



2019

SUSTAINABILITY
REPORT

Multiconsult

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Letter from the CEO

A part of the solution

At Multiconsult, sustainability is core to our business solutions. We have set clear goals for our business with respect to several of the UN's Sustainable Development Goals. For example, our efforts to achieve gender balance at the company have been very successful, and I am proud to head an executive management team with a 50/50 gender balance.

What we do within our own business is important, but our contribution to the sustainable development of cities and society is where we can make the biggest difference. As consultants we are involved in projects from an early stage. That puts us in a unique position to influence and challenge our clients and partners to choose good, sustainable solutions. We have expertise on sustainability at all of our



Photo: Erik Burås / Studio B13

offices and, at any given time, we are involved in numerous projects where sustainability is a priority. That means we are an important part of the solution to environmental issues and climate change.

At Multiconsult we do a lot of good work on sustainability in our projects, and our ambition is to hold a leading position within sustainable consulting. In 2020 and beyond we will therefore highlight this even more clearly by setting specific, ambitious targets with respect to our contribution to sustainability in our projects. Our goal is to make an even bigger contribution to reaching international targets for climate change and sustainability for ourselves, our clients and our business partners.

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Our contribution to the sustainable development of cities and society is where we can make the biggest difference.

This report mainly relates to Multiconsult Norge AS and Multiconsult ASA, shortened to Multiconsult, and the specific companies will be mentioned where applicable.

This report was prepared prior to the COVID-19 crisis. The crisis may impact the Groups short term objectives and priorities in significant way

Grethe Bergly
CEO

Introduction

Stepping up for the next decade



Photo: Getty Images

01

Multiconsult's work on sustainability is based on a long tradition of corporate social responsibility (CSR). To us, CSR means running the business in a responsible and sustainable manner over the long term, and in a way that contributes to a positive, trust-based relationship between Multiconsult, the group's stakeholders and society as a whole.

Multiconsult signed up to the United Nations Global Compact (UNGC) in 2016, and became involved in the UNGC's Norwegian network in 2019. We have chosen to focus on ten of the UN's Sustainable Development Goals, based on the areas where we can be part of the solution, now and in the future.

The ten goals, which are closely related to our core business and in line with our strategy, provide a framework for continuing to build up our expertise on green and sustainable engineering.

Sustainable goals for the future

We are constantly working to create a business culture of sustainability with a broad focus on climate change and the environment. Demand for our expertise on climate change and the environment increased significantly in the projects we did for our clients in 2019. We also increasingly challenge our clients to set more ambitious environmental goals for their businesses and projects.

Stepping up our actions

How the world community acts over the coming decade will be of outmost importance to the future of our planet. In 2020, at Multiconsult we will emphasize even more clearly how we intend to contribute to reducing greenhouse gas emissions and creating a more sustainable society. We will do this by drawing up specific, meaningful goals for our contribution to sustainability in our projects, and by encouraging our employees to

DID YOU KNOW?

In 2019, Eirik Rudi Wærner received a special award from the Norwegian Association of Consulting Engineers (RIF) for his work on the association's expert group on civil and structural engineering. Here he has been an outspoken voice in favour of taking sustainability into account when choosing materials for construction projects. He is also considered one of Norway's leading experts on environmental mapping in conjunction with refurbishments and demolitions.

act in the way that is best for the future. Multiconsult's sustainability report can be found on our website at www.multiconsult.no.



All of the companies in the group have more information about projects and activities related to sustainability and green consulting on their respective websites.



02

Sustainability through projects

Empowered by Multiconsult

Multiconsult aims to be recognised for its strong reputation for sustainable consulting and design. That involves taking into account users, financial considerations and the environment in our solutions.

We strive to meet the UN Sustainable Development Goals while also creating value for our clients and business partners. We have extensive expertise on sustainability, climate change, the environment and green design, and we use this to raise awareness and challenge our clients to choose good, sustainable solutions.

We do that to help reach the international climate change goals, and to attract and retain clients and employees who care about sustainable development. Since 2013 Multiconsult has participated in the Eco-Lighthouse scheme, which is Norway's most widely used certification scheme for enterprises seeking to document their environmental credentials and demonstrate social responsibility. The certification is also valid in the EU.

The internal program "Green Project Execution" has played a central role in the development and implementation of Multiconsult's approach to climate change and the environment. This systematic approach has been necessary in order to obtain Eco-Lighthouse certification under the new criteria.

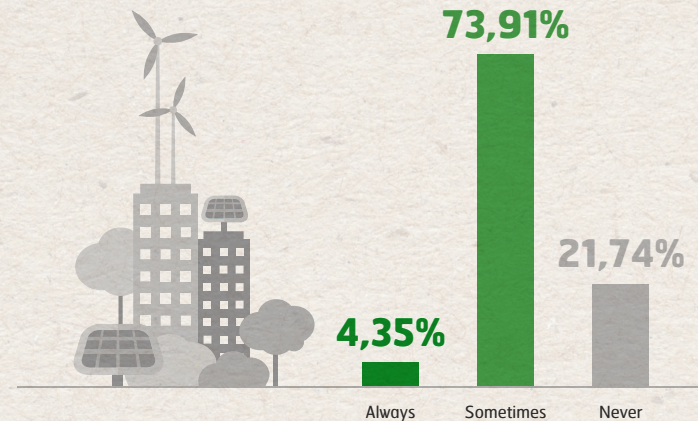


Fig 1: 78% Dialogue with the customer always or sometimes led to more sustainable change in the project

Implementation of «The Green Guides»

We are increasingly challenging our clients on whether they have set environmental goals for their businesses and what ambitions they have for their projects. In 2019 we did an internal survey at Multiconsult's Buildings & Properties department in Oslo, which found that by challenging and supporting our clients we are able to develop improved sustainable solutions. The survey shows very clearly that

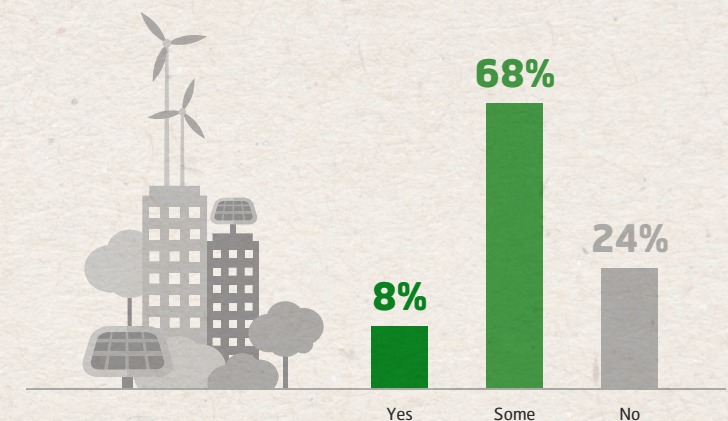


Fig 2: 76% Full or partial impact on proposals for sustainable solutions in the project

we should continue challenging our clients and business partners in this way.

