



tusass



SUSTAINABILITY REPORT

2021

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We Want to Be an Asset to Society

Tusass' board of directors focuses on the company's sustainability. This is reflected in the organization's work. The HR director has strategic responsibility for the area with 3.5 full-time positions dedicated to the task, including two teaching consultants.

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Sustainability Mission

We will let the next generation lead the way.

Tusass provides services to build and empower the next generation.

We want to contribute to a development where the Internet is perceived as a path to development and learning along with entertainment.

Introduction

A New Epoch and Sustainability as a Foundation

As a provider of telephony and internet, and as a carrier of parcels and letters, Tusass has a significant role in Greenland. We strive to be a strong asset for the benefit of Greenlandic society, and this implies a shared responsibility to contribute to sustainable development – both socially, economically, and environmentally.

We have a four-year strategy Towards 2024, which – among other issues – focuses on the fact that the company is determined to serve the whole country so everyone who wants to can join the digital community.

It is a strategy in which investments must contribute to the development of a secure infrastructure that supports society. We must continue to develop new digital opportunities, thereby creating security and ensuring sustainable development for the pupils and students, the digital citizen, and the business community. We will ensure this through sustainable solutions on our radio chain sites that supply towns and settlements with internet, through investment in security of supply and our infrastructure so that anyone who wants to can get internet. By bringing coding skills to Greenlandic children, young people, and future teachers, we are investing in the country's digital development and the labor force of the future.

Our strategy is realized through committed employees – they are the backbone of Tusass and make us a company with great cohesion across professions and the country. Despite the fact that we have felt the global COVID-19 pandemic again this year, great drive and commitment are invested from the individual employee who drives and creates results and expands a positive sustainable development for society as well as for Tusass.

Kristian Reinert Davidsen
CEO



UN Global Compact

CEO Commitment

As a member of the UN Global Compact, Tusass is committed to supporting the UN's ten principles in the areas of human rights, labor rights, the environment, and anti-corruption, as well as contributing to the achievement of the UN's 17 Sustainable Development Goals. In addition, we are members of CSR Greenland and Transparency International Greenland, who also work to promote the accountability agenda in Greenland.

Once a year, we report our sustainability efforts and progress to the UN Global Compact, which we will continue to support. In addition, this report has also been prepared in accordance with §99a of the Danish Financial Statements Act on social responsibility and §99b of the statement on the gender composition of management, and §107d statement of policy on diversity.

We Respect the Ten Principles

Human Rights

Principle 1: Companies should support and respect the protection of internationally proclaimed human rights within the sphere of corporate influence; and

Principle 2: ensure that they do not contribute to human rights violations

Tusass respects internationally recognized human rights and is aware of the responsibility incumbent on us to avoid causing or contributing to adverse impacts on human rights. We show

this both through support for the ten principles, but also through the company's human rights policy. Through this, we commit to honoring the work with human rights throughout our value chain, and we ask our managers and employees to focus on possible improvements, initiate relevant initiatives, and report progress on them.

Labor Rights

Principle 3: Companies should maintain freedom of organization and recognize workers' rights to collective bargaining; and

Principle 4: Support the eradication of all forms of forced labor; and

Principle 5: Support the abolition of child labor; and

Principle 6: Eliminate discrimination in working and employment relationships

Where the right to do so is not provided for by law, Tusass upholds freedom of organization and recognizes the right of workers to organization and collective bargaining.

Tusass does not accept any forms of forced or child labor as defined in the UN Convention on the Rights of the Child.

Tusass tolerates no forms of abusive acts, bullying, or sexual harassment in the workplace and no employee should accept being subjected to this. We support the work with employee well-being through the use of several formalized tools at Tusass.

Environmental

Principle 7: Companies should support a precautionary approach to environmental challenges; and

Principle 8: Take initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and deployment of environmentally friendly technologies

Tusass works continuously to ensure that environmental and climate considerations become a priority part of all activities and actions undertaken by Tusass. Through processes and procedures, we continuously work to minimize our negative impact on the environment and produce measures for improvement where possible, and make environmental and business sense. Among other things, this development is underway on our radio chain sites, but also in the initiatives that are made on an ongoing basis to ensure that buildings, cars, etc. are maintained and upgraded to more sustainable solutions.

In order to ensure Greenland greater security of supply to support the infrastructure, we focus on developing, evaluating, and testing new methods of renewable energy.

Anti-corruption

Principle 10: Companies should work against all forms of corruption, including extortion and bribery

WE SUPPORT



Human Rights



Labor Standards



Environment and Climate



Anti-corruption

For more information on the UN Global Compact:
unglobalcompact.org

Tusass actively denounces all forms of corruption in accordance with our policy in the area, some of which describe how the company relates to the receipt of gifts, as well as in case of any conflicts of interest in the business. Violation thereof may result in employment law consequences. Serious criminal offenses are reported to the police.

