



ESG Report 2024

CBK Group

Introduction

Welcome to CBK Group

Description

THE PREFERRED
NORWEGIAN DISTRIBUTOR OF AV &
INFRASTRUCTURE SOLUTIONS
WITH PRESENCE IN THE NORDICS.

CBK is the leading distributor of comprehensive infrastructure and AV solutions in the Nordic Region. Our leadership is based on a unique commitment to dealers who want to deliver extra value to their customers. We make our customers shine, so that they are preferred as a dealer. To do so, we stand out in key areas; We are the most competent and up-to-date distributor and help our customers see into the future. We are best at putting

together a comprehensive and proper solution – helping the dealer deliver on his customers' needs. Our service attitude is second to none.

OUR VISION

CBK sets a new standard for how a distributor adds value to the customer.

OUR VALUE PROPOSITION

We make our customers shine. Through knowledge, service and a unique commitment, we are a highly valued partner for dealers who want to deliver extra value to their customers.

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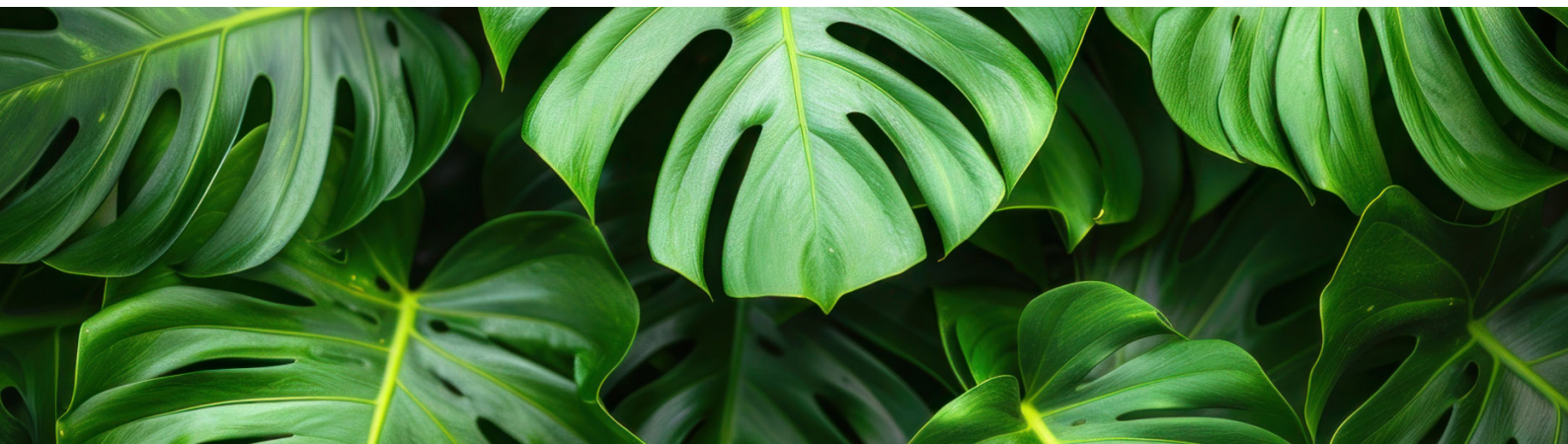
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Highlights 2024

<p>+ 2%</p>  <p>Revenue</p>	<p>+ 15%</p>  <p>Revenue Web</p>
<div><p>CERTIFIED ISO 9001 ISO 14001 Quality and environmental management systems</p></div> <p>ISO Certified since 2020</p>	
<p>-8%</p>  <p>Employee Growth</p>	 <p>United Nations Global Compact</p>



Timeline 2024

In the beginning of 2024, a comprehensive employee survey was conducted to assess internal satisfaction within the company. Additionally, we distributed an extensive satisfaction survey to our customers to identify areas for improvement.

