

Social

CEO Pay Ratio (S1 GRI 2-21 UNGC-P6)	Unit	2019	2020	2021	2022	2023
CEO Salary & Bonus (X) to median FTE Salary	X:1	6.2	5.6	5.7	6.8	6.3
Does your company report this metric in regulatory filings?	Yes/no	-	No	No	No	No

Gender Pay Ratio (S2 GRI 405-2 UNGC-P6)	Unit	2019	2020	2021	2022	2023
Median total compensation for men (X) to median total compensation for women	X:1	-	1.5	1.4	1.3	1.3
Avg. total compensation for men (X) to avg. total compensation for women	X:1	-	-	-	-	1.2
Outcome of equal pay certification	%	2.10	1.02	0.10	0.40	0.20

Employee Turnover (S3.1 GRI 401-1 b. UNGC-P6)	Unit	2019	2020	2021	2022	2023
Employee Turnover	%	23.0	10.5	15.5	12.0	10.2
Left voluntarily	%	6.8	6.5	7.8	7.9	7.9
Left due to dismissal	%	13.9	3.9	6.8	3.1	1.2
Retired	%	2.2	0.1	0.9	1.0	1.1
Employee Turnover by gender						
Women	%	59.0	68.0	62.1	58.8	56.6
Men	%	41.0	32.0	37.9	41.2	43.4
Employee Turnover by age						
Aged 20-29	%	14.1	28.0	13.6	24.7	29.0
Aged 30-39	%	21.6	32.5	28.2	32.9	27.6
Aged 40-49	%	31.9	21.0	34.0	23.5	23.7
Aged 50-59	%	19.5	13.0	17.5	7.1	10.5
Aged 60-69	%	13.0	5.5	6.8	11.8	9.2
Employee Turnover by region						
Greater Reykjavik Area	%	86.0	61.3	80.6	83.5	85.5
Outside Greater Reykjavik Area	%	14.1	39.7	19.4	16.5	14.5

Gender Diversity (S4.1 GRI 2-7 c. UNGC-P6)	Unit	2019	2020	2021	2022	2023
Total number of employees at the end of the year	no.	735	698	681	767	813
Women	%	65.0	63.8	59.5	58.3	56.9
Full-time	%	55.2	56.3	50.8	50.6	48.9
Part-time	%	10.2	7.5	8.7	7.7	8.0
Men	%	35.0	36.3	40.5	41.7	43.1
Full-time	%	33.1	34.5	37.3	37.7	38.3
Part-time	%	1.5	1.7	3.2	4.0	4.8

Equality (S4.2, S4.3 GRI 401-3 a., b., c., GRI 405-1 UNGC-P6)	Unit	2019	2020	2021	2022	2023
Board of Directors						
Women	%	42.9	42.9	40.0	40.0	50.0
Men	%	57.1	57.1	60.0	60.0	50.0
Age of Board of Directors						
Aged 20-29	%	0.0	0.0	0.0	0.0	0.0
Aged 30-39	%	0.0	0.0	0.0	0.0	0.0
Aged 40-49	%	28.6	28.6	20.0	0.0	0.0
Aged 50-59	%	57.1	57.1	60.0	60.0	66.6
Aged 60-69	%	0.0	0.0	0.0	20.0	16.7
Aged 70-79	%	14.3	14.3	20.0	20.0	16.7
All Management	no.			77.0	85.0	95.0
Women	%	48.0	43.0	45.5	45.9	44.2
Men	%	52.0	57.0	54.5	54.1	55.8

Managing directors	no.			9.0	9.0	9.0
Women	%	33.3	42.9	44.4	33.3	33.3
Men	%	66.7	57.1	55.6	66.7	66.7
Heads of Departments	no.			37.0	40.0	42.0
Women	%	39.4	35.3	37.8	40.0	38.1
Men	%	60.6	64.7	62.2	60.0	61.9
Regional and Branch Managers	no.			7.0	6.0	4.0
Women	%	33.3	37.5	42.9	33.3	25.0
Men	%	66.7	62.5	57.1	66.7	75.0
Supervisors and Team Leaders	no.			9.0	14.0	20.0
Women	%	50.0	42.9	33.3	42.9	40.0
Men	%	50.0	57.1	66.7	57.1	60.0
Account managers and service managers	no.			12.0	13.0	18.0
Women	%	-	61.1	75.0	76.9	72.2
Men	%	-	38.9	25.0	23.1	27.8
Managers	no.			3.0	3.0	2.0
Women	%	66.7	66.7	66.7	66.7	50.0
Men	%	33.3	33.3	33.3	33.3	50.0
Age of Management						
Aged 20-29	%	0.0	0.0	0.0	0.0	1.0
Aged 30-39	%	18.1	16.7	13.0	15.3	17.9
Aged 40-49	%	59.0	60.3	63.6	54.1	51.6
Aged 50-59	%	20.5	16.7	15.6	22.4	23.2
Aged 60-69	%	2.4	6.4	7.8	8.2	6.3
Age of Employees						
Aged 18-19	%	-	-	0.3	0.9	0.6
Aged 20-29	%	16.9	14.0	17.3	20.0	23.3
Aged 30-39	%	25.0	24.1	21.7	20.0	19.8
Aged 40-49	%	31.3	33.4	32.0	28.0	26.0
Aged 50-59	%	21.2	22.1	22.0	23.7	22.6
Aged 60-69	%	5.6	6.3	6.6	7.4	7.8
Parental Leave						
Number of women entitled to maternity leave	no.	21.0	28.0	15*	17.0	13.0
Number of women who took maternity leave	no.	21.0	28.0	24**	29.0	23.0
Number of women that returned to work after maternity leave	no.	-	-	15.0	7.0	16.0
Number of men entitled to paternity leave	no.	19.0	31.0	13*	9.0	18.0
Number of men who took paternity leave	no.	14.0	31.0	25**	28.0	26.0
Number of men that returned to work after paternity leave	no.	-	-	25.0	28.0	26.0