Violation

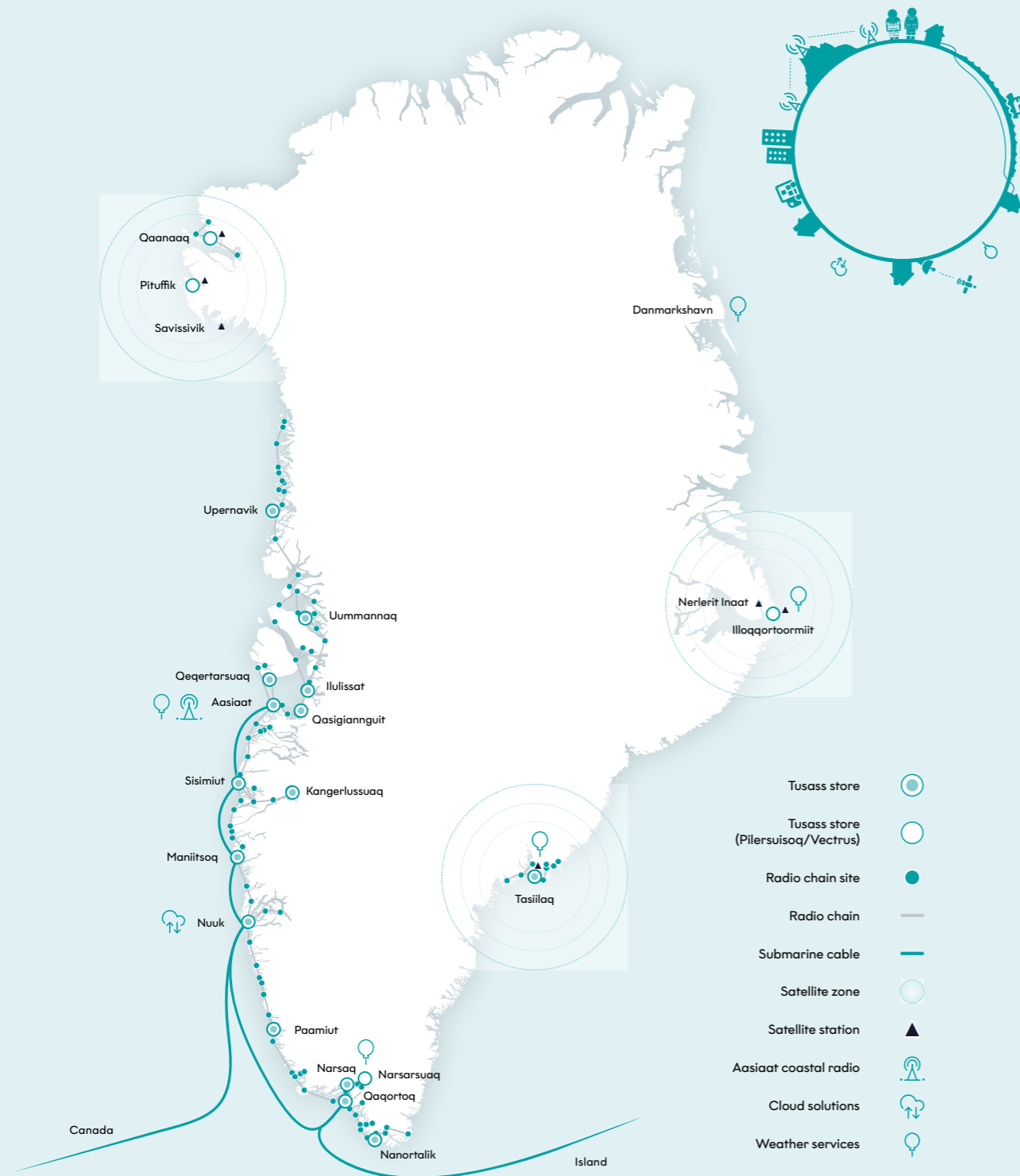
If Tusass becomes aware of the behavior or actions of either employee, suppliers, or other actors in our value chain that violates the ten principles, we will prepare an action plan through dialogue and cooperation that stops the violation. If this is not possible, Tusass may consider other solutions.



Kristian Reinert Davidsen
Administrerende direktør



Business Model



Core Ressources

Employees

Our employees make sure that services are provided across business branches, and we strive to offer the right competency and development opportunities for everyone.

Financial Resources

We finance our investments, if possible, through the flow of our operations and secondarily through lending.

Customers and Owners

Our customers and owners are the foundation for our business, and we take our relations with both seriously.

Community Engagement

We invest in solutions that secure the digital development in parts of the country where the commercial basis is limited too.

Investments

Infrastructure

- The branch ensures phone and internet connections to all of Greenland and has supply security as its main focus.
- Infrastructure is continuously being build and expanded that ensures connections that can provide current and up-to-date products for the customers.

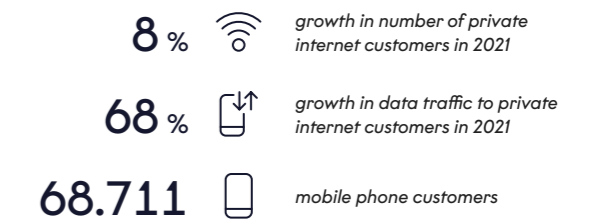


Revenue

Phone and Internet

64 % of revenue

- The branch supplies phone and internet products for both private and corporate customers.
- New products are continually developed that ensure the customers opportunity to be a part of the digital evolution in Greenland and in the rest of the world.



IT Services and Other Services

21 % of revenue

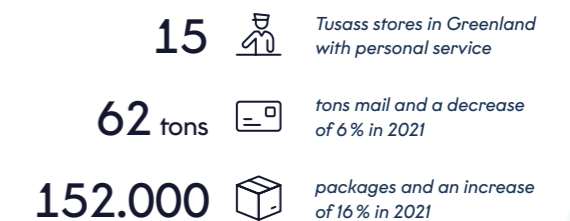
- The corporate business offers up-to-date IT-solutions to customers all over Greenland, which gives the companies the opportunity to focus on their core business.
- As supplier of emergency and safety contingency in Greenland, Tusass contributes to securing safety at sea.
- Delivery of services to aviation and weather services contribute to a solid traffic infrastructure in Greenland.



