

AIDER

Sustainability Report 2021



Nordic
Sustainability
Reporting
Standard

SUSTAINABLE
DEVELOPMENT **GOALS**



MESSAGE FROM OUR CEO

This is the first sustainability report from Aider More will come. To Aider this report is important from two perspectives. Firstly, we would like to have good insight and processes in place with respect to our environmental footprint, our social responsibilities and good governance. Further we would also like to be an example for other companies how to operationalize ESG-reporting. By doing that, Aider can become a partner for our customers to develop their own ESG-reports. Helping others will potentially create an impact much larger than just within our own business.

OUR CLIMATE COMMITMENT

Aider will dedicate the necessary amount of time and other resources over the next 2 years to investigate what climate targets might be suitable for the organization, and how we can best aid in the transition to a more sustainable future.

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ABOUT THIS REPORT

This report applies the Brundtland Commission’s definition of sustainable development – that we need to leave the Earth the same or better for future generations. Sustainability is a broad concept that covers a range of economic, social and environmental issues. In line with the NSRS process, we focus on climate-related topics first. This allows us to kick-start our sustainability journey and to raise our ambitions with time, eventually covering all dimensions of sustainability. This report complies with the NSRS level 1 framework.

What We Do

- Accounting services
- Technology services
- Advisory services

Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.

Aider offers a broad range of accounting services aim for different size companies in many industries. Software, implementation and integration services, are integral for delivering high-end services. Our advisory service are assuring the relevance of our engagement with our customers.

At Aider we value quality and compliance very highly. We strive to keep pushing in our industry forward, while simultaneously making sure we deliver to the high standards we and our stakeholders expect of us.

None of our products are banned.

01. Who We Are

At Aider, we believe that the accounting industry must be redefined. And that we are the ones to do it. We will achieve this by nourishing a “people first culture”. We cultivate the combination of technology that is easy to understand, competent people who care, and the opportunities that are created by challenging the status quo. We will help people, both within Aider and with our customers, to succeed. Therefore, Aider is not yet another accounting firm. We are the accounting industry's biggest challenger.

We know the future is digital. That’s why we say “People first”.



Our Key Stakeholders:

External:

- Customers
- Suppliers
- Debtors
- Government agencies
- Accounting industry

Internal:

- Employees
- Owners
- Board members



Legal Form

Organisational number: 923 090 029

Organisational Form: AS

Aider Konsern AS is a holding company which invests mainly in other companies that deliver accounting and technology services. The group consists of 18 companies, providing the aforementioned and other services across the country.

NACE Code

Classification of activities after NACE macro-sector codes.

M 70.22 - Business and other management consultancy activities

M 69.20 - Accounting, bookkeeping and auditing activities; tax consultancy



Key Suppliers

- 24Seven Office
- Simployer
- Semine
- Vic.ai
- Xledger
- Visma
 - Visma Business
 - NXT
 - Tripletex
 - Power Office
 - eAccounting
 - Visma Payroll

Number of employees (2021)

298



02. How we operate

Transparency is the foundation of sustainability reporting. We here invite our stakeholders to understand how we run our organization by providing insight into our core values, internal management structure and level of sustainability integration.



Management Structure

How we structure management processes.

There are monthly Board meetings, as well as monthly meetings in the management team. There is a formalized Authority Matrix in place.



Committees of the highest governance body.

- Board of Directors
- Audit committee
- Management team
- Regional management



Our Core Values

Aider's values, principles, standards, and norms of behavior

Vision:

“Aider is redefining the accounting industry by creating a competency powerhouse”

Values:

- People first
- Always simplify
- Drive forward

Norms and behavior:

#Energy & Enthusiasm

How We Govern Sustainability



Our sustainability decision-makers

The board of directors has initiated Aider's sustainability initiative.

There is a committee responsible reporting to the board and implementing adequate activities



Person responsible for peer reviewing material topics

Sven Østebø
Advisor



Head of Sustainability

Andreas Vik
CEO

Reporting:



Aider commits to releasing annual sustainability reports, making it possible to track and measure our performance year over year



Circular economy:

Being a professional services firm, Aider uses very few resources to deliver our services. Our main impact on the transition to a circular economy will therefore be to help our customers in their own transitions, as well as to promote the importance of circular business models.