Contribution through projects

Over the course of 2019, our experts helped to develop sustainable solutions and reduce greenhouse gas emissions and environmental impacts in a number of projects on behalf of our clients. In this chapter you can read about some of those projects.

DID YOU KNOW?

Multiconsult has 18 accredited BREEAM NOR professionals and has helped to develop the Norwegian BREEAM manual. BREEAM is a sustainability assessment method used to masterplan projects, infrastructure and buildings.

BREEAM[®] NOR

DID YOU KNOW?

Multiconsult has 6 accredited CEEQUAL assessors. CEEQUAL is a sustainability assessment, rating and awards scheme for civil engineering, infrastructure, landscaping and public realm projects.

CEEQUAL

LINK ARKITEKTUR

LINK Norge has executed at least 15 projects with stricter environmental and sustainability goals than required by Norwegian technical regulations, with the main focus being on reducing greenhouse gas emissions from the construction and operation of buildings.

The average target has been to reduce emissions from materials by 20 per cent and greenhouse gas emissions from energy for operation by at least 30 per cent. Overall, these projects have reduced greenhouse gas emissions from materials by 2 250 tonnes of CO₂, and energy for operation by 150 tonnes of CO₂/year for the next 60 years.

Fjordbyen Lier and Drammen

Final product

Fjordside town

Location

Lier and Drammen, Viken county

Client

Eidos Eiendomsutvikling

Our role

Zoning plan for the area

Key figures

The fjordside town will have capacity for 20 000 jobs and 20 000 new residents. Covers 1.3 million square kilometres, including a 2.5 km coastline on Drammensfjorden.



A new fjordside town far into Drammensfjorden will significantly increase the population of Lier Municipality, as well as providing access to the coastline. Keywords for the planning process include zero emissions, sustainability, eco-friendly, urban and modern.

The new fjordside town will have capacity for 20 000 new residents and 20 000 jobs. Work on zoning a million square

meters is well underway, and Eidos Eiendomsutvikling is developing the area for Lier Municipality.

In an interdisciplinary partnership with LINK arkitektur and WSP Norge, Multiconsult is helping to develop the zoning plan for the new fjordside town. The local population has also been encouraged to participate in the planning process.



The Ticon building

Final product

Renovated office building

Location

Drammen, Norway

Client

Ticon Eiendom

Our role

Multidisciplinary engineering consultancy, solar cells, energy early phase

Project partners

Multiconsult Norge AS and others

Key figures

The solar panels can generate close to 50 kW under favourable conditions, and this power is mainly used for ventilation and cooling.



Photo: Multiconsult

In the city of Drammen, a listed building from 1962 has been renovated to modern standards with low energy use and solar power generation.

The ten-storey building was originally built in 1962, and during 2019 five floors were modernized to high environmental and energy standards. Situated in central Drammen, public transport is close at hand. Multiconsult has followed the renovation process closely, as both the consulting engineer and tenant.

During the modernization, new façade modules with integrated solar panels were installed, preserving the original appearance of the building. This new aluminium façade is made of 75 per cent recycled materials and has integrated solar shading.

The building will be highly energy-efficient, and most of the energy it generates will be used for ventilation and cooling. The aim is to certify the building under the BREEAM in-use standard.



Route 3/25 Løten-Elverum

Fianl product

New Route 3/25

Location

Innlandet, between Løten
and Elverum

Client

Skanska Norge AS

Our role

Consulting engineers for all disciplines

Key figures

20 per cent reduction in CO₂ emissions

*CEEQUAL = The Civil Engineering Environmental Quality Assessment & Awards Scheme, an international certification system for sustainable construction projects.



Photo: Ståle Johan Berg/Ostfendingen

The new Route 3/25, one of Norway's biggest ever road contracts, covers 16 km of dual carriageway and 9 km of single carriageway with a median barrier between Løten and Elverum. Hedmarksvegen and Skanska are responsible for building the road, and Multiconsult is one of a group of consulting firms including Aas Jakobsen, ViaNova and Grindaker.

Sustainability has been an important aspect of the project, and the Norwegian Public Roads Administration performed a thorough impact assessment which uncovered several challenges with respect to sustainability. A number of sustainability goals and requirements were specified in the

tender documentation, such as observing and protecting the environment and habitats around the construction area. Multiconsult's expertise on water and the environment is, for example, being drawn on in an important study of how the construction project will affect water courses along the new road section.

The project is being certified under the international certification scheme CEEQUAL*, and aims to achieve a CEEQUAL Whole Team Award Very Good rating. One of the goals is to reduce project-related greenhouse gas emissions by 20 per cent over the whole course of the project.



Northern Lights

Final product

Terminal for the reception and storage of liquid CO₂

Location

Øygarden, Norway

Client

Equinor ASA

Our role

Designing and planning the reception facility, including site preparation, the admin building, infrastructure, marine structures and temporary works needed during the construction phase

Key figures

The initial phase has the capacity to transport and store 1.5 million tonnes of CO₂ per year. Phase 2 would involve the transport and storage of a further 3.5 million tonnes per year



Illustration: Multiconsult

The Norwegian government has started developing a demonstration carbon capture and storage (CCS) project to permanently store CO₂. The project aims to stimulate development of CCS, which will be absolutely essential if Norway and Europe are to reach their long-term climate change goals at the lowest possible cost.

The Norwegian energy company Equinor ASA was commissioned by Gassnova to do the concept and FEED studies for a system that would make it possible to store large quantities of CO₂ that would otherwise have been emitted into the atmosphere.

The project, which Equinor has named “Northern Lights”, covers shipping cooled CO₂ from industrial capture sites, a terminal to receive and temporarily store liquid CO₂ from the ships, onward transport through an offshore pipeline, and

injection and permanent storage in a geological reservoir below the sea bed on the continental shelf.