E-commerce & Logistics

12 % of revenue

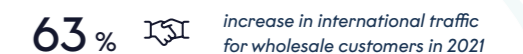
- With sole concession on letters in Greenland, the postal business ensures a secure delivery of mail to the entire country.
- On-time package delivery solutions are offered to all of Greenland, which makes international trade for both private and corporate customers possible.



Wholesale

3 % of Revenue

- Wholesale gives the citizens of Greenland the opportunity to choose competitors for the delivery of internet products
- The branch develops products for internet providers so that they too can offer up-to-date products for their customers.



Sustainable Business

Sustainability Strategy

Overall principles, responsibilities, and duties of Tusass' Policy of Social Responsibility:

" We conduct business in a responsible manner, showing consideration and respect for our employees, the local community, and the environment we are a part of. We run an efficient and stable business with a focus on digital investments for the benefit of Greenland. With our knowledge, experience, and expertise, we are a driving force for value-creating development."

The Next Generation Is the Future

It is our goal that our sustainability initiatives will help to future-proof the company and support a positive development of digital communities in Greenland and Greenlandic society. Our primary focus areas, which are the most important to our business, are to increase digital competencies in society especially the education of children and young people – as well as the spreading of sustainable energy throughout our business.

Tusass has an ambition of promoting children & young people's interest in IT and technology.

With this focus, we want to support the future development of more IT specialists, technicians, and engineers.

A large part of our sustainability efforts, therefore, focuses on supporting children and young people's development through projects that are created in a digital perspective and thus strengthening the next generation with creative skills in an increasingly digital world. Children and young people must not only be superusers of the digital solutions, but they also themselves must be creative and innovative with technology, which will be central to the development of society. Through projects and teaching courses, we will contribute with relevant learning results that strengthen the skillsets of children and youths.

The second element of our initiatives is to switch to renewable energy at our radio chain stations. Unstable energy supply at secluded stations is one of the most significant challenges in both operation and maintenance. An increased share of renewable energy on our sites will ensure Greenland even greater stability in the operation of the infrastructure, as well as expand an environmental and economic value for Tusass.



Tusass' Development Goals

Sustainable Development Goals

At Tusass, the SDGs are used in the organization to structure and visualize the work on sustainability and raise awareness of what difference we make and thus what value we create for society. The goals contribute to creating awareness and a common language about sustainability work, both internally in the organization and towards the society, we are a part of.

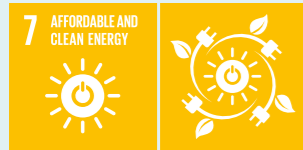


We Have Four SDGs in Focus:



Target 4.1

We want to empower the next generation with digital skills. We will contribute with effective and relevant learning outcomes that strengthen children & young people's skillset.



Target 7.2

Through green energy solutions at our sites, we ensure robust infrastructure and contribute to the introduction of environmentally friendly technologies in Greenland.



Target 9.1

By developing a safe and reliable infrastructure, we ensure an effective communication technology for the citizens of Greenland that supports the economic development of society and connects Greenland with the rest of the world.



Target 17.17

We establish strong partnerships where we see better opportunities for solutions based on community efforts.



Coding Class – Coding on the School Curriculum

Tusass offers the lower secondary school classes a course of instruction that means students learn to code. Students gain knowledge of – and are strengthened in – design processes and coding through collaboration, analysis, innovation, and presentation techniques.

Since we signed our first partnership agreement with Kommuneqarfik Sermersooq at the end of 2019 on coding Class courses, the project has been a remarkable success and we have rapidly started cooperation with several municipalities.

In the autumn of 2020, a partnership agreement was signed with Kommune Kujalleq and in the autumn of 2021, we entered into partnerships with both Qeqqata Kommunia and Avannaata Kommunia. Partnerships ensure that we can bring Coding Class to far more school students in Greenland.

We have completed 21 Coding Class courses in 2021 in Nuuk, Qaqortoq, and Narsaq, Sisimiut, Ilulissat, as well as Uummannaq.

In 2021, we have hired two learning consultants. With their experience and expertise, they will work to spread and develop Coding Class teaching. They come with strong competencies in innovation, children & young people, and IT, which is a prerequisite for further development of the digital effort.

Evaluation and Development

Tusass continuously evaluates all aspects of the project in collaboration with the key stakeholders, and further develops and adjusts the concept so that our courses provide value for both students, school, and society.

Coding Class Championship

Tusass organized our first Coding Class Championship, where one student from Qaqortoq won the Coding Class Championship in Greenland, as well as the 'Coding Award' at the Virtual Coding Class Finals in Denmark 2021.

Coding Pirates - Coding in Your Spare Time

Tusass gives children and young people the opportunity to code and be creative with IT technology in their spare time. We have conducted 14 Coding Pirates events in 2021 in Nuuk as well as Narsaq, Qaqortoq, Sisimiut, Ilulissat and Uummannaq

We are developing an online format so we can offer children and young people coding no matter where in the country they live. We have conducted 2 virtual pilot trials in 2021, but have had some challenges – among other things – in terms of the number of participants, which we will continue to work on.

