



Breathe Better Report

Airthings' sustainability journey 2022



Reaching new heights on our
sustainability journey



About the Breathe Better Report

Airthings is committed to sustainability and transparency. As leaders in indoor air quality monitoring and energy reduction solutions, we are focused on sustainability, health, and well-being of people homes and businesses. We are dedicated to building a sustainable future and regularly report on our progress towards the UN Sustainable Development Goals (SDGs). We have prioritized 7 SDGs where we contribute directly and indirectly:



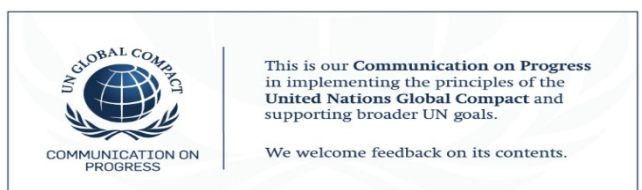
We use the SDGs as a framework to create our Environmental, Social, and Governance (ESG) actions, which are mapped to our goals, for planet, for people, and for business.

Airthings ASA has provided information in accordance with the Global Reporting Initiative (GRI) Standards and UN Global Compact Communication on Progress (COP) for the period of January 2022 to December 2022. This information pertains to the offices located in Oslo, Fort Worth TX, and Stockholm, as well as our US Radon Lab in Massachusetts. You can find the GRI content index in the appendix section of this report pg. 82.

Airthings has been part of the UN Global Compact since 2020 and supports its 10 principles. This year, we are publishing our third Communication on Progress (COP) report, titled the "Breathe Better Report: Airthings' Sustainability Journey 2022", which is being released alongside our "Annual Report" for 2022. This is the first time that these two reports have been published together.

In this report, we describe the actions we took in 2022 to improve on our material topics and progress towards our sustainability goals. We also describe how Airthings integrates the Global Compact Principles into its business strategy, culture, and daily operations. Finally, we include forward-looking initiatives for 2023, which may evolve as we continue to learn and grow.

Airthings is committed to sharing this information with its stakeholders, shareholders and investors through its primary channels of communication. You can communicate with the sustainability manager at Airthings for any inquiries. The reports are available on <https://www.airthings.com/investors/reports> and [airthings.com/sustainability](https://www.airthings.com/sustainability).



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Letter from the CEO

Dear Airthings Community,

2022 was a challenging year in many ways, with consumers and businesses around the world being impacted by high inflation, higher interest rates, soaring energy prices, and a more uncertain geopolitical outlook with the devastating war in the Ukraine. As a result, we at Airthings experienced slower growth, with our channel partners responding to higher uncertainty by reducing their inventories.

On the positive side, our sell-through of consumer products to end-customers continued to see strong growth also in 2022 with a 23% increase. Revenue in the Airthings for Business segment grew by almost 50%. Our value proposition remains solid, as the importance of healthy air and energy-efficient buildings is becoming even more apparent both to consumers, businesses, and public authorities.

Airthings is a purpose-driven company that cares about making a difference for our people, and our planet. Our purpose is 'Empowering the World to Breathe Better', and we have continued our work to increase global air quality awareness and promote Airthings as the best solution to ensure that people everywhere breathe cleaner air with less energy consumption. Last year we had more than 3 million unique web sessions on airthings.com.

We continue full steam ahead on our sustainability journey, and by gaining a deeper understanding of our impact we are both able to help our customers make sustainable decisions and to improve our practices significantly. We continue to uphold our commitment to the UN Sustainable Development Goals (SDGs) and the seven SDGs we have prioritized; climate action, decent work and economic growth, sustainable cities and communities, responsible consumption and production, reduced inequalities, good health and well-being, and quality education. We are really making progress towards some of these goals, and as one example I can proudly say that we are now monitoring the air for almost 500,000 children in classrooms around the world.

Buildings account for around 40% of global energy consumption¹, and together with our Airthings for Business partners we create smart insights to help facility managers and building owners operate their buildings more efficiently and sustainably. We make their job easier by enabling proactive facility management instead of reactive. Our Airthings for Business customers can see and solve problems in their buildings before they are detected by tenants and move away from manual timer-based to demand-based Heating, Ventilation, and Cooling (HVAC). Here in Norway, more than 70 different Norwegian municipalities are now using our solutions to manage their buildings, and we also continue to grow internationally. We signed our largest ever Airthings for Business contract of close to USD 5 million with an undisclosed global enterprise customer last year. Around 80% of the buildings that will exist in 2050 have already been built², and we see a tremendous opportunity in making existing buildings smarter through easily understandable and accessible data from smart sensors. This will both reduce energy waste and global GHG emissions and provide healthier indoor environments for the people living, working, or studying in these buildings. Our new and innovative Energy Efficiency Toolkit is a key component in the energy optimization offering in Airthings for Business, and we will continue to develop and improve this toolkit to add more and more value for our customers.

¹ [Global Building Alliance - Towards zero-emission efficient and resilient buildings](#)

² [WEF - To create net-zero cities, we need to look hard at our older buildings](#)

Our products in the Airthings for Business solution have delivered incredible results, with customers experiencing energy savings of more than 20%. Our customers have also saved about 5,000 tCO_{2e} equivalents since 2021.

We also help homeowners visualize what is in the air they breathe and enable them to reduce their exposure to indoor air pollutants. Interviews, feedback, and insights have revealed that most of our customers are improving their air quality by bringing in more ventilation, installing radon mitigation systems, and deploying air purifiers, humidifiers, or dehumidifiers. Airthings' products hence allow consumers to make small changes around their home and instantly see that it is working.

Airthings is also working to 'clean our own house' and have incorporated sustainability into our day-to-day operations. We have defined circular principles that we follow for all new product development, ensuring that all our new devices are designed, sourced, and manufactured responsibly. As an example, this optimized process has been used in the production of our newest product, the Space CO₂ Mini, which has the lowest manufacturing environmental impact among all our products and a battery lifetime of more than 10 years. To underline the quality and longevity of our products we last year introduced a 5-year extended warranty for all our consumer devices, and we will continue our work to optimize all future products for the benefit of both our customers and the environment.

I am glad and proud to see that our efforts are being recognized. In February 2022 we received a Silver sustainability rating from the renowned rating agency EcoVadis, and this is now upgraded to a Gold rating. This places us among the top 5% of all companies evaluated.

As the CEO of Airthings, I speak for all of us when I say we remain fully committed to the UN Sustainable Development Goals (SDGs), and we strongly believe that our solutions have the potential to improve many of the environmental and societal challenges we face. We commit to continually improving the integration of the UN Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this with our stakeholders. At Airthings we believe a sustainable business is a good business.

Airthings' long-term outlook is supported by lasting factors and megatrends and is becoming a global leader in air quality monitoring and energy-saving solutions. Airthings will continue to focus on creating solutions for people, for homes and for buildings around the world, making homes and buildings smarter, healthier, and more energy efficient. With our highly differentiated products and a scalable business model within health, wellness, and sustainability, there is an enormous market opportunity over the coming years.

Rounding off, I would like to take this opportunity to thank our team of highly skilled and passionate employees for the hard work they have put in over the last year to enable this list of accomplishments. Over the past year we have welcomed many new members to the Airthings family, and I look forward to working together with you all in the years to come.

All the best,



Oyvind Birkenes
CEO, Airthings
29th of March 2023



This is Airthings

About us

Airthings is a global tech company creating award-winning radon and indoor air quality monitors for consumers, businesses, and professionals, as well as solutions to significantly reduce energy consumption of buildings. Established in 2008, the company is led by a team of experienced scientists, engineers, leaders, and visionaries. Airthings is on a mission to empower the world to breathe better through simple, affordable, and accurate technology solutions that enable stakeholders to make data-driven decisions to improve their health, save money, and help the planet.

Our story

Every good idea starts with a problem. Radon testing for homeowners hadn't improved in almost 30 years. Several particle physicists working together at CERN (European Organization for Nuclear Research) saw a gap in the radon market. Traditionally, consumers only had two options: call a professional to test their radon levels or purchase a single-use charcoal test, which had to be sent to a lab for analysis.

Airthings was founded to break free from these traditions and put consumers back in control of their indoor air quality. Airthings' founders went to work creating the very first consumer digital radon detector. Today, we have branched out to empower data-driven decision-making and automated control of a wide range of air quality issues for homes, businesses, and schools. Headquartered in the heart of Oslo, with offices in the US, Canada, and Sweden. Airthings had 141 employees from over 35 nationalities by the end of 2022.

Our technology

Airthings has introduced a steady stream of innovative solutions for consumers, businesses, and professionals, allowing them to see what's in the air around them and empowering them to take steps to improve their indoor environment for people and the planet. The heart of our system is in the cloud, where the magic happens: Airthings transforms massive amounts of data from sensors in homes and buildings around the world and processes it to

provide our customers with meaningful insights. Our technology and solutions are created in-house: from industrial design and radio protocol, to app, software, and firmware development. The majority of our products are "smart" with corresponding apps, online dashboards, and APIs, which enable our users to stay connected and access a constant stream of

new features. From our beginning with digital radon detectors, Airthings' offerings now include indoor air quality monitors and solutions for homes, schools, offices, restaurants, and other commercial buildings—earning our reputation as a true leader in the industry.

To address a serious health issue, Airthings founders created the very first consumer digital radon detector



International recognition

Airthings is proud to have been recognized for its efforts in creating innovative and sustainable products that help people breathe better. Our indoor air quality and radon monitors have received numerous awards, including the TIME’s Best Inventions of 2019 and CES 2021 Innovation Award Honoree. Our products have also received recognition from Frost & Sullivan, which awarded us the 2020 Global Product Leadership Award in the indoor air quality monitoring industry. This award recognizes companies that deliver the best quality, reliability, and performance in their field.


In 2022, Airthings continued its commitment to sustainability by earning a Gold rating on the EcoVadis Sustainability Rating, which places us among the top 5% of companies rated.

Furthermore, the Airthings View Plus won the 2022 BIG Innovation Award. Additionally, Airthings products were selected in 2022 as finalists for the AHR Innovation award for the 2023 edition. Likewise, we received the Twice VIP award in the Smart Home & Automation category. Airthings was also recognized as one of Newsweek’s Best Home and Garden Brands in 2022.


In addition to these awards, we are proud to support the American Lung Association’s LUNG FORCE initiative and the Norwegian Asthma and Allergy Association and are committed to creating products that help people live healthier lives.



Airthings’ core values



DARE
to innovate, to take risks,
to collaborate, to be
curious, to lead, and to
make a difference



LOVE
our planet, our people,
our products, our impact,
and the experiences we
create



FOCUS
on creating the best
experiences and solutions,
on our customers,
on speed, and on quality

UN Sustainable Development Goals (SDGs) priorities

What our solution does

How we develop products



The United Nations Sustainable Development Goals (SDGs) are a set of 17 targets that have been adopted by all member states of the UN. These goals aim to promote peace, prosperity, and the well-being of people and the planet by 2030. The SDGs serve as the foundation for Airthings' business strategy, and we are dedicated to incorporating them into all aspects of our operations.

To create an achievable strategy and focus our efforts, we have identified 7 of the Sustainable Development Goals (SDGs) linked to 17 targets and 11 material topics where we believe we can make the greatest impact.

The SDGs are interconnected but prioritizing them allows us to focus our efforts and resources. At Airthings, we recognize that good health and well-being are fundamental human rights, and we are dedicated to improving indoor air quality to achieve SDG 3

We have organized our approach to these goals around how our solution helps our customers achieve their goals, as well as how we aim to develop our products responsibly.

Climate action is at the center of the process as our solution helps reduce energy consumption while we are committed to reducing our carbon footprint.

Which SDG targets are embedded in Airthings' Strategy?



SDG 13: CLIMATE ACTION

Target 13.1. Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters

Target 13.2. Integrate climate change measures into national policies, strategies and planning

Target 13.3. Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning



SDG 3: GOOD HEALTH AND WELL-BEING

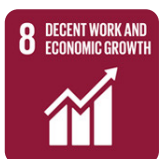
Target 3.9. By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination



SDG 4: QUALITY EDUCATION

Target 4.4. By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

Target 4.7. By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution



SDG 8: DECENT WORK AND ECONOMIC GROWTH

Target 8.2. Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labor-intensive sectors

Target 8.5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

Target 8.7. Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms

Target 8.8. Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment



SDG 10: REDUCED INEQUALITIES

Target 4.4. By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

Target 4.7. By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution



SDG 11: SUSTAINABLE CITIES AND COMMUNITIES

Target 11.6. By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management



SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Target 12.2 By 2030, achieve the sustainable management and efficient use of natural resources

Target 12.4. By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment

Target 12.5. By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

Target 12.6. Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle



Airthings is committed to the 10 UN Global Compact Principles

Human rights

PRINCIPLE 1

Business should support & respect the protection of internationality proclaimed

PRINCIPLE 2

And make sure that they are not complicit in human rights abuses

Labor

PRINCIPLE 3

Business should uphold the freedom of association & the effective recognition of the right to collective bargaining

PRINCIPLE 4

The elimination of all forms of forced & compulsory labor

PRINCIPLE 5

The elimination of all forms of forced & compulsory labor

PRINCIPLE 6

The elimination of all forms of forced & compulsory labor

Environment

PRINCIPLE 7

Business should support a precautionary approach to environmental challenges.

PRINCIPLE 8

Undertake initiatives to promote greater environmental responsibility

PRINCIPLE 9

Encourage the development & diffusion of environmentally friendly technologies

Anti-Corruption

PRINCIPLE 10

Business should work against corruption in all its forms, including extortion & bribery

WE SUPPORT



Airthings' sustainability key performance indicators

At Airthings, we are dedicated to finding solutions that allow us to operate in a sustainable and responsible manner. To ensure this, we have established key performance indicators (KPIs) for tracking our environmental, social, and governance (ESG) impact.

We have structured our sustainability KPIs in three dimensions: for planet, for people, and for business. Within each of these dimensions you will find goals for what our solutions does for the world and how they impact our company.

These dimensions allow us to measure our performance in key areas such as carbon

emissions, waste reduction, diversity, inclusivity, human rights, air quality monitoring, and product development. In each dimension, the top numerical/quantifiable goals measure the progress and capabilities of our products to help our customers. The rest of the six goals, which are set for 2026, are goals for Airthings as a company.

By setting and tracking these KPIs, we aim to be transparent and accountable to our stakeholders. Throughout this report, we will present a comprehensive analysis of our fast-paced progress and the identified areas where we need to catch up.



