

REJLERS

SUSTAINABILITY REPORT 2020



Working Towards Agenda 2030

In order to meet the global sustainability challenges, today's society requires a rapid transition in which infrastructures, industries and buildings must become smarter and more efficient. At Rejlers, we are actively contributing to this transition. We accomplish this through solutions that is strengthening our customers' competitiveness and at the same time future-proofing their businesses and our societies.

Sustainability Framework

Rejlers sustainability framework aims to contribute to the UN Sustainable Development Goals (SDGs) through defined objectives and activities and covers three areas: People, Projects and Partners. We are convinced that integrated sustainability work is a prerequisite for continuing to create long-term value for our customers, employees and other stakeholders.

The sustainability framework helps us to focus on the areas where we can make the biggest difference by contributing with our unique expertise. For us, this means meeting the increased demand and expectations about how, as a leading player in the technology consulting industry, we can help to create and develop sustainable societies. We have developed our own method, Roadmap to Agenda 2030, which enables us to work with sustainability in a more focused manner together with our customers.

Our stakeholders

At Rejlers we value our stakeholder's opinions and expectations on our sustainability work. They provide important input on which areas are of most value to them, which in turn contribute to our road ahead when formulating targets and our strategy.

We have conducted a stakeholder analysis in 2020 based on our primary stakeholders opinions and expectations. For our customers, one important area is a responsible value chain where Rejlers meet their requirements on ethical and environmental aspects. We in turn expect our partners to live up to the same requirements.

Employees expect us to take our responsibility as a company in the strive towards Agenda 2030, and to have a safe and healthy work environment with good prospects for personal development. The analysis also showed that a sustainable business is a crucial factor for young talents when they choose employer. By meeting these expectations, we can secure future recruitment of young talents.

Important areas for our owners are a stable and long-term financial development and a competitive offering of services towards our customers.

Climate impact is another important topic for all our stakeholders. This includes being transparent with our own climate impact as well as decreasing the climate impact from our own activities

and in assignments. Rejlers work actively with these areas through our internal sustainability work.

We will follow up on the results by deepening the analysis through dialogues in 2021.

EUs framework on sustainable investments

To meet the European Union's (EU) climate and energy targets for 2030, the EU has developed a framework for sustainable investments, referred to as the EU taxonomy, to direct investments towards sustainable projects and activities. During 2021 we will in detail investigate how the taxonomy will affect Rejlers and how we can be compliant.

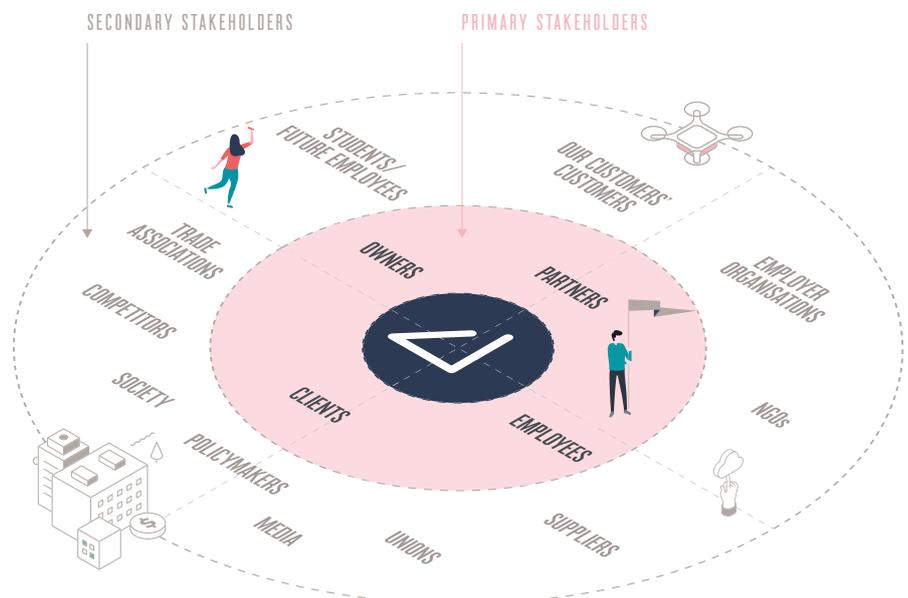
Management of our Sustainability Framework

At Rejlers, sustainability is an important topic. Rejlers' Head of Sustainability works directly with the management team to ensure that the sustainability goals are part of the overall corporate strategy. The intention of our sustainability framework is to ensure that all functions and divisions contribute to the sustainability work in the best possible way. Every level of the organisation is required to have measurable targets aimed at achieving the overall goals.