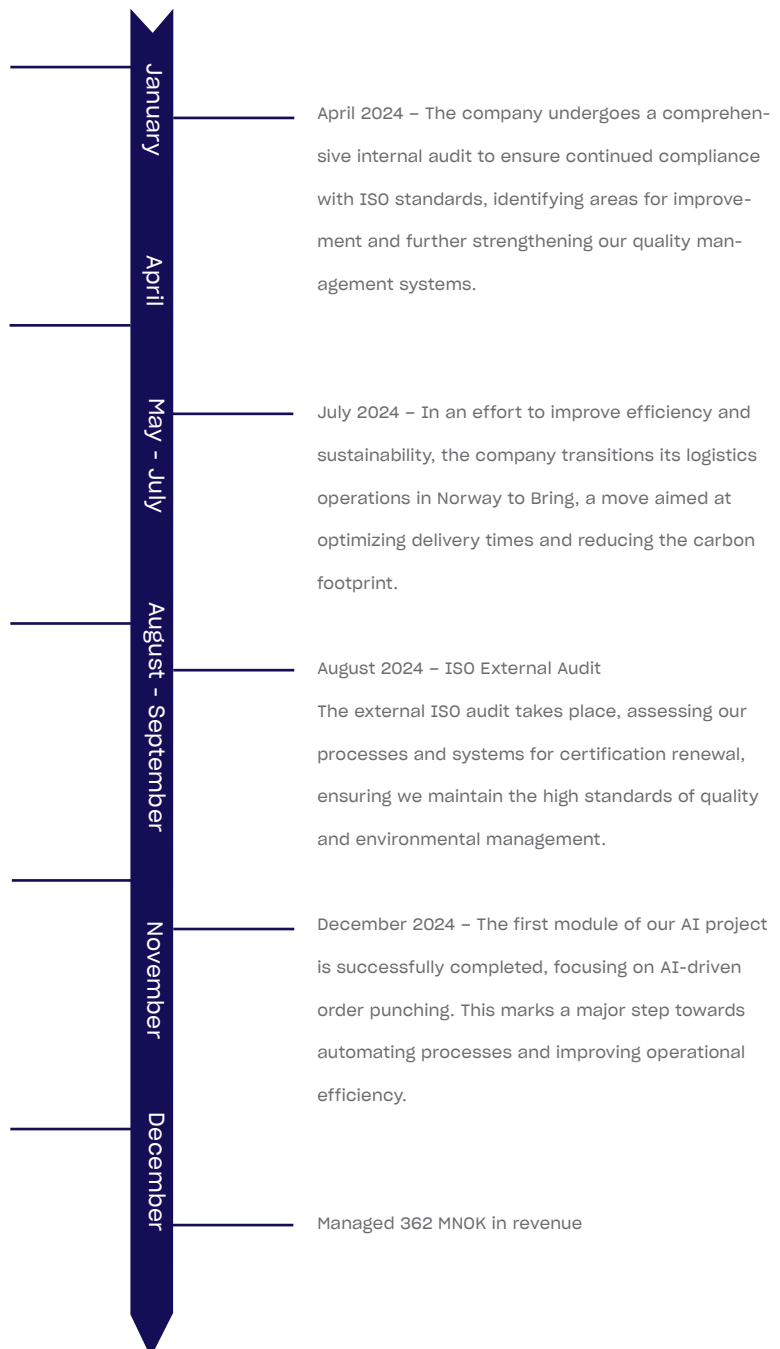
We established partnerships with two new vendors, Vogels and Fulcrum Acoustic.

Additionally, we dedicated significant time and effort to streamlining our existing supplier and product portfolio, focusing on the areas where we excel and that drive profitability for the business.

May 2024 – First Infrastructure Exhibition
The company arranges its first infrastructure exhibition, showcasing new products and services while building industry connections and engaging with potential clients.

September 2024 – The installation of a solar panel system on the roof of our warehouse is completed, significantly reducing our energy consumption and advancing our commitment to sustainable practices.

December 2024 – Closure of Finland Operations
As part of a strategic decision to streamline operations, the company closes its Finland branch, focusing resources on more profitable markets.



Our Offerings

Products & Services

CBK imports and distributes AV products, network equipment, cables, components and associated equipment to Norwegian resellers with presence in the Nordic. Step by step, we have developed our business and provided our customers with increasingly valuable solutions. We have main focus on functional solutions, good competence, efficient and sustainable purchasing routines and

Personality

A likeable expert that everyone wants to get hold of

A CBKer lives to make others successful. They are easy to get hold of, nice to be with and passionate about their profession. A CBKer is genuinely interested, curious and thirsty for knowledge, takes pride in being at the forefront and gets extra energy from passing on insights to others. Therefore, CBKers are in demand by people around them both for what they know and the way they are.

