Environmental Data
E1. GHG Emissions
1) Total amount, in CO2 equivalents, for Scope 1 (if applicable)
Fuel
2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)
Electricity (market based)
Hot water
Scope 2 with location based electricity
3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)
Distribution of electricity
Distribution of hot water
Distribution of drinking water
Paper use
Data transfer
Fuel production
Waste treatment
Domestic flights
International flights
Employee travel to and from work*
Computer equipment manufacturing
Taxi's
Construction of new headquarters
Working from home
Emissions from loan portfolio (corporate loans, mortgages and car loans)
Total all scopes excl. loans. (market based scope 2)
Total all scopes (market based scope 2)
E2. Emissions Intensity
1) Total GHG emissions per output scaling factor (scope 1&2)
E3. Energy Usage
1) Total amount of energy directly consumed
2) Total amount of energy indirectly consumed
E4. Energy Intensity
1) Total direct energy usage per output scaling factor
E5. Energy Mix
1) Percentage: Energy usage by generation type
-Renewable energy
-Fossil fuels
E6. Water Usage
1) Total amount of water consumed
Hot water
Drinking water
E7. Environmental Operations
1) Does your company follow a formal Environmental Policy? Yes/No
2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No
3) Does your company use a recognized energy management system? Yes/No
E8. Climate Overshight / Board
1) Does your Board of Directors oversee and/or manage climate-related risks? Yes/No
E9. Climate Oversight / Management

1) Does your Senior Management Team oversee and/or manage climate-related risks? Yes/No

E10. Climate Oversight / Management

1) Total amount invested, annually, in climate-related infrastructure, resilience, and product development

## Other material indicators for banks

Social Data

S1. CEO Pay Ratio

1) Ratio: CEO total compensation to median FTE total compensation

2) Does your company report this metric in regulatory filings? Yes/No

#### S2. Gender Pay Ratio

1) Ratio: Median male compensation to median female compensation

#### S3. Employee Turnover

1) Percentage: Year-over-year change for full-time employees

2) Percentage: Year-over-year change for part-time employees

### S4. Gender Diversity

1) Percentage: Total enterprise headcount held by men and women

Men

## Women

2) Percentage: Entry- and mid-level positions held by men and women

Men

Women

3) Percentage: Seniour- and executive-level positions held by men and women

Men

Women

### **S5. Temporary Worker Ratio**

1) Percentage: Total enterprise headcount held by part-time employees

### **S6. Non-Discrimination**

1) Does your company follow a sexual harassment and/or non-discrimination policy? Yes/No

### **S7. Injury Rate**

1) Percentage: Frequency of injury events relative to total workforce time

### S8. Global Health & Safety

1) Does your company follow an occupational health and/or global health & safety policy? Yes/No

### S9. Child & Forced Labor

1) Does your company follow a child and/or forced labor policy? Yes/No

2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No

S10. Human Rights

1) Does your company follow a human rights policy? Yes/No

2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No

Other material indicators for banks

# **Governance Metrics**

### G1. Board Diversity

1) Percentage: Total board seats occupied by woman (as compared to men)

2) Percentage: Committee chairs occupied by women (as compared to men)

**G2. Board Independence** 

- 1) Does company prohibit CEO from serving as board chair? Yes/No
- 2) Percentage: Total board seats occupied by independents

# **G3. Incentivized Pay**

1) Are executives formally incentivized to perform on sustainability? Yes/No

**G4. Collective Bargaining** 

1) Percentage: Total enterprise headcount covered by collective bargaining agreement(s)

**G5. Supplier Code of Conduct** 

1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/No

2) If yes, what percentage of your suppliers have formally certified their compliance with the code?

**G6. Ethics & Anti-Corruption** 

1) Does your company follow an Ethics and/or Anti-Corruption policy? Yes/No

3) )If yes, what percentage of your wrkforce has formally certified its compliance with the policy?