Technology at the Department of Learning

In close collaboration with the Department of Learning and the Centre for Teaching Resources at Future Classroom Lab, we are contributing to a pilot class that contributes to the development of a course on technology understanding at Ilinniarfissuaq. The module empowers teacher students to be able to teach based on Coding Class and technology understanding.

The course is based on 'Blended Learning' and started in the summer of 2021 and continues through the spring of 2022. The module started with the participation of 29 students. 13 students have dropped out. The reasons have primarily been that they have been absent due to illness, Covid-19 and others, and have subsequently had difficulty keeping up. One has indicated that it has been difficult with the many hours in front of the screen.



Sustainable Energy

In connection with the strategy towards 2024, Tusass has introduced Sustainable Energy as a new Sustainable Development Goal in 2021. It is our ambition to use renewable energy as a primary energy source where it makes environmental and business sense. Therefore, there is an ongoing focus on developing and testing new methods so we can increase the share of renewable energy, including at our radio chain sites. Energy optimization is a permanent consideration when selecting new technologies.

That is why we have an expectation of investing in new infrastructure and renewable energy at sites that currently run on fossil fuels by 2024.

The first site with an energy supply in the form of wind turbine and solar energy was completed in the autumn of 2021 at the Oqummiag site, located between Nuuk and Maniitsoq. Tusass plans to convert six more sites to eco-friendly energy by 2024.



Strong Digital Infrastructure Is a Prerequisite for Growth

Through our digital infrastructure, we connect the country to the rest of the world – and continued development in this area is a crucial prerequisite for a sustainable society now and in the future.

Through ever greater use of energy-efficient technologies, we ensure a secure, stable operational security, and provide high-speed internet to the population, businesses, and the public sector in South, West, and North Greenland.

In 2021, we have had a strengthened focus on towns and settlements in the satellite area that do not have the same digital opportunities as the rest of Greenland. Tusass is rolling out a comprehensive satellite program, which through 2021-2023 will provide customers in Tasiilaq, Ittoqqortoormiit, and Qaanaaq with highly improved internet access. In Tasiilaq, internet usage increased fivefold from Q3 2020 to the same quarter in 2021 following the introduction of flatrate internet in February 2021. During the same period, the proportion of households with internet access in Tasiilaq doubled – from only about one in four households to about one in two. Thus, there is still a gap between the average prevalence and consumption of internet in Tasiilaq compared to the radio chain/submarine cable cities, but this difference has become much smaller in just one year.

In December 2021, flatrate internet was introduced in Ittoqqortoormiit, and here we expect to experience the same positive development during 2022 as in Tasiilaq in 2021.



A Common Path to Quality

We establish strong partnerships where we can jointly strengthen the quality of our work.

Partnerships are an essential means of achieving important results.



Employee Relations

Committed Employees Are the Strength of Tusass

Every company achieves the best results through motivated employees and therefore Tusass continuously works to ensure its employees good working conditions.

Working Environment, Sick Leave, and Safety

In order to achieve strong results, it is, therefore, a natural part of the business to create a healthy and safe framework in the physical and psychological working environment, as well as in the collaboration between manager and employee, and from colleague to colleague, which is clearly also reflected in our business strategy.

All permanent employees are enrolled in the company's health insurance at the time of hiring. This makes it possible, among other things, to access treatment at a private hospital in Denmark, addiction counseling, psychological aid, and physiotherapy. Tusass organizes activities and prevention of safety and health hazards as well as informs, instructs, and provides relevant training and certifications for employees

Tusass has a desire to reduce sick leave. Both because a high rate of absence due to sickness, in addition to illness, can be an expression of poor well-being or too high work pressure, but also because sick leave is always a cost to the company.

Unfortunately, the current situation with Covid-19 means that a higher absence due to sickness can be expected in 2022. However, it should not be a barrier to initiating an effort. We, therefore, want to ensure that there is a clear framework for how sick leave is managed in the organization so that everyone experiences that they are taken care of so that they are quickly ready to return to work. When the situation allows for it, Tusass will set a target for sick leave.

In 2021, seven minor workplace injuries were reported among Tusass employees. As the cases have not yet been finalized at CFA, it is not known if any of them will result in compensation.

Workplace Conduct

General Principles, Responsibilities, and Duties in the Abusive Conduct Policy:

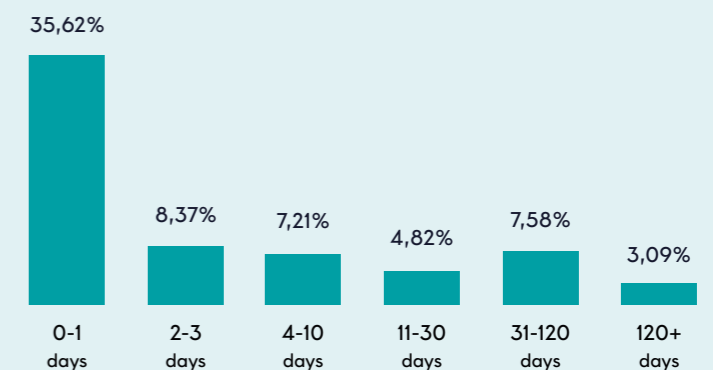
"We do not tolerate any form of abusive acts, bullying, and sexual harassment at the workplace and no employee should accept being subjected to this. Tusass will always deal with a reported issue and manage it professionally and seriously."