Equinor awarded Multiconsult the contract for designing the import quay, admin building and site preparation for the installation of process equipment. Øygarden off Bergen is the location chosen for the reception facility, where liquid CO₂ will be temporarily stored on land in tanks. Our work includes the location, concept and FEED studies, environmental impact and cost assessments, helping to develop the contract strategy, and planning the logistics and execution process.

The project is a good example of how our expertise built up over a number of years in the oil and gas industry can be applied to projects that enable cuts in CO₂ emissions from industries that are dependent on burning fossil fuels.



Horten sixth-form college

Final product

Sixth-form college

Location

Horten, Norway

Client

Vestfold County Council

Our role

Architecture, landscape architecture,
interior design and building physics

Key figures

Certified to passive house, energy-plus house, and BREEAM NOR Outstanding standards, 40 per cent reduction in greenhouse gas emissions

* BREEAM (Building Research Establishment Environment Assessment Method) is the world's leading sustainability assessment method for buildings.



Photo: Hundveen Clements Photography

Horten School, with 1 200 students and 200 employees, is considered Norway's most modern and highest environmentally classified educational building. The school has an innovative and modern environmental design that meets passive house and energy-plus standards, and it generates more energy than it consumes.

For the project, LINK arkitektur worked closely in interdisciplinary teams with energy and environmental consultants to achieve the goal of an energy-efficient energy-plus building that also met passive house

standards. Another project goal was for the building to qualify for BREEAM* NOR Outstanding certification, as well as to achieve a reduction in greenhouse gas emissions of at least 40 per cent compared with a reference building.

Horten sixth-form college is the first school building in Norway to achieve BREEAM Outstanding certification for the design stage, and at the international BREEAM AWARDS 2019 it won the category "The Public Sector – Design Stage Award".



New water supply system in Oslo

Final product

New water supply for the City of Oslo

Location

Lier, Hole, Bærum and Oslo municipalities

Client

City of Oslo, Agency for Water and Wastewater Services (Oslo kommune, Vann- og avløpsetaten)

Our role

Concept and preliminary design, including zoning plan and impact assessment for the whole project. Detailed design of all disciplines for a raw water tunnel, water treatment plant and treated water tunnel to the River Akerselva.

Key figures

100 per cent fossil fuel-free construction site, machinery powered by 100 per cent sustainable biofuel or electricity, measures to reduce greenhouse gas emissions from major drivers of emissions and materials



The City of Oslo has chosen to establish a complete back-up water supply by 2028. The new water source is Holsfjorden. From here, a tunnel will be built to a new water treatment plant in Oslo, as well as 15 km of lines in tunnels for onward distribution of the treated water. In the autumn of 2019, the city council gave the project the go-ahead.

The City of Oslo has set clear environmental requirements. For example, the construction site must be fossil fuel-free. That entails strict requirements, such as the use of 100 per cent sustainable biofuel and the electrification of machinery. There are also measures to reduce greenhouse gas emissions associated with materials that are major drivers of emissions such as structural concrete, sprayed concrete and reinforcement, as well as to reduce the use

of plastic. The long tunnels will be made by a tunnel boring machine, which will reduce ground vibration and land use during construction. The new operations building at the water treatment plant will be built to energy-plus standards.

In the various contracts for the project, environmental parameters have a weighting of 20 per cent in the allocation criteria.

The City of Oslo has given Multiconsult, together with our subconsultants Cowi and Asplan Viak, responsibility for all consulting services related to zoning, concept and preliminary design, and detailed design. The concept and preliminary design for the trunk lines will be done in partnership with Norconsult.



Battery storage system, Svalbard

Final product

Battery storage system

Location

Longyearbyen in Svalbard

Client

Longyearbyen Community Council

Our role

Solar plus battery system expertise, battery procurement expertise and system integration

Key figures

Reduction in operating expenses: approximately 15 per cent. Reduction in CO₂ emissions: up to 20 per cent per year.



For historical reasons, Svalbard has an energy system based exclusively on coal and diesel generators that emit around 70 000 tonnes of CO₂ per year. That makes Svalbard the most polluting place in Norway, and one of the most polluting in the world, measured in per capita greenhouse gas emissions. In 2019, the local authority in Longyearbyen therefore commissioned a study to increase grid reliability and reduce emissions. The study found that it is both technologically and financially feasible to go from a carbon-based energy system to a 100 per cent renewable one. Multiconsult has played a central role in this work.

In Longyearbyen, a battery storage system is being built that is primarily intended to increase the stability and reliability of the energy system. It will also allow coal-fired power stations to operate at more constant loads and with a higher capacity factor, reducing the need for

diesel and hence lowering greenhouse gas emissions and operating costs.

With some of Norway's leading experts on solar power and battery technology, Multiconsult is helping the local community in Longyearbyen to find solutions that successfully combine our solar plus battery system expertise with the Longyearbyen energy utility's knowledge and operational experience. Our role is to optimise the size of the system, prepare functional specifications and provide technical support through all of the stages of the project.

The battery project in Longyearbyen is complex, but also greatly needed. It solves short-term challenges, lays the foundations for phasing in renewable energy into the local power grid and perhaps represents the first milestone in the transition to a sustainable society with zero emissions.



REMA 1000 distribution centre

Final product

Solar PV system

Location

Vinterbro, Ås Municipality

Client

Login Vinterbro AS

Our role

Developing a concept for a solar VP system, drawing up the procurement specification, managing the call for bids and supervising contractors.

Key figures

Rated power of solar PV system: 2.5 MWp. Annual generation:

Approximately 1.9 GWh. Environmental benefits: Renewable energy

saves 230 tonnes of CO₂ emissions per year

Volume: 13 000 m² solar PV system



Photo: Solcellespesialisten

An innovative solar PV system covering over 13 000 m² has been installed at the supermarket chain REMA 1000's new distribution centre at Vinterbro in Ås Municipality.

The technology chosen has only been used for ground-mount systems in the past, so this is the first time that it is being used in a rooftop system in Norway. In total, the solar PV system will generate enough renewable energy to meet the annual energy consumption of 120 detached houses. It will cover up to approximately 25 per cent of the building's annual energy consumption, reducing CO₂ emissions by 230 tonnes.

This PV system is innovative and cost-effective for several reasons, including that it uses fewer materials and is quicker to install. It uses a higher voltage than is normal for rooftop installations and bigger solar modules. The cost saving from using the new concept is estimated to be approximately 10-15 per cent. In addition to managing the solar module contract, Multiconsult has supervised the other contractors during the project.