For planet

REDUCE
>1 000 000 tons of CO_{2e}
 through energy optimization in buildings and homes by 2026

BECOME a CLIMATE POSITIVE company by 2026



ACHIEVE ZERO WASTE in our daily business activities by 2026



For people

EDUCATE
>10 000 000 people about air quality by 2026

COMMITTED to build a **DIVERSE & INCLUSIVE** company



ZERO HARASSMENT OR HUMAN RIGHTS VIOLATIONS



Our business & governance

ENABLE
>4 000 000 People to breathe healthier air by 2026

GAIN a GOLD RATING from Ecovadis Sustainability



All NEW PROJECTS to be measured by Airthings'

CIRCULAR PRINCIPLES





For Planet Highlights from 2022

>4 800 tons
of CO₂e saved by our
customers since 2021



Decrease **45%** in **scope 2**
GHG emissions

100% of shipments
from **airthings.com**
had a carbon footprint
compensation



Improved the
quantification method for
internal emissions **Scope**
1, 2 & 3

100% of our product
packaging cardboard is
FSC certified



20% less energy
consumption in Oslo
headquarters

Our newest product, Space
CO₂ mini achieved
the **lowest**
environmental
impact of our portfolio



Zero emissions from
our cloud since May
2022

We launched the **Energy**
Efficiency Toolkit
enabling building owners
and facility managers to
easily save energy



Learn more from pg 29





For People Highlights from 2022

>1 000 000 people
educated in indoor air
quality



4.6M Views and 1.3M
hours watched:
Airthings Masters 2022;
highlighting IAQ
education

35 nationalities
represented at Airthings



Maintained gender
balance in Board of
Directors:
5 women and 4 men

99% of our employees
received training on Anti-
Bribery and Corruption



99% of our employees
received training on
Human Rights, Diversity
and Inclusion

180 trees planted
through our challenges
program in Air for kids



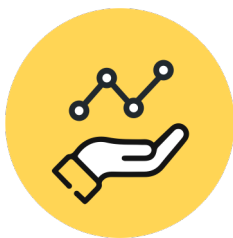
23 training hours on
average per employee

Released new app with
improved **educational
resource and data
visualization**



Learn more from pg 45





Our Business Governance

Highlights from 2022

Secured **\$4.6M contract** with a large global enterprise to support their employee return-to-work efforts and promote sustainable facility operations.



Grew the number of active Business devices in the field from **~24k to ~55k**

Awarded Ecovadis Gold Medal



Established and implemented **new policy** on Antibribery and Corruption

Earned **73 points** on our EcoVadis scorecard, scoring **higher than 97%** of rated companies



Completed the certification process for **ISO 27001**

On average, monitors reported an improvement in radon levels **52% of the time** when compared to the previous year



Achieved **>80% of the 2022 goals** proposed in the 2021 sustainability report

>74% Home device users surveyed in the US took action to mitigate the problem



We achieved **23% YoY growth** in consumer device registration

95% of our turnover is aligned with EU Taxonomy activities (pg28)



Learn more from pg 61



Goals for 2023

>1 training on Airthings circular principles for our 2 main manufacturers

>12,000 accumulated tons of CO₂ emissions saved by our customers **by end 2023**


Become ISO 14001 certified - Environmental Management System in our Headquarters



Reevaluate Airthings **materiality assessment**

100% of 1st tier suppliers assessed in human rights, ethics, and environmental performance


Educate **1.5 million people** about air quality in 2023



Improve to self service analytics our **maturity data model**

100% of employees receive >3 internal trainings on ESG topics

Our upcoming product passes the threshold on **Airthings Circular Principles**



Airthings' sustainability journey



For planet



For people



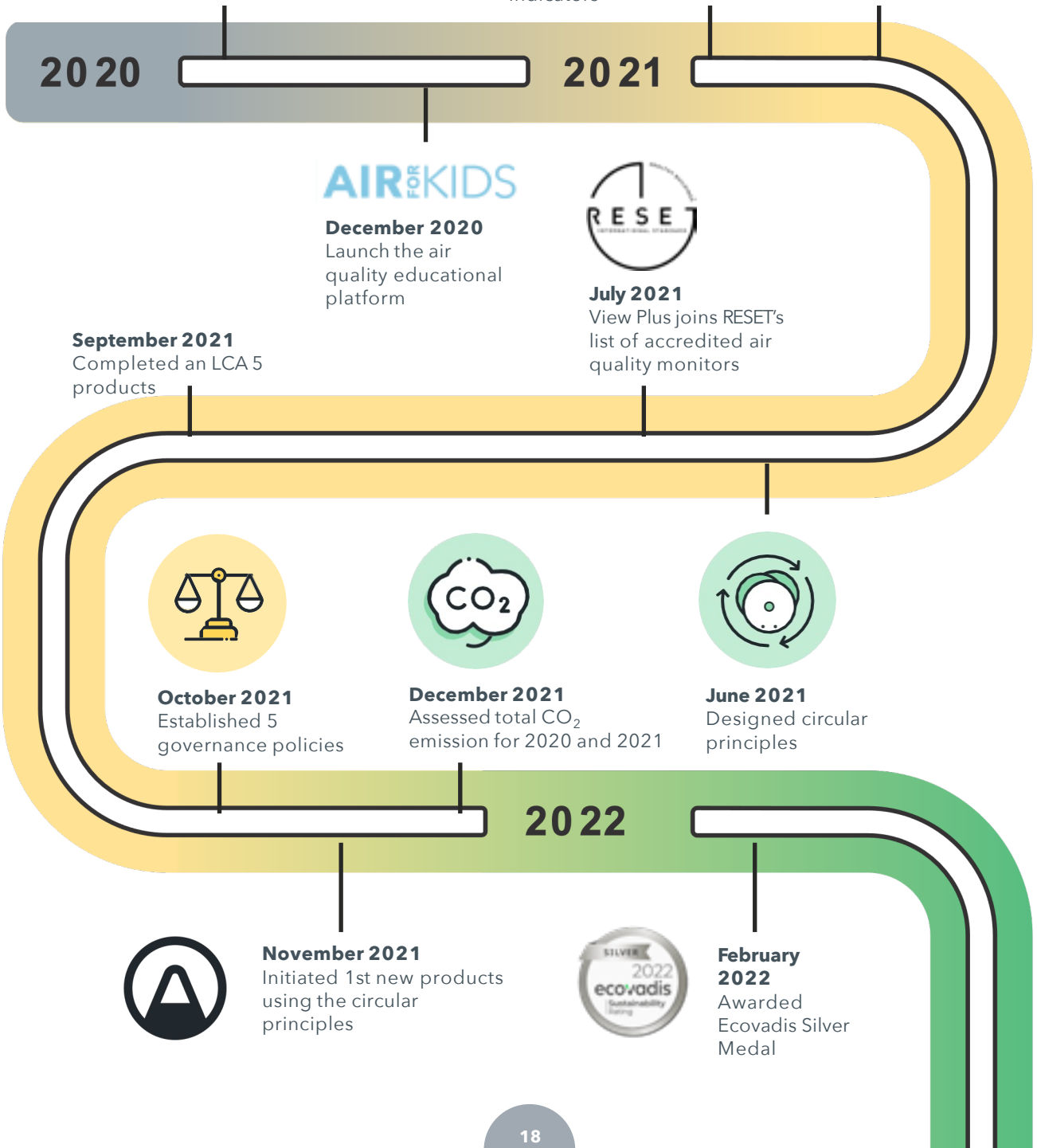
For business



March 2020 Incorporated UN SDGs into our strategy. 12 volunteers join the "Sustainability Ambassadors."

February 2021
Set Sustainability Key Performance Indicators

May 2021
1st Sustainability Report published



2020

2021

2022

AIR_{for}KIDS

December 2020
Launch the air quality educational platform

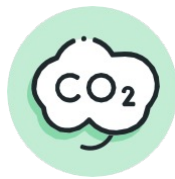


July 2021
View Plus joins RESET's list of accredited air quality monitors

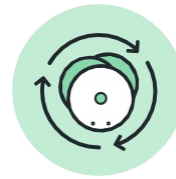
September 2021
Completed an LCA 5 products



October 2021
Established 5 governance policies



December 2021
Assessed total CO₂ emission for 2020 and 2021



June 2021
Designed circular principles



November 2021
Initiated 1st new products using the circular principles



February 2022
Awarded Ecovadis Silver Medal



May 2022 Human rights training



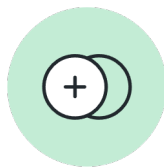
April 2022 2nd sustainability report published



July 2022 New Sustainability Website launched



August 2022 Anti-bribery and corruption Policy published



September 2022 Circular principles approval to Space CO₂ Mini with lowest environmental impact in portfolio



Nov 2022 Anti-bribery and corruption training



Dec 2022 2nd iteration Ecovadis Gold Medal

Dec 2022 Airthings New app launched with major improvement for educational resources



AIRTHINGS



Breathe Better Progress Report

for planet, for people, our business

Airthings' approach to a sustainable future

As a company committed to sustainability, we are constantly looking for ways to improve our environmental, social, and governance practices. We understand that sustainability is a destination, through a journey of continuous improvement. We are only starting this journey but the steps we have taken so far are helping us build a responsible business.

One way we are working towards sustainability is by reducing our carbon footprint and promoting energy efficiency for our customers. We have implemented several initiatives to reduce energy consumption in our operations, and we also empower our customers to do the same with our products. This is done by providing insights for efficient energy management. This is a direct impact to reduce greenhouse gas emissions and combat climate change.

We also prioritize the well-being and health of our employees and the communities where we operate. We have established a code of conduct and grievance mechanism to ensure that both Airthings and our suppliers adhere to high standards of labor practices and human rights.

We believe in transparent and ethical business practices. We have established robust policies and procedures to prevent bribery and corruption, and we are committed to upholding the highest standards of integrity in all our business dealings.

Actions for a sustainable future:

Expand our circular principles in all our processes and products.

Improve users' health by visualizing & removing air contaminants.

Balance energy and indoor air quality in buildings

We have established ambitious goals for 2026 and recognize that bold action is necessary to achieve them. To guide our efforts, we have developed a three-dimensional framework for explaining how we incorporate sustainability into our decision-making process and work towards our sustainability key performance indicators (KPIs).



Cyclical strategy to a sustainable future

This framework helps us ensure that our actions are aligned with our sustainability goals. In the graph you can find our cyclical strategy path to achieve our goals:



Sustainable product innovation

Design, source and manufacture environmentally and socially responsible products using our circular design principles

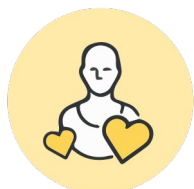
At Airthings, we are dedicated to creating environmentally responsible products by adhering to our circular principles (refer to pg. 70). We prioritize designing our products to have minimal environmental impact, making it easier to refurbish and recycle them. We continue to make progress towards our commitments by consistently improving our product designs.



Insights for data driven decisions

Deliver data and insights that help users understand indoor air quality to balance energy consumption and health.

Responsible IAQ monitors can provide crucial insights into air quality in buildings and homes. These insights can be used to maintain the health and well-being of the people who use them. Airthings monitors track the levels of various contaminants and other factors that impact IAQ, allowing them to balance IAQ and energy consumption. You can identify sources of energy waste such as inefficient heating and cooling systems and adjust ventilation levels based on occupancy and CO₂ levels. These changes have typically saved 20% in energy consumption.



Enable people to breathe better air

Educate on long-term monitoring and actions that improve indoor air quality to help people breathe better

Our mission at Airthings is to empower people to breathe better by improving indoor air quality. We provide solutions to monitor and address factors that can negatively impact human health, productivity, and absenteeism in the workplace. This includes monitoring contaminants like mold, dust, VOCs, temperature, humidity, and ventilation in buildings. By identifying any issues and addressing them, users can ensure the air inside buildings is safe and healthy.

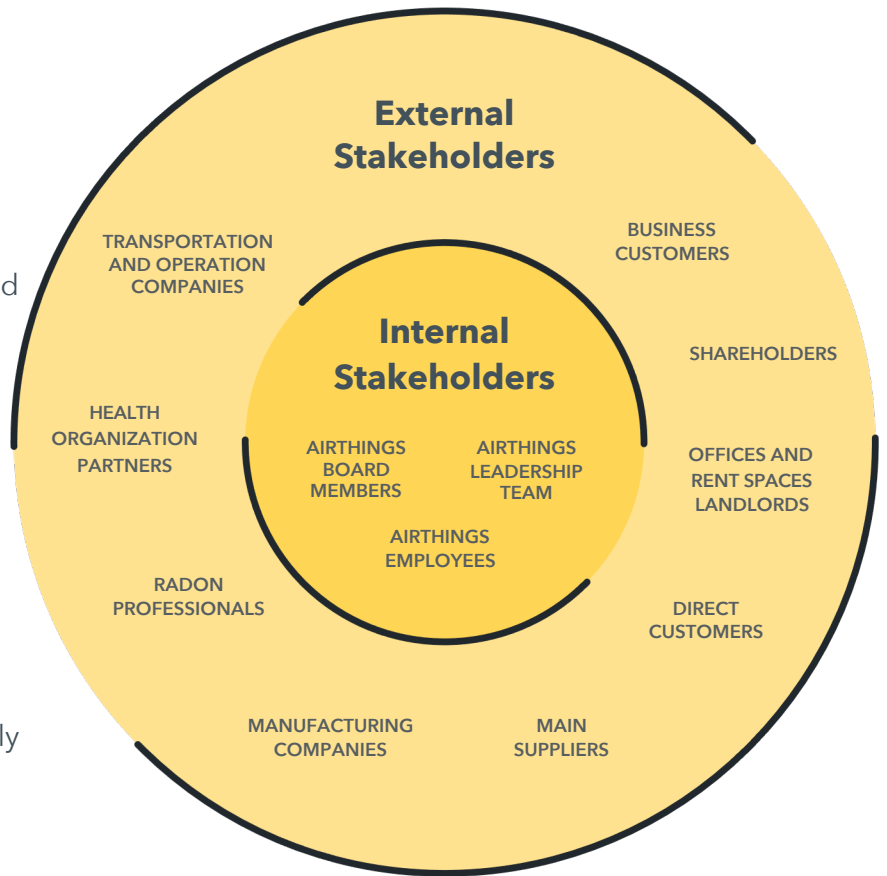
Material Topics:

Opportunities and challenges

Stakeholder engagement and materiality assessment

At Airthings, we conducted the first sustainability survey in 2020, that will be renewed in 2023, to understand our challenges and opportunities, and prioritize the efforts towards the SDGs. We developed a close relationship with internal and external stakeholders to foster a shared commitment and establish a resilient sustainability strategy.

We see ESG material topics as a motivation for growth and focus, rather than a burden. We constantly communicate internally and externally about material topics as "challenges and opportunities". For more information, you can read our 2020 Sustainability Report.