Rejlers leaders as well as the HR Department is continuously working to ensure that employees develop, thrive and are challenged by their work. The management within Rejlers are responsible for making sure that Rejlers continues to develop as an attractive employer. In our recruitment process, we place particular emphasis on increasing gender equality and diversity within the organisation.

The Rejlers procurement process ensures that suppliers and partners comply with and respect our Code of Conduct; this should be seen as the bare minimum. The monitoring of suppliers will be carried out on the basis of their assessed risk level.

Our sustainability framework and objectives are integrated in our core business and processes in order to contribute to our own development as well as to our customers' journey towards sustainability.



PEOPLE

PROJECTS

PARTNERS

Global Goals



Ambition

We love challenges and want to be the best learning organisation in the sector. This is possible because we have the most committed employees.

We are creating a more sustainable tomorrow and are future proofing our customers' businesses. We share knowledge through our open source culture.

Our brilliant network contribute to our success. We always do business with integrity and honesty.

Objectives 2025

- We promote a work environment that ensures physical and mental health. As a result, we have a sick leave factor below 2.5 per cent.
- Our work culture promotes the success of our colleagues. This results in an eNPS of 20.
- We foster a learning culture that adds value for employees, customers and partners.
- We achieve greater diversity, with at least 25 per cent women in the organisation.
- Our group management team and segment management teams are gender-equal.
- We continuously increase the share of projects that contribute to sustainable development and the UN Sustainable Development Goals in various ways.
- Between 2020–2025, we will reduce Rejlers' carbon emissions from scope 1, 2 and business travel by 50 per cent.
- We continuously tighten the requirements for our suppliers and partners to ensure sustainability throughout the value chain.

People

Our employees are the foundation of Rejlers' success. Our goal is to become the most learning organisation in the industry. We succeed by having an inclusive, inspiring and learning work environment.

Our vision "Home of the Learning Minds" encourage curiosity and a desire to continuously learn and develop. This affects how we interact with each other, both internally and externally, as well as the type of skills we seek. At the same time, it provides clear room for individual development.

Diversity

One of Rejlers' long-term goals is to increase diversity within the company. We are striving to build an inclusive and equal workplace where our employees are treated equally and provided with the same opportunities. A diverse workplace makes us a more attractive employer and enables creative teams and solutions that in the end benefit the customer. An equal workplace means that we do not miss out on important perspectives, skills and development opportunities. Rejlers operates in a sector where the majority of employees are men, which is why we work hard to encourage women to choose Rejlers as their employer.

Since January 2020 Rejlers have a gender equal top management team, and the gender equality has increased in all management teams at country levels during 2020. We are also proud to have been ranked as number 17 on Allbrights green list over companies with the most gender equal management teams of listed companies in Sweden. This proves that we have the right focus going forward towards 2025, but these changes take time and also imply more women taking on engineering as their profession for us to succeed with a more diversified workforce. By working towards gender equal management teams, we set the direction for the rest of the

organisation and highlight that men and women have the same opportunities.

In 2020, 20 per cent (19) of our employees were women, and the proportion of women among our new recruits was 21 per cent (22). Our goal is that women will make up at least 25 per cent of the organisation by 2025.

Healthy Workplaces

Rejlers has a long tradition of highly valuing employee health and during 2020 even more effort has been put in to ensure wellbeing among employees. This is essential for a sustainable workplace with low sick leave. We provide flexible work environments in which each individual can influence their work situation to suit their individual circumstances. In the past year digital solutions has enabled us to work in more flexible and personalised ways.