#### **G7. Data Privacy**

1) Does your company follow a Data Privacy policy? Yes/No

2) Has your company taken steps to comply with GDPR rules? Yes/No

#### **G8. ESG Reporting**

1) Does your company publish a sustainability report? Yes/No

2) Is sustainability data included in your regulatory filings? Yes/No

**G9. Disclosure Practices** 

1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No

2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No

3) Does your company set targets and report grogress on the UN SDGs? Yes/No

**G10. External Assurance** 

1) Are your sustainability disclosures assured or validated by a third party? Yes/No

Other material indicators for banks

GRI	Unit
305-1, 305-2,305-3	
	tCO2e
	tCO2e
	tCO2e
	10020
	tCO2e
305-4	
	kgCO2/ISKm NOI
	tCO2/FTE (scope 1&2)
302-1, 302-2	
	MWh
	MWh
302-3	
	MWh/ISKm NOI
	MWh/FTE (direct energy usage)
302-1	
	%
	%
303-5	
	m3
103-2	
	Yes/No
	Yes/No
	Yes/No
102-19, 102-20,102-29, 102-30,102-31	
	Yes/No
102-10, 102-20,102-29, 102-30, 102-31	
-,,,,	

	Yes/No	
	101/	
	ISKm	
	11.24	
GRI	Unit	
102-38		
	N /NI .	
405.0	Yes/No	
405-2		
404.45		
401-1B	2/	
	%	
	%	
102-8, 405-1		
	%	
	%	
	%	
	%	
	%	
	%	
102-8		
	%	
103-2, 406-1		
	Yes/No	
403-9		
	%	

103-2	
	Yes/No
103-2, 409-1,408-1	
	Yes/No
	Yes/No
103-2	
	Yes/No
	Yes/No

GRI	Unit
405-1, 102-23,102-22	
	%
	%
	Yes/No
	%
102-35	
	Yes/No
102-41	

	%
102-16, 103-2,308-2	
	Yes/No
102-16, 103-2	
	Yes/No
	%
418	
	Yes/No
	Yes/No
	Yes/No
	Yes/No
	Yes/No
	Yes/No
	Yes/No
102-56	
	Yes/No

2018	2019	2020	2021
82,8	95,4	73,5	76,1
28,2	26,1	28,5	24,1
25,8	20,3	27,9	51,2
1.579	1.226	1.346	1.098
4.0	0.0	4.4	0.0
4,3	2,6	1,1	0,9
6,2	2,5	3,2	6,3
0,3	0,3	0,3 11,7	0,2
18,8	20,0		11,7
0,3 19,3	0,3 22,7	0,3 17,5	0,3 18,1
27,6	26,9	17,5	15,0
68,7	126,6	17,7	14,1
187,2	172,7	27,7	18,9
448,9	436,2	205,4	197,7
121,5	149,3	147,5	62,9
1,7	1,4	0,5	0,4
0,0	1.082	2.483	1.204
0,0	1.002	2.100	0,5
285.590	324.960	283.090	0,0
1.041	2.185	3.061	1.703
286.631	327.145	286.151	
2,5	2,8	3,4	2,4
0,1	0,2	0,1	0,2
311	359	277	284
10.404	8.768	10.820	15.747
5,8	7,0	7,2	4,6
0,3	0,4	0,3	0,3
97,1%	96,1%	97,5%	98,2%
2,9%	3,9%	2,5%	1,8%
2,970	3,976	2,370	1,0 /0
130.897	102.820	123.526	226.287
35.812	38.503	35.657	24.773
Nic	Ne	Nie	Vee
No	No	No	Yes
No	No	No	Yes
No	No	No	No
No	No	No	Yes