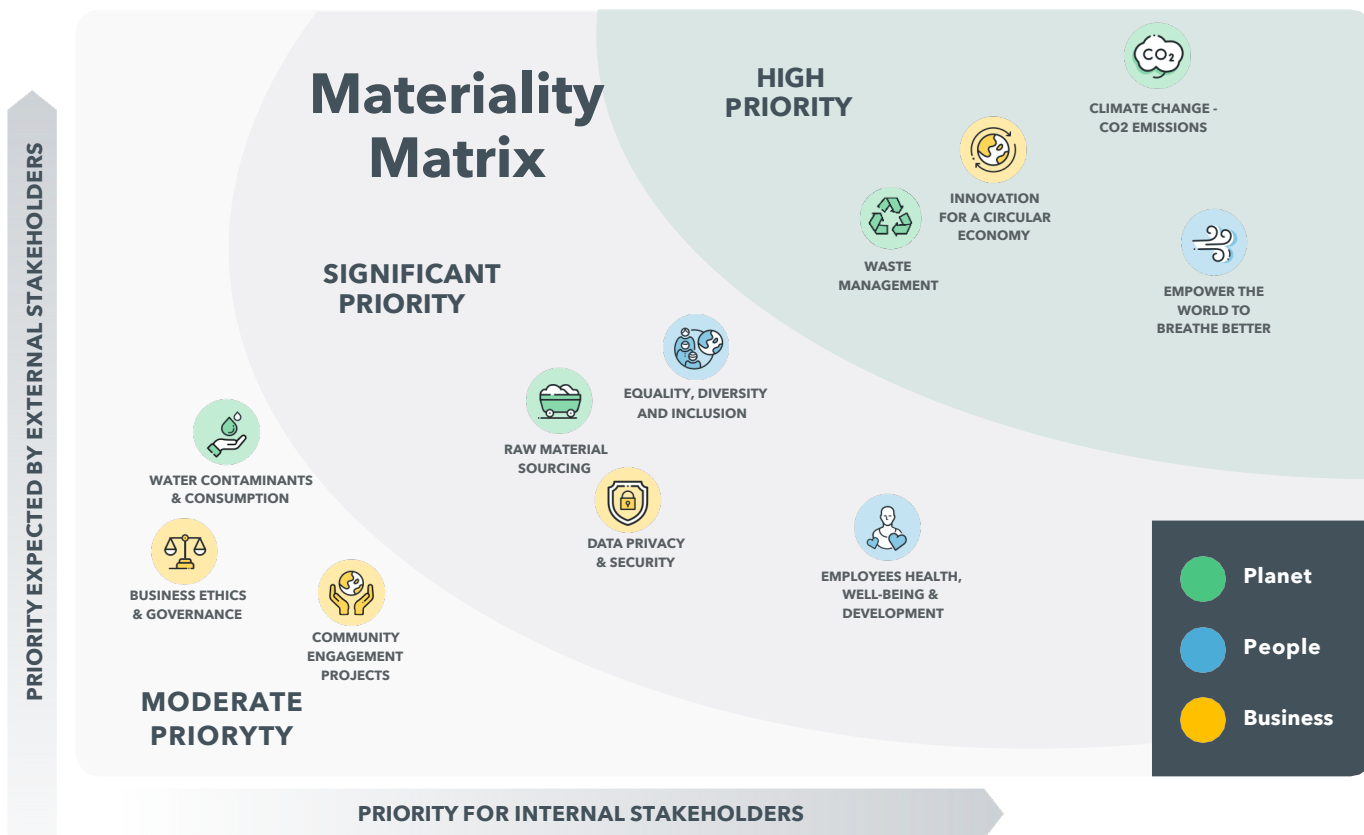
Next are our material topics categorized by our dimensions:



Material topic prioritization

We placed and analyzed our material topics in a matrix based on priorities for internal versus external stakeholders. The matrix below identified the most significant priorities to be empowering people to breathe better, climate change, waste management, and innovation for a circular economy. Second priorities are improving the health and well-being of our employees and protecting the data security of our customers. The results have been our guide for actions and efforts toward sustainability.

The 2nd materiality and stakeholder analysis survey was originally scheduled for 2022, but due to a structural reorganization, it has been postponed until mid-2023. Airthings will review and update the sustainability reporting and communications strategies for various reasons, including changes in the business, shifts in stakeholder priorities, and/or new industry standards.



Material topic risk assesment

We conducted a risk assessment to identify major threats in our product’s life cycle and value chain. We found that the main risk in the technology sector is the sourcing of raw materials, which can lead to issues such as child labor, human rights abuses, and hazardous chemicals¹. We have implemented strategies to address these risks, including creating a supplier's code of conduct, monitoring GHG emissions, conducting a life cycle assessment, and implementing policies on circular design, human rights, and anti-bribery. We also conducted a supply chain country risk analysis and identified high risks in our factories located in Tunisia and Israel (read Sust. Report 2020).

In 2022, we have addressed these risks by implementing various strategies such as conducting water and environmental monitoring with our manufacturing supplier in Tunisia, implementing a supplier's code of conduct, and connecting our supply chain to our GHG monitoring system for better screening of our scope 3 indirect emissions. Our manufacturing suppliers have shown documentation on high ethical standards, human rights & diversity policies, and environmental management systems superior to the industry standards. These measures help us mitigate risks and improve our impact on people and the environment.



Ref: 1. [EY- Top 10 business risks and opportunities for mining and metals, 2023](#)

Material topic and SDGs impact

The material topics are organized in the next risk impact assessment to understand their potential positive or negative impact on the SDGs (Table 1 & 2) below and the UN Global Compact guiding principles (appendix). Many of our risks and impacts are indirect, as we outsource our production. By following our goals in areas such as child labor, human rights, and greenhouse gas emissions, we are monitoring directly to mitigate potential risks in our supply chain.

In the following graph, you can see how the impact assessment is organized by material topics, their current or potential impact, and whether they have a positive or negative impact on our SDGs priorities.

Material Topics	Potential	Actual	Positive	Negative	Direct	Indirect	Own Operations	Supply chain
 Climate Change		●	●	●	●	●	●	●
 Waste management		●		●	●	●	●	●
 Empower the world to breathe better		●	●			●	●	
 Innovate for a circular economy	●	●	●				●	
 Data privacy	●			●	●	●		
 Raw material sourcing	●			●		●		●
 Equality, diversity and inclusion	●	●	●	●	●	●	●	●
 Employee health and safety	●	●	●	●	●	●	●	●
 Water containment	●			●		●		●
 Business ethics	●	●	●	●	●	●	●	●
 Community engagement and Air for kids		●	●		●		●	

Table 1

SUSTAINABLE DEVELOPMENT GOALS

Material Topics	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION
 Climate Change	●	●	●	●	●	●	●
 Waste management			●	●		●	
 Empower the world to breathe better	●	●			●	●	●
 Innovate for a circular economy					●	●	●
 Data privacy	●		●	●		●	
 Raw material sourcing			●	●			●
 Equality, diversity and inclusion	●	●	●	●			
 Employee health and safety	●	●	●	●		●	
 Water containment						●	●
 Business ethics			●	●	●	●	●
 Community engagement and Air for kids	●	●					●

Table 2

EU Taxonomy - 2022

As a medium-sized company with fewer than 500 employees, we are not required to report on the new EU Taxonomy, but we are proactively aligning our business activities with it. We will only disclose an overall information of the Turnover and capital expenditure (CAPEX). We will be improving our data collecting system for the operating expenses (OPEX) during 2023 and disclose the full report on 2023.

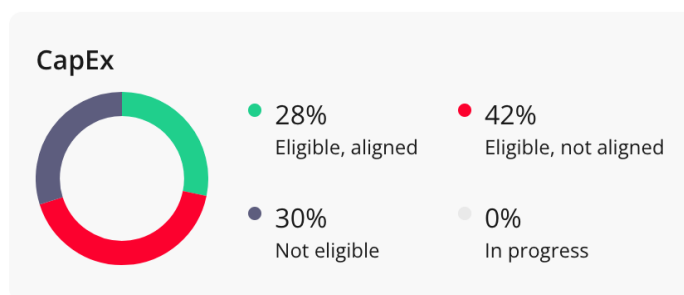
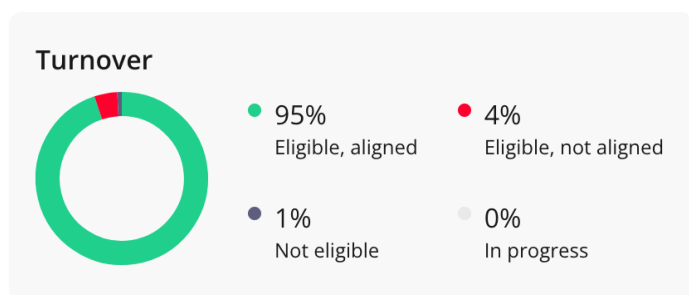
We directly contribute to the category Transition to a Circular Economy and Climate Change Mitigation without causing significant harm in the other five categories. Under this category, we fall under 3 different activities, that are being scanned through the criteria. In the table below there is an in-depth explanation of why we fall under these categories.

On the graphic below you can see that 95% of our turnover activities are aligned with EU Taxonomy. We are missing one criteria under the activity: Data-driven solutions for GHG emissions reduction that will be fulfilled in the near future.

Our Capex is 28% eligible which is aligned to the 4% of the turnover. This is as our CAPEX under EU taxonomy definition is distributed to our subscription model. For this activity we are working on the one missing criteria to be eligible.

While we do incur OPEX in the traditional financial definition, the definition of OPEX in the EU Taxonomy is highly focused on production costs which we don't have direct expenses, as Airthings outsources its products manufacturing to third parties. Therefore, we do not have direct operations costs related to production in our EU taxonomy.

However, the EU Taxonomy does allow for R&D costs in OPEX, but since our 2022 R&D costs are in the early stages, we cannot allocate them at this time. We are working to improve our data collection system for OPEX and plan to disclose it in our next year's report.



Activity	Why we selected this category
2.3. Manufacture of electrical and electronic equipment (EDA)	Our indoor air quality (IAQ) monitors are electrical and electronic equipment. Airthings' products are designed to be energy-efficient and to last long with an engaging product experience. As for it is presented today, we are compliant with the criteria. We understand that this criteria is under evaluation for a final version.
8.2. Data-driven solutions for GHG emissions reductions	Airthings devices can help businesses identify energy-saving opportunities in their buildings. Acting on Airthings data can help organizations to optimize heating, ventilation, and cooling (HVAC) so they're only using the energy they need to, helping them manage the building based on air quality. This can lead to energy savings through the detection of unnecessary heating and cooling. We are missing one criteria on this activity that is to verify by a 3 rd party our CO2 savings calculator.
3.5. Manufacture of energy efficiency equipment for buildings	Airthings' IAQ monitors contribute to energy efficiency in buildings. By providing real-time data on indoor air quality, and building managers can optimize their HVAC systems, reducing energy consumption and associated costs.
Taxonomy-non-eligible activities	Amounts not allocated to our products but other revenue.



For Planet



Highlights 2022



For planet

REDUCE
>1 000 000
tons of CO_{2e}
through energy optimization in buildings and homes by 2026

Reduce CO₂

- >4 800 accumulated tons of CO₂ saved by our customers since 2021
- Improved CO₂-saving calculations for our customers

ACHIEVE
ZERO WASTE
in our daily business activities by 2026

Zero waste

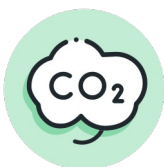
- 100% of our product packaging cardboard is FSC certified
- >99% of the product packaging is 100% biodegradable
- Space CO₂ Mini has reduced the plastic environmental impact by up to 74%
- WEEE documentation for recycling practices in > 10 European countries

BECOME a
CLIMATE POSITIVE
company by 2026

Climate positive

- We have seen a decrease in scope 2 of 45%
- We kept the same emissions intensity (kgco2e/USD) from 2021 to 2022
- Cloud centers have reported zero emissions since May 2022
- Decreased emissions in the use phase of our products by 67%
- 100% of shipments from airthings.com have carbon footprint compensation
- Improved the quantification method for internal emissions scope 1,2 & 3
- We reviewed and updated the LCA for 5 of our products with granular information

Most relevant Airthings ESG Opportunities and Challenges (material issues)



CLIMATE CHANGE



WASTE MANAGEMENT



RAW MATERIALS



WATER CONTAMINATIONS & CONSUMPTION



EMPOWER THE WORLD TO BREATHE BETTER



INNOVATE FOR A CIRCULAR ECONOMY

Relevance of SDGs



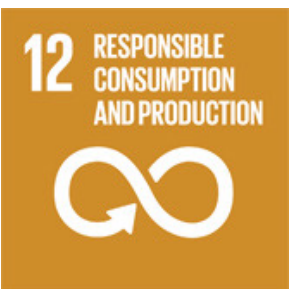
Target 13.1. & Target 13.3.

- Our dashboard provides customers with the insights they need to make data-driven decisions to have a positive impact by reducing their energy consumption.
- By decreasing the size and weight of material in our new products, we minimize waste and reduce the impact on natural resources required for production and transportation



Target 3.9

- Our air quality insights enable good health and well-being for all families and building occupants.



Target 12.2 ; Target 12.5 & Target 12.4

- Airthings designed Space CO₂ Mini with sustainability in mind, using circular design principles to prioritize environmental and social responsibility throughout the product's development. As a result, we made our most environmentally-friendly product to date.
- By looking at the lifetime of our product, we were able to identify pressure points we could make changes to help produce our products more responsibly, for people and the planet.



Target 11.6.

- With our products, we work to create sustainable communities by making buildings smart and more efficient, for both the health of the occupants and the planet.

Helping our customers Balance IAQ and energy consumption

REDUCE

>1 000 000 tons of CO_{2e}

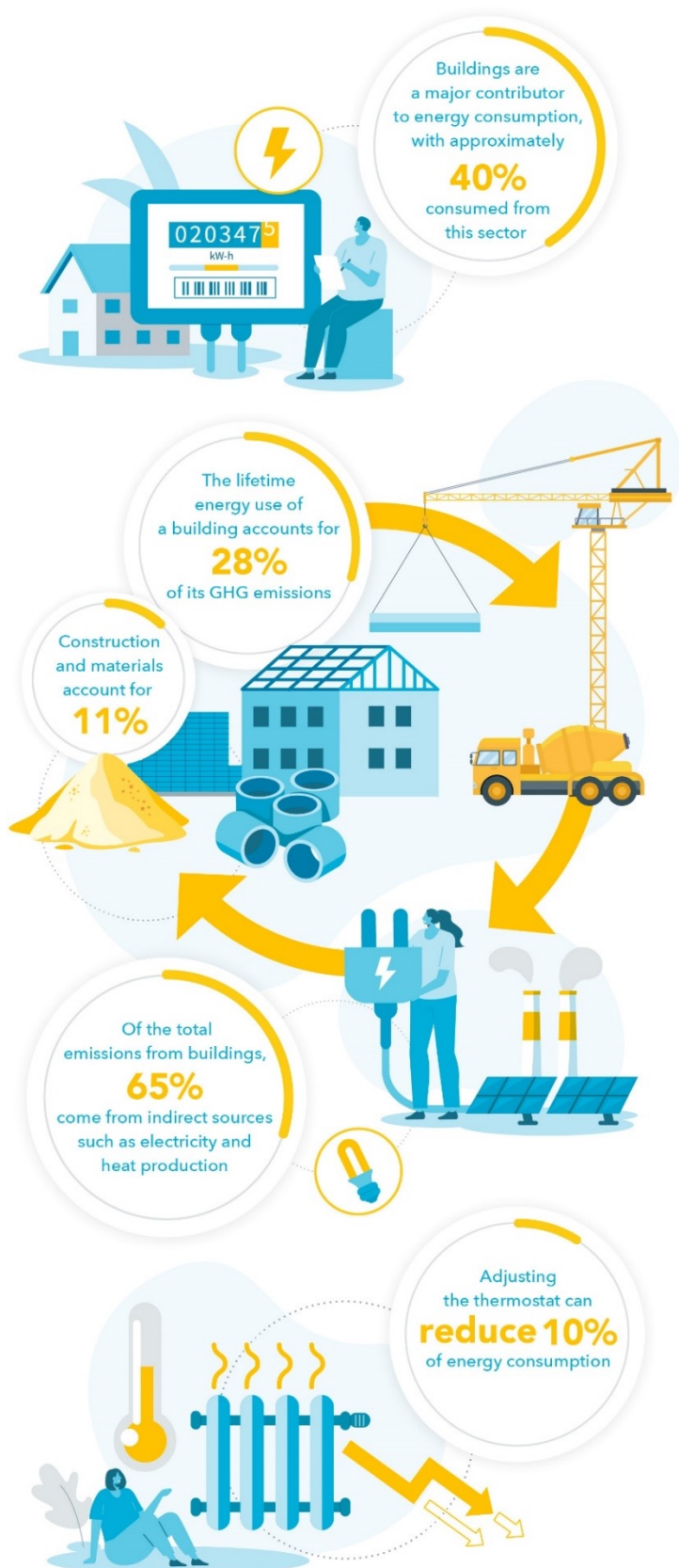
through energy optimization in buildings and homes by 2026

Empowering sustainable decisions

Airthings devices can help businesses identify energy-saving opportunities in their buildings. Acting on Airthings data can help organizations to optimize heating, ventilation, and cooling (HVAC) so they're only using the energy they need to, helping them manage the building based on air quality. This can lead to energy savings through the detection of unnecessary heating and cooling.