Sick Leave

In 2021, the total absence due to illness was 4.3 %, a total of 3,820 days, including 421 days the child's first sick day.

The absence is distributed as follows.



¹ Calculated via Tusass time registration system: Sick days/Net working days, where working days are defined as the sum of the working days that have been scheduled for work, with deduction of actual holidays, vacation, care days, course days, days off



During 2020, Tusass has focused on preventing abusive acts, bullying and sexual harassment in the workplace and this work continues to be supported as a natural part of both management and the work in the HR department.

Job Satisfaction

Job satisfaction Primo 2021, Tusass' job satisfaction was on index 82² according to our external supplier, Ennova, who prepares the survey. The figure remains high even though it

MTU Survey	2021
Job Satisfaction	82
Satisfaction	80

has fallen by two points compared to 2020. It is natural to have minor fluctuations, especially at the beginning of a strategy period. Employee satisfaction is at index 80³.

Employee and Skill Development

Through targeted upskilling, Tusass ensures that employees are developed and at all times equipped to solve both current and future work tasks. Through annual employee development interviews (MUS), the employees' needs and opportunities for training and development within their individual field are evaluated. In this way, a good match is ensured between the employee's competence and the demands and needs the employee encounters on the job.

COVID-19 has increased the use of digital opportunities and given a boost to the digital transformation for many companies. At Tusass, the adoption of online courses and education has grown during the pandemic where the opportunities to find the right training/education have also increased in line with the introduction of restrictions and thus have provided a larger and better selection.

Work and Job Training

When possible, Tusass meets employees where they may have a special need, e.g. in the form of a flex job to help the employee's continued presence in the labor market. In 2021, we had one employee in a flex job, two in job training, and one in a rehabilitation job.

Student-program

In 2021, we had 28 vocational students, and in addition, we accept interns from primary schools.

In an effort to attract students in relevant subjects, especially in IT, we collaborate with educational institutions in Greenland and Denmark. Among other efforts, we participate in relevant educational fairs, where we collaborate with students writing their thesis.

² ennova.com

³ Low assessments (0-59), medium assessments (60-74) and high assessments (75-100)

Employee Conditions

When Diversity Creates Value

General principles, responsibilities, and duties in the Policy on Diversity in Management:

"A diverse workplace is a workplace where employee diversity is accepted and used as a strength. Tusass provides many different services and is therefore as a company dependent on different types of employees - and not least managers."

At Tusass, there is room for everyone regardless of age, gender, nationality, beliefs, sexual orientation, and culture. It is skillset, motivation, and ability to work that are in focus with us, and we do not tolerate any form of discrimination.

Tusass' Board of Directors consists of five members elected at the General Assembly and three employee-elected Members of the Board of Directors. Three out of five of the general assembly elected board members are women, which means that we have achieved equal distribution according to the requirements of the promulgation, and therefore do not set any further goals for this group. Our policy on diversity in leadership provides the framework

for promoting the underrepresented gender in other management layers.

The goal of the diversity policy is to ensure that Tusass continuously focuses on the composition of employees, both in management and among rank-and-file employees, so that this reflects the society we are a part of and lives up to our wishes and commitment to diversity. Among other things, the policy focuses on diversity being part of management's prioritization and that diversity effort in relation to recruitment, retention, and career development of the underrepresented gender and employees with local roots must be strengthened.

In our recruitment process, whether locally or internationally, we always strive to have as wide a candidate field as possible, but within special subject areas, the field is often exceedingly small and often completely without women. This challenge is general to our industry and cannot be solved by a single company. However, our experience shows that with a search process, the opportunities to get a wider diversity in the candidate field are greater. Therefore, we often use this opportunity for positions where we know that there is both a small but also narrow field of candidates. Unfortunately, it has not had the desired effect in 2021.

On the other hand, it has been possible





to promote three female employees to management positions that were previously occupied by men. This does not surprise us – we have skilled, committed, and ambitious women, as well as men, in our organization.

Objectives

Despite the challenges, Tusass wants to continuously close the difference between the number of men and women in all management layers (the board excepted) and has set a goal that by 2024, we have a percentage distribution of 65/35%, i.e. an increase of 5% of the under-represented sex.

In addition, we collaborate with the municipalities in Greenland as well as teacher education to spread both knowledge and skillsets in IT and technology. We do this by being in charge of Coding Class in Greenland and by facilitating and supporting the development of technology classes in teacher education. Both of these initiatives are long-term investments, and we can therefore not expect to see a result here and now, but we have a hope that the proportion of women who apply to IT and technology educational programs will increase over the next 5-10 years.

The data in the model below is from Tusass HR system and is based on all permanent employees and temporary employment over a year. Data as of 31.12.2021.



⁴ General Meeting Elected

⁵ Other management is all management layers with personnel responsibilities below director level

Climate and environment

Future-Proof and Sustainable Infrastructure

General principles, responsibilities, and duties in the Environment and Climate Policy:

"Tusass wants to contribute to a better environment by making environmental and climate considerations a natural part of all our activities, and through attitudes and behavior we will be a source of inspiration and raise awareness and improve the Company's impact on the environment and climate."

LED Lighting

In 2019, a project was initiated to replace the traditional lighting in Tusass' head office and

seven other Tusass stores with LED lighting. This will reduce annual energy consumption and create better working lights for employees.

The target for 2021 was the replacement of 200 lamps, which has been achieved.