Our Mission

CBK offers a wide range of IT-products and support hundreds of companies and organisations, in both the private and public sector. Our mission is to deliver extra value to our customers. We want to make our customers shine, so that they are preferred as a dealer. Our task is to putting together a comprehensive, sustainable and proper solution – helping the dealer deliver on his customers' needs.

Employee Satisfaction

We have invested in an IT system which will survey the satisfaction of the employees in all countries on a quarterly basis. Annual management evaluations will also be sent out. In addition to this, everyone has satisfaction meetings with their leader twice a year. We do this to ensure that all our employees feel comfortable in their workplace. We are also keen to arrange social gatherings to build a close and pleasant environment.

Where we operate

Average number of employees per country 2024.



CEO Foreword



“We focus on providing exceptional value by ensuring reliability, offering competitive pricing, and maintaining a sustainable approach.”

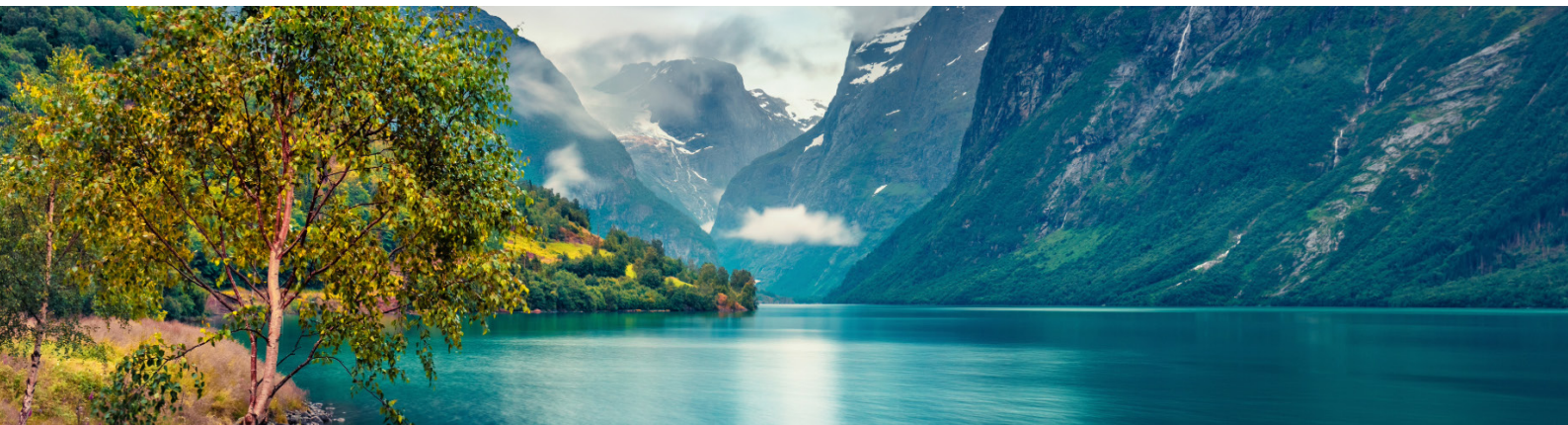
CEO of CBK Group

Ole Blom

As we face growing global challenges, CBK Group remains steadfast in our commitment to be part of the solution. We recognize the importance of addressing pressing environmental issues, advancing social equity, and upholding the highest standards of ethical business conduct. By embedding Environmental, Social, and Governance (ESG) principles into our core strategies and operations, we are not only contributing to a more sustainable future but also driving long-term value and resilience for our stakeholders.

This report offers a detailed overview of our ongoing ESG efforts and highlights the areas where we continue to make an impact.

We appreciate your interest in our journey towards a more sustainable and responsible future.



Sustainability Focus

Our Focus Areas

The key sustainability priorities are consolidated into three Focus Areas: Sustainable CBK, Sustainable Offerings, and Sustainable Supply Chain. Within CBK, a dedicated team strives to guarantee that the products we acquire embody sustainable design principles. This includes an emphasis on the utilization of reusable materials, an extended product lifespan, favorable working conditions for factory employees, environmentally conscious practices, minimal plastic usage, reduced waste, and the implementation of the most eco-friendly transportation methods available, both to the Nordic region and to our valued customers.