By using our CO_{2e} savings model calculator, we estimated savings for our customers >4800 accumulated tons of CO_{2e} emissions since 2021.

The calculations were based on the number of sensors integrated with Building Management Systems and centralized HVAC systems, and the number of devices in the field. Likewise, we analyzed >20 case studies to measure energy consumption per square meter and calculate the total KWH saved. These KWH savings were then converted into CO_{2e} using carbon factors based on the European energy mix.



Ref. for infographics

1. IEA 2022 - Architecture 2030, Why the building sector, 2022
2. Global Alliance for Building and Aconstruction, Status Report, 2016
3. Enova - 2021

Case studies: Proud of our customers

In 2022, our products as part of the solution have delivered promising results, with customers experiencing energy savings of >20% (read our case studies), with >4800 tCO_{2e} estimated savings by our customers. The next are a few case studies where our clients have used air quality monitoring as part of the energy-saving solutions.



Toma

The Norwegian facility management company, reduced energy consumption by 26% within a year using Airthings for Business solution. By utilizing insights from Airthings' air quality monitors, Toma was able to identify and adjust heating and ventilation systems in unoccupied areas, resulting in significant energy and cost savings. This case study highlights a common issue in building management globally - energy waste due to heating and ventilation of unoccupied spaces. With the help of Airthings' monitoring technology, companies like Toma can reduce their environmental footprint and save costs⁵.



Read more in Airthings for business blog :

5. [Toma](#)
6. [Angarde](#)
7. [Actovent](#)

REDUCE
>1 000 000 tons of CO_{2e}
through energy optimization in buildings and homes by 2026



ActoVent

ActoVent used Airthings for Business solution to reduce carbon emissions while maintaining the well-being of building occupants. Airthings sensors installed in the building detected pollutants like fine dust, airborne chemicals, radon, and carbon dioxide. The sensors tracked occupancy to determine which rooms required ventilation. The results were impressive - ActoVent was able to decrease the air handling unit flow rate by 11%, which saved 152 MWh/a of energy (152,000 kW/h per year). There was no noticeable change in air quality. With ongoing monitoring, the customer maintains the required air quality, optimized airflow, and reduced energy consumption⁶.

Angarde & USF-Vertet

Through the implementation of energy-saving measures, two buildings have achieved significant reductions in energy consumption. The ANGARDE building was able to save 500,000 kWh, while USF-VERFTET achieved savings of over 40%, around 53,000 kWh. ANGARDE's energy-saving measures included upgrading its ventilation system. While USF-VERFTET implemented a range of measures, including the installation of more efficient lighting and heating systems, as well as better insulation. Both buildings were also equipped with energy monitoring systems that allowed for ongoing monitoring and optimization. These measures not only saved energy and reduced emissions, but also resulted in significant cost savings for the building owners⁷.

The planet needs **Bold goals**



Airthings is committed to becoming a carbon-positive company and is taking steps to achieve this goal through a comprehensive approach that includes both preventive measures and mitigation actions.

What do we mean by climate positive?

We define climate positive as:
Meeting our CO₂e reduction targets per revenue
+ Reducing the CO₂e of our product life cycle
+ Offsetting programs = more than our total CO₂e yearly emissions.

Mitigation Measures: In recent years, we have taken measures by setting goals and policies, collecting data, and incorporating circular design principles into new products. We will continue reducing our direct environmental impact and improve our understanding of our emissions through analysis and supply chain mapping, allowing us to take targeted actions to further reduce our environmental impact.

Preventative measures: We track and report on GHG emissions from Scope 1, 2, and 3 sources and set targets for reducing GHG emissions by revenue and the number of products sold. Our product innovation is key to reducing carbon. Our goal is to have our KPIs verified by Science Based Targets in the near future.

Remediation actions: Airthings has committed to offsetting 100% of its direct shipments from sales through the DHL Go Green Program. The carbon credits purchased are verified by a third party and come from reputable, independently audited projects. The projects typically focus on renewable energy or reforestation efforts that reduce carbon emissions. Airthings also considers the emissions saved by customers using our technology, estimated at >4800 tons of CO₂e since 2021, which is >50% of the company's total emissions for 2022.

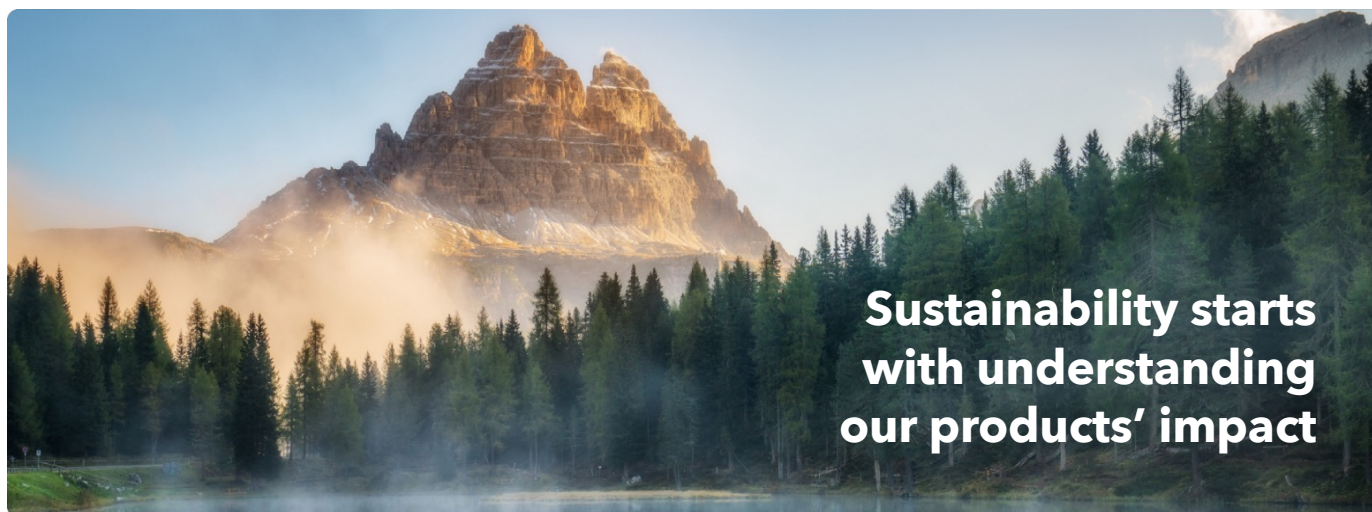
Our goal is to understand the impact of our products on reducing emissions throughout the entire life cycle, including our customers' usage.

	Mitigation measures	Preventive measures	Remediation measures
Goals and Policies	●	●	
Helping customers reduce their emissions	●		●
Gathering Data	●	●	●
Circular design principles in product development	●	●	
Supply chain mapping	●	●	
Monitoring scope 1, 2 & 3	●	●	●
Offsetting 100% distribution channel			●
Reducing CO ₂ emission per product	●		
Align with Science Base Targets	●	●	

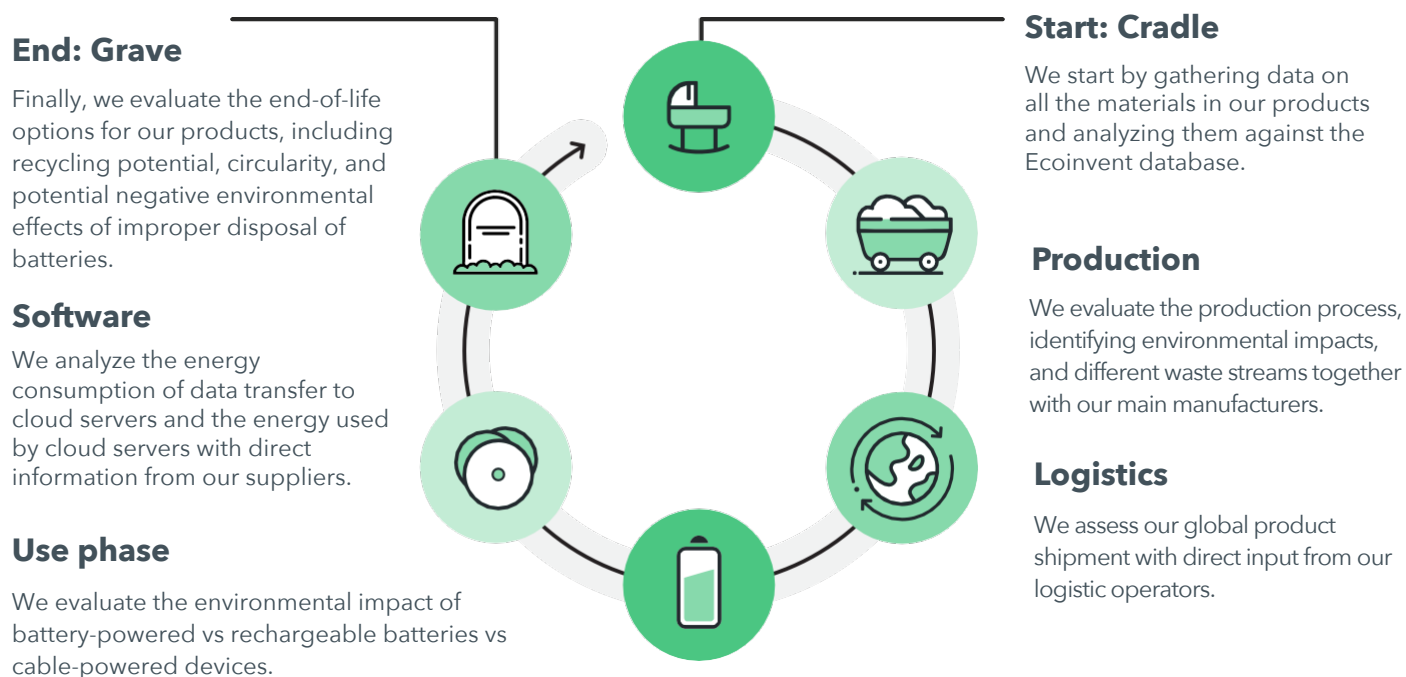
Responsible innovation LCA perspective



In 2021, we conducted our first life cycle assessment (LCA) in collaboration with Ellio, a Canadian consultancy, to assess the impact of five of our products. In 2022, we worked side by side with our main manufacturer to improve our LCA data collection methodology and emphasized the inclusion of more granular data while continuing to follow ISO 14001 Standard guidelines. Using the Ecoinvent database and SimaPro, we updated the previous LCA and analyzed the collected data to assess the environmental impact across each stage of the product's life.



The next graph explains the process step by step and the scale of the research per lifecycle stage



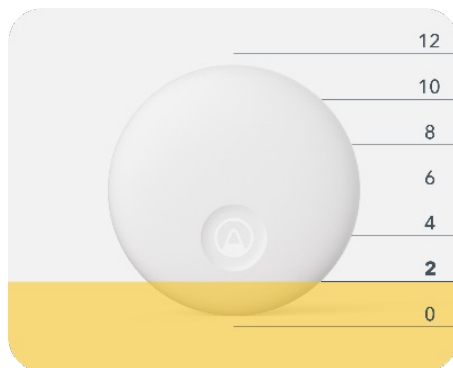
Responsible innovation

LCA results



We want to provide a general overview of the results of our products LCA. The data has not been certified by a 3rd party yet. Please note that these results may vary from year to year and among business units, as we are constantly improving our LCA methodology and data. Additionally, the results may be affected by factors such as the lifetime of the unit, the type of battery used, how often the battery is changed, the shipping method, and the energy usage in our data and cloud servers.

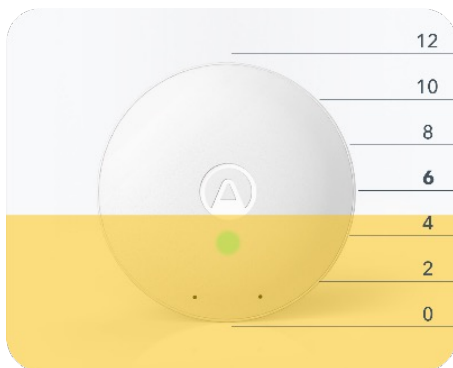
CO₂ from Manufacturing, (including batteries)



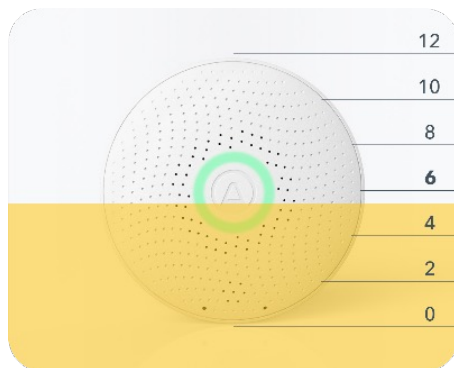
Space CO₂ Mini



Home



Wave Mini



Wave Plus



View Plus

Note: The LCAs are internal studies and have not been verified by a 3rd party yet

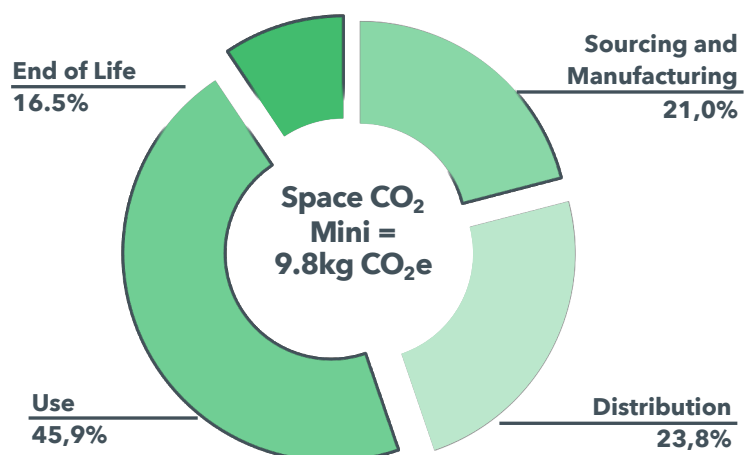
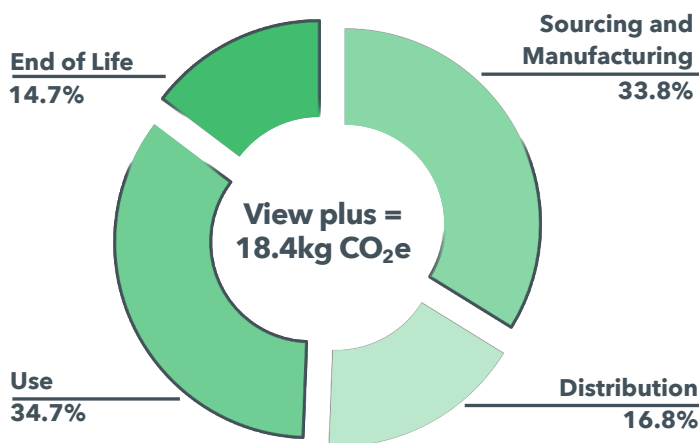
Responsible innovation

LCA results



Even though the LCA varies depending on the different factors mentioned before, the following results should give a good indication of the main considerations that Airthings scientists and engineers consider when designing our hardware and software platforms, for lowering the carbon footprint.