Overall, for 2019-2021, 836 lamps have been replaced at the company's head office and in selected Tusass stores. Conventional fluorescent lamps consume about 204 kWh per year, with LED consuming about 95 kWh per year. This provides a total annual energy saving per replaced lamp of 109 kWh. With an electricity price of DKK 1.65 per kWh, it provides a total saving as stated in the table below:

Both calculations are for 240 annual working days of 10 hours per day. The environmental gain will obviously be greater in cities without hydroelectric power plants. We will continue to work on the implementation of LED lighting when

LED Lamps	2019	2020	2021
Total investment in DKK:	643.225	294.824	613.734
Annual savings at 836 pcs in DKK			150.355
Annual power saving at 836 pcs. in kWh:			91.124

rebuilding and in new construction on Tusass premises in all cities, which reduces electricity consumption for building operations.

Economical and Environmentally Friendly Free Cooling

Tusass uses free cooling on all our 50 Radio Chain sites, at our submarine cable charging stations in Nuuk, Qaqortoq, Maniitsoq, Sisimiut, and Aasiaat, as well as in our server room in Nuuk. Free cooling is an environmentally friendly and energy-saving technology for cooling rooms that would otherwise have to be cooled by, for example, conventional Air Conditioning. The free cooling system uses the cool outdoor air to cool the server room, and an advanced control ensures that the temperature is kept constant. This results in a saving of about 55 KW per hour compared to conventional cooling. Work is being done to gather data in a system so that the company will get a greater overview and thus can expand the reporting and objectives in the future.

Renewable Energy Sources

Tusass has 50 radio chain sites, which ensure most towns and settlements' internet connection. The electricity supply of these locations today is primarily by diesel generators, with the contribution of solar energy during the summer period. The challenge is that the solar cells can produce the necessary energy in the summer, but there is not enough light to maintain the energy production in the winter, which is why generator operation is necessary. In addition, we also have a responsibility to ensure the continuous operation of our sites and therefore generator operation will be necessary as a backup. Transporting and using fuel to the secluded sites is costly and not compatible with the environmental profile we want to work towards. Thus in 2021, we have decided that by 2024 seven sites will be powered by renewable energy. This summer, power supply replacement

at the first site was finalized for clean solar and wind energy, with generator backup. This site is a prototype that will give us experience with the conversion so that by 2024 we will convert an additional six sites to run on renewable energy.

Solar Cells

The share of energy for our sites produced using solar cells in 2021 was 21%, which is a slight increase compared to 2020. This means that the primary energy source of about 79% is from fossil fuels.

We are continuously working to increase the share of renewable energy on our sites, including through the use of solar PV. Since 2019, work has been underway to transform outdated radio chain equipment into modern equipment and this process created an increased energy consumption in 2021. The conversion was completed in 2021 and it is therefore expected that the share of solar energy will increase further in 2022.

New Energy Sources

In the summer of 2019, Tusass set up a wind turbine at Meqqitsoq south of Nuuk and in 2021 a second has been set up at Oqummiaq. The expectation is that they can produce up to 7000 kWh/year per turbine, but due to technical challenges with the monitoring equipment, it has not been possible to show the expected production for 2021.

Telegraph Island

In 2021, we installed 90 solar panels each of which can produce 325W with a total power production of 29.25 kW. The energy is collected by batteries that have a total capacity of 134.4 kWh.

This means that the plant can produce enough energy to cover 66% of our needs under optimal conditions. The other 44%, as well as times without sunlight, are covered by generator operation.

The plant is a prototype and still in a test phase, where we – among other things – examine the efficiency of the batteries and the overall system's possibilities to cover our energy needs on-site.

Electronic Waste

In 2019, Tusass partnered with Danish company Stena Recycling, to explore the possibilities of recycling as much of our electronic waste as possible. The first container with 9720 kg was shipped in 2019 with earnings of DKK 13,440:

The reason for the significantly higher amount of waste in 2020 is the replacement of a larger amount of equipment on one of our sites. From the available data, we must assume that an annual amount in a "normal" year will be less than 10,000kg