In 2018, REMA 1000 also collaborated with Multiconsult on an innovative energy system for its distribution centre in Sandnes.



Floating solar energy at the Seyschells

Final product

Floating solar PV farm

Location

The Republic of Seyschells

Client

Seychells Energy Commission

Our role

Transaction and tender advisers,
technical specifications of the plant

Key figures

4 MV, which equates to 1.6 per cent
of the Seychelles' energy target set
for 2030



Photo: Multiconsult

The Republic of Seychells is planning on building a 4 MW floating solar PV farm on seawater. The solar farm is expected to provide affordable and clean power to the national grid on the island. This equates to 1.6 per cent of the Seychelles' energy target set for 2030.

The project is unique, innovative and technically challenging. The fact that the price is still cheaper than the alternative cost of energy from diesel gives huge confidence in the potential of floating solar as an important niche within the solar industry.

The new solar PV farm is also representing a significant financial saving compared to the current cost of producing electricity from fossil fuels in the Seychelles, an impressive feature given the uniqueness of the project.

Quadran Seychelles was awarded the rights to develop, construct and operate the plant by the Seychelles Energy Commission, with Multiconsult as one of the key transaction and tender advisers.



The Fornebu Line

Final product

New metro line with stations

Location

Majorstuen/City of Oslo –
Fornebu/Bærum Municipality

Clients

City of Oslo and Viken County Council

Our role

Designing a metro line including associated infrastructure, station areas and connection to the existing metro network

Key figures

Green construction techniques and climate-friendly technologies will reduce CO₂ emissions during construction. When complete, the metro line will carry over 20 million passengers a year.

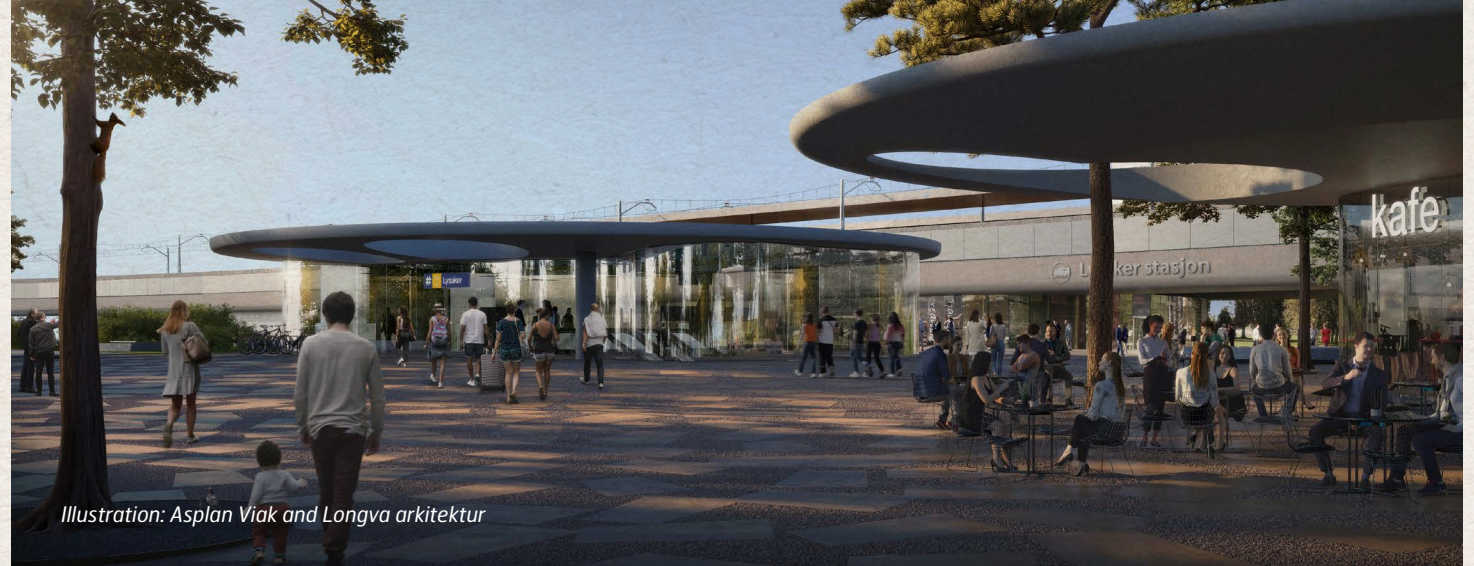


Illustration: Asplan Viak and Longva arkitektur

The Fornebu Line is a new metro line that will run from Majorstuen in Oslo to Fornebu. It is the biggest metro project in Norway in recent times, and it will be built in collaboration with the City of Oslo and Viken County Council. A new department, representing the City of Oslo and Viken County Council, has been Established to build the metro line.

The new metro line aims to provide a good, efficient transport link for residents throughout the Oslo region, facilitate sustainable, forward-looking urban development along the route and reduce future traffic growth. Ensuring good transport connectivity between people's homes and jobs is of great benefit to society. Once construction work on the Fornebu Line starts in 2020, the plan is to use various new climate-friendly technologies. This will also benefit the

projects' neighbours and the construction workers. The new technologies will reduce noise and local pollution from the construction sites, as well as resulting in lower CO₂ emissions to the atmosphere.

The Fornebu Line has now received government grants for three pioneering projects to promote greener construction. The aim is to reduce emissions from the construction sites, from the processing of the rock that is excavated and from the concrete used.

With partner Cowi, Multiconsult is designing the new metro line from Fornebu to Oslo including the associated infrastructure, station areas and connection to the existing metro network at Majorstuen station.



03

Environmental reporting 2019

Step by step in the right direction



Photo: Multiconsult

Our environmental reporting is based on the environmental emissions and climate footprint of Multiconsult Norway AS.

Comments on the environmental reporting 2019

ENERGY CONSUMPTION IN OUR BUILDINGS

Energy use in buildings/offices, based on consumption of electricity and district heating. Energy consumption will vary from year to year depending on outdoor temperatures. Energy consumption measured as kWh/work-year and kWh/m³ decreased somewhat from 2018 to 2019. In 2019 we didn't use oil for heating our offices any longer.

Comparing 2011 with 2019, the reduction in energy use per square metre is rather limited, considering that in 2019 all of our big offices are located in modern buildings. Factors causing the high energy consumption may include an increase in staff numbers and associated increase in use of electronic

equipment, including servers (which need lots of cooling). We have also provided charging points for electric vehicles, both for company cars and the staff's own cars. There may also be some margin of error in the reported square metres from all of the offices. We must look more closely at these issues when considering what measures to introduce.