In 2020, we introduced a new method for measuring employee engagement and satisfaction. This new method has enabled us to better monitor our employees' satisfaction in real time and to take early action when necessary. It proved particularly useful during 2020 when the effects of COVID-19 limited our social interactions and completely changed our way of working. As for the results we perform well within leadership, work autonomy and team spirit compared with the industry. An area for improvement is personal development where our employees have high expectations thanks to our vision "Home of the learning minds". To compare Rejlers with other industry peers, we measure our Employee Net Promoter Score (eNPS). This is a measure of how likely it is that an employee would recommend their employer to a friend or acquaintance.

The total eNPS score for Rejlers was 13 for 2020 but we are working towards reaching a score of 20.

Employee data	2020		2019	
	In total (#)	Women (%)	In total (#)	Women (%)
Number of employees	2 330	20	2 398	19
Sweden	1,167		1,109	
Finland	1,041		994	
Norway	113		280	
Parent company	9		10	
Average age	44		44	
Total sick leave (%)	2.7		2.7	
Employee turnover (%)	11		11	

Management teams	2020		2019	
	In total (#)	Women (%)	In total (#)	Women (%)
Corporate management	6	50	7	29
Subsidiaries				
Management team, Sweden	13	46	10	30
Management team, Finland	8	12.5	7	0
Management team, Norway	7	33	10	20

A LEARNING CULTURE

Knowledge is one of our most important assets. Rejlers is a platform for continuous learning, development and growth. Our Head of Learning plays an important role in achieving our vision to become the learning leader in the industry. We have a team-focused mindset, and our employees are offered opportunities for professional development through various methods and tools for learning, as shown in the model below.

Collaborative channels and Learning events

Employees and external experts share knowledge, experiences and news. Our intranet and e-learning platforms for internal communication are based on an openness that encourage knowledge sharing.

Learning by doing

Employees develop through assignments and working together with colleagues with various areas of expertise and experience.

Learning together with the customer

Through assignments and projects involving the latest technology we learn together with our customers.

Transfer of competence in assignments

Through our management system with built-in checkpoints for learning we reflect on the work that has been carried out after each completed step in a project.

Rejlers Play

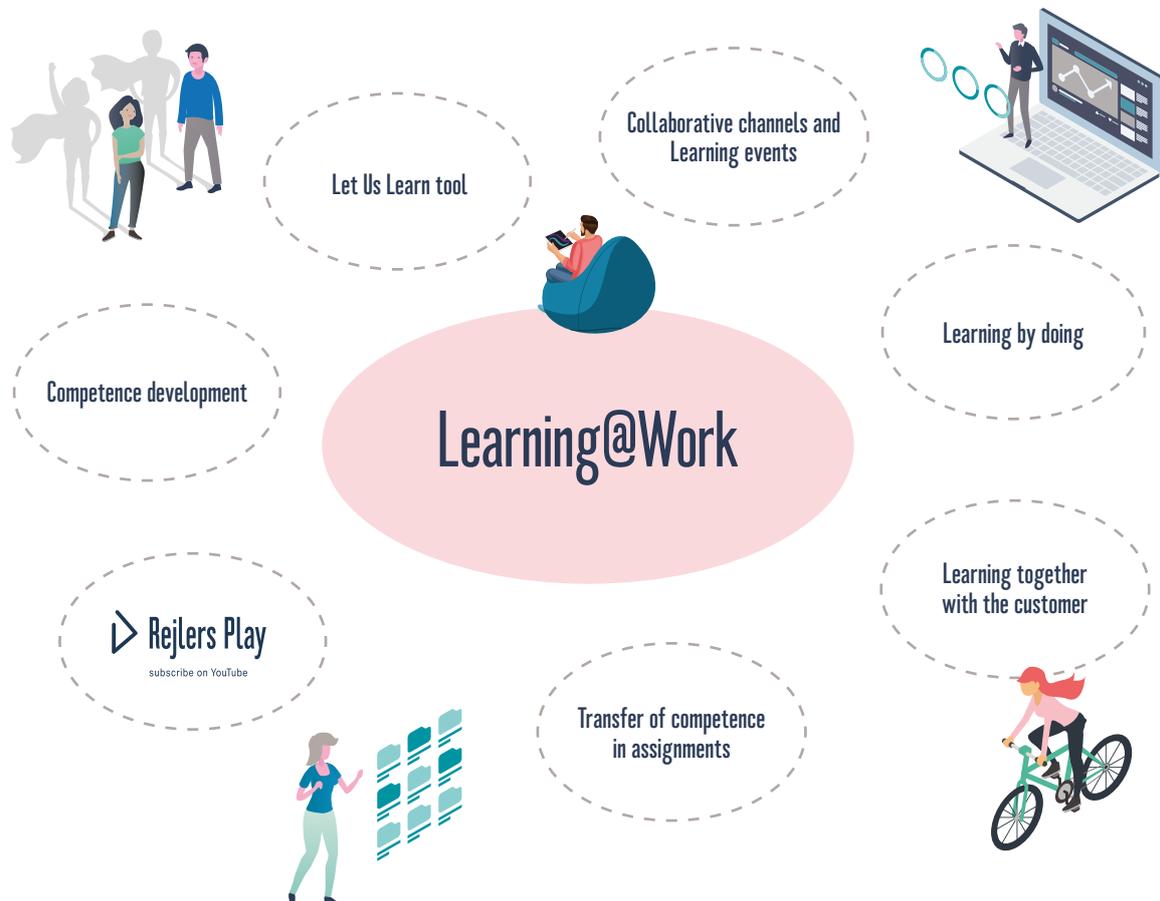
Our YouTube channel Rejlers Play inspires and spreads knowledge throughout the entire organisation and with the world around us.