1. SUSTAINABLE CBK

Attractive workplace
Diversity, gender balance and inclusion
Business ethics
Climate smart operations
Responsible financial management
Warehouse energy usage from solar panels



2. SUSTAINABLE OFFERINGS

Integrity and information security
Circular Economy
Digitalisation and innovation for a sustainable society
Partnerships



3. SUSTAINABLE VALUE CHAIN

Value chain management
ISO-14001
ISO-9001
Eco-Friendly shipping
Pre-qualification on products and suppliers
The Transparency Act
100% environmentally friendly packaging



Value Chain

Severin Aarnes, Commercial Manager

“ In 2024, we made a significant strategic shift by switching from PostNord to Bring as our primary carrier, aiming for more efficient delivery and sustainable choices. ”

Value Chain

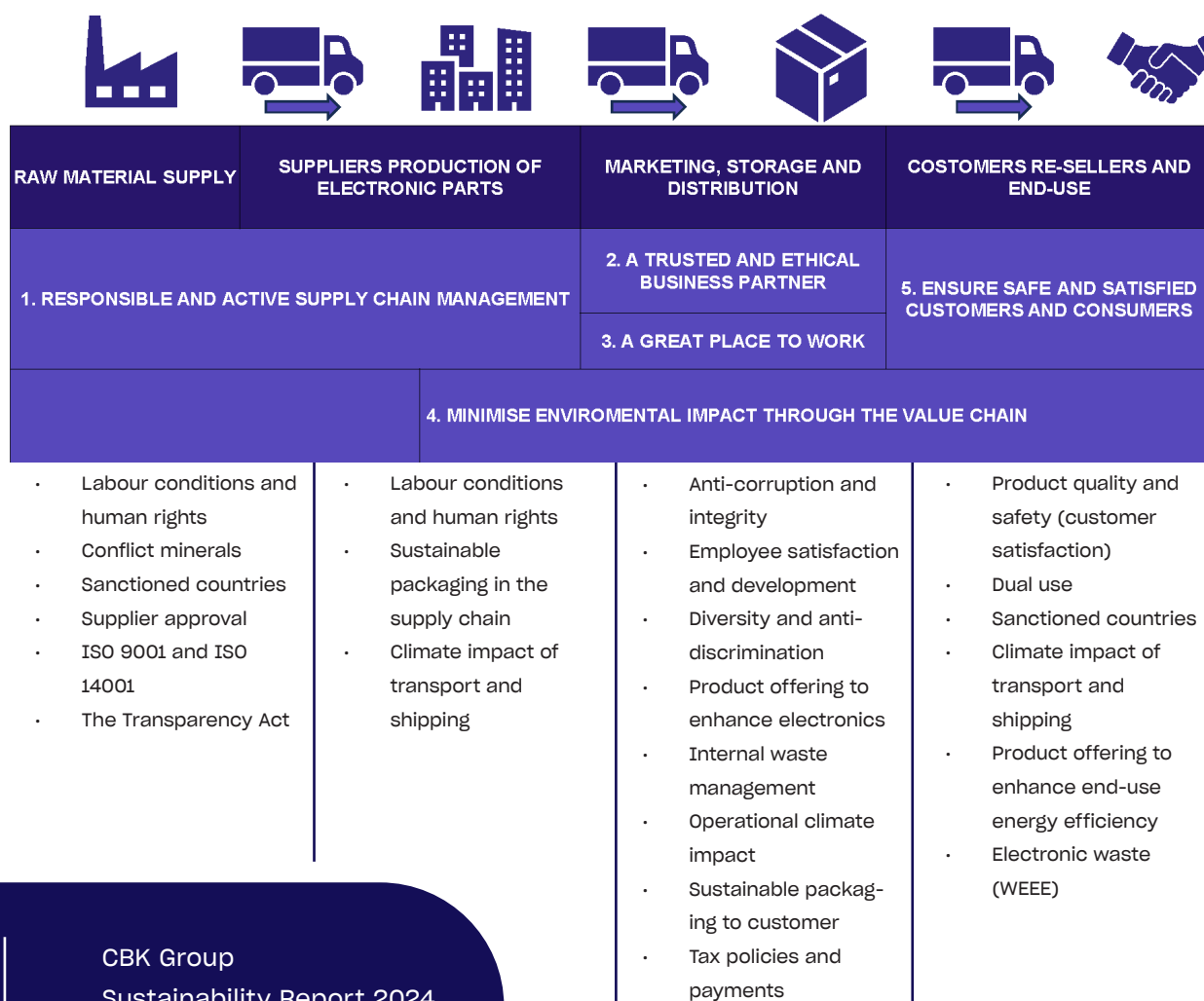
ESG Impact through the Value Chain

A core element of CBK's business focuses on providing spare parts for electronic devices, with a strong commitment to sustainability. We prioritize sourcing products that are designed for longevity, incorporate reusable materials, and maximize durability. These efforts enable CBK to play an active role in promoting a more sustainable and eco-friendly approach to the growing demand for technology hardware. To maintain this commitment, CBK must closely monitor the following critical areas:

1. The production conditions of the products.