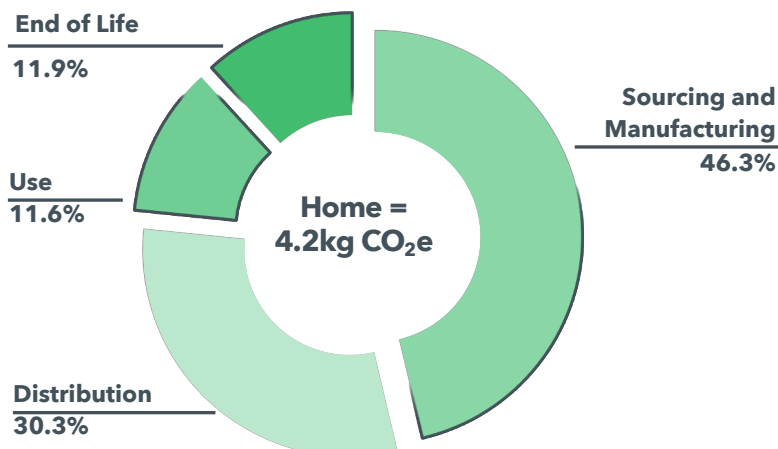
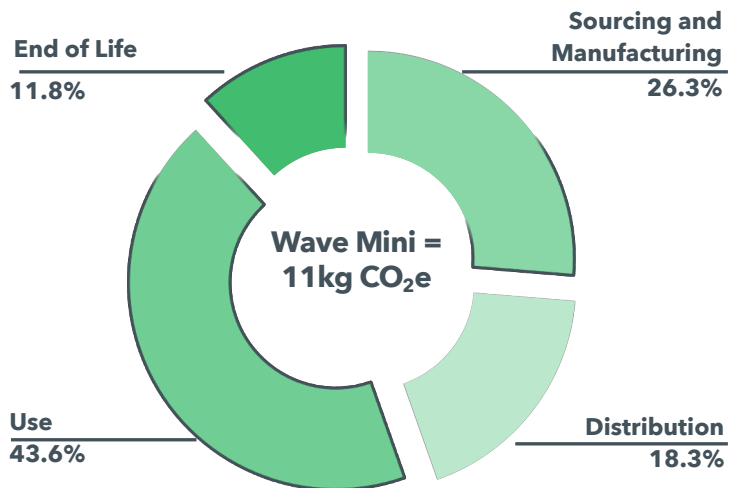
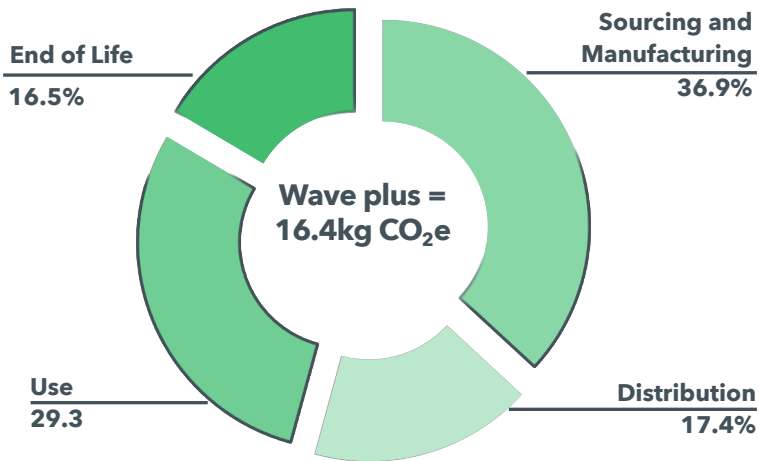
Percentage of CO₂e emissions from all the life cycle of the products:



Note: The LCAs are internal studies and have not been verified by a 3rd party yet

Responsible innovation

LCA results



Note: The LCAs are internal studies and have not been verified by a 3rd party yet

Actions taken 2022

LCA measures

BECOME a
**CLIMATE
POSITIVE**
company by 2026



Reducing the impact of indirect emissions is more complex, but as a company that is committed to minimizing our carbon emissions while also growing in terms of production and revenue, we are taking actions to decrease our environmental impact per product, through our circular principles (Read more on pg: 70 of this report).

Airthings' circular principles and the LCAs helped us with specific results for new products:

When sustainability is integrated into the design process, our products become a win-win-win for our customers, the environment, and the economy.

Space CO₂ Mini achieved **lowest**



environmental
impact from portfolio

Prioritized **Circular principles** in design process



58% decrease in CO₂ emissions by manufacturing

84% decrease in the emissions from the PCB



>70% reduction on the plastics environmental impact

Designed to be **Easily recycled**



>10-year battery lifetime

Monitoring our Green house gas emissions

In 2022, we improved our calculations for GHG emissions in reference to the guidelines from the Greenhouse Gas Protocol, therefore, we are restating the information presented in the 2021 report.

To aid in this process, we utilized a tool called Variable, which allows us to input granular information from our company and suppliers, including financial spending figures, direct energy data, materials, and product life cycle assessments. We also included direct figures from our data centers and logistics partners for 2022. There are granular data missing from 2021 and 2020 that hasn't been provided by the suppliers. Therefore, we used spend data analysis with higher value estimates.

Emissions intensity 2020 - 2022

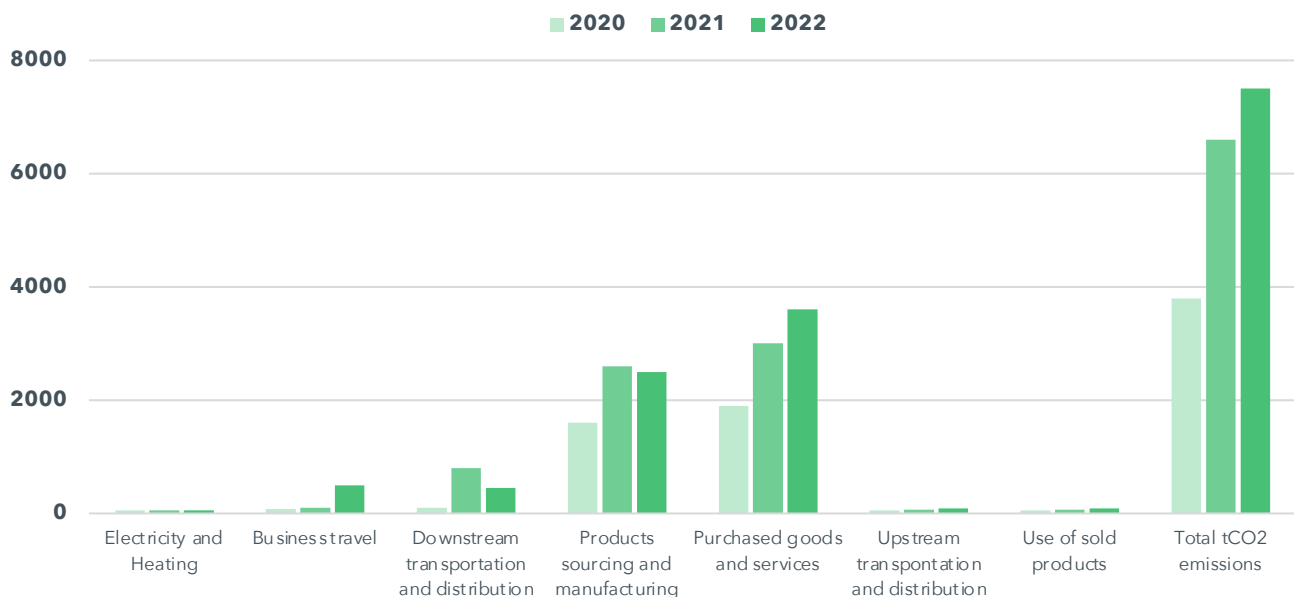
During the period of 2020-2022, we saw an increase in our total GHG emissions from 3,825 tCO₂e in 2020 to 6,691 tCO₂e in 2021 to 7,505 tCO₂e in 2022. This increase is expected as the company has been growing at a fast pace of 68% growth in revenue from the last 3 years. Meaning more materials in our outsourced production.

However, we were able to maintain consistency in Scope 1 emissions with zero emissions and significantly reduce Scope 2 emissions from 25.79 tCO₂e in 2020 to 14.47 tCO₂e in 2022. On the other hand, we recognize that our Scope 3 emissions are a significant area of concern as >99% of our emissions belong to indirect emissions.

The emissions intensity measures the amount of greenhouse gas emissions generated per unit of revenue (kgCO₂e/revenue). The intensity for Airthings has shown an increase compared to revenue growth since 2020, increasing its emissions intensity from 0.18 in 2020 to 0.2 in 2021 and keeping the intensity of 0.2 kgCO₂e/revenue in 2022.

By implementing a deeper due diligence assessment of its supply chain and creating effective environmental practices, the company could position itself as a leader in the industry and demonstrate its commitment to addressing climate change.

Scope 1, 2 & 3 (tCO₂)



Green House Gas Scopes 2022

Scope 1

0 tons CO₂e
scope 1 GHG
emissions

According to the Greenhouse Gas Protocol (GHG Protocol), scope 1 emissions are all direct emissions from sources that are owned or controlled by the company. These emissions come from activities such as the use of internal combustion engines and any other direct emissions from company operations.

Airthings has zero scope 1 emissions because we do not own or control any sources of direct emissions.

Scope 2

14.5 tons CO₂e
scope 2 GHG
emissions

We carefully examine the emissions resulting from the electricity, steam, heating, and cooling that we purchase for our offices in Norway, Sweden, and the US. To calculate our total scope 2 we use various resources like the EPA's calculation tool, Ecoinvent database, and Variable tool, to accurately calculate emissions and consider the specific energy mix of each region where our offices are located.

In 2022, we saw a decrease of 45% in scope 2 as our company saw a 20% decrease in energy consumption due to different strategies established by the building HQ and Airthings.

In 2023 we will set goals to increase the use of renewable energy sources for our office spaces in Texas. Our HQ in Norway, relies heavily on renewable energy sources, specifically hydropower, and we have implemented several measures to decrease energy consumption, such as installing Airthings sensors in our offices.

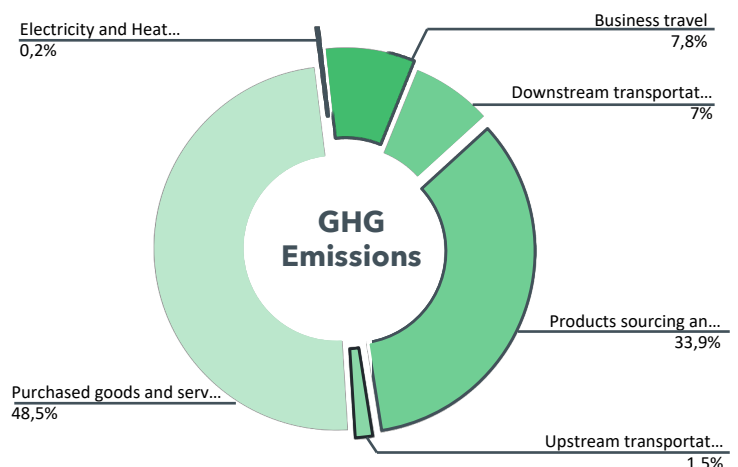
Scope 3

7490 tons CO₂e
scope 3 GHG emissions

In 2022, our scope 3 emissions increased by 12% compared to 2021, mainly due to an increase in business travel and sales of our products. We used the Variable tool and Ecoinvent database to calculate these emissions, which accounted for >99% of our total emissions. This makes scope 3 emissions a priority area for us to focus on in order to achieve carbon positive. We established guidelines for business travel and a plan to offset a percentage of these emissions in 2023.

Additionally, our improved LCA study, additional granular information from our logistics operators and data centers, and financial transactions of our products has provided us with more consistent data for our GHG emissions accounting for 2022.

Our main category for carbon emissions was purchased of goods and services accounting for 48.6%, followed by finished products 34% and business travel 7.8%.



The road to zero waste: Water management

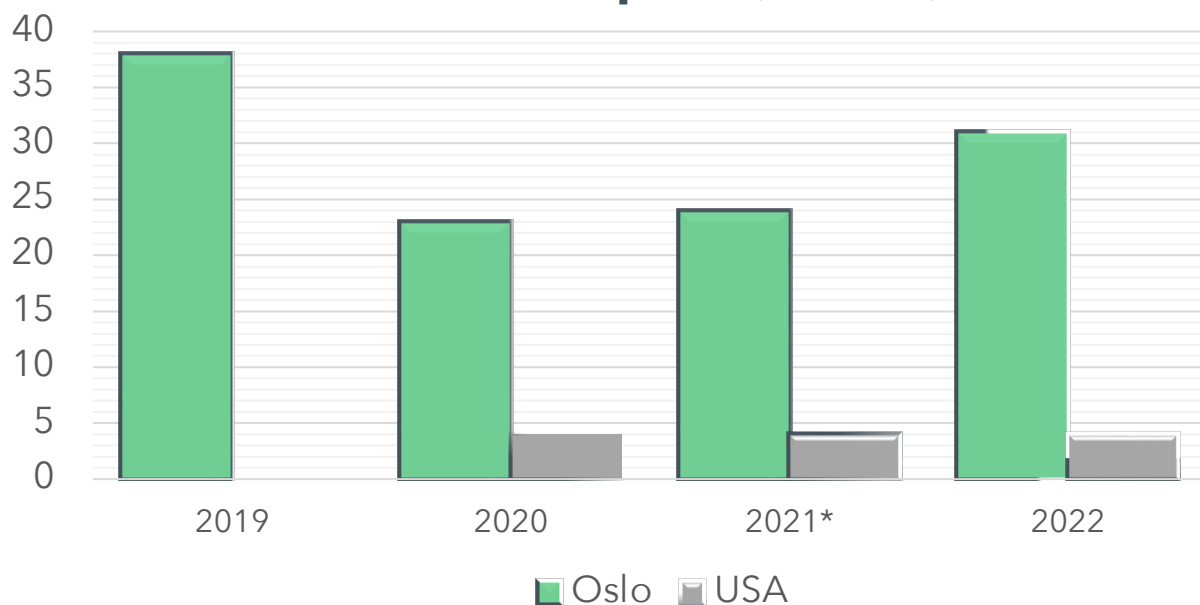


What we're doing about water

Airthings' manufacturing is outsourced to companies located in Norway, Tunisia, and Israel. According to the World Wildlife Fund (WWF 2020), Tunisia and Israel are countries with a high risk of water scarcity. Therefore, it is important that we, together with our suppliers, monitor the amount of water consumed. Water consumption has been included in the list of monitored elements for our main manufacturers and is included in our supplier's code of conduct. In 2022, we implemented a constant monitoring system for water for our main manufacturer in Tunisia. We are setting reduction goals for 2023, which will be presented in the 2023 report.