Competence development

A framework to develop consultants with a defined personal development plan. We also offer trainee programmes for young professionals.

Let us learn tool

Enables reporting and spreading observations and knowledge as well as suggestions for improvements and best practice.



Projects

PROJECTS

We seek solutions that exceed our customers' expectations and enables them to achieve their ambitions. This means that we must maintain high quality in the work we do and find solutions that add value for both our customers and society at large. Our goal is to continuously increase the proportion of projects that contribute to the sustainable development goals as well as creating value for our stakeholders.

Rejlers play an important role in the energy transition, efficient energy supply, the development of robust communities, sustainable buildings, industries and infrastructure. A changing climate will affect our customers businesses and it is therefore crucial that we can meet their demand for expertise and innovation to future proof their business. In our projects, we can reduce the use of raw materials, energy and water through more efficient processes and circular flows. We can also work to reduce waste in our projects by streamlining processes and material selection.

Roadmap to Agenda 2030

In all our projects, we can help customers find new approaches and contribute to more sustainable solutions through our expertise.

Based on this idea, Rejlers has developed a method, Roadmap to Agenda 2030, that makes it easier for our customers to work with the UN Sustainable Development Goals.

The method helps our customers to better understand which SDGs that are most relevant to them. Together, we identify measures and objectives that contribute to the fulfilment of Agenda 2030. As technical consultants, we can help our customers to carry out the actions and adaptations in their organisations or projects, as well as follow up on the results.

Rejlers carbon emissions

Climate change is one of society's biggest challenges and we must do our part to reduce the negative impact. Our ambition is to reduce our own carbon emissions from scope 1, scope 2 and business travel by 50 per cent between 2020 and 2025. The total emissions in 2020 was 1 647 ton CO_{2e} (1 848) which translates into 0,7 ton CO_{2e}/MSEK (0,7). This means that we have reduced our emissions by 11 per cent during 2020.

	2020	2019
Carbon emissions	ton CO _{2e}	ton CO _{2e}
Scope 1		
Company cars	111	137
Scope 2		
Electricity	222	195
Heating & cooling	299	300
Scope 3		
Business travel & hotel	1,014	1,217
Total	1,647	1,848

During 2020 Rejlers have for the first time conducted greenhouse gas emissions calculations covering Scope 1, 2 and parts of scope 3. The analysis is based on the Greenhouse Gas Protocol's methodology and principles. Some omissions and estimations have been made due to unavailable data. Travel data from taxi, rental cars and trains only include Swedish operations. Estimations about the energy consumption in some offices have been made and the operations in the United Arab Emirates is not included. During 2021 Rejlers will take actions to improve the structure for collecting data, in order achieve more comprehensive reporting in the future.

PROJECTS – WE MAKE SOCIETIES MORE SUSTAINABLE

Projects – Sjöbohem A model for the future

The public housing company Sjöbohem is piloting an integrated solution combining solar and wind energy with hydrogen to supply both electricity and fuel.