2. Potential impacts on end-user safety.
3. The potential consequences of dual-use scenarios where products might be utilized for unethical purposes

Electronic waste, packaging, and other product components significantly impact the environment throughout the value chain. To address these challenges, CBK adopts efficient stock management practices, sets clear expectations for suppliers, and enforces stringent guidelines and procedures for waste handling and disposal. Moreover, the environmental impact of production processes and raw material sourcing remains a vital focus of CBK's sustainability efforts.

Examining our value chain, the ESG impacts at each step can be illustrated as follows:



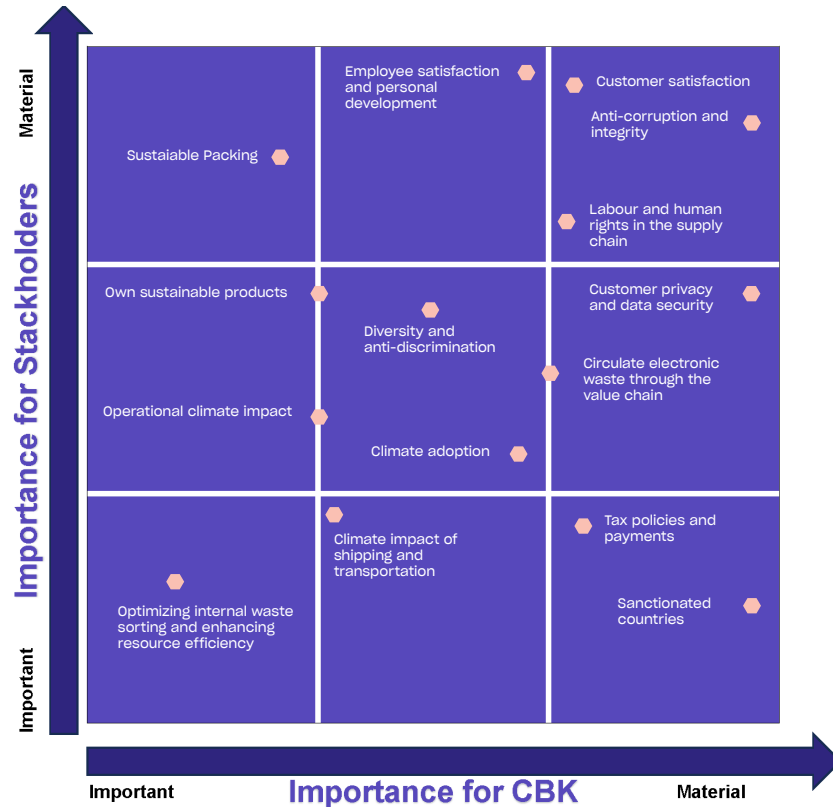
Risks & Opportunities

ESG Impact through the Value Chain

Rapid innovation in the electronic devices sector often results in frequent replacements, contributing to a significant volume of electronic waste left unreused and unrecycled.

CBK addresses the escalating demand from customers and end-users for electronic device maintenance and upgrades. This strategic positioning is a fundamental aspect of our business model. Supplying spare parts and products with software updates, not only extends the life cycle of repaired equipment but also minimizes waste that would otherwise arise from discarded devices.

