance department contributes to the development of law and best practice in the financial industry through the seat we hold on the legal committee of the Norwegian Securities Dealers’ Associations. Our CEO is a Board member of the Norwegian Securities Dealers’ Association.





hSaas Conference



We share our knowledge through our channels to give our clients valuable insight in their decision making.







SOCIAL RESPONSIBILITY

Integrating social issues

Human rights

Workplace

- Diversity and equality
- Gender balance
- Safety and health
- Pareto Active
- Career development
- Learning and development
- Pareto Global Excellence Academy
- Internship programme

Sharing our knowledge and experience

- Our conferences and seminars
- Partners in events and committees

→ Contributions to non-profit organisations

# Contributions to non-profit organisations

In 2022, Pareto Securities supported six non-profit organisations financially. These sponsorships included:



The Salvation Army offers a wide variety of services worldwide, including emergency response, social work, food distribution center and hospitals.



Save the Children®

Save the Children is a humanitarian aid organisation for children. Our support was directly aimed at aid to Ukraine.



Min Stora Dag is a Swedish support organisation providing experiences and events for seriously ill children.



Superselma is a Norwegian support organisation for cancer-stricken patients and relatives, that also works to increase the competence of health professionals across Norway.

**Storasyster**

Storasyster is a Swedish support organisation for victims of rape or other sexual abuse.



Alltid Litt Sterkere is a support organisation for ALS-stricken patients and relatives.





CORPORATE RESPONSIBILITY

- Regulatory development
- Ethics and anti-corruption
- Combating money laundering and terrorist financing
- Compliance
- Conflicts of interest
- Whistleblowing
- Risk management and capital adequacy
- Information security
- Data privacy

# Corporate responsibility

Our success relies on the confidence our stakeholders have in us. We are committed to conducting our business in a responsible, ethical and lawful manner. We consider good corporate governance to be a precondition for value creation and credibility.

Our main role is to contribute to a well-functioning financial market and efficient allocation of capital by providing a number of regulated services and activities based on fully harmonised EU rules (MIFID II).

The Group and the financial markets in which the Group operates are subject to extensive supervision by the respective financial supervisory authorities. We are committed to contribute to upholding market integrity by refining good practice standards.





CORPORATE RESPONSIBILITY

- Regulatory development
- Ethics and anti-corruption
- Combating money laundering and terrorist financing
- Compliance
- Conflicts of interest
- Whistleblowing
- Risk management and capital adequacy
- Information security
- Data privacy

# Regulatory development

Regulators worldwide underscore the responsibility of corporations to mitigate the effects of climate change. There are increasing expectations regarding ESG factors from various stakeholders, such as supervisory authorities.

The EU action plan on financing sustainable growth aims to reorient capital flows towards an economy that is perceived as more sustainable, to manage financial risks stemming from climate change and environmental issues, and to foster transparency and a long-term perspective in the financial market. This includes increased reporting requirements on ESG for a wider range of organisations, corporate sustainability due diligence obligations towards suppliers and business partners, integration of sustainability risks and preferences of clients in both the conduct- and organisational rules and legislation for the financial sector.

The EU Taxonomy is a system for sustainability classification of economic activities, creating a common EU/EEA definition of what is “sustainable”. The Sustainable Finance Disclosure Regulation (SFDR) aims at improving transparency on sustainable investment products. The Corporate Sustainability Reporting Directive (CSRD) entails increased demand for reporting sustainability performance. CSRD, and the supporting European Sustainability Reporting Standards (ESRS), will stepwise come into effect from the financial year 2024.

The MiFID II sustainability amendments impose new obligations on investment firms, including requirements to integrate clients’ sustainability preferences when providing investment advice, integrate sustainability factors, risks, and preferences into organisational requirements, and integrate sustainability factors into the product governance process.

Through the introduction of the Norwegian Transparency Act, and the forthcoming EU reporting directives CSRD and CSDD, there is also increased attention being paid to the social dimension of ESG.

Pareto Securities monitors regulatory development and is preparing for the implementation of the enhanced reporting requirements mentioned above.