Hydrogen is increasingly seen as a key component of a fossil-free future. Aiming at CO₂ neutrality by 2030, the public housing company Sjöbohem in Sjöbo, Sweden, has started a pilot project that will locally supply its head office and storage facilities with electricity from solar panels and a small wind turbine. Power that is not needed at the moment will be stored in batteries and in the form of hydrogen. This will then be used when the sun and the wind can't supply enough energy. In the future, the locally produced hydrogen will also be used to propel the company's entire vehicle fleet.

The project started early 2020 and the installation, with an installed capacity of 269 kW and a storage capacity of 3 MW, will be up-and-running in the spring of 2021.

Projects – Bane NOR Skarnes Infrastructure made more robust

As part of creating a more robust Norwegian railway system, public railway infrastructure authority Bane NOR is modernising the railway station in the small town of Skarnes.

In tomorrow's sustainable society we will need railways with higher capacity and reliability. Bane NOR is currently working on modernising the Kongsvingerbanen railway line, which is important for goods transportation to and from Sweden as well as for passengers commuting to Oslo.

In a project that started in the summer of 2019, the Skarnes railway station is now being updated with another platform and capacity to accommodate much longer trains. When the work is finished by the summer of 2022 accessibility will be improved and the communities on each side of the tracks better tied together through a new tunnel for bicycles and pedestrians.

Partners

Our network of partners are an important part of our success and ability to always provide the right competence. By sharing our values and expectations with partners we can ensure a high quality on a wide spectrum of aspects throughout our projects.

Rejlers Network

One important tool to ensure that we always have the right expertise for our projects is Rejlers Network, a platform that assembles all of Rejlers' skills in one place together with our partners. Almost 600 independent partners with expertise in various areas are available via the platform, which uses artificial intelligence in the matching process and ensures that we always have the right skills in the right place. We offer each of our independent consultants the opportunity to grow together with us as a partner. Thanks to Rejlers Network, new ideas and insights are continuously being included in our projects.

Assessing partners and living up to customer expectations

Rejlers has developed a foundation for supplier assessments based on areas covering environmental and social aspects. Assessing our suppliers will be an important tool to ensure that we work with suppliers who meet our standards and hence contributing to more sustainable projects. The assessment entails that suppliers who scores high in our assessment will be prioritized and hence considered more suitable partners. In the coming year we will conduct controls of suppliers to verify how well suppliers comply with the areas covered in the assessment.

We also get assessed by our customers on social and environmental aspects. Their expectations are important to us and it is crucial that they are met. Demands and expectations help us to develop within various sustainability areas. In turn, we

must ensure that our customers' high demands are reflected in the agreements with our suppliers.

Code of Conduct

Our extensive network requires monitoring of business ethics and responsibilities within our supply chain. We emphasise the need for our suppliers and partners to respect our Code of Conduct. From 2020 and onwards it is mandatory for all partners in Sweden and Norway to sign Rejlers Code of Conduct and Finland will implement mandatory signing in 2021. If any irregular conduct is noticed it can be reported anonymously through our whistleblower system. The system can be found on our website and is open to be used by employees or any external party.

The Code of Conduct contains rules for the professional conduct of Rejlers employees and the company's responsibilities toward colleagues, customers, shareholders and other stakeholders. Rejlers respects the UN Global Compact and its ten principles in regard to human rights, working conditions, consideration for the environment and anti-corruption. Through the Code of Conduct, we can contribute to sustainable development by ensuring that we have strong business ethics, take measures to prevent and detect corruption, and take information security, environmental issues and human rights into consideration.

Moving forward, our goal until 2025 is to increase the requirements for our suppliers and partners, in order to ensure sustainability throughout the value chain. A more thorough follow-up of compliance will be conducted through self-assessments and auditing of our suppliers. We also intend to further highlight and clarify our Code of Conduct's requirements through internal training.

Projects – Piiparinmäki

Green power for Google

The switch to renewable energy sources demands new power lines and substations. Rejlers enabled connecting the large Piiparinmäki wind farm in Kainuu to the grid.