Water consumption at our Oslo headquarters has increased by 25% this year, as employees have returned to the office post-Covid. While water scarcity is not a high risk in Norway, we are committed to reducing our usage and improving efficiency in our supply chain. Our total water consumption in Oslo was 31,720 litres, lower than pre-Covid levels. We do not have direct information on water usage at shared spaces in the US and Stockholm for 2022. We invite you to take a look at the graph to see the evolution of our water consumption throughout the years.

Water consumption (1,000 L)



* 2021 US water is an estimate



The road to zero waste: Office Waste

We are committed to reducing waste and striving for zero waste. Our headquarters building is serviced by The Norsk Gjenvinning (NG) Group for waste management. However, as the waste collection is done for the entire building, we cannot access granular information about our direct waste generation.

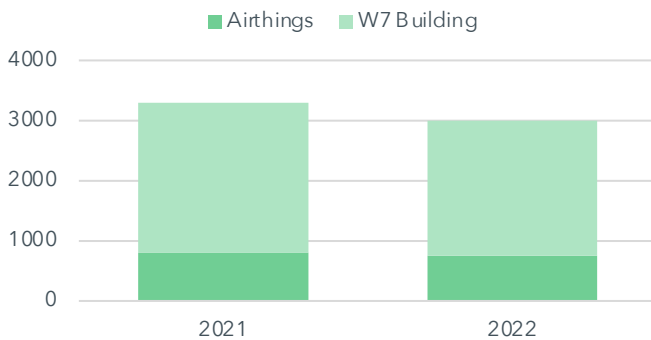
To estimate our company's average waste generation, we calculated the total waste collected by the building W7 divided by the total building area and further divided by our headquarters area within the building. We assumed 50% of the collected electronic waste is generated by our headquarters.

Airthings and the building have been working together to reduce waste, as evidenced by a 10% decline in overall waste from 2021 to 2022 (graph A).

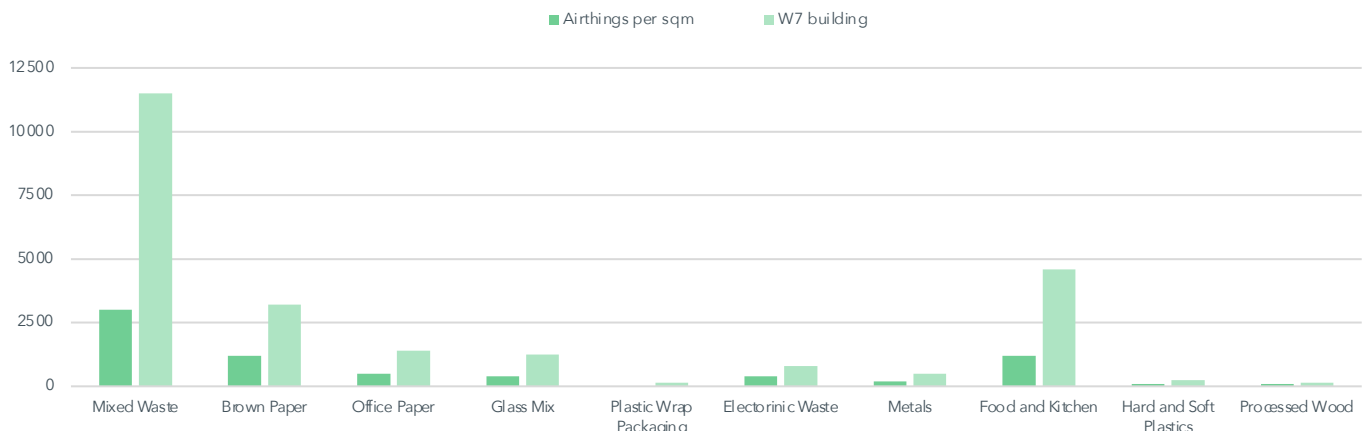
In 2022, the total waste collected by the building was 23,850kg, of which Airthings generated 6,219kg. Graph B shows the waste composition for Airthings in 2022, with mixed and food waste being the highest contributors.

On the other hand, we are working on improving our waste stream data collection at our headquarters and plan to start monitoring waste at our Fort Worth office in the future.

Total Waste (kg): W7 and Airthings



Total Waste Sorted (kg): Airthings and W7 - 2022



The road to zero waste: Product waste



Products Waste Management

In 2021, we expanded our WEEE reporting system to cover all electronic waste streams and established partnerships with reputable electronic waste management companies in EU countries. This ensures proper recycling and disposal in compliance with laws and regulations. When our products come to an end of life, the products should be properly collected and recycled by each European country's WEEE recycling authorities.

In 2023, we plan to expand our waste stream partnerships to other European countries, the United States, and other major markets. We will also encourage proper recycling of our products and packaging. We are committed to finding solutions to minimize electronic waste's negative impact on the environment.

What we need to improve

In order to improve our logistics and reduce the environmental impact of our products, we are considering ways to streamline the distribution of our power-connected device, the Hub, to different regions. Currently, we are including interchangeable sockets with each device, which can lead to wasted electronics for customers who purchase multiple hubs. We are also aware of the issue of unnecessary plastic waste in the form of bubble plastics and reused plastics in our shipping boxes. We are working with our warehouse and packaging operator to quantify and address this issue.

In the U.S. market, we have been repackaging our products for retail in order to comply with market their regulations and market dynamics. These repackaged products come in larger boxes and have on average 28% higher use of cardboard and 14 times more plastic in their packaging. We are actively seeking environmentally responsible solutions to this issue for the US retail market.

Actions in 2022

Through sustainable product innovation, we reduced the size of electronics and plastics in our Space CO₂ Mini and started selling them in groups of four in a single packaging to minimize waste. We also used FSC-certified cardboard and designed lightweight, compact packaging to reduce waste and transportation emissions.





For People



Highlights 2022



For people

EDUCATE
>10 000 000

people about air quality
by 2026

Educate

- >1.000.000 people reached with indoor air quality educational content
- Monitoring the air for almost 500,000 children in classrooms around the world
- New app with reliable access to educational resources on air quality
- 4.6M Views and 1.3M hours watched: Airthings Masters 2022, where the highlighting the significance of IAQ education to the viewers

ZERO

**HARASSMENT OR
HUMAN RIGHTS
VIOLATIONS**

Human Rights

- 97% of our employees received training on Human Rights, Diversity and Inclusion
- 97% of our employees received training on Anti-Bribery and Corruption
- Zero cases of Human rights or harassment reported
- 100% of our main manufacturers have approved our suppliers' code of conduct

COMMITTED
to build a
**DIVERSE &
INCLUSIVE**
company



Diversity and Inclusion

- Maintained balanced board members: 5 women and 4 men
- 2 employee representatives in the BOD (gender balanced)
- International workforce with 35 nationalities
- >20 trained hours per employee

Most relevant Airthings ESG Opportunities and Challenges (material issues)



**EMPOWER THE
WORLD TO
BREATHE
BETTER**



**EQUALITY,
DIVERSITY AND
INCLUSION**



**EMPLOYEE
HEALTH, SAFETY,
WELLBEING &
DEVELOPMENT**



**RAW
MATERIALS**



**BUSINESS ETHICS
GOVERNANCE &
TRANSPARENCY**



**COMMUNITY
ENGAGEMENT
PROJECTS**

Relevance on SDGs



Target 3.9

- Airthings recognizes that indoor air pollution is a major contributor to the global burden of disease and that reducing exposure to harmful pollutants is crucial to improving public health.
- Airthings aims to help people understand the sources of indoor air pollution and take action to reduce their exposure.



Target 11.6.

- With our sensors, customers can reduce energy use to cut down on air pollution. Urban dwellers also can have better control of what's in the air they breathe by being more aware of indoor air pollutants and how they can impact their health



Target 4.4. - Target 4.7.

- Empowering individuals and organizations with technical solutions to improve indoor air quality and health in educational facilities
- Expanding knowledge on the importance of indoor air quality through resource pages
- Educating our employees in sustainability to enhance their professional skills



Target 10.2 & Target 10.3

- Committed to a diverse and inclusive workforce, with over 30 nationalities, supporting well-being and balance.

Educating and enabling people to breathe healthier air



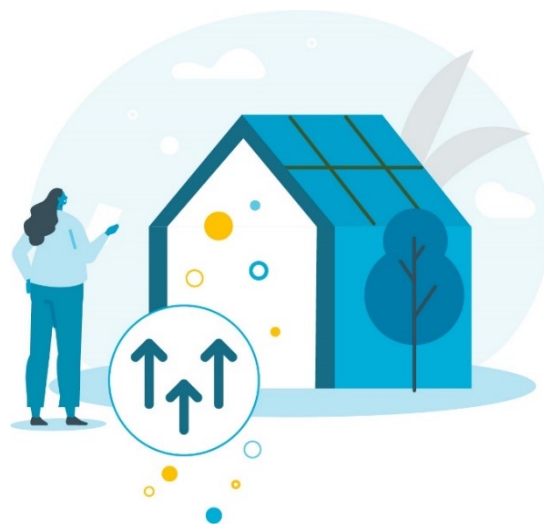
Airthings has developed products that provide real-time insights into indoor air quality through sensors and historical data, allowing customers to make informed decisions for improving air quality and mitigating contaminants. Our customers have used this information to implement changes such as improved ventilation, air purifiers, and radon mitigation systems. We aim to help improve indoor air quality for everyone.

Radon

Health impacts

- Damages DNA
- Number 1 cause of lung cancer among non-smokers
- 21,000 deaths/yr in the US alone

“Radon is the number 1 cause of lung cancer amongst non-smokers”⁸



Particulate matter

Health impacts

- Fine particles (PM2.5) can get deep into the lungs and some may even get into the bloodstream

7 million people die every year from exposure to fine particles in polluted air. **3.8 million people die every year from exposure to household air pollution.**⁹

REF:

8. [EPA- Health Risk Radon - 2022](#)
9. [WHO - Air Pollution - 2022](#)

CO₂ monitoring is vital

EDUCATE

>10 000 000

people about air quality by 2026



CO₂

Health impacts

As we breathe out **CO₂** it can accumulate in poorly ventilated **classrooms**, lecture theaters, or offices. Excess levels of the gas are linked to complaints like restlessness, drowsiness, increased heart rate and blood pressure, sweating, and headache.¹¹

If CO₂ in your educational buildings is high, it could result in **tiredness, lower concentration, and underperformance among students and staff.**



cut heating costs by
20-40%



Measuring CO₂ also unlocks a valuable source of data on occupancy. **One study suggests that institutions can cut heating and lighting costs by 20-40%**¹¹, with a good quality source of occupancy data.

The Airthings for Business solution provides a source of real-time and historical **information on CO₂ levels that can be used to provide an ideal learning environment** in your educational buildings.¹²



By controlling CO₂ and supplying fantastic indoor air quality, **you have an opportunity to single out your institution**, look after the health and well-being of all building users, and provide the optimum environment to work and learn.

Ref:

10. [Association of cognitive functions scores with carbon dioxide - 2016](#)

11. [Data driven models for building occupancy - 2018](#)

12. [Ventilation in day care centers - 2016](#)

EDUCATE

>10 000 000

people about air quality by 2026

Humidity

Health impacts

- Mold
- Dry skin & eczema
- Asthma, allergies, and respiratory illness
- Dust mites
- Flu
- Poor concentration

In the US, just over 10.1% of the population has some form of eczema, with the prevalence rising to 12% of children.¹²



Temperature

22-25°C

is usually ideal for productivity



The UK government recommends no office should be less than 16°C

Ref:

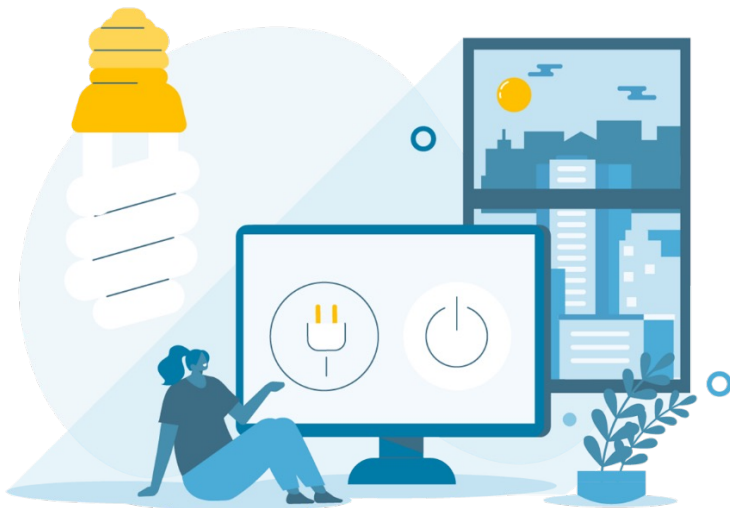
12. [National eczema association, Stats - 2022](#)

VIRUS RISK

Health impacts

- CO₂, temperature, and humidity combined affect the risk of virus transmission

Raising humidity levels to 43% reduced the percentage of infectious particles to just 14%.¹³



LIGHT

Health impacts

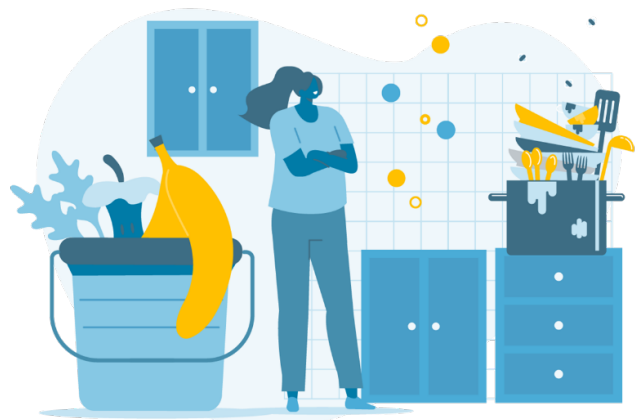
- Eye strain and eye irritation
- Fatigue
- Headache
- Sleep problems
- Disruptions of circadian rhythms
- Seasonal Affective Disorder (SAD)

MOLD

Health impacts

- Bodily reactions: sneezing, runny nose, red eyes, and skin rash
- Eyes, skin, nose, throat, and lungs irritation

21% of Americans with asthma can be attributed to dampness and mold at home
42% of asthma sufferers found mold to be a trigger.¹⁴



REF:

13. [High humidity leads to loss of infectious influenza virus from simulated coughs - 2013](#)

14. [Understanding building-occupant-microbiome interactions toward healthy built environments - 2021](#)



NOISE

Health impacts

- Impaired concentration
- Lower cognitive performance
- Hearing damage or loss
- Disturbed sleep
- Cardiovascular issues
- Reduced performance
- Changes in social behavior

86% of schools exposed to road traffic in the UK¹⁵

22 million workers are exposed to potentially damaging noise at work each year (CDC)¹⁶

VOC

Health impacts

Short term:

- Headache, pneumonia, bronchitis
- Nose, throat, eye inflammation, skin irritation
- Coughing, painful breathing

Long term:

- Affects the central nervous system (headache, anxiety)
- Cardiovascular diseases
- Respiratory diseases (asthma, cancer)
- Impacts on liver, spleen, blood

Just one week of exposure to VOCs during ordinary life can affect airway inflammation.