CORPORATE RESPONSIBILITY

Regulatory development

→ Ethics and anti-corruption

Combating money laundering  
and terrorist financing

Compliance

Conflicts of interest

Whistleblowing

Risk management and  
capital adequacy

Information security

Data privacy



# Ethics and anti-corruption

Our Ethical Principles are built on Pareto Securities’ values. They are intended to, among other things, fighting corruption, extortion, bribery, money laundering, fraud, terrorist financing, and the financing of other criminal activities.

Together with our policies, procedures and applicable laws and regulations, the Ethical Principles provide the framework for what we consider responsible business conduct and describe the way we aspire to work. All employees shall sign the Ethical Principles.

We focus on the board, management and employees receiving good training in our ethical framework and has established training programs that includes ethics. Annual refreshers on ethics are also provided via the authorisation scheme for financial advisors. Our Ethical Principles are available on our website.

Pareto Securities is firmly opposed to corruption in all forms, including bribery and trading in influence. Corruption undermines legitimate business activities, distorts competition, and exposes individuals to risks. We do not allow anyone involved in our business to offer, give, ask for, accept, or receive any form of bribe, including facilitation payments. Our employees undergo regular anti-corruption training, and we conduct monitoring to uncover suspicious transactions. Pareto Securities’ zero tolerance for corruption is reflected in our Anti-corruption Policy, available on our website.

In 2022, no corruption incidents were reported or suspected.

**ZERO TOLERANCE  
FOR CORRUPTION**



**ZERO CORRUPTION  
INCIDENTS REPORTED  
OR SUSPECTED IN 2022**





Regulatory development

Ethics and anti-corruption

→ Combating money laundering  
and terrorist financing

Compliance

Conflicts of interest

Whistleblowing

Risk management and  
capital adequacy

Information security

Data privacy



# Combating money laundering and terrorist financing

Pareto Securities is subject to applicable anti-money laundering and terrorism financing legislation in the respective jurisdictions, and is committed to combating economic crime, including money laundering, terrorist financing, fraud, work-related crime, and corruption. We work consistently to fight financial crime, prevent fraud, and protect Pareto Securities from being exploited for illegal activities.

We prepare a comprehensive annual assessment of the risk of money laundering and terrorist financing linked to our operations, along with associated risk mitigation measures. The risk assessment forms the basis for our implementation and compliance with anti-money laundering regulations and application of a risk-based approach and includes risk factors identified and a description of mitigating actions.

We have established an extensive framework of guidelines to prevent the group of from being exploited for money laundering, tax evasion or terrorist financing. The framework is there to ensure that the group complies with the statutory requirements in various processes through established routines, client measures, sanctions regulations, and procedures for internal control. The Anti-money Laundering (AML) department is responsible for establishing client relationships and ongoing follow-up of these, including reviewing, and examining risk factors and implementing mitigation measures.

Pareto Securities provides regular training for our employees relevant to their duties to know their responsibilities under the money laundering framework and be able to identify indicators of money laundering and terrorist financing.

In 2022, the work was focused on Know Your Customer (KYC) and improving the quality of the risk classification of clients. This is being accomplished through clearer ties to Pareto Securities' general framework for risk assessment. We have focused on further digitalisation of the KYC process to create a more client-friendly and efficient process. Russia's invasion of Ukraine in February 2022 has led to an increased focus on sanctions regulations and monitoring of customers against sanctions lists. During the year, the Compliance department conducted several workshops with the AML Officers, client establishment teams and settlement personnel. In addition, the boards underwent relevant AML training.

Going forward, we will continue to focus on increasing efficiency and quality in the various AML processes.





CORPORATE RESPONSIBILITY

Regulatory development

Ethics and anti-corruption

Combating money laundering  
and terrorist financing

→ Compliance

Conflicts of interest

Whistleblowing

Risk management and  
capital adequacy

Information security

Data privacy

# Compliance

We have a strong compliance culture and believe this is crucial for how we conduct our daily business and maintain the trust of our stakeholders. Our compliance framework forms the basis for all our decisions and is key to the integrity of our business.

The Compliance department manages and provides guidance to the organisation on compliance, regulatory and reputational risks and ensures adherence to laws, rules, and regulations as well as our Internal Regulations and Procedures.

The quality of deal selection and execution work is ensured through teamwork under experienced Deal Captains and established capital raising project procedures, including a thorough assessment of potential new investment banking assignments in the internal "Deal Committee". The Deal Committee has a strict approach to deal selection, including evaluation of both the sector in which the potential client operates and the evaluation of more company specific matters. Our clients' focus on relevant ESG-factors is analysed by the Deal Committee, and we strive to collect information from our clients to specify potential sustainability-related objectives that the financial instruments are compatible with our target market assessment.