03. Our People:

Our industry is often characterized by people with long experience working individually with each customer. In Aider, we are doing this differently. We believe working in teams with diverse experience is key to success. That is why we strategically are attracting talents from universities all over Norway to start working for Aider.

Our recruiting in numbers:

In 2021 we hired 73 new employees, 44 of whom were women, and 29 of whom were men. Their ages span from 18 to 68. “Kull 22” counted 25 students.

Supply chain risk minimizing initiatives:

By using suppliers recognized by Regnskap Norge, we seek to minimize risks for social issues as much as possible. According to the requirements in “Åpenhetsloven”, we continuously evaluate the necessity for conducting our own investigations where needed.

At Aider we believe in putting our people first. This means that we foster a work environment where our employees can thrive. That requires high levels of trust, sense of belonging, strong leadership, and a growth mindset on a personal and company level.



Diversity measures:

At Aider we care deeply about diversity. For us it means seeing our employees as individuals, and not as groups. We understand people are different and have different needs. And we would like to cater for the personal growth for each and every employee. That’s why we do not believe in treating people the same way. You got it right - we do not treat people the same way, because having different backgrounds, personalities and competencies, we have different need.

Through our diligent focus on setting people first, we hope to succeed in creating a great working environment for all regardless of their age, gender, sexual orientation, national origin or religious belief.



Employee stats:

- Number of full-time equivalent employees:
- Female: 166
 - Male: 99
- Number of hours of employee training in 2021:
- 7989 hours / ~ 27 hours per employee
- Number of employees attending Health and Security training the last three years:
- 15 employees

Parental and sick leave agreements:



Employees receive full pay with full holiday pay during parental leave. In addition, the father or co-mother receives 14 days' paid care leave in connection with the birth. Employees receive full pay with holiday pay also during sick leave.

Salary Ratio:



Categories	Salary Ratio (= salary women / salary men).
Leaders	1,08
Mid management	0,90
Experienced staff	0,97
Junior staff	1,00

In Aider there is no discrimination in pay or other means between the sexes.

Equal work shall be remunerated equally. Any discrepancy to this in the above table is due to the categories containing multiple subcategories of titles and roles as well as geographical locations.



Sick Leave:

Sick Leave	Company Target	Industry Average*
4,5 %	5 %	5,7 %

*Statistics from Statistics Norway from 2021 show that our industry, «Professional, scientific and technical services», has too few companies for figures to be presented, but figures for «Business services» in the private sector show 5,7%.

4. Our Climate Impact

We aim to play our part in the green and sustainable transition. That means steering our efforts towards the areas where we can contribute the most – that is, where our climate impact is greatest

How to calculate emissions

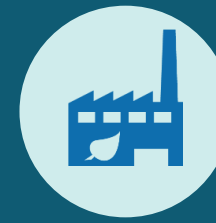
Greenhouse gas emissions are categorised into three groups or 'Scopes' by the most widely-used international accounting tool, the Greenhouse Gas (GHG) Protocol. We have specified which Scope each material topic covers in this report.

Scope 1 covers all direct emissions from the activities of an organisation or under their control. Examples: Fuel combustion, company vehicles, fugitive emissions.

Scope 2 covers indirect emissions from electricity purchased and used by the organisation. These physically occur at the facility where electricity is generated. Examples: Purchased electricity, heat and steam.

Scope 3 covers all other indirect emissions. Scope 3 emissions are a consequence of the activities of the organisation but occur from sources not owned or controlled by the organisation. These usually account for a significant share of the carbon footprint. Level 1 of NSRS does not include reporting on Scope 3 emissions, meaning our purchased goods and services, business travel and similar activities will not be included in the emissions calculations. As we gain experience with time, we will also be including Scope 3 emissions in our reports.





What is 'Energy'?