Goals for 2020 – reduce energy consumption by 10 per cent compared with 2017.

The following actions will contribute to the energy reduction:

- Reduce the number of square metres of office space.
- Perform a BREEAM In-Use assessment of a few selected buildings.

TRANSPORT AND MACHINERY

From 2018 to 2019 there has been a 10 per cent reduction in travel by fossil fuel cars related to our operations (including the use of people's own cars for business purposes, company vehicles and rental cars). In the same period the use of electric cars has increased by 10 per cent, and now accounts for 11 per cent of the overall car travel related to our operations. In our environmental reporting there are no indicators measuring employee travel to and from work.

Goal for 2020 – Reduce travel by car

There are no specific goals for a reduction in driving to work, but our employees are encouraged to use public transport and car share wherever possible.

We also make it easy for employees to choose healthy and environmentally friendly means of travel for commuting by making them available. (This is not covered by the environmental accounts):

- Secure parking for all cycles and good changing rooms for cyclists.
- Incentive schemes for using public transport and/or walking/cycling.
- Electric cars have priority at office car parks.

AIR TRAVEL

Air travel includes the number of flights reported by the travel agency. A decrease in the total number of flights was recorded from 2018 to 2019, but there was an increase in long-haul flights. The total number of kilometres increased by about 18 per cent from 2018 to 2019. About half of this increase is due to international trips.

In the autumn of 2019, new guidelines were drawn up for company travel related to the nextLEVEL programme. This is expected to result in a significant reduction in the number of flights.

Goal for 2020 – At Multiconsult we shall travel less and increase the proportion of green travel

- Reduce the number of flights for internal purposes (not project-related) by 10 per cent (baseline: flights per head in 2017) by making it easy to choose green travel options.
- Make it easy for employees to choose healthy and environmentally friendly means of business travel and commuting.

SKYPE AND MICROSOFT TEAMS

The Skype data for 2019 show lower use than in 2018. The main reason for this is the lack of data collection from Skype and communication data from Microsoft Teams. Our overall impression is that the use of Skype and Teams has increased rather than decreased. The Life Size streaming system is still in use, but will be replaced by a new system with a number of additional functionalities for digital collaboration during the second quarter of 2020.

Online meetings save employees and the environment from many trips and improve collaboration between employees and other partners.

Goal for 2020 – Most internal meetings are carried out using Skype or Teams.

There are no figures for saved trips, nor any calculations for the savings they represent.

PAPER CONSUMPTION

The use of paper has decreased due to a number of improvements to our printers.

PROCUREMENT AND MATERIAL CONSUMPTION

In 2019, the number of suppliers with environmental certification was not adequately recorded. It is reasonable to assume that there was a slight reduction compared with 2018, as we are aiming to reduce our numbers of suppliers and products. As part of the nextLEVEL programme, a joint portfolio of framework agreements has been renegotiated. Sustainability and requirements relating to environmental certification have been assessed for each product group. In 2020 we will continue expanding our joint framework agreements with a particular focus on good and sustainable consumption patterns, as well as reuse of machinery and equipment.

Goal for 2020 – Multiconsult will buy products and services with environmental certification

- We will use suppliers with environmental certification and buy eco-labelled products.
- Environmental performance and declarations will be considered just as important criteria as functionality and price for all purchasing decisions.
- We will not use products or substances on the Norwegian Environment Agency's priority list (chemicals considered to represent a serious threat to health and the environment).
- Multiconsult Norge AS will have assessed the environmental management systems of 80 per cent of its subcontractors and partners.

WASTE SORTING

We sort and dispose of waste from our offices according to local regulations and the system in each municipality. Used computers, mobile phones and other electrical and electronic devices are handled according to best practice and recycled or reused if possible. Laboratory waste and waste from the maintenance of drilling rigs are sorted by a waste disposal firm and are not counted as having been sorted at source. The total amount of waste has increased. This is probably due to high levels of activity at our geo-labs. The overall average amount of waste recycled increased from 56 per cent to 61 per cent, but many of our offices achieve levels as high as 75 per cent.

Goal for 2020 - Multiconsult intends to minimise waste and recycle where possible

- Recycle at least 75 per cent by weight of the waste produced from our offices.
- Construction waste should be managed in accordance with the Norwegian waste management regulations and the principles of a circular economy.

CARBON EMISSIONS

Carbon emissions are the estimated CO₂ equivalent emitted by energy consumption in buildings (electricity, district heating and oil heating) and transport related to operations such as driving, air travel and use of machinery and equipment in connection with geotechnical operations.

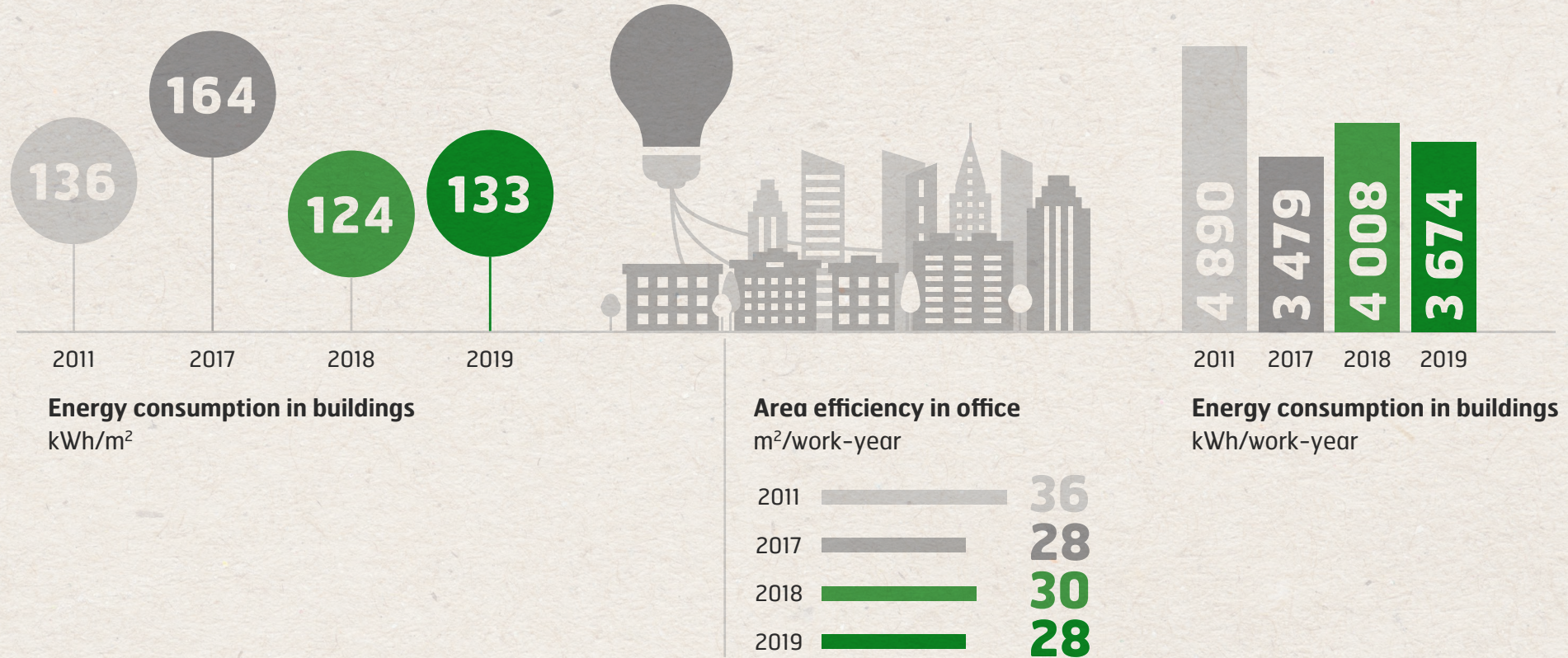
Multiconsult Norge AS purchases energy with guarantees of origin and supports the development of renewable energy. Reporting our electricity consumption as CO₂ neutral makes the total CO₂ emissions of the company about 200 kg less per work-year than they would be with the European energy mix.