All business activities are subject to in-depth management scrutiny on a day-to-day basis. Further, the structure and activities shall at all times be organised in such a way that the risk of conflicts of interest between Pareto Securities and our clients, as well as between the clients of Pareto Securities, is minimised and in accordance with our Conflict of Interest Policy, available on our website.

In 2022, the Compliance department's activities included, among other things, implementation of new legislation throughout the organisation, Deal Committee participation and input, monitoring pre-launch and pre-signing meetings, training of employees, advice, spot checks, handling of inquiries from regulatory authorities, and review of internal guidelines.

Going forward, we will further develop our product governance setup and prioritise the training of our employees on the new ESG-related legislation.





CORPORATE RESPONSIBILITY

Regulatory development

Ethics and anti-corruption

Combating money laundering  
and terrorist financing

Compliance

→ Conflicts of interest

Whistleblowing

Risk management and  
capital adequacy

Information security

Data privacy

# Conflicts of interest

Pareto Securities is, like other investment banks, engaged in activities based on a business model with an inherent potential for conflicts of interest. The different departments in Pareto Securities serve different client interests, and conflicts of interest may also arise between Pareto Securities and its clients.

The structure and activities of Pareto Securities shall always be organised in such a way that the risk of negative consequences resulting from conflicts of interest between Pareto Securities and its clients, as well as between the clients of Pareto Securities, are minimised. If conflicts of interest cannot be avoided, Pareto Securities ensures that the clients' interests take precedence over the interests of Pareto Securities, and that no individual client is unfairly favoured to the detriment of other clients.

Pareto Securities works actively to identify potential conflicts of interest, and how to handle such identified conflicts of interest. Each year workshops are held with different Department Heads to identify potential new conflicts of interest and ensure that identified conflicts are mitigated and handled properly. The workshops form the basis for Pareto Securities' Conflict of Interest Policy, which is annually published on our website.







CORPORATE RESPONSIBILITY

- Regulatory development
- Ethics and anti-corruption
- Combating money laundering and terrorist financing
- Compliance
- Conflicts of interest
- Whistleblowing
- Risk management and capital adequacy
- Information security
- Data privacy

# Whistleblowing

Pareto Securities is committed to ensuring a healthy working environment with a low threshold for misconduct. A fair and open working environment with freedom of expression benefits our business and our employees. We acknowledge that whistleblowing is valuable to the Group as it offers an opportunity to remedy misconduct which otherwise would not surface.

At the same time, criticism and disagreements must be handled in an orderly manner. Pareto Securities has therefore established internal reporting channels (i.e. reporting to one's immediate department head, the appointed human resources and safety representatives), which should be the first port of call for employees who wish to raise their concern about censurable conditions within the Group.

Pareto Securities further acknowledges that reporters may need anonymity in particularly sensitive cases. In addition to the internal reporting channels, Pareto Securities has established a reporting service handled by an independent law firm, Wiersholm AS, which allows for anonymity.

All reporting channels safeguard the confidentiality and protection of persons who report misconduct. Going forward, Pareto Securities we will continue to work actively to ensure that the Group's reporting channels remain robust and encourage employees to come forward with their concerns without fear of retaliation.







CORPORATE RESPONSIBILITY

Regulatory development

Ethics and anti-corruption

Combating money laundering  
and terrorist financing

Compliance

Conflicts of interest

Whistleblowing

→ Risk management and  
capital adequacy

Information security

Data privacy

# Risk management and capital adequacy

A key element in Pareto Securities' operations is the ability to manage risks. While conducting our business, the Group is exposed to a wide variety of risks, including market, credit, liquidity, operational and currency risks that all may be material. The purpose of risk management is to identify, measure, prevent, control, and when applicable to limit risks that arise in all business operations.

Pareto Securities rely on a sound risk culture throughout the organisation. Risk culture is the set of objectives and practices, shared across the organisation, that drive and govern risk management. This includes our purpose, value and behaviours in maintaining a sound risk culture within the organisation characterised by a high level of risk awareness, ongoing dialogue regarding the risk Pareto Securities is or may be exposed to and robust methods for systematic risk management. The Group's risk is managed in accordance with applicable laws and regulations, as well as risk management and internal directives. Internal procedures have been established.