Concentrations of many VOCs are up to ten times higher indoors than outdoors.^{17,18}



PRESSURE

Health impacts

- Joint pain
- Headaches and more frequent migraines
- Decreased productivity in the workplace



Ref:

15. [CORE - External and internal noise surveys of London primary schools](#)

16. [OSHA, Noise - 2022](#)

17. [EPA - What are volatile organic compounds? - Impact indoor air quality - 2023](#)

18. [Exposure to volatile organic compounds and airway inflammation - 2018](#)

A commitment to fresh air: Educating on air quality

Educating people about indoor air quality and its impact on our health is at the core of Airthings' mission. That's why we provide a variety of resources to help people learn about the contaminants in the air they breathe and how to improve their indoor air quality.

One of the ways we do this is through the contaminant's pages on our website, where we provide in-depth information on the various pollutants that can be found in indoor air and the potential health effects they can have. We also have a blog that covers a range of topics, including tips for improving indoor air and the latest research on the subject.

Over the past year, we have reached over 1 million visitors to our resource pages (Hubspot), and our goal is to reach 10 million people about the importance of air quality. We are committed to continuing to provide the best resources and information to help people make informed decisions about their indoor air quality and improve the air they breathe every day. We postponed the Airthings academy that was planned for 2022 until further notice.

AIR FOR KIDS

Air for Kids is a digital education platform that we developed to teach kids about the importance of air quality in a fun and interactive way. We recognize that air quality is a complex issue, and it can be challenging for kids to understand its impact on their health and well-being. That's why we designed Air for Kids to be engaging and interactive, with quizzes, games, and other educational content that makes learning about air quality both fun and accessible.

Through Air for Kids, we aim to empower kids, parents, and teachers with the knowledge and tools they need to take control of their indoor air quality. Our quizzes had 245 unique visitors and 180 completions of our quiz on indoor air quality. We had >2900 visitors to our website.

In March 2022, we organized an Air for Kids event at the Deichman Bibliotek, Grunnerlokka which was a huge success. >30 kids participated in fun experiments and challenges related to indoor air quality, and they learned about the importance of clean air and how to improve it in their own homes. We were thrilled to see how engaged and excited the kids were, and we believe that this kind of hands-on learning is a powerful way to empower the next generation to take control of their indoor air quality.



>1.000.000
in 2022 only

>1.500.000
Total people reached
in indoor air quality
educational content
since 2021

Educational Outreach & platforms

EDUCATE

>10 000 000

people about air quality by 2026



Champions chess tour

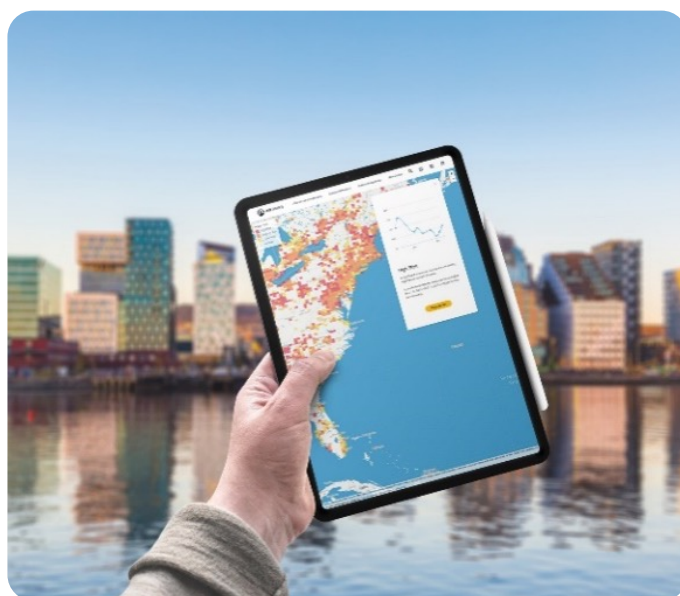
The Airthings Masters, part of the ongoing Champions Chess Tour, took place in February 2022 and featured the world's top chess players. The tournament was sponsored by Airthings and monitored and shared the air quality levels of our ambassadors during the tournament to raise awareness of the importance of having good indoor air quality and its impact on cognitive abilities, decision-making, and health¹⁹.

According to a study published in Journal Management Study, when in a poor air quality room "the probability that chess players would make an error increased by 2.1 percentage points, and the magnitude of those errors increased by 10.8%."²⁰

With this tournament, Airthings aimed to raise awareness about the benefits of healthy indoor environments, and the event was a success with a total of 4.6m viewers tuning in from around the world and over 1.3M hours watched. It was an educational platform to highlight the significance of IAQ to the viewers .

Airthings Radonmap.com

One tool we offer for understanding the presence of radon in your environment is our radonmap.com website, which uses anonymized data from Airthings sensors around the world to provide live radon levels by location. This interactive map allows users to see approximate risk calculations for both yearly and monthly periods. However, it's important to note that radon levels can vary based on a number of factors and we encourage long-term individual monitoring for a more accurate understanding of radon levels in your home.



Ref:

19. [Indoor air quality and strategic decision making](#)

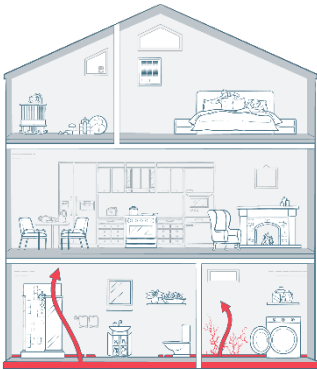
20. [Chess players face a tough foe: Air Pollution](#)

Educational Outreach & platforms

EDUCATE

>10 000 000

people about air quality by 2026



Radon Awareness Ireland

In May 2022, the EPA in Ireland reported that 170,000 homes were at risk of high radon levels, a significant increase from the previous estimate. As a result, the demand for devices that can detect radon in homes increased. Airthings, a provider of smart radon detection devices, saw a 28% increase in device registrations over the next two months. This helped to address the increased demand and provided more households in Ireland with the ability to monitor radon levels and take appropriate action.

Airthings Library Program

1 in 3 respondents couldn't afford professional radon mitigation to make their homes safe, and those who couldn't afford it tended to be younger and have more people living in the home. Radon exposure is responsible for approximately 16% of lung cancer deaths in Canada. Libraries across Canada offer free digital radon detectors to monitor radon levels and see if DIY solutions like sealing cracks or improving ventilation help. The program has been successful and well-received, with Airthings' Corentium Home devices available for free at 332 libraries, likewise, library members receive a discount on the product.



Air Summit

Airthings Air Summit 2022, had 215 attendees and 16 speakers. This is an increase of 3.4% in visitors from 2021. Throughout the day, attendees heard from a range of speakers who shared their insights on topics such as energy efficiency, indoor air quality, and sustainability. In addition to presentations from industry leaders, there were also panel discussions that allowed attendees to delve deeper into the issues and share their own ideas and experiences. The conference was a unique opportunity to explore the role that sensor technology can play in creating smarter systems to balance air quality and energy in buildings.



Building a culture of inclusion and sustainability



Airthings' success is tied to employee well-being. In 2022, we expanded our team and training, promoting inclusivity and sustainability. We prioritize social responsibility in our governance and supplier partnerships for a brighter future.

We believe that by fostering a culture of inclusivity and equality, we can create a workplace where everyone feels valued, heard, and empowered to make a positive impact. We extend this social responsibility to improve sustainability and ethics in our supply chain, partnering with responsible suppliers for a better future.

Our culture

We prioritize our culture at Airthings, which is reflected in our quarterly eNPS survey. Our people are our strength, as they love our supportive, friendly, and open environment. We also value open communication and inclusivity and have launched several initiatives to further strengthen our culture.

One of these programs was the implementation of a self-goal-oriented program, where employees set goals for the end of the year that were both professional and skills-based, in order to achieve their career goals. We also continued with our weekly company-wide meetings, where we share updates, celebrate successes, and discuss any challenges we may be facing. These meetings help to foster a sense of community and inclusivity within our team. In addition, we have regular team-building events and activities, such as team lunches, and off-site strategy retreats, to help build stronger connections

We understand that maintaining a healthy work-life balance is important to the well-being and productivity of our employees, which is why we offer flexible working hours and the option to work remotely when needed. This allows our employees to find the best balance for their individual needs and schedules.



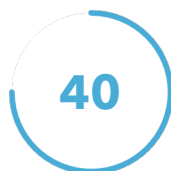
Our people: 2022 numbers



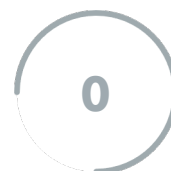
Total number of employees



Total number of full-time employees



High employee satisfaction. Employee net promoter score (ENPS)



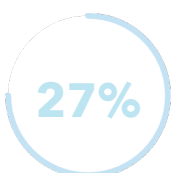
Personal injuries or damage to material



Number of health and safety incidents reported



Nationalities



Identify as female



Interns in our internship program



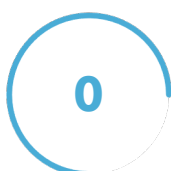
Gender breakdown of board of directors



Females in top leader positions



Absence due to sickness



Reported cases of harassment or child labor



Environment, health, safety and human rights assessment team established



Average age of employees



Number of employees having Norwegian language class



Employees covered by social healthcare benefits



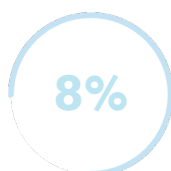
Number of employees taking parental leave



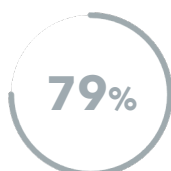
Average days of paid parental leave taken by employees



Number of employees trained on human rights, grievance mechanism & anti-bribery



Employee age group <30



Employee age group 31-50



Employee age group >50



High representation

4 women
5 men

Board members



Over-represented

51-65%

Women in Finance, Marketing & Operations teams



Under-represented

1-25%

Women in Project Management, Hardware Software & Sales teams

Balancing gender in the IT industry

We recognize that the IT industry has historically had a low representation of women and strive to improve this balance within our own company of only 27% women in the workforce. Our goal is to have a gender ratio of 40-60% women across all levels and departments. We provide equal career opportunities. Likewise, we are setting new targets for new hires for 2023.

International Women's Day 2022

In 2022, Airthings held its first International Women's Day event, a step towards closing the gender gap within the company. The event celebrated the achievement of having gender balance on the board of directors and featured discussions led by some of the women on the board. The discussions highlighted ways to improve gender equality in the company.



In order to promote diversity and inclusion in 2023, Airthings will focus on implementing programs and enhance its diversity policies to encourage a higher diversity in hiring practices and employee retention, while also fostering a company culture that values and respects diversity. We will continue conducting training sessions with a special focus on unconscious bias for employees and management to raise awareness of issues related to diversity, as well as creating internal initiatives to support and celebrate diversity within the company.



You are invited!

International Women's Day - March 8th

Be part of the movement to #breakthebias

Calling all Airthings! He, she, they, men, women, guys 'n gals, chicas & chicos - it's time to celebrate International Women's Day and this year's theme is "Break the Bias".

At Airthings we are proud of our diversity, but today we still have a way to go to reach our goal of at least 40% women in the company by 2026. So we want to take the opportunity on March 8th to gather the company to discuss this theme.

- We will reflect on why diversity and inclusion is important, from a people, planet and business perspective.
- We will hear from some of the inspiring women in our company and on the Airthings Board of Directors (if you haven't met Emma, Karin or Liv from the Airthings Board yet, this is your chance!).
- Then we will all have a chance to chat together about how we as individuals, team members, employees, managers and human beings can help #breakthebias.

The presentations and discussions will run from 15:00 CET - 16:30 CET and will be followed by drinks and snacks at the office.

Please RSVP ASAP so we can make this a great event. We hope to see as many of you there as possible!

Health and safety incident

100% of the Airthings employees have been trained by Health and Safety measurements following local laws. The system has been implemented based on recognized risk management and standards. We have an employee health and safety representative with a team that handles assessments. We have implemented routines with the correspondent our manufacturing suppliers' actions to take. All our manufacturing suppliers are bounded to have an EHS system in place. During 2022, A summer intern tasked with checking and replacing batteries from one of our products that detected battery leakage of acid on August 1st. The person got acid on their skin, without severe or permanent damage. This incident highlighted the need for Airthings to act regarding the products in employees and customer hands and report it as an HMS event.

In response, Airthings conducted an investigation, reviewed safety protocols, provided protective gear to employees, and reported the incident to prevent similar incidents. A major change it is mandatory to use protective equipment when manipulating batteries.

Our internship program

The summer internship at Airthings is an event that lasts from mid-June until mid-August. Most departments have some interns each. In total, the number of interns at Airthings has been between 15 -20 interns every year. Through the summer they get hands-on experience working with Airthings employees. Apart from the work they do we also have a social event calendar through the summer, making sure there are social activities where the interns can get to know each other cross-department as well as get to know Airthings employees. Events are happening every week and can be anything from a hike in the forest to zip lining from the ski jump in Holmenkollen, Oslo.

Hackathons

In 2022 we organized three hackathons that generated a lot of ideas and proof of concepts for improving existing technical solutions and introducing new innovations. Some highlights include blockchain technology, solutions to battery drainage, particle measurement, Apple HomeKit support, cost estimates, back-office improvements, and controlling home ventilation systems using Airthings devices. We had a total of 31 teams participating making it an exciting hackathon year.

 HACKATHON | Breathe better. Hack better.



Building a culture of human rights



Airthings recognizes that good health and well-being are fundamental human rights and that they are essential for achieving sustainable development. We believe that everyone has the right to breathe clean air, and that improving indoor air quality is a critical.

We have prioritized human rights and zero harassment as a goal. We have multiple ways for employees to report incidents or raise concerns, including speaking with managers, HR and CEO roundtables, and an internal reporting mechanism. No human rights violations or harassment were reported in 2022. 97% of employees received human rights training and will continue to receive yearly training with a focus on the electronic industry in 2023. The 3% missing was due to maternity leave or other types of leave where they couldn't participate in the training.

Supply chain monitoring

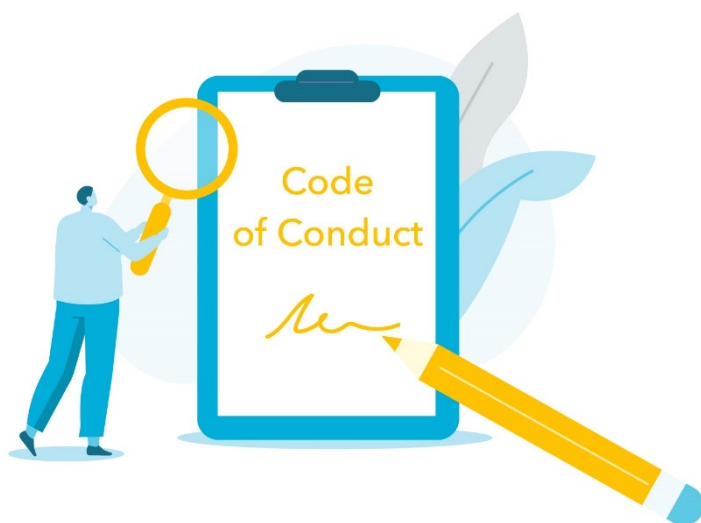
We have achieved our goal of having our main manufacturers sign and comply with our code of conduct and we are now requiring all new suppliers to do the same starting in 2023. We have also increased our engagement with our long-term manufacturing partners and material suppliers in Tunisia, to ensure they align with our ESG efforts.