* Entitlement to parental leave due to children born in 2022

** Taking of parental leave irrespective of child's year of birth

Employment type (S5.1 GRI 2-7 a., b. i, ii, iv, v, GRI 401-1 a. UNGC-P6)	Unit	2019	2020	2021	2022	2023
Percentage of People Employed on Permanent Basis	%	95.4	95.0	92.7	91.9	91.0
Women	%	62.4	60.7	55.8	54.5	53.0
Men	%	32.9	34.2	36.9	37.4	38.0
Percentage of People Employed on Temporary Basis	%	4.6	5.0	7.3	8.1	9.0
Women	%	3.0	3.0	3.7	3.8	3.9
Men	%	1.6	2.0	3.7	4.3	5.0
Employees by Residence						
Greater Reykjavík Area	%	82.4	84.8	82.4	81.5	87.0
Employees on a Permanent Basis	%	79.3	81.1	77.1	76.3	80.2
Employed on Temporary Basis	%	3.1	3.7	5.3	5.2	6.8
Outside Greater Reykjavík Area	%	17.6	15.2	17.6	18.5	13.0
Employees on a Permanent Basis	%	16.1	13.9	15.6	15.7	10.8
Employed on Temporary Basis	%	1.5	1.3	2.1	2.9	2.2
Number of New Employees	no.	51.0	31.0	43.0	72.0	93.0
Percentage of new employees	%	6.9	4.4	6.3	9.4	11.4

Gender of new employees						
Women	%	47.0	42.0	27.9	48.6	50.0
Men	%	53.0	58.0	72.1	51.4	50.0
Age of new employees						
Aged 20-29	%	45.1	29.0	53.5	41.7	43.0
Aged 30-39	%	31.4	38.7	20.9	25.0	25.0
Aged 40-49	%	21.6	32.3	14.0	16.7	18.0
Aged 50-59	%	2.0	0.0	11.6	16.7	7.0
Aged 60-69	%	0.0	0.0	0.0	0.0	0.0
New employees by residence						
Greater Reykjavík Area	%	90.2	80.6	83.7	87.5	88.3
Outside Greater Reykjavík Area	%	9.8	19.4	16.3	12.5	11.7

Training for Employees (GRI 404-1)	Unit	2019	2020	2021	2022	2023
Avg. hours of training in total	hours	20.0	6.4	7.1	17.1	23.0
Women	hours	22.0	8.0	8.4	18.8	22.7
Men	hours	17.0	3.7	5.2	14.3	23.3
Management	hours	36.0	13.6	13.0	32.2	44.9
Employees	hours	16.0	5.5	6.4	15.0	20.1

Non-Discrimination Policy (S6 GRI 406-1 a. UNGC-P6)	Unit	2019	2020	2021	2022	2023
Policy to ensure equal opportunities and terms for all genders	Yes/no	Yes	Yes	Yes	Yes	Yes
Policy against bullying, sexual harassment, gender based harassment and violence	Yes/no	Yes	Yes	Yes	Yes	Yes
Bullying, sexual harassment, gender-based harassment and violence*	no.	2.0	2.0	1.0	1.0	2.0

* Number of cases examined and/or formal complaint made

Health and safety of employees (S7, S8 SDG 3 GRI 403-1)	Unit	2019	2020	2021	2022	2023
Accidents in workplace and to and from work	no.	7.0	6.0	3.0	4.0	1.0
Health indicators	%	96.0	96.8	96.6	96.0	96.7
Health and Safety Policy	Yes/no	-	-	Yes	Yes	Yes

Child & Forced Labor (S9 UNGC-P4, P5 SDG)	Unit	2019	2020	2021	2022	2023
Child and/or forced labor policy?	Yes/no	-	No	No	No	No

Human Rights (S10 UNGC-P1, P2 SDG 4, 10, 16)	Unit	2019	2020	2021	2022	2023
Human rights as part of equal-rights policy	Yes/no	Yes	Yes	Yes	Yes	Yes