For Pareto Securities regulated entities, the decision-making authority regarding the risk instructions and risk limitations that apply to the business lies with the boards of the entities. The boards have a pronounced low-risk appetite, which is reflected in the risk profile. The overall risk strategy is to take conscious and controlled financial risks that support our operation. The boards' tools for ensuring that risk-taking, risk management and risk control are in line with decisive control documents are the three functions of Risk Management, Compliance, and Internal Audit, where the Internal Audit function is outsourced to third parties and reports directly to the boards. Pareto Securities unregulated entities are followed up by compliance (in a regulated entity) and through the internal self-assessment control that is carried out annually for the Group.

Pareto Securities maintains a business continuity plan to ensure that our operations continue in the event of a significant disruptive crisis. The continuity plan is regularly tested, including supporting processes associated with incident response and information technology disaster recovery. We are committed to delivering quality service to clients and partners amid challenging circumstances. Appropriate measures are taken to prioritise the most critical functions.

A significant part of Risk Management's tasks is repetitive each year, such as daily control of market risk, credit risk and liquidity risk. Management and control of operational risk and compliance with internal risk instructions, as well as monitoring, updating, and reporting of capital adequacy to regulators, are also typical activities throughout the year. In addition, the annual capital adequacy assessment process, which includes a comprehensive assessment of ESG-related risk and the self-assessment of internal control of operational risk and conflict of interest, are important pillars of Risk Management's activities.

Going forward, in addition to the activities mentioned above, Risk Management aims at incorporating a higher degree of ESG awareness into the annual self-assessment of internal control of operational risk.





CORPORATE RESPONSIBILITY

- Regulatory development
- Ethics and anti-corruption
- Combating money laundering and terrorist financing
- Compliance
- Conflicts of interest
- Whistleblowing
- Risk management and capital adequacy
- Information security
- Data privacy

# Information security

A quality management system has been established with the Group’s governing documents for information security. Risk management processes have been established to identify and monitor risks constantly.

Managing cyber security is of high importance to protect our employees, clients, stakeholders, and assets against cyber threats. Both proactive and reactive measures are taken to prevent, detect, investigate, and manage security incidents. These include established contingency plans and regularly conducting emergency response exercises.

Pareto Securities has implemented several technical safety barriers and puts employees through regular information security and privacy training to avoid unwanted incidents, including mandatory web-based training courses in information security and privacy. These are tangible, concrete measures designed to prevent human and technical errors. Should unwanted incidents and discrepancies related to information security and privacy occur, these are registered, followed up and reported.

Increased digitalisation and increased risk of cyberattacks have been drivers for the new EU legislation (The Digital Operational Resilience Act). The importance of a proactive and structured approach to information security is also increasing due to greater expectations from supervisory authorities, partners, and society. During 2022, Pareto Securities worked continuously with threat assessments to ensure security protection. The Group’s Chief Operating Officer leads the information security work.







CORPORATE RESPONSIBILITY

- Regulatory development
- Ethics and anti-corruption
- Combating money laundering and terrorist financing
- Compliance
- Conflicts of interest
- Whistleblowing
- Risk management and capital adequacy
- Information security
- Data privacy

# Data privacy

Pareto Securities is committed to safeguarding the privacy of our clients, employees, and business partners. We believe that transparency in how we manage the personal data we collect is vital to building trust and accountability with our stakeholders, who expect privacy.

We have established a framework work to ensure correct and secure personal data processing. We follow security measures to protect against the loss, misuse, and alteration of personal information under our control. These measures include regular audits of security systems, enhancements to ensure our website and users are safe, and training programs as well as testing to help guard against phishing and other malicious attacks. Risk management is a natural part of our data privacy work and in this respect, we follow our general risk management framework.

Pareto Securities has established a mandatory web-based training course to ensure that all employees have a basic knowledge of data privacy.

Our Global Privacy Policy provides details of our approach to data privacy and is available on our website.







