



2023 Summary Report

Environmental, Social, and Governance

CONTENTS

Our approach to ESG	2
Our governance of ESG	2
Our material ESG topics	2
Future plans	2
2023 in review: Key ESG facts and figures	3
Our ESG awards and recognitions	4
Our ESG-related certifications	5

TO LEARN MORE ABOUT ESG AT CRAYON

Read our full [2023 ESG Report](#)
Visit our global [website](#)
Contact us at esg@crayon.com

Our approach to ESG

We use the term environmental, social, and governance (ESG) as the planning and implementation framework for all sustainability-related activities that position Crayon as a socially responsible company.

Our governance of ESG

Crayon's 10-member Board of Directors performs necessary control functions and partners with Crayon's executive management team on strategic decision-making in all areas, including ESG. Within the board, the audit and risk board committee is responsible for ESG reporting alongside other non-ESG duties.

Crayon's seven-member executive management team jointly makes all major strategic and operational decisions, extending to those involving ESG. On a day-to-day basis, the Chief Strategy Officer has direct responsibility for ESG, overseeing and collaborating with the Vice President of ESG. The Vice President of ESG defines and realizes Crayon's global ESG priorities, including leading ESG reporting.

Our material ESG topics

Crayon's 10 material topics are discussed in detail in the full 2023 ESG Report¹. They represent Crayon's most significant environmental, social, and governance impacts and were identified through a combination of the following:

1. A materiality assessment
2. A review of key standards and guidelines

Future plans

In 2024, we will take stock of our ESG progress with a view toward setting targets and ambitions at both the global and local levels. In doing so, we acknowledge and celebrate the key milestones already reached linked to previously communicated targets. Strongly influenced by the changing regulatory circumstances (e.g. the European Union's Corporate Sustainability Reporting Directive, the European Union's Taxonomy Regulation), the coming months are therefore an opportune time to transition to an enhanced ESG strategy that will propel us into the future.



¹ The full 2023 ESG report is available on Crayon's global [website](#).

2023 in review: Key ESG facts and figures



Environment Protecting the planet

17,793 tons of CO₂

Total Scope 1, 2, and 3 emissions (location-based)

45% renewable energy

Proportion of our total energy consumption derived from renewable energy sources

1 global program

To reduce electronic waste and manage our devices sustainably

1 climate change conference

Crayon attended COP28 in Dubai



Social Contributing to society

4,021 FTEs

Full-time equivalent employees in 46 countries

32% women

68% men

Gender composition of our workforce

65 nationalities

Represented in our workforce

17–72 years old

Range in age from youngest to oldest employee



Governance Delivering a trusted business

1 grievance mechanism

To report integrity-related concerns, comprising a:

- Trust desk
- Whistleblower channel

0 data breaches

Due to our strong privacy and security protocols

2 new initiatives

Established to foster industry-wide collaborations:

- Crayon Integrity Partnership Program
- Crayon Security and Privacy Partnership Program

7 guiding principles for responsible AI

Implemented across all internal and external (customer-facing) AI projects

We believe in the power of technology to drive the greater good

Crayon Cares is our global charitable giving initiative driven by our employees and supported at the corporate level.

US\$106,012

Donated in 32 countries.

48.49%

Percentage of our workforce that took part in volunteer activities.

16,400

Total number of hours volunteered by Crayon employees.

Our ESG awards and recognitions

Crayon believes in executing with excellence to achieve success. We are grateful for the acknowledgement our dedication to ESG received in 2023.

Contributing to society

- Great Place to Work Certified in India, US, United Arab Emirates, and Africa.
- Crayon Australia won the Distributor for Social Good award at the CRN Australia Impact Awards for the second consecutive year.
- Crayon participated in the 2023 SHE Index, Europe's largest gender diversity index.¹
- Crayon was named 2023 Global Diversity and Inclusion Employer of the Year by The Digital Revolution Awards.
- Crayon was named a Social Impact Award Winner by CRN, an IT media brand.

Protecting the planet

- Crayon was rated a Category 3 performer on PwC's 2023 Climate Index which evaluates the climate impact of Norway's 100 largest companies.

In addition, Crayon has been a signatory to the **United Nations Global Compact (UNGC)** since 2020. We embrace its 10 principles which span labor and human rights, the environment, and anti-corruption.

We perform well on the **Ecovadis** scorecard, an independent rating system of participating organizations' ESG performance. Crayon had an Ecovadis silver medal in 2023, putting us in the top 25% of all companies evaluated by Ecovadis.

Crayon completes the **climate change questionnaire** of CDP (formerly known as the Carbon Disclosure Project) each year, disclosing our greenhouse gas emissions. CDP is an independent environmental disclosure system used to drive transparency and action around how organizations manage their environmental impacts.



¹ The results for 2023 had not yet been announced at the time of publishing this report.

ABOUT

Strategic partnerships

Strong scores with key vendors (selected accolades)

- Microsoft**
 - 20+ year relationship, fastest growing partner globally
 - +5,000 certifications
 - Azure Expert MSP
 - One of few to hold 6/6 MCPPs¹
- aws**
 - Global Premier Consulting Partner
 - +150 certifications
- Google Cloud**
 - Google Cloud and Google Cloud (3-suite) partner
 - Professional Cloud Architect Certification
 - Professional Cloud Developer Certification
- IBM**
 - Global IBM
 - One-stop shop for the entire software stack
- Adobe**
 - Platinum-Partner
- vmware**
 - Broadest VMware Managed Service Provider
 - VMware Solution Provider
- ORACLE**
 - Global managed services for Oracle

5 1. Microsoft Cloud

Our ESG-related certifications

We held various certifications in 2023. Viewed through an ESG lens, the most relevant certifications were:

Certification	ESG area it applies to	Crayon operations
ISO 37001:2016	Crayon's anti-bribery management system	Global
ISO 27001:2017	Crayon's information security management system	Global
ISO 27701:2019	Crayon's privacy information management system	Global
Cyber Essentials Plus	Crayon's operational security against common cyber-attacks	United Kingdom
ISO 14001:2015	Crayon's environmental management system	Global



Crayon Group Holding ASA
Gullhaug Torg 5
0484 Oslo

Crayon.com