Unknown         Unknown         Unknown         Unknown           GRI reference table         GRI reference table         GRI reference table         GRI reference table           2018         2019         2020         2021           5,90         5,5         5,1         5           No         No         No         No           1,6         1,6         1,5           9%         5%         6%         8%           Liggur ekki fyir         3%         2%         4%           40%         41%         41%         43%           60%         59%         57%         6%           63%         63%         62%         60%           63%         62%         61%         63%           63%         62%         61%         63%           63%         62%         61%         63%           37%         38%         39%         37%           11,4%         12,9%         13,1%         13,2%           Yes         Yes         Yes         Yes           No         No         No         Yes           Yes         Yes         Yes         Yes <t< th=""><th>No</th><th>No</th><th>No</th><th>Yes</th></t<>	No	No	No	Yes
GRI reference table         GRI reference table         GRI reference table         GRI reference table           2018         2019         2020         2021           5,90         5,5         5,1         5           No         No         No         No           1,6         1,6         1,6         1,5           9%         5%         6%         8%           Liggur ekki fyrir         3%         2%         4%           40%         41%         43%         60%           63%         63%         62%         60%           63%         63%         62%         61%           63%         62%         61%         63%           63%         62%         61%         63%           63%         62%         61%         63%           63%         62%         61%         63%           11,4%         12,9%         13,1%         13,2%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes	Unknown	Unknown	Unknown	Unknown
5,90         5,5         5,1         5           No         No         No         No           1,6         1,6         1,6         1,5           9%         5%         6%         8%           Liggur ekki fyrir         3%         2%         4%           40%         41%         41%         43%           60%         59%         57%           37%         37%         39%         40%           63%         62%         61%         63%           63%         62%         61%         63%           37%         38%         39%         37%           11,4%         12,9%         13,1%         13,2%           11,4%         12,9%         13,1%         13,2%           Yes         Yes         Yes         Yes           No         No         No         Yes           Yes         Yes         Yes         Yes           No         No         No         Yes           Yes         Yes         Yes         Yes           Yes         GRI reference table         GRI reference table         GRI reference table           2018         2019<				
5,90         5,5         5,1         5           No         No         No         No           1,6         1,6         1,6         1,5           9%         5%         6%         8%           Liggur ekki fyrir         3%         2%         4%           40%         41%         41%         43%           60%         59%         57%           37%         37%         39%         40%           63%         62%         61%         63%           63%         62%         61%         63%           37%         38%         39%         37%           11,4%         12,9%         13,1%         13,2%           11,4%         12,9%         13,1%         13,2%           Yes         Yes         Yes         Yes           No         No         No         Yes           Yes         Yes         Yes         Yes           No         No         No         Yes           Yes         Yes         Yes         Yes           Yes         GRI reference table         GRI reference table         GRI reference table           2018         2019<	0010	0010		0004
No         No         No         No           1,6         1,6         1,6         1,5           9%         5%         6%         8%           Liggur ekki fyrir         3%         2%         4%           40%         41%         41%         43%           60%         59%         59%         57%           37%         39%         40%         63%           63%         63%         62%         61%           63%         62%         61%         63%           63%         62%         61%         63%           63%         62%         61%         63%           37%         38%         39%         37%           11,4%         12,9%         13,1%         13,2%           11,4%         12,9%         13,1%         13,2%           Yes         Yes         Yes         Yes           No         No         No         Yes           Yes         Yes         Yes           Yes         Yes         Yes           SGRI reference table         GRI reference table         GRI reference table           2018         2019         2020 <t< td=""><td>2018</td><td>2019</td><td>2020</td><td>2021</td></t<>	2018	2019	2020	2021
No         No         No         No           1,6         1,6         1,6         1,5           9%         5%         6%         8%           Liggur ekki fyrir         3%         2%         4%           40%         41%         41%         43%           60%         59%         59%         57%           37%         39%         40%         63%           63%         63%         62%         61%           63%         62%         61%         63%           63%         62%         61%         63%           63%         62%         61%         63%           37%         38%         39%         37%           11,4%         12,9%         13,1%         13,2%           11,4%         12,9%         13,1%         13,2%           Yes         Yes         Yes         Yes           No         No         No         Yes           Yes         Yes         Yes           Yes         Yes         Yes           SGRI reference table         GRI reference table         GRI reference table           2018         2019         2020 <t< td=""><td>5,90</td><td>5,5</td><td>5,1</td><td>5</td></t<>	5,90	5,5	5,1	5
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9%         5%         6%         8%           Liggur ekki fyrir         3%         2%         4%           40%         41%         41%         43%           60%         59%         59%         57%           37%         39%         40%           63%         63%         62%         60%           63%         62%         61%         63%           63%         62%         61%         63%           63%         62%         61%         63%           63%         62%         61%         63%           63%         62%         61%         63%           7%         38%         39%         37%           11,4%         12,9%         13,1%         13,2%           11,4%         12,9%         13,1%         13,2%           Yes         Yes         Yes         Yes           No         No         No         Yes           Yes         Yes         Yes         Yes           SRI reference table         GRI reference table         GRI reference table           SRI reference table         GRI reference table         GRI reference table           2018		1.0	1.0	4.5