Energy consumption refers to all the energy used to perform an action, manufacture something or simply inhabit a building. Examples include fossil fuels, electricity, water and gas.

Energy production of all types accounts for 72 percent of total global emissions

What is 'GHG'?

Greenhouse gases (GHGs) such as carbon dioxide and methane, are gases that trap heat or longwave radiation in the atmosphere.

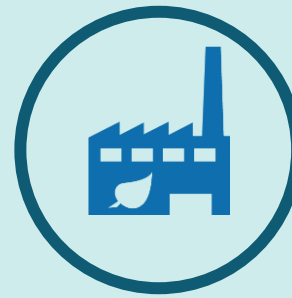
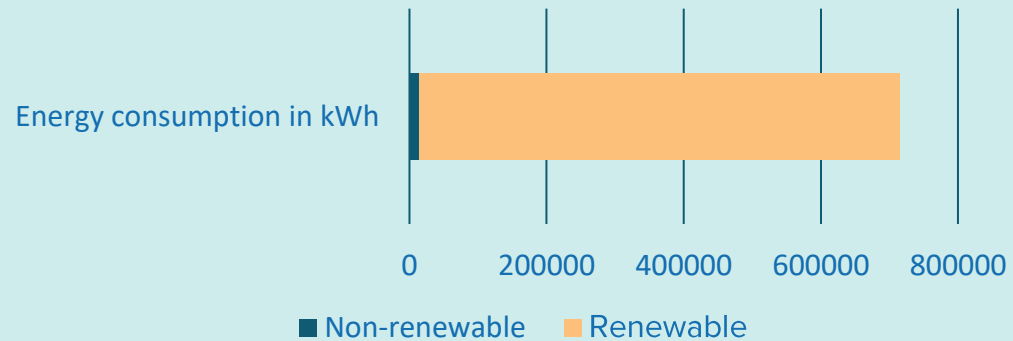
The accumulation of GHGs since the industrial revolution has accelerated the greenhouse effect, causing global warming and climate change.



Calculating Energy

We identified our energy sources by analysing financial bills and accounting ledgers. To identify the share of renewable energy sources, we used the national grid-mix from 2019, as provided by the International Environmental Agency (IEA). According to this grid-mix, 98 percent of energy consumption is classified as renewable. Due to using the national gridmix, the accuracy of share of renewable and non-renewable energy input is decreased. There is also always some uncertainty regarding identifying all of our energy sources.

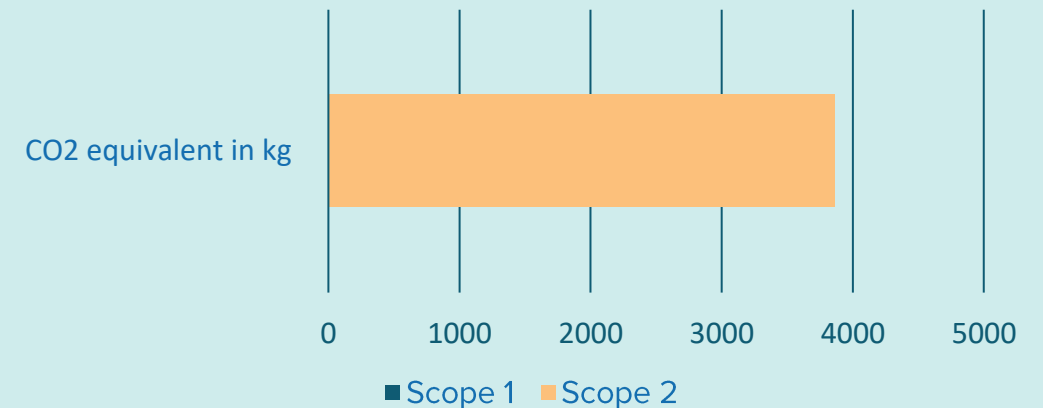
Energy Consumption



Calculating GHG

We have measured our GHG emission based in scope 1 and 2. GHG emissions are solely measured by the energy input in the organization, as we neither own nor control any combustions sources. The emission factors are generic, thus, there is assumably some uncertainty in connection to the data disclosed. Aider has used GWP-values and factors provided by the IPCC Fifth Assessment Report, 2014 (AR5)