REPORTING AND DATA

Pareto Securities Group  
Key Performance Indicators

# Reporting and data 2022

## Reporting approach

This report outlines our activities and achievements across the following three main areas: environmental, social, and governance. Analysing our own organisation against a wider framework helps us to accelerate our actions towards the UN Sustainable Development Goals. We focus on the areas in which we can contribute and influence the most and aim to continuously improve within these areas for the benefit of our clients, our business and society in the years to come.

The group’s energy and climate accounts are registered based on the international Corporate Accounting and Reporting Standard. This standard was developed by the Greenhouse Gas Protocol Initiative – the GHG Protocol. The climate accounts reveal tons of CO<sub>2</sub>e that are direct and indirect emissions related to the group. These are greenhouse gas emissions from consumption due to energy use, waste management and travel. The climate accounts enable us to identify which sources impact the external environment and how we can improve concrete measures to minimise them.

## Reporting cycle

We will provide an ESG report annually that will be published on our website. We also run internal campaigns to raise awareness and provide information about ongoing projects through other internal communication channels, such as our intranet and internal information monitors.



REPORTING AND DATA

- Pareto Securities Group
- Key Performance Indicators

Pareto Securities Group

PARETO SECURITIES ENTITY	COUNTRY	SUPERVISORY AUTHORITY	AUTHORIZATION
Pareto Securities AS	Norway	Norwegian Financial Supervisory Authority (Finanstilsynet)	Investment firm
• Pareto Securities AS, Frankfurt branch	Germany	Norwegian Financial Supervisory Authority (Finanstilsynet) / BaFin (Federal Financial Supervisory Authority)	Investment firm, Branch
• Pareto Securities AS, Copenhagen branch	Denmark	Norwegian Financial Supervisory Authority (Finanstilsynet)/ Danish Financial Supervisory Authority (Finanstilsynet)	Investment firm, Branch
Pareto Securities AB	Sweden	Swedish Financial Supervisory Authority (Finansinspektionen)	Investment firm
• Aktieinvest FK AB	Sweden	Swedish Financial Supervisory Authority (Finansinspektionen)	Investment firm
Pareto Securities Oy	Finland	Financial Supervisory Authority (Finanssivalvonta)	Investment firm
Pareto Securities Ltd	UK	The Financial Conduct Authority (FCA)	Investment firm
Pareto Securities Pte Ltd	Singapore	The Monetary Authority of Singapore (MAS)	Investment firm
Pareto Securities Inc	US	Financial Industry Regulatory Authority (FINRA)	Broker Dealer
Pareto Securities Pty Ltd	Australia	Australian Securities and Investment Commission (ASIC)	Investment firm
Pareto Securities AG	Switzerland	The Swiss Financial Market Supervisory Authority (FINMA)	Pareto Securities AS is authorized to act as a representative for a foreign securities dealer through Pareto Securities AG
Pareto Project AS	Norway	Norwegian Financial Supervisory Authority (Finanstilsynet)	AIFMD
Pareto Business Management AS	Norway	Norwegian Financial Supervisory Authority (Finanstilsynet)	Accounting firm
• Pareto Business Management AB	Sweden	N/A	N/A
• Pareto Business Management A/S	Denmark	N/A	N/A
Pareto Maritime Services AS	Norway	N/A	N/A
Pareto Offshore AS	Norway	N/A	N/A



# Key Performance Indicators

6

REPORTING AND DATA

Pareto Securities Group

→ Key Performance Indicators

TOPIC	ACCOUNTING METRIC	UNIT / % / DESCRIPTION	NOTE	2022	REFERENCE TO REPORT
ENVIRONMENTAL					
Impact total	CO <sub>2</sub> emissions - total	tCO <sub>2</sub>	1	794 tCO <sub>2</sub>	7-14, 18, 21-30
Impact from transport	CO <sub>2</sub> emissions	tCO <sub>2</sub>	1	589 tCO <sub>2</sub>	18, 23, 25
Impact from energy	CO <sub>2</sub> emissions	tCO <sub>2</sub>	1	188 tCO <sub>2</sub>	18, 23, 24
Impact fom waste	CO <sub>2</sub> emissions	tCO <sub>2</sub>	1	17 tCO <sub>2</sub>	18, 23, 26-27
Offsetting carbon footprint	CO <sub>2</sub>	tCO <sub>2</sub>	2	794 tCO <sub>2</sub>	18, 23, 28-29
SOCIAL					
WORKPLACE					6, 19, 31-43
Permanent employees	Total	No.		480	6, 34-37
	Women	No. / %		122 / 25%	6, 34-37
	Men	No. / %		358 / 75%	6, 34-37
New employees	Total	No.	3	56	6, 34-37, 40-43
	Women	No. / %	3	14 / 25%	6, 34-37, 40-43
	Men	No. / %	3	42 / 75%	6, 34-37, 40-43
Employee turnover	Total	No. / %	3	61 / 13%	36-37
	Women	No. / %	3	14 / 3%	36-37
	Men	No. / %	3	47 / 10%	36-37
Interns	Total	No.		36	36-37, 43
	Women	No. / %		6 / 17%	36-37, 43
	Men	No. / %		30 / 83%	36-37, 43