However, the production of electronic parts and devices can potentially result in adverse environmental impacts or substandard labor conditions, both of which must be avoided. Additionally, there is a risk of certain products being used for unethical purposes or in countries under sanctions. Given CBK's extensive relationship with suppliers and customers globally, there may be instances of corruption and unethical conduct within the value chain. CBK has a unique opportunity to contribute to Sustainable Development Goal 17 (SDG 17) by promoting sustainable consumption and production patterns. This involves effective management of natural resources, waste reduction, increased recycling, and enhanced transparency in supply chains.



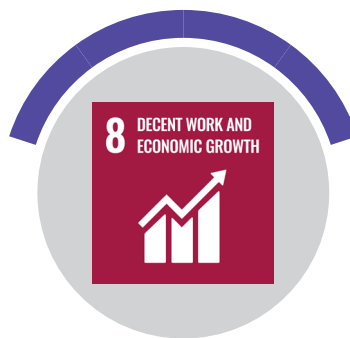
UN Global Compact

UN Sustainable Development Goals

The principles set forth by the United Nations Global Compact guide how we engage with sourcing and trading partners, particularly when distributing products. At CBK, we are dedicated to promoting ethical labor practices and environmental standards within our supply chains. Strong collaboration with our suppliers and business partners is essential to achieving this. To ensure clarity, we have developed policies that reflect the ten principles of the United Nations Global Compact. These policies are mandatory and must be acknowledged when establishing new supplier relationships. The ten principles cover human rights, workers' rights, environmental responsibility, and anti-corruption efforts. We are committed to continually improving these policies and supporting our suppliers to help them meet these standards. Our efforts are aligned with the United Nations Sustainable Development Goals (SDGs), with a particular emphasis on five key goals outlined in this report.



No.5 Gender equality



No.8 Decent Work & Economic Growth



No.12 Responsible Consumption and production



No.13 Climate Action



No.16 Peace, Justice and Strong Institutions



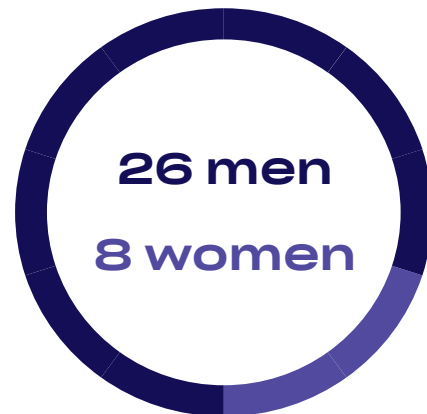
Gender Equality

No.5

In 2024, we had a few new hires but also some that left the company. One of the new employees was female, and as a result, the percentage of women in CBK is currently 24%, and the aim is to increase this.

Research indicates that various teams – for instance in phrases of gender and cultural background – carry out higher and are greater worthwhile than homogeneous groups. Unfortunately, gender imbalance and shortage of variety are nevertheless issues in our enterprise and our company.

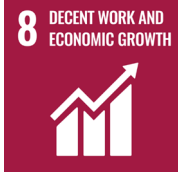
CBK is devoted to turning this case around, to enhance our joint capacity to innovate and grow, for the sake of our clients, personnel, in addition to candidates. Currently, a significant part of our female personnel work in administration or different non-IT-associated roles. Our intention is to gain more women consulting, and in management roles at every level.



Group goals:

CBK wants to achieve a greater proportion of female employees in all levels of the company. We want to reach a percentage of 30% by 2030. CBK wants to distribute the proportion between women and men among gender-fixed positions.





Sustainable Workplace

No.8

CBK actively advocates for health promotion and takes proactive measures to prevent all forms of health issues. We are committed to providing a secure and inclusive working environment, free from discrimination, where every individual is valued equally. Our approach is systematic, employing a risk-based methodology to identify and prevent illnesses and potential work-related accidents. This framework allows employees to confidentially report injuries or concerns, either by name or anonymously.

All employees are covered by the systematic activities related to health and safety in the workplace. Examples of health and safety topics that are followed up are sickness absence, reported accidents and discrimination.

Our owner, Eltek Holding has a centralized HR-department to ensure better onboarding, follow-up, progression and more. CBK uses a corporate HR-system (Bamboo HR).