Emissions



Detailed Energy Consumption

	Category	Usage	Usage per employee	Measurement
Total energy consumption and/or production from renewable and non renewable sources	Non-renewable sources	14 281	48	kWh
	Renewable sources	699 800	2348	kWh
	Total usage of kWh	714 082	2396	kWh
Total usage of non renewable and renewable sources presented by percentage	Non-renewable sources	2,0 %		Percent
	Renewable sources	98,0 %		Percent

Detailed Emissions

	Category	Weight	Weight per employee	Measurement
SCOPE 1 Direct GHG emissions	Direct GHG emissions from stationary combustion sources owned or controlled by the company	0	0	GHG Emissions kg CO2e
	Direct GHG emissions from mobility combustion sources owned or controlled by the company	0	0	GHG Emissions kg CO2e
	Total emissions scope 1	0	0	GHG Emissions kg CO2e
SCOPE 2 Indirect GHG emissions from the generation of acquired and consumed electricity, steam, heat, or cooling (collectively referred to as “electricity”)	Indirect GHG emissions from the consumed electricity	3 740	12,6	GHGkg CO2e Emissions
	Indirect GHG emissions from the consumed steam, heat, or cooling	123	0,4	GHG Emissions kg CO2e

05. Preparing For The Future: Climate Risk

Climate change affects us in different ways. While some are becoming more vulnerable to flooding, others will experience disruptions to their global value chains. The Nordic climate will become warmer, wetter and wilder. At the same time, climate change has resulted in climate policies – on the national and EU level – to reduce greenhouse gas emissions and adapt society to a change in the climate. These regulations also pose a risk. Climate change will also affect us, and we have to be prepared for this.



How We Estimate Climate Risks

We have made a careful analysis of our own operations and predicted how these may be affected by climate change in the short-, medium-, and long term. In the process, we identified what climate risks and opportunities are expected to have the greatest impact on our activities and intend to prioritize topics strategically in line with our findings. Our estimations are self assessment based and should be viewed as a first step towards making more comprehensive climate risk assessments in the future.

Climate Risk

The strategic importance of a risk depends on the potential scope of its impact in relation to our level of knowledge about the topic. Here is an overview of the key risks that we face based on these parameters.

		Short-term perspective	Long-term perspective	Knowledge level (from 1 to 10, where 1 is lowest and 10 is highest)
Transition	<i>Increased pricing of GHG emissions</i>	Low	Low	7,0
	<i>Enhanced emissions-reporting obligations</i>	Medium	High	5,0
	<i>Mandates on and regulation of existing products and services</i>	High	High	8,0
	<i>Substitution of existing products and services with lower emissions options</i>	Low	Low	5,0
	<i>Costs to transition to lower emissions technology</i>	Low	Low	5,0
	<i>Changing customer behavior</i>	Medium	Medium	8,0
	<i>Uncertainty in market signals</i>	Low	Low	7,0
	<i>Increased cost of raw materials</i>	Low	Low	8,0
	<i>Shifts in consumer preferences</i>	Medium	Medium	8,0
	<i>Stigmatization of sector</i>	Medium	Medium	7,0
	<i>Increased stakeholder concern or negative stakeholder feedback</i>	Medium	Medium	8,0
Physical	<i>Increased severity of extreme weather events such as cyclones and floods</i>	Low	Low	5,0
	<i>Changes in precipitation patterns and extreme variability in weather patterns</i>	Low	Low	5,0
	<i>Rising mean temperatures</i>	Low	Low	5,0
	<i>Rising sea levels</i>	Low	Low	5,0

Climate Opportunities

Climate change entails a range of opportunities. As society adapts to changes, new climate-friendly demands will arise – in energy, infrastructure, products and services.

The strategic importance of an opportunity depends on the potential scope of its impact in relation to our level of knowledge about the topic. Here is an overview of the key opportunities that we face based on these parameters.