Ilmatar Oy's new wind farm has 41 wind turbines and a total power capacity of 210 MW. As one of Finland's largest wind farms it is expected to provide over 700 GWh of clean energy per year, starting from 2021. Technology giant Google has agreed to buy more than half its production.

Part of the project was to connect the wind farm to Kajave Oy's grid through a total of 39 km of new 110 kV power lines and two 110/33 kV primary substations. On the strength of our deep expertise in power lines and primary substations, Rejlers acted as expert consultant in planning, procurement and construction

management when the grid connection was constructed from September 2019 to October 2020. Rejlers was also responsible for site supervision and safety coordination.



Risks and Risk Management

Rejlers is a rapidly growing organisation, and this entails both opportunities and challenges. As we grow by acquiring companies, this requires us, as an employer, to integrate new processes, employees and cultures. It also means that we often get to know new customers, which means making new risk assessments in order to ensure that they meet our requirements.

Area	Description	Handling	Activities in 2020
The Environment	Rejlers does not conduct operations requiring permits or registration according to applicable environmental legislation. The environmental risks that exist are consequences that arise if we were to violate current environmental legislation. We deem the environmental risks to be low.	To ensure that the environmental legislation is complied with throughout the Group, Rejlers has a certified environmental management system.	Review of the organisation and its assignments, in order to identify where we have the greatest risks and opportunities for impact.
Human Rights	We assess the risk of human rights violations in our own operations to be low.	Rejlers respects the UN Global compact and its ten principles in regard to human rights, working conditions, consideration for the environment and anti-corruption. These guidelines are to be complied with internally within the business, and Rejlers works with the company's suppliers to ensure compliance in the supply chain.	Revision of the Code of Conduct and objectives for requirements and enforcement.
Anti-Corruption	Rejlers depends on the company, employees, suppliers and partners to respect and comply with current legislation regarding bribery and corruption. Actions that conflict with current laws can affect Rejlers' reputation and operations.	All employees must comply with the Rejlers Code of Conduct. The Code of Conduct contains rules for Rejlers' business conduct and the company's responsibilities toward colleagues, customers, shareholders and other stakeholders. Our Code of Conduct is included in the employment contracts signed by our employees. We also have a system for whistleblowing in which an independent, external party helps us handle received cases.	Revision of the Code of Conduct and development of training materials and procedures.
Employees	<p>Employees constitute a core resource in a consultancy company. There is always a risk that skilled employees leave Rejlers to join competitors, customers or start their own operations. Retaining existing employees is important for company growth, as is recruiting new employees.</p> <p>In the aftermath of the pandemic, we expect that a larger proportion of employees than before want more flexibility and hence work from home more frequently. We need to meet these expectations without losing efficiency and company culture.</p>	<p>Rejlers endeavours to be a good employer and always pays great attention to employee job satisfaction, health and safety. The size of the company makes it possible to offer varied work assignments in terms of both geography and skills. Being able to offer a stimulating workplace for employees and provide training and personal development contributes to company growth. Through the vision "Home of the learning minds" we show the importance of being a learning organisation, which ultimately strengthen Rejlers as an attractive employer.</p> <p>To meet a potential higher demand to work from home after the pandemic, Rejlers will ensure to have the right technical infrastructure in place and a constructive dialogue with employees.</p>	<p>Continuous work with concretising our vision, Home of the learning minds.</p> <p>Developing new ways for employees to develop and feel engaged.</p> <p>Rejlers is having active dialogues with employees to understand the expectations after the pandemic. They will be used when planning for the post-pandemic workplace.</p>

Auditor's Opinion

Auditor's opinion regarding the statutory sustainability report

To the General Meeting of Shareholders of Rejlers AB (publ),
corp. ID no. 556349-8426.

Engagement and responsibility

It is the board of directors who is responsible for the sustainability report for the financial year 2020 and that it is prepared in accordance with the Annual Accounts Act.

The scope of the examination

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Stockholm, 31 March 2021

Deloitte AB

Johan Telander

Authorised Public Accountant

Photo: Death to Stock

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REJLERS AB (PUBL)
CO. REG. NO. 556349-8426 | BOX 30233 | 104 25 STOCKHOLM
TEL 0771-78 00 00 | WWW.REJLERS.COM