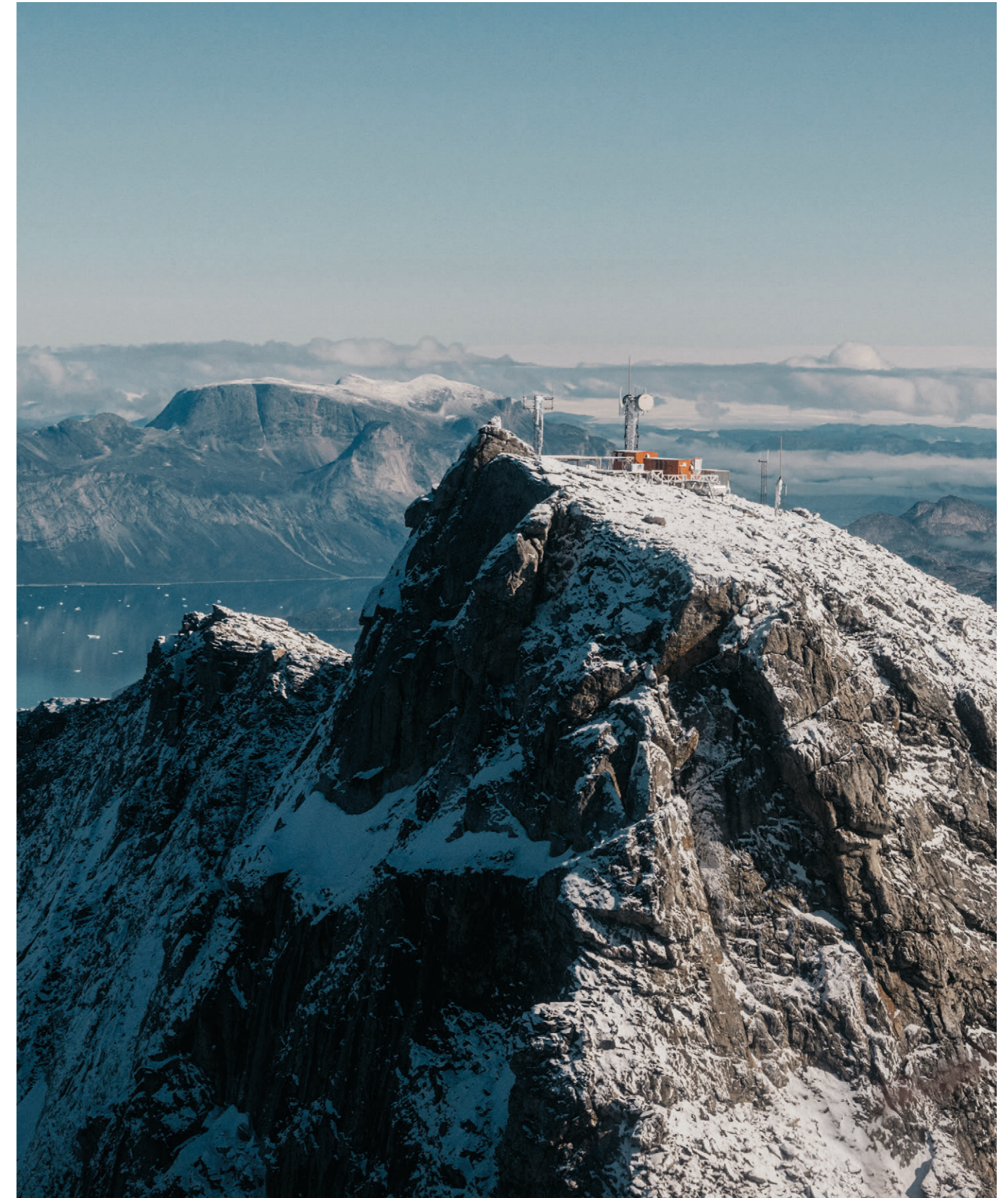
Currently, primarily waste from Nuuk is shipped, but we are working to increase the share of waste from the coast that is sent for recycling too.

Electronic Waste

Waste in kg.

Earnings in DKK

	2019	2020	2021
Waste in kg.	9.720	14.351	8.322
Earnings in DKK	13.440	62.586	9.851



Anti-corruption

Good Business Ethics

General principles, responsibilities, and duties of the Anti-Corruption Policy:

"Tusass conducts business in a responsible manner and rejects all forms of corruption, bribery, or other forms of unethical conduct that may damage the reputation of the business. Employees at Tusass must at all times act professionally and responsibly across departments as well as when meeting with customers and other stakeholders."

Tusass refrains from all forms of corruption, bribery, or other unethical behavior that could damage Tusass' reputation. As a rule, our employees may not give or receive gifts or other benefits, services, or the like in connection with the performance of their work that is – or could be – construed as a bribe. Violation of this may result in employment law consequences. Serious criminal offenses are reported to the police.

Receiving Gifts

Guidelines for Corporate Gifts state that our employees may not give or receive gifts or other benefits in connection with the performance of their duties, as this may be construed as a bribe.

However, modest gifts of gratitude may be given or received in connection with anniversaries. Gifts received are returned or donated to charities.

Conflicts of Interest and Nepotism

Personal interests cannot influence the decisions made by our employees, including for example favoring family members or friends based solely on personal relationships.

Whistleblower Scheme

Tusass has a whistleblower scheme where employees, board members, and other stakeholders can anonymously report persons associated with the company in the event of, or suspicion of, violations committed in our business.

Tusass has not received any reports in 2021.



A Sustainable Community

We Create Value for Society

Tusass supports large and small projects and activities that can have a positive and lasting effect on society through sponsorships. The sponsorships can be given in the form of the services that we sell, but some sponsorships are also in the form of financial grants.

Attat – Greenland's Educational Network

Tusass delivers and supports the education network, Attat, to all educational institutions under Naalakkersuisut via a fixed-price agreement. Attat is a network that provides primary schools, vocational and higher education in Greenland with internet. We are ensuring faster connections for schools across the country, opening up more opportunities and thus making distance learning more accessible, strengthening students' opportunities for education. Teachers will have new opportunities to create present state content in teaching and easier access to teaching tools as well as continued upskilling education.

Cancer Society Benefit

Each year we contribute to the fight against cancer when we support the establishment and operation of a call center at the Cancer Society's annual TV show. All citizens have the opportunity to call in and make their contribution to the fight against cancer. We believe that with this initiative, one can make a difference - not only for the cancer patient but also for the family. In 2021, Tusass has once again secured volunteers and an infrastructure that enabled a

new collection record of over 3.9 million. DKK., where the whole country collected money for the Cancer Society's work for the cancer afflicted.

Greenlandic Red Cross

Tusass has donated DKK 200,000 to Greenlandic Red Cross. The funds will be distributed to the organization's eight local chapters and will be used for families with children and single parents who need help.