Air travel represents the single biggest source of CO₂ emissions.

DID YOU KNOW?

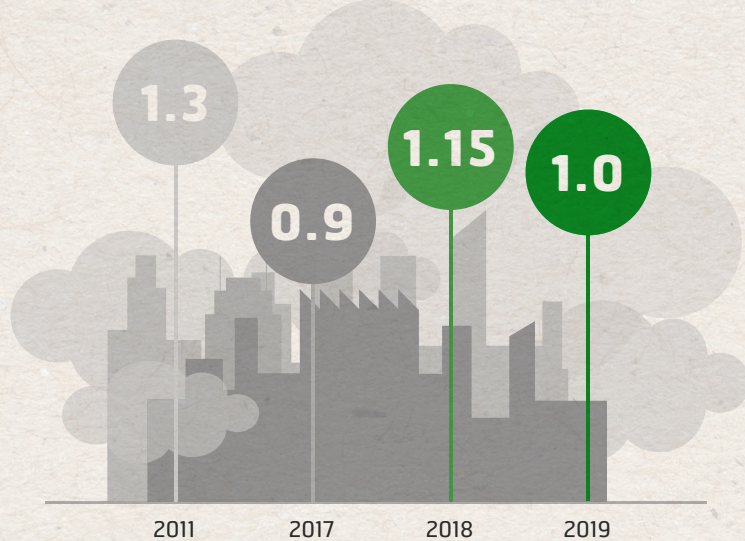
At the NCE Smart Energy Markets Partner Conference in the autumn of 2019, Multiconsult was voted Partner Company of the Year 2018, for its commitment and for the significant amount of expertise it had brought to the cluster in areas such as safety. NCE Smart Energy Markets is a ten-year development project to promote business development and international growth through research-based innovation in the area of smart energy and digital technologies. The programme is run by the Research Council of Norway, SIVA and Innovation Norway. The business cluster currently has 70 members.

ENERGY CONSUMPTION



For more detailed figures, see table at the back.

EMISSIONS TO THE AIR

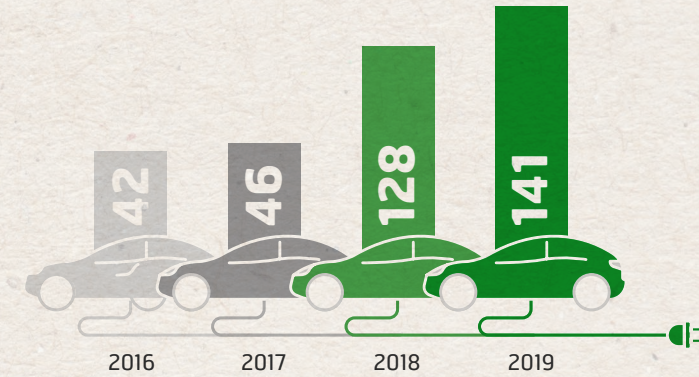


CO₂ emissions (excl. electrical energy for building)
Tonnes CO₂ / work-year

TRANSPORT AND MACHINERY



CO₂ emissions from flights
Tonnes CO₂ / work-year



Work related driving by electric car
km/work-year



Work related driving by car (fossil fuel)
km/work-year



Total waste
kg/work-year

WASTE



Waste for recycling
per cent

PAPER CONSUMPTION, TOTAL



kg/work-year

04

Employees, organisation and
equal opportunities

A good working life

We believe in a workplace where employees are seen, heard and looked after, and where there is a good work-life balance. Employee satisfaction surveys are conducted biannually, and on the basis of data from the 2019 survey, action plans have been made for all levels of the organisation.



Photo: Thomas Haugersveen, Hyperredink

Business Culture, Expertise and Personal Development

Multiconsult aims to build a shared culture of empowerment based on a set of joint values. Our business culture and values also cover standards and goals for good business ethics and corporate social responsibility (CSR). As part of that, we have created governance documents, training programmes and tools that are presented and made available to everyone through the company's Intranet.

Expertise

Our employees are the group's most important resource, and we need skilled, creative and motivated employees who continuously seek new challenges and develop new skills. Our 18 internal discipline-based networks give us an effective tool for structuring, leading and implementing important training and development across the whole organisation.

Innovation

By catching and managing innovative ideas from across the whole organisation, we benefit from the potential for innovation that our employees provide. We want innovation to form a natural part of Multiconsult's activities, and we hold an annual internal competition on innovation.

Future Lab is an example of a collaboration method used at Multiconsult to ensure that innovative problem-solving benefits our clients, the Multiconsult and society. LINK arkitektur makes use of parametric design, which allows several designs and makes it possible to evaluate alternative options more quickly and often in terms of aesthetics, environmental impacts and financial sustainability.