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37%         37%         39%         40%           63%         63%         62%         60%           63%         62%         61%         63%           63%         62%         61%         63%           37%         38%         39%         37%           37%         38%         39%         37%           11,4%         12,9%         13,1%         13,2%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           No         No         No         Yes           No         No         No         Yes           Yes         GRI reference table         GRI reference table         GRI reference table           2018         2019         2020         2021           43%         43%         50%         57%           50%         50%         75%         33%           Yes         Yes         Yes         Yes           60%         50%         75%         33%				
63%         63%         62%         60%           63%         62%         61%         63%           37%         38%         39%         37%           11,4%         12,9%         13,1%         13,2%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           No         No         No         Yes           No         No         No         Yes           Yes         GRI reference table         GRI reference table         GRI reference table           2018         2019         2020         2021           43%         43%         50%         57%           50%         50%         75%         33%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes	60%	59%	59%	57%
63%         63%         62%         60%           63%         62%         61%         63%           37%         38%         39%         37%           11,4%         12,9%         13,1%         13,2%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           No         No         No         Yes           No         No         No         Yes           Yes         GRI reference table         GRI reference table         GRI reference table           2018         2019         2020         2021           43%         43%         50%         57%           50%         50%         75%         33%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes	37%	37%	39%	40%
37%         38%         39%         37%           11,4%         12,9%         13,1%         13,2%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           No         No         No         Yes           No         No         No         Yes           Yes         GRI reference table         GRI reference table         GRI reference table           2018         2019         2020         2021           43%         43%         50%         57%           50%         50%         75%         33%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           100%         100%         100%         100%				
37%         38%         39%         37%           11,4%         12,9%         13,1%         13,2%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           No         No         No         Yes           No         No         No         Yes           Yes         GRI reference table         GRI reference table         GRI reference table           2018         2019         2020         2021           43%         43%         50%         57%           50%         50%         75%         33%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           100%         100%         100%         100%				
11,4%         12,9%         13,1%         13,2%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           No         No         No         Yes           No         No         No         Yes           GRI reference table         GRI reference table         GRI reference table         GRI reference table           43%         43%         50%         57%         33%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           100%         100%         100%         100%				
Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           No         No         No         Yes           No         No         No         Yes           No         No         No         Yes           GRI reference table         GRI reference table         GRI reference table         GRI reference table           43%         43%         50%         57%           50%         50%         75%         33%           Yes         Yes         Yes         Yes           100%         100%         100%         100%	37%	38%	39%	37%
Yes         Yes         Yes         Yes           No         No         No         Yes           No         No         No         Yes           No         No         No         Yes           GRI reference table         GRI reference table         GRI reference table         GRI reference table           43%         43%         50%         57%           50%         50%         75%         33%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           100%         100%         100%         100%	11,4%	12,9%	13,1%	13,2%
No         No         Yes           Yes         Yes           No         No         No         Yes           No         No         No         Yes           GRI reference table         GRI reference table         GRI reference table         GRI reference table           2018         2019         2020         2021           43%         43%         50%         57%           50%         50%         75%         33%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           100%         100%         100%         100%	Yes	Yes	Yes	Yes
No         No         Yes           Yes         Yes           No         No         No         Yes           No         No         No         Yes           GRI reference table         GRI reference table         GRI reference table         GRI reference table           2018         2019         2020         2021           43%         43%         50%         57%           50%         50%         75%         33%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           100%         100%         100%         100%				
No         No         Yes           Yes         Yes           No         No         No         Yes           No         No         No         Yes           GRI reference table         GRI reference table         GRI reference table         GRI reference table           2018         2019         2020         2021           43%         43%         50%         57%           50%         50%         75%         33%           Yes         Yes         Yes         Yes           Yes         Yes         Yes         Yes           100%         100%         100%         100%				
YesNoNoYesGRI reference tableGRI reference tableGRI reference table201820192020202143%43%50%57%50%50%75%33%YesYesYesYesYesYesYesYesYesYesYes100%100%100%	Yes	Yes	Yes	Yes
YesNoNoYesGRI reference tableGRI reference tableGRI reference table201820192020202143%43%50%57%50%50%75%33%YesYesYesYesYesYesYesYesYesYesYes100%100%100%	No	No	No	Yes
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YesGRI reference tableGRI reference tableGRI reference table201820192020202143%43%50%57%50%50%75%33%VesYesYesYes100%100%100%100%				
GRI reference tableGRI reference tableGRI reference table201820192020202143%43%50%57%50%50%75%33%YesYes100%100%100%100%	No	No	No	
43%       43%       50%       57%         50%       50%       75%       33%         Yes       Yes       Yes       Yes         100%       100%       100%       100%	GRI reference table	GRI reference table	GRI reference table	
43%       43%       50%       57%         50%       50%       75%       33%         Yes       Yes       Yes       Yes         100%       100%       100%       100%				
50%         50%         75%         33%           Yes         Yes         Yes         Yes           100%         100%         100%         100%	2018	2019	2020	2021
50%         50%         75%         33%           Yes         Yes         Yes         Yes           100%         100%         100%         100%	43%	43%	50%	57%
<u>100%</u> <u>100%</u> <u>100%</u>				
<u>100%</u> <u>100%</u> <u>100%</u>	No.	No.	Vee	
No No No	10070	10070	10070	10070
	No	No	No	No