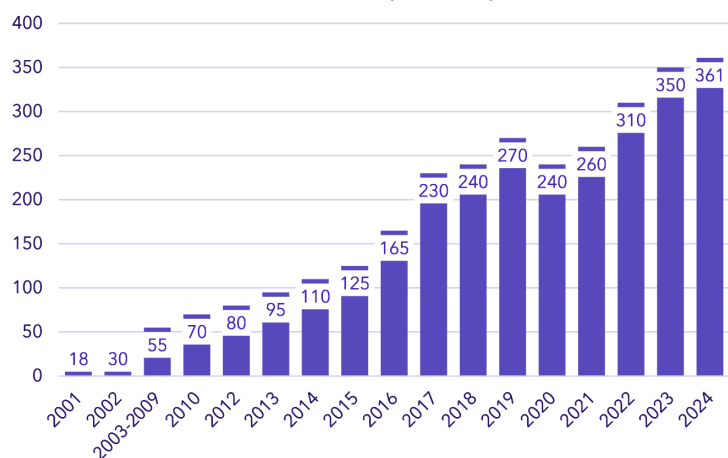
CBK aims to be a long-term partner for our customers today, tomorrow and in the years to come. To do this, we need to ensure that our business is stable and profitable. Stability also enables use to attract and retain competent employees, and thanks to our continued growth, we can continue to invest in and develop our employees.

CBK offers top health insurance to all employees, including first in line if, for example, you need an operation, chiropractic appointments, a psychologist, specialist assessments, etc.

In addition to good health insurance, CBK offers free electric car charging, good pension schemes, training, ergonomic office equipment, lunch and fresh fruit at the office. In 2024, a new comprehensive agreement for the entire group was established in collaboration with Söderberg and Partners. This agreement provided us with improved terms for pension savings, health insurance, and disability pension.

- 2001** - Established - cables and accessories
- 2002** - Started distribute D-Link in Norway
- 2010** - **Eltek Holding AS/Morten Angelil acquired CBK**
- 2012** - Introduced new private label LinkIT
- 2013** - Started distribute Philips Display in Norway
- 2016** - Introduced new private label Stoltzen
- 2020** - Started distribute Hisense Display in Norway
- 2020** - Moved to top modern storage facility outside Oslo
- 2020** - Invested in AutoStore
- 2020** - ISO-Certification (9001 and 14001)
- 2021** - Introduced a new private label Elivi
- 2021** - Acquisition of Pericad Oy, distributor in Finland
- 2021** - Sole distributor for Hisense in the Nordic region
- 2022** - Acquisition of Ekab AB, distributor in Sweden
- 2023** - Centralization of Nordic Warehouse in Norway
- 2024** - Decided to withdraw from Finland and sell to nordic resellers from Sweden

REVENUE (MNOK)





Responsible Production

No.12

CBK facilitates the importation, factory liaison, and shipping of products from various global regions, providing expertise and distribution directly to end-users and dealers, with end-users typically being public administrations or privately owned companies.

Our dedicated team works diligently to ensure that the products we procure are designed sustainably, focusing on reusable materials and extended lifespans. We assess factory workers' working and environmental conditions, minimize plastic usage and waste, and prioritize the most environmentally friendly transportation routes into Norway.

CBK ensures that our suppliers adhere to a code of conduct aligned with international standards and comply with the Transparency Act. We utilize a dedicated oversight module to monitor compliance, and suppliers not meeting our standards undergo follow-up actions, which may include non-approval.

Packaging: CBK prioritizes sustainable packaging by minimizing plastic use and opting for recyclable and biodegradable materials when necessary. We design packaging to be as compact as possible, reducing air transport and thereby lowering CO₂ emissions per shipment. Additionally, we ensure that cardboard and paper come from sustainable sources and are 100% recyclable. For products sold primarily to the public and businesses, we avoid unnecessary inks and glue-based packaging to minimize environmentally harmful waste during production and disposal. We also limit the use of plastic strips and other disposable items.

Product: CBK prioritizes product longevity by designing items for extended lifespans. Where feasible, we incorporate rechargeable batteries or design products for easy battery replacement, reducing the need for new purchases. We ensure that products are repairable, allowing for disassembly in case of physical faults. For products with firmware or software, we enable upgrades to extend functionality and delay the need for replacements. When using hard plastics like PVC, we select recyclable and recoverable materials. Additionally, all products and components, including power adapters, comply with current EU/EEA regulations to minimize power consumption.