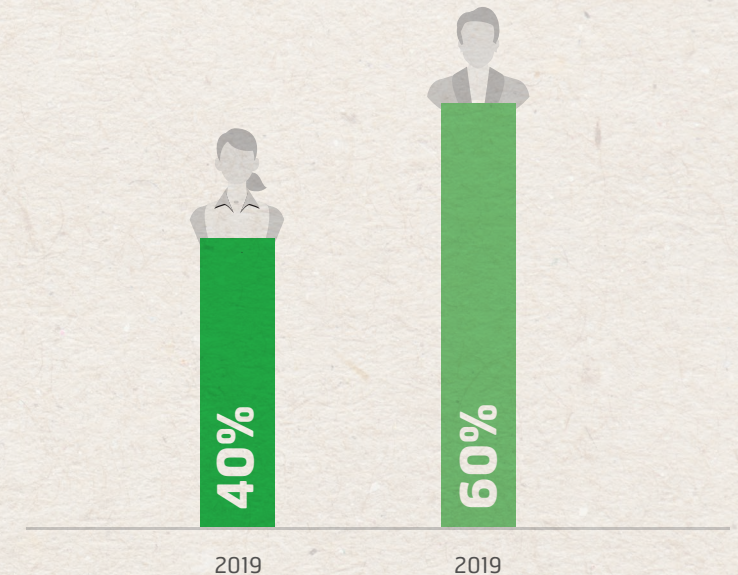
Good health, equal opportunity and gender equality

A number of measures to promote good health have been put in place, including supporting the company sports clubs, gym memberships, providing gym facilities at our offices and making physiotherapists available. Several incentives to motivate employees to walk or cycle to work have also been put into place.

Equal opportunity and gender equality

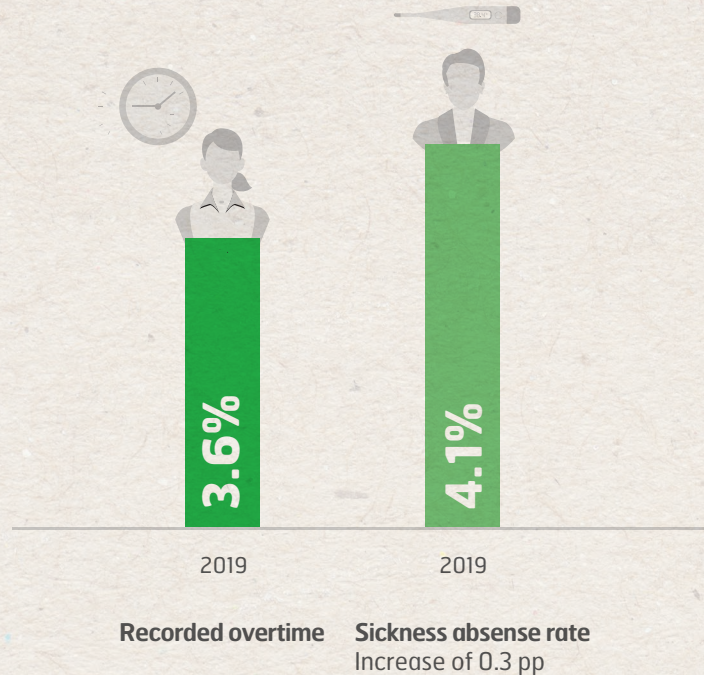
Multiconsult complies with the Norwegian Anti-Discrimination Act throughout the group, and provides good physical and mental working conditions for all of its employees. Increasing the proportion of women working at the group is a priority. In 2019, Multiconsult Group had

EQUAL OPPORTUNITY AND GENDER EQUALITY



In 2019, Multiconsult group had 2 994 employees

SICKNESS ABSENCE AND USE OF OVERTIME



2 994 employees, 40 per cent of whom were women and 60 per cent of whom were men. The proportion of women rose by 1.5 percentage points from 2018. At Multiconsult Norge AS, 36 per cent of the 2 125 employees are women, up 2 percentage points since 2018.

By 2020, Multiconsult Norge AS aims to have at least 30 per cent of each gender at management levels 1, 2 and 3. In 2019 there were equal numbers of women and men in the Multiconsult group's executive management team, and 33 per cent of level 3 managers at business units were women.

The goal of gender balance amongst project and technical managers shall reflect the gender balance at the company. In 2019 we worked very closely with managers, who nominate employees to be qualified and selected for project management development programmes. This work has resulted in a virtually 50/50 gender balance on the programmes.

Nonconformities and continuous improvement

Multiconsult is continuously introducing improvements

in response to unwanted incidents, nonconformities and suggestions recorded through our portal for nonconformities and proposed improvements. In 2019 there were 80 health and safety-related incidents, 25 per cent more than in 2018. Multiconsult had no occupational lost-time injuries in 2019. There were two injuries that did not involve lost time.

Multiconsult Norge AS performed a number of activities in 2019 to further improve our working environment. Those activities included a health and safety and sustainability week, a health and safety course for managers, and first aid courses at several offices.

Sickness absence and use of overtime

We work systematically on health and safety management to mitigate health risks and prevent injuries. Dedicated action plans have been established and are followed up closely by both central and regional offices.

In 2019, the sickness absence rate was 4.1 per cent, an increase of 0.3 percentage points over the previous year. The rate of recorded overtime was 3.6 per cent.

Working environment committees and health and safety service

At Multiconsult Norge AS there is a central working environment committee for the whole company, as well as seven regional working environment committees. The employer and employees are equally represented on the central working environment committee. Multiconsult Norge AS also has a health and safety service, consisting of 31 safety areas, seven regional safety delegates and one chief safety delegate. They hold meetings and perform safety inspections on a regular basis in accordance with the relevant procedures.

DID YOU KNOW?

In 2019, 3.2 per cent of the group's employees had a native language other than Norwegian, and that we speak a total of 23 different languages?

Audits and inspections

Multiconsult Norge AS underwent one external inspection focusing on health and safety in 2019. There were two internal audits focusing on health and safety in 2019, one under the Internal Control Regulations and one focusing on health and safety during travel and overseas assignments.

Compliance and Quality Management – Group Level

A strong focus on business ethics is a prerequisite for Multiconsult's role and reputation as an independent and trusted advisor. The risks we face are constantly changing within the group as new opportunities arise in the project portfolio, introducing new markets, clients and business partners.