100%	100%	100%	100%
No	No	No	Yes
Yes	Yes	Yes	Yes
100%	100%	100%	100%
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes
Yes	Yes	Yes	Yes
No	Yes	Yes	Yes
No	Yes	Yes	Yes
GRI reference table	<u>GRI reference table</u>	GRI reference table	GRI reference table

Change from 2020
4%
4.50/
-15% 83%
-18%
1070
-18%
99%
-31%
0%
14%
3%
-3%
-20% -32%
-32%
-57%
-24%
-52%
-44%
0.00/
-28% 21%
2170
3%
46%
-37%
7%
4.07
<u>1%</u> -1%
-170
20%
-7%
Yes
Yes
None
Yes

None         Change from 2020         -2%         None         -6%         2%         2%         2%         1%         -2%         0%         0%         0%         None         1%         -2%         0%         Yes         Yes         Yes         Yes         Yes	Yes
Change from 2020         -2%         None         -6%         2%         2%         2%         1%         -2%         1%         -2%         0%         0%         None         None         Yes	165
Change from 2020         -2%         None         -6%         2%         2%         2%         1%         -2%         1%         -2%         0%         0%         None         None         Yes	None
-2% None -6% 2% 2% 2% -2% -2% -2% -2% -2% 0% None None	Rono
-2% None -6% 2% 2% 2% -2% -2% -2% -2% -2% 0% None None	
-2% None -6% 2% 2% 2% -2% -2% -2% -2% -2% 0% None None	Change from 2020
None           -6%           2%           2%           1%           -2%           1%           -2%           0%           0%           None           None           Yes	
-6% 2% 2% 2% -2% -2% 2% -2% -2% 0% None None	
2% 2% 2% -2% -2% -2% 0% None None None	None
2% 2% 2% -2% -2% -2% 0% None None None	
2% 1% -2% 1% -1% 2% -2% 0% None None	-6%
2% 1% -2% 1% -1% 2% -2% 0% None None	
1% -2% 1% -1% 2% -2% 0% 0% None None	
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-2% 1% -1% 2% -2% -2% 0% None None Yes	
-2% 1% -1% 2% -2% -2% 0% None None Yes	10/
1% -1% 2% -2% 0% None None Yes	
-1% 2% -2% 0% None None Yes	-2%
-1% 2% -2% 0% None None Yes	1%
2% -2% 0% None None Yes	
-2% 0% None None Yes	170
-2% 0% None None Yes	2%
0% None None Yes	
None None Yes	
None Yes	0%
None Yes	
Yes	None
Yes	
Yes	
Yes	
	None
Yes	
	Yes
Yes	
Yes	Yes

Change from 2020
7%
-42%
None
0%
None

0%	
Yes	
None	
0%	
None	
None	
None	
None	
None	
None	
None	
None	