Airthings conducts regular quality and ESG audits of its main manufacturers. We have not identified any human rights violations at these locations, even though they are in countries with a high human rights risk profile as Tunisia and Israel. Our supply chain can report incidents or violations through our anonymous whistleblower platform on our website.

We aim to:

- Enable responsible sourcing through collaboration and information gathering with our supply chain partners
- Simplify supply chain transparency through easy-to-use tools and services
- Protect people, the environment, and business by proactively identifying and managing risks
- Audit our main manufacturer by end of 2023 with Sedex Members Ethical Trade Audit (SMETA)
- Fully comply with the Norwegian Transparency act by due diligence of our supply chain
- Screening potential suppliers on environmental, social, and governance (ESG) criteria
- If a supplier does not meet standards, they are rejected, but if issues can be addressed, a timeline is provided for improvements.

Due to restructuring, we were unable to conduct an audit on our main manufacturers, but we are committed to continuous improvement and aim to have them audited through SMETA by end of 2023. We have had no reported cases of human rights violations or child labor from our main manufacturers.





Our Business & Governance



Highlights 2022

ENABLE
>4 000 000

people breathing
healthier air by 2026

Enable

- We achieved 23% YoY growth in consumer device registration
- Secured \$4.6M contract with a large global enterprise to support their employee return-to-work efforts and promote sustainable facility operations.
- In 2022, on average monitors reported an improvement in radon levels 52% of the time when compared to the previous year
- Average radon levels reported by all monitors have decreased from 115 bq/m3 in 2019 (fair level) to 96 bq/m3 (good level) in 2022
- >50% of Home device users surveyed in the USA found high radon values and almost 75% took action to mitigate the problem

All **NEW PROJECTS** to
be measured by Airthings



**CIRCULAR
PRINCIPLES**

Circular

- Space CO₂ Mini was launched with:
 - The lowest manufacturing environmental impact among our products
 - Increase battery lifetime up to 10 years
 - 58% decrease in CO₂ emissions in the manufacturing phase
 - 84% decrease in the emissions from the PCB

GAIN
a **GOLD RATING** from
EcoVadis Sustainability

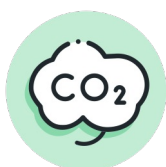


**2026
ecovadis
Sustainability
Rating**

EcoVadis

- Awarded EcoVadis Gold Medal
- Scored higher than 97% of the companies than all rated companies in EcoVadis
- Established 1 new policy on Anti-bribery and Corruption
- Established an anonymous whistle-blower platform/channel for our entire supply chain
- We completed the certification process for ISO 27001 (waiting for audit approval)

Most relevant Airthings ESG Opportunities and Challenges (material issues)



**CLIMATE
CHANGE**



**EQUALITY,
DIVERSITY AND
INCLUSION**



**EMPOWER THE
WORLD TO
BREATHE BETTER**



**INNOVATE FOR A
CIRCULAR
ECONOMY**



**BUSINESS ETHICS
GOVERNANCE &
TRANSPARENCY**



**DATA PRIVACY &
SECURITY**

Relevance on SDGs



Target 3.9

- Airthings' radon monitors are helping users to maintain healthy indoor air quality levels.
- Airthings' users are effectively managing their indoor air quality and taking appropriate action to reduce radon levels
- Airthings is committing to playing a role in reducing the number of deaths and illnesses caused by indoor air pollution and hazardous chemicals.



Target 8.2 ; Target 8.5 ; Target 8.7. & Target 8.8.

- Airthings helps companies create healthier workspaces that promote productivity by providing insights into the indoor air quality of their offices
- Improving the efficiency of buildings helps our business customers save money, grow their businesses, and promote economic growth through energy savings



Target 11.6.

- Helping our customers balance indoor air quality and energy savings in buildings.
- Promote healthy and sustainable cities and communities around the world

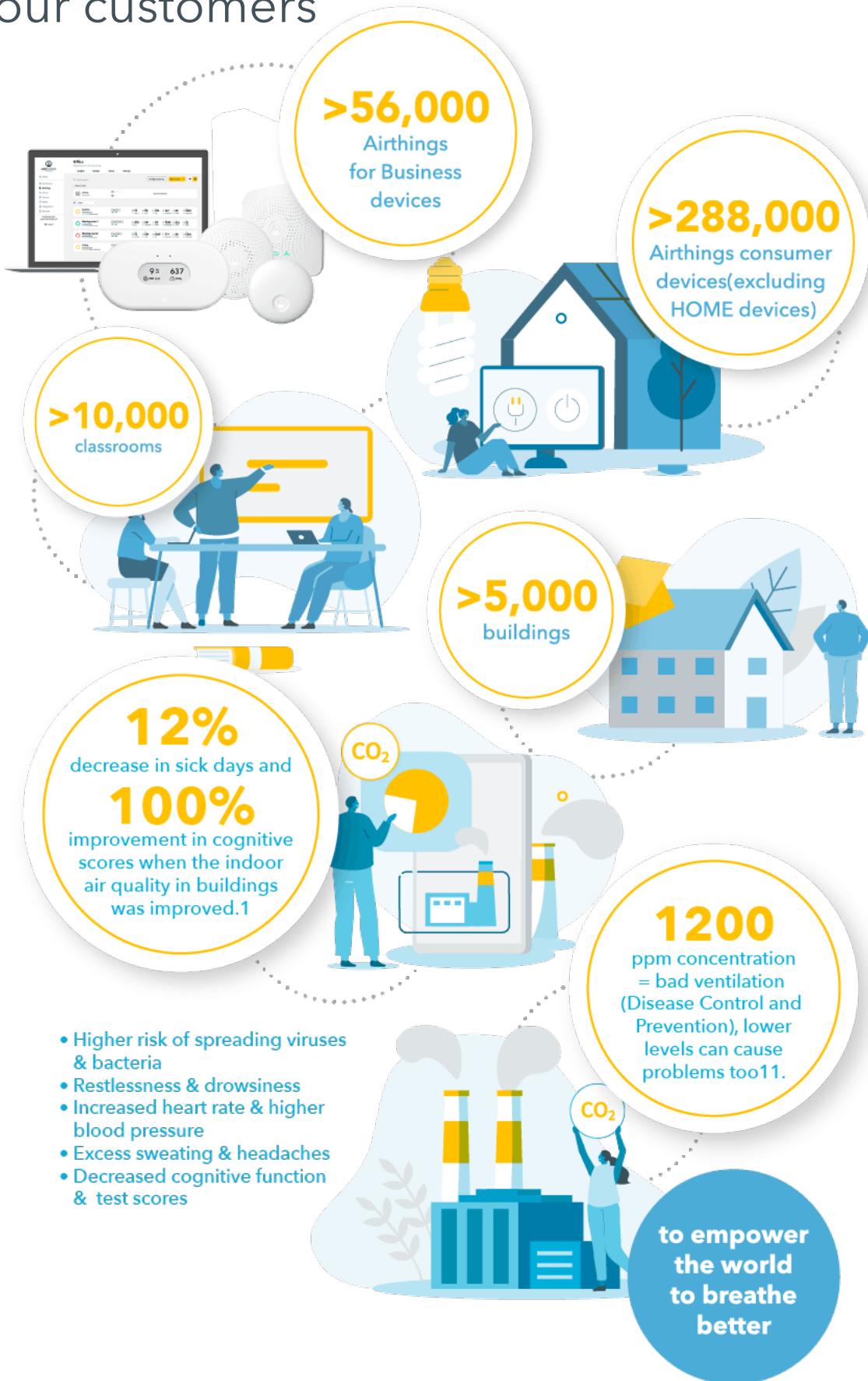


Target 13.1. & Target 13.3.

- Our dashboard provides customers with the insights they need to make data-driven decisions to have a positive impact by reducing their energy consumption
- By decreasing the size and weight of our new products, we are able to minimize waste and reduce the impact on natural resources required for production and transportation

Enabling data-driven decisions for our customers

ENABLE
>4 000 000
People to breathe healthier air



Enabling better data-driven solutions

for our customers

ENABLE
>4 000 000
People to breathe healthier air

New app

Airthings has released a new app designed to help users act when their indoor air quality is poor.

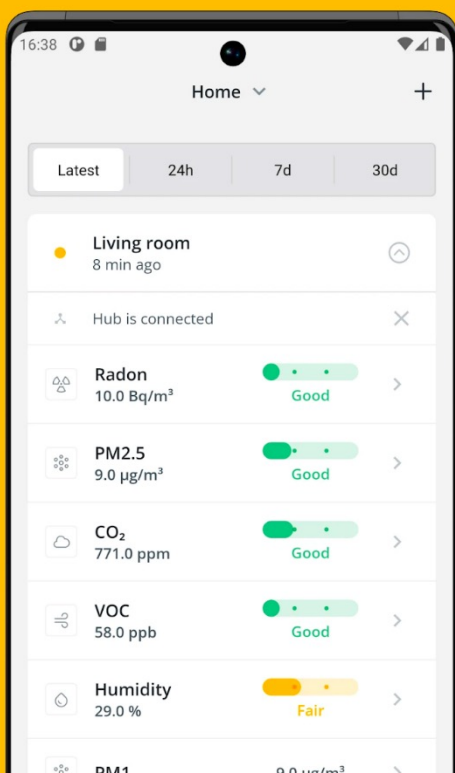
The app features a color-coded indicator system that aggregates and summarizes data into actionable insights, enabling users to identify when and where action is needed. The app proactively notifies users of poor air quality.

The improved data capabilities allow users to access all their data and history, complete with graphs and timestamps.

Airthings' cloud-first approach allows for quicker updates and expanded capabilities to aid users in their quest for cleaner air. In 2023, Airthings will release new features and products to empower users to act.

Easy to understand

AirGlimpse™ informs you of your air quality at-a-glance. Giving you insights into whether you need to take action.

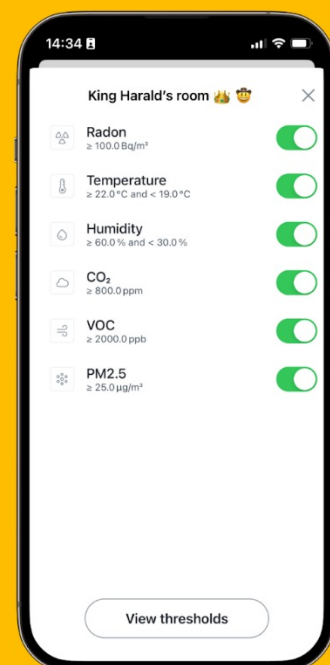


Analyze your data

Learn more about your air quality with graphs. Helping you find trends and better resolve any issues in your home.

Know when to take action

Receive helpful push notifications with tips on how to improve your air quality whenever recommended air quality thresholds are breached



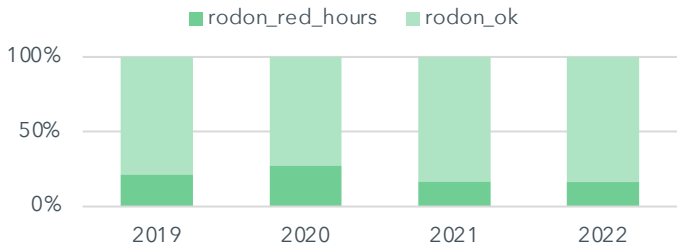
Improving the health & well-being of our customers

ENABLE
>4 000 000
 People to breathe healthier air

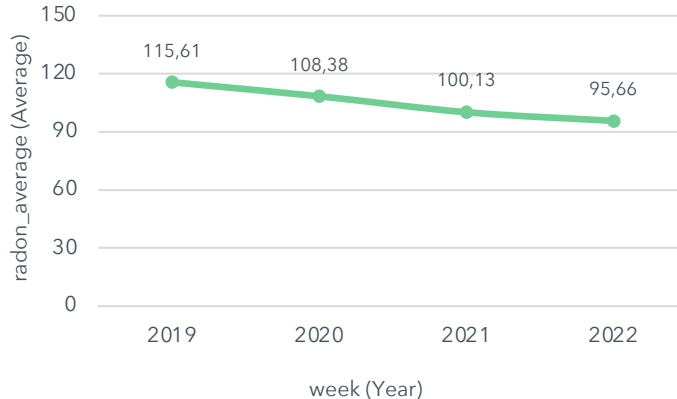
Airthings' data collected from our devices in the field (end of 2022) indicates positive improvements in radon readings. On average monitors reported an improvement in radon levels 52% of the time when compared to the previous year. Additionally, the percentage of "ok radon levels" reported by monitors has steadily increased from 78.38% in 2019 to 83.72% in 2022. Average radon levels reported by all monitors decreased from 115 bq/m3 (fair level) in 2019 to 96 bq/m3 (good level) in 2022. These numbers might indicate that Airthings' users are effectively managing their indoor air quality and taking appropriate action to reduce radon levels²².

Airthings' Home device has proven to be a valuable tool for detecting high radon values, with over 50% of surveyed users in the USA discovering high levels of radon and almost 75% taking action to mitigate the problem (Airthings survey).

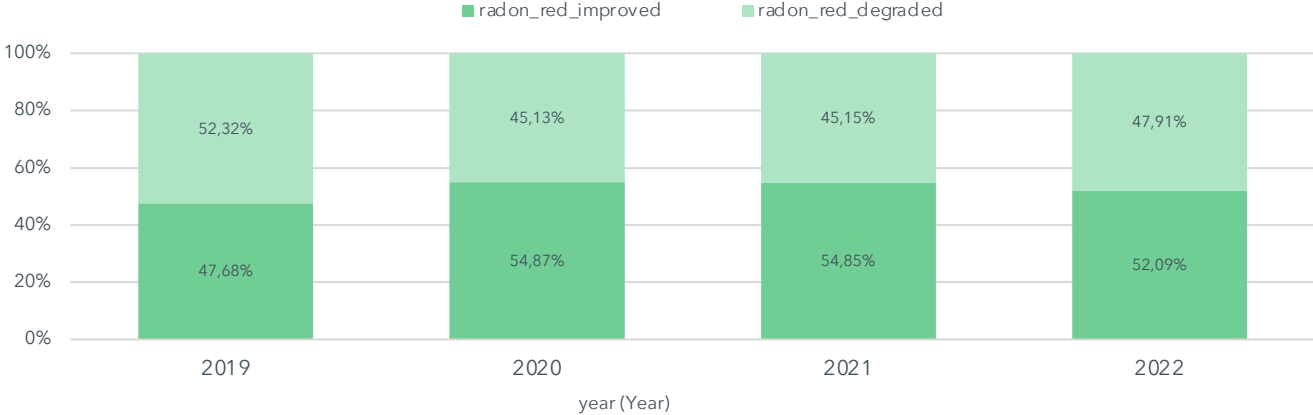
Red radon red hours vs total radon hours



Average radon levels



Radon improvement