Multiconsult has a Business Ethics Program, which seeks to raise awareness and ensure competence in handling integrity and reputational risks across the entire group. All employees undertake to familiarise themselves with and sign the group's Code of Conduct. Multiconsult has established a Whistleblower System where internal and external parties can report issues that might conflict with Multiconsult's internal requirements or national/international laws and regulations.

DID YOU KNOW?

In 2019, students rated Multiconsult the most attractive consulting engineering firm to work for in Universum's ranking for the seventh year in a row. Current professionals also rated Multiconsult the most attractive consulting engineering firm.



05

Engagement through collaboration

Working together for a better society



Photo: NCE Smart Energy

We genuinely believe that we achieve better results by sharing knowledge and cooperating with others. Consequently, in recent years Multiconsult Norge AS has worked with several national and international organisations and foundations to promote a more sustainable and fair development in Norway and the rest of the world.

ZERO

Over the period 2013–2019, Multiconsult has cooperated with the environmental organisation ZERO. This has covered lectures, ideas for and involvement at the ZERO conference, and holding joint events during Arendalsuka. The collaboration has led to coordinated responses to public

consultations and political advocacy in relation to carbon capture and storage, biofuels, offshore wind in rapidly developing economies, guarantee schemes for investments in renewable energy and electrification of public transport. Multiconsult has also made a small annual financial contribution to the organisation.

Engineers Without Borders Norway

Engineers Without Borders Norway is using engineering as a catalyst for change, by addressing global challenges and enabling sustainable human development. In 2019, Multiconsult Norge AS supported the organisation in its day-to-day operations, as well as collaborating in three projects, sending three of our engineers to different parts of the world to assist with projects aimed at creating a better life for local communities.

“Businesses for climate action”, a City of Oslo initiative

In 2013, Multiconsult Norge AS signed the City of Oslo’s climate accord. This commits the Oslo office to working with the City of Oslo and the other companies in the network to take concrete, measurable steps to combat climate change. We are also a part of the programme committee. This provided an excellent opportunity to influence the City of Oslo’s environmental policies and to take part in relevant events.

Klimapartnere Østfold

In 2019, our business unit in Østfold joined Klimapartnere Østfold, a forum for business leaders and sustainability managers in the county of Østfold. Multiconsult is represented on the board of the foundation.



Photo: Multiconsult

The 2019 Christmas gift

Every year, the employees at Multiconsult nominate and vote for a charity of their choice, to receive the annual Christmas gift. In 2019 the employees chose Giving Hope To A Child, a voluntary organisation based on the UN's Sustainable Development Goals that helps give children in Liberia a better future through education.

The Clown Race

Multiconsult Norge AS was the main sponsor of "The Clown Race" in 2019, an annual fun run for engineering students in Trondheim. The aim is to raise money for hospital clowns, a group of professional performers providing positive experiences and breathing space for children and adolescents in difficult life situations.

Breakfast seminar on safer towns and communities

To mark the International Women's Day on 8 March 2019, Multiconsult Norge AS and LINK arkitektur held a breakfast seminar on the topic of safer towns and communities. Drawing on our wide-ranging expertise, we want to take responsibility for helping to ensure that town planning and development creates local communities that are safe for all residents, and thereby set new standards for the towns of the future.



Photo: Multiconsult

Declaration of Climate & Biodiversity Emergency

In 2019, LINK arkitektur signed a sustainability declaration which states that climate change and the loss of biodiversity are the biggest challenges of our age. By signing the

declaration, LINK arkitektur has undertaken to work with its clients to commission and design buildings, cities and infrastructure as indivisible components of a larger, constantly regenerating and self-sustaining system.

| ENVIRONMENTAL INDICATOR | UNIT ¹ | 2011 ² | 2016 | 2017 ³ | 2018 | 2019 |
|--|-----------------------------------|-------------------|---------|-------------------|---------|---------|
| ENERGY | | | | | | |
| Area efficiency in offices | m ² /work-year | 36 | 34 | 28 | 30 | 28 |
| Energy consumption in buildings | kWh/work-year | 4 890 | 5 529 | 3 479 | 4008 | 3754 |
| Energy consumption in buildings | kWh/m ² | 136 | 164 | 125 | 124 | 133 |
| TRANSPORT AND MACHINERY | | | | | | |
| Work related driving by car | km/work-year | 2 685 | 2 056 | 1 494 | 1 423 | 1284 |
| Work related driving by electric car | km/work-year | - | 42 | 46 | 128 | 141 |
| Flights shorter than 1000 km | number/work-year | 3.0 | 2.9 | 2.6 | 2.3 | 0.7 |
| Flights foreign, longer than 1000 km | number/work-year | 0.5 | 0.4 | 0.6 | 0.8 | 1.5 |
| Fuel consumption machinery | litres/work-year | 77 | 46 | 30 | 43 | 23 |
| Skype-meetings/calls | number | - | 197 000 | 214 039 | 439 496 | 231 144 |
| PROCUREMENTS AND MATERIAL CONSUMPTION | | | | | | |
| Paper consumption total | kg/work-year | 31 | 21.3 | 12 | 9 | 7 |
| Eco-labelled products | number | - | 139 | 180 | 203 | 200 |
| Environmentally certified suppliers | number | - | 270 | 262 | 218 | 210 |
| WASTE | | | | | | |
| Total waste | kg/work-year | 114 | 115 | 87 | 92 | 98 |
| Residual waste | % | 52% | 43% | 46% | 44% | 39% |
| Waste for recycling | % | 48% | 57% | 54% | 56% | 61% |
| CO₂- EMISSIONS | | | | | | |
| CO ₂ - emissions from flights | tonnes CO ₂ /work-year | 0.36 | 0.8 | 0.7 | 0.8 | 0.9 |
| CO ₂ - emission total | tonnes CO ₂ /work-year | 1.7 | 1.6 | 1.1 | 1.41 | 1.47 |
| CO ₂ - emissions (ex. el-energy building) | tonnes CO ₂ /work-year | - | 1.3 | 0.9 | 1.15 | 1.0 |

¹ All work-years (2 125 at the 31th of December 2019) for Multiconsult Norge AS are included in the accounts. Consumption figures (energy use, paper use and waste) for offices with fewer than five employees are excluded from the accounts.

² 2011 is the reference year for the environmental targets 2013-2017.

³ 2017 is the reference year for the environmental targets 2019-2020.

⁴ The total CO₂ emissions for 2017 is not correct, due to incorrect emission data from the travel agency.

Multiconsult