Shipping: CBK prioritizes sustainable shipping by maximizing the use of sea and rail transport for intercontinental shipments to Norway, selecting sources as close as possible to maintain market competitiveness. Air transport is reserved for situations where no alternatives exist or when time constraints make other options unfeasible. Effective long-term planning across procurement, sales, dealers, and end-customers is essential to support these practices. Local transport and package deliveries are CO₂ compensated, such as through climate-neutral business packages. We ensure that long-haul carriers utilize rail for longer distances and employ environmentally friendly courier services, like electric vehicles or bicycle couriers, for the final leg of delivery.





Climate Actions

No.13

At CBK, sustainability is a key priority. We aim to be a responsible company by minimizing our environmental impact throughout the entire lifecycle of our products, from raw material extraction to production, use, disposal, and transport. We integrate environmental considerations into our daily operations, making eco-friendly purchases and holding our suppliers to the same high standards. Our focus is on sustainable design, using reusable materials, extending product lifespan, reducing plastic and waste, and ensuring the most environmentally friendly transport to Norway. We continuously monitor and improve our environmental practices.

Warehouse with AutoStore:

CBK's efficient warehouse utilizes Autostore with electric robots for efficient goods picking. In late 2023, we hired a logistics and warehouse manager to ensure more effective product delivery in the Nordic region and prioritize environmentally friendly shipping methods, implementing initiatives for a greener warehouse.

Eco-friendly shipping:

We switched from PostNord to Posten Bring as our primary carrier to offer our customers more efficient and reliable delivery, as well as more sustainable options.



Environmentally friendly packaging:

We're transitioning from plastic and cardboard packaging to 100% eco-friendly cardboard, particularly for our private labels. We're also encouraging packaging reuse when shipping goods from our warehouse to customers.

Electric Cars:

The employees are switching from cars that run on fossil fuel to hybrid or electric cars. In 2024, 50% of the employees had hybrid or electric cars.

ISO-14001 Certification:

CBK has strengthened its focus on sustainable development and social responsibility, making it a core part of our corporate culture. In August 2024, RISE reviewed our ISO 9001 and ISO 14001 certifications, with zero non-conformities.

Solar panels installation on the warehouse roof:

In collaboration with the landlord of the warehouse and office space at Gneisveien 30, we finalized the installation of solar panels summer 2024 on the building's roof to enhance energy efficiency.

Group goals:

Ensure all products under our private labels feature 100% eco-friendly packaging and require environmentally friendly shipping from CBK to end customers. Status: Elivi 100%, Stoltzen 70%, LinkIT 63%.





Business ethics & Transparency

No.16

CBK's success relies on fairness and ethics. We follow the UN Global Compact principles, including anti-corruption measures, and have a zero-tolerance policy for unethical behavior, embedded in our code of conduct for employees and suppliers. We continuously work to minimize the risk of non-compliance, both internally and with external partners, ensuring strong business ethics and compliance.

In 2024, we switched from House of Control to ShareControl, recognizing that the latter offered a more effective solution for managing our suppliers' compliance with the Transparency Act and ISO standards. We also established a dedicated ISO folder system within ShareControl, consolidating all relevant documentation. This setup is easier to maintain. We have a strict procedure and system in place for assessing our suppliers and manufacturers.

The procedure includes the purchase of goods and services from suppliers where our annual purchases exceed NOK 50,000, and all suppliers who have a direct influence on the quality of our goods/services (for example logistics services) and are relevant to our significant environmental aspects.

New suppliers are asked to respond to our survey before cooperation is assessed, and already approved suppliers are assessed at least once every third year.

As part of the Eltek Holding Group, CBK is actively engaged in implementing the EU's Corporate Sustainability Reporting Directive (CSRD). Eltek Holding is leading this initiative on behalf of all its subsidiaries, including CBK. This effort aims to enhance transparency and accountability in our sustainability practices across the organization. By aligning with the CSRD, we are committed to providing detailed disclosures on our environmental, social, and governance (ESG) impacts, thereby reinforcing our dedication to sustainable development and responsible business conduct.

Group goals:

All employees and suppliers must be familiar with CBK's Code of Conduct for employees, which also contains policies for anti-corruption. Purchases must also never be made from suppliers who are under review, or who, in the worst case, have been disqualified as a result of unethical working conditions etc.





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