Stamps

Every year, Tusass issues approximately 24 new stamps in collaboration with renowned artists. One of the stamps has an additional value of 1 DKK per stamp sold. This additional value goes entirely to a social purpose and can today achieve a value of 100,000 kroner. In 2021, the additional value stamp was published in favor of The Greenlandic Houses in Aalborg, Aarhus, Odense, and Copenhagen, which does a lot of work as a contact and gathering place for Greenlanders in Denmark and other people with an interest in Greenland.

In addition, the Salvation Army was presented with a donation of DKK 100,000 from the additional value stamp, which was launched in 2019.



Risks

Senior management has the overall responsibility for ensuring that Tusass' risks are identified and managed, including further development and determination of measures to minimize the most material risks on an ongoing basis.

Area	Principal Risks	Handling
Human Rights	<ul style="list-style-type: none"> Negative impacts on human rights can be, for example, data security for both private and business customers, as well as applicants in the recruitment phase. Likewise, it can affect a safe and healthy working environment for employees 	Compliance with legislation, as well as international standards, is required. In 2021, Tusass drafted a human rights policy that obliges both management and employees to continuously focus on the area and deal with any violations, as well as describing the tools that support this. In addition, we have described processes for handling data security and GDPR.
Social and Employee Relations	<ul style="list-style-type: none"> Attracting and retaining employees Sick leave Bullying and harassment Accidents 	Prioritizing the good, both physical and psychological work environment is a natural part of the work of the management and HR department, which continuously relates to/ and assesses possible risks before they occur.
Environment and Climate	<ul style="list-style-type: none"> Operation and maintenance of radio chain stations Electronic waste, scrap metal, cables, etc. 	Through process optimization and procedures, waste management is reliably and responsibly ensured, while continuously working to strengthen the security of supply through the efficient use of renewable energy.
Anti-corruption	<ul style="list-style-type: none"> Transactions and purchases Bribery Conflicts of interest and nepotism 	<p>Requirements for approval processes, procedure, and with a centralized purchasing department, continuous control and monitoring of transactions are ensured.</p> <p>Gifts received by external stakeholders are returned or given to charitable purposes.</p>

2022 Efforts

Reports

Sustainability is continuously evolving not only in Tusass but also internationally, which means that expectations and requirements for initiatives and reporting are continuously developed, thereby tightening the requirements for companies. Tusass has established a goal to continuously qualify the methodological reporting, where we will work towards ESG+ (Environmental, Social, and Governance) reporting over the next three years.

Coding Class

We are completing the partnership with the fifth and final municipality so that Coding Class is offered nationally, while continuing to qualify and develop educational materials and courses. We will also establish partnerships with other sectors and work to create educational pathways in upper secondary education.

In addition, we are completing yet another Coding Class Championship in the summer of 2022.

We will continue with Coding Pirates events and have an ambition of being able to bring more coding into children's spare time.

Environment and Climate

We will continue to optimize our development and use of more environmentally friendly energy and have planned to convert more sites to renewable energy in 2022.

Policies

The next step in relation to Tusass' corporate policies for, among other things, human rights, anti-corruption, and bribery is to ensure that the organization has knowledge of them and knows how to act, when they are to be used in practice, for example when concluding new procurement agreements, potential violations, etc.



At Tusass, we work with the three responsibility areas – Environmental, Social, and Governance – also known as ESG. We take care of our responsibility for the environment and climate through the transition to renewable energy sources and by incorporating sustainability into our solutions when possible. We are responsible for one of the most important infrastructures in Greenland. Connecting people in Greenland and in and out of Greenland is our task. We must do this with the highest possible supply quality, including safety, and at the lowest possible prices. At the same time, we see it as a natural responsibility to contribute to education and understanding of the entire digital development.

Tusass is owned by the Greenlandic people, and this bestows upon us a great responsibility. Our ambition is to provide solutions for society, where our competences can be used to give the next generation courage in the digital world. A world in rapid development, where digital skills will be central to the country's development. A future where our service security is increasingly supported through renewable energy sources that provide environmental and economic value, not only for Tusass, but for the Greenlandic people too. Our efforts must create value for the population, businesses, and for our owners.

In our governance, we emphasize a transparent management structure where the delegation of responsibilities is known, and where the involvement of the right competencies is a key element in our execution.

– Stine Bosse, Chairman of the Board



Overview of the Report Data⁶

Employee ⁷	2019	2020	2021
Job satisfaction	80	84	82
Injuries	7	0	7
Sick leave	4,1%	4,3%	4,3%
Flex jobs	2	2	1
Job training	1	0	2
Rehabilitees	5	0	1
Diversity ⁸			
Members of the Board of Directors elected by the General Meeting	40/60	40/60	40/60
Directors	71/29	75/25	75/25
Other management	68/32	73/27	70/30

Climate & Environment ⁹	2019	2020	2021
Fossil fuels	-	84%	79%
Solar cell production	-	16%	21%
Wind turbine production	-	3.500 kWh	- ¹¹
Electronic waste in kg.	9.720	14.351	8.322
Earnings in DKK	13.440	62.586	9.851
Anti-corruption ¹⁰			
Reports to the Whistleblower Scheme	-	0	0

⁶ For calculation methods, see the respective sections of the report

⁷ Pages 22-25

⁸ Pages 26-29

⁹ Pages 30-32

¹⁰ Pages 34

¹¹ Due to technical challenges on the monitoring equipment, it is not possible to show the expected production for 2022



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