		Short-term perspective	Long-term perspective	Knowledge level (from 1 to 10, where 1 is lowest and 10 is highest)
Resource efficiency	<i>Increased pricing of GHG emissions</i>	Low	Low	7,0
	<i>Use of more efficient modes of transport</i>	Low	Low	9,0
	<i>Use of more efficient production and distribution processes</i>	Low	Low	7,0
	<i>Use of recycling</i>	Low	Low	7,0
	<i>Move to more efficient buildings</i>	Low	Low	7,0
	<i>Reduced water usage and consumption</i>	Low	Low	8,0
Energy source	<i>Use of lower-emission sources of energy</i>	Low	Low	7,0
	<i>Use of supportive policy incentives</i>	Low	Low	6,0
	<i>Use of new technologies</i>	Low	Low	8,0
	<i>Participation in carbon market</i>	Low	Low	6,0
	<i>Shift toward decentralized energy generation</i>	Low	Low	7,0
Products and services	<i>Development and/or expansion of low emission goods and services</i>	Low	Low	8,0
	<i>Development of climate adaptation and insurance risk solutions</i>	Low	Low	7,0
	<i>Development of new products or services through R&D and innovation</i>	Medium	High	7,0
	<i>Ability to diversify business activities</i>	Medium	High	7,0
	<i>Shift in consumer preferences</i>	Medium	High	7,0
Markets	<i>Access to new markets</i>	Medium	High	7,0
	<i>Use of public-sector incentives</i>	Low	Low	7,0
	<i>Access to new assets and locations needing insurance coverage</i>	Low	Low	8,0
Resilience	<i>Participation in renewable energy programs and adoption of energy- efficiency measures</i>	Low	Low	6,0
	<i>Resource substitutes/diversification</i>	Low	Low	7,0

EUs Taxonomy:

*One of the most pressing regulatory risks in the Nordic region,
also for SMEs*

The EU Taxonomy is a new classification tool for sustainable private sector activities. By providing a set of industry-specific technical screening criteria, the Taxonomy dictates whether a specific private sector activity is sustainable or not. It is designed to counter greenwashing and to steer finance in a sustainable direction. While directly targeting large companies and financial actors, smaller organisations may be affected indirectly through its financial sponsors and upstream customers as they need the non-financial data from their SME customers in order to report on the taxonomy

Are We Targeted By The Taxonomy?

We have analyzed whether and our operations are affected by the Taxonomy. As of today, there are yet no technical screening criteria for M. 70.22 and M 69.20 under the EU Taxonomy

SUSTAINABLE DEVELOPMENT GOALS

06. The Sustainable Development Goals: A Global To-Do List

The Sustainable Development Goals (SDGs) were adopted by all United Nations Member States in 2015. They provide a plan of action for addressing the world's most pressing challenges. Even if just starting our sustainability journey, the SDGs remind us that our efforts are part of something bigger - that we together contribute to the peace and prosperity of people and planet. Here is an overview of the SDGs that we have focused on throughout this reporting cycle.



7.2

By 2030, increase substantially the share of renewable energy in the global energy mix



8.4

Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead



12.6

Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

12.7

Promote public procurement practices that are sustainable, in accordance with national policies and priorities



13.1

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

13.3

Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

07. What's Next?

Sustainability is a complex matter. What's good for the planet in one minute, may be deemed harmful a few months later in the light of new research. It is extremely difficult to have a positive impact in one place without creating some level of harm in another. We nonetheless do our best and aim to constantly improve and keep ourselves updated.

We Welcome Your Feedback!

This is our very first step towards working with sustainability. As we gain experience with time and learn from the process, we will also raise our ambitions.

We welcome any feedback, input or ideas you might have.

Contact person:

Andreas Vik, CEO

andreas@aiderno



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This report complies with the NSRS level 1 framework. It is adapted to the Global Reporting Initiative (GRI), the Non-Financial Reporting Directive (NFRD), and the Task-Force on Climate-Related Disclosures (TCFD). This does not mean that the report is aligned with these frameworks. Read more at www.nsr.eu



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