REPORTING AND DATA

Pareto Securities Group

→ Key Performance Indicators

TOPIC	ACCOUNTING METRIC	UNIT / % / DESCRIPTION	NOTE	2022	REFERENCE TO REPORT
SOCIAL (CONT.)					
Involuntary part-time	Total	No.		0	35
	Women	No. / %		0	35
	Men	No. / %		0	35
Employees on parental leave	Total	No.		30	35
	Women	No.		9	35
	Men	No.		21	35
Weeks of parental leave*	Total	No.		323	35
	Women	No.		211	35
	Men	No.		112	35
Sick leave	Days	No.	4	968	38
Reported injuries	Total	No.	5	0	38
HUMAN RIGHTS					19, 31-33
Reported incidents – breaches of human rights	Total	No.		0	19, 31-33
KNOWLEDGE AND EXPERIENCE SHARING					10-11, 19, 44-48
	Conferences	No.		12	10-11, 19, 44-48
	Participants in our conferences	No.		8.000+	10-11, 19, 44-48
	Presenting companies in our conferences	No.		600+	10-11, 19, 44-48
	1-1 investor meetings scheduled in our conferences	No.		1.500+	10-11, 19, 44-48

\* Number corrected per 31 May 2023



REPORTING AND DATA

Pareto Securities Group

→ Key Performance Indicators

TOPIC	ACCOUNTING METRIC	UNIT / % / DESCRIPTION	NOTE	2022	REFERENCE TO REPORT
SOCIAL (CONT.)					
	Partner in events and committees	No.		5	10-11, 19, 44-48
	Seat in legal committee	No.		1	19, 44-48
	Internship Program – participants	No.		36	19, 43
CONTRIBUTIONS	Non-profit organisations	No.		6	19, 49
GOVERNANCE					
Combating money laundering and terrorist financing	Reported incidents	No.		0	20, 32, 50-53
Compliance	N/A	Description		Please refer to report	20, 32, 50-54
Conflicts of interest	N/A	Description		Please refer to report	20, 50, 55
Whistleblowing function	Reported incidents	No.		0	20, 35, 50, 56
Risk management and capital adequacy	N/A	Description		Please refer to report	20, 22, 57
Information security	N/A	Description		Please refer to report	20, 58
Data privacy	N/A	Description		Please refer to report	20, 59

Notes

Note 1: The input is based on consumption data from internal and external sources, converted into tonnes CO<sub>2</sub>-equivalents. The carbon footprint analysis is based on the international standard: A Corporate Accounting and Reporting Standard, developed by the Greenhouse gas Protocol Initiative (GHG Protocol). The GHG Protocol is the most widely used and recognized international standard for measuring greenhouse gas emissions.

Note 2: The actual number for compensating our carbon footprint is 1,100 tCO<sub>2</sub>, which is higher than our actual total CO<sub>2</sub> emissions in 2022. This is due to the methodology of purchasing/ planting hectares of mangrove trees in the Thor Heyerdahl Climate Park – Restoring Mangrove Forest Project. Pareto Securities has purchased two hectares, which is equivalent to approximately 5.000 mangrove trees.

Note 3: Permanent employees only.

Note 4: Included own sickness and caring for sick child.

Note 5: Work-related (physical) injuries.



Passion. Power. Persistence.



## Get in touch!

### **Pareto Securities AS**

Dronning Mauds gate 3  
P.O. Box 1411 Vika  
N-0155 Oslo

Norway

Phone: +47 22 87 87 00  
E-mail: [esg@paretosec.com](mailto:esg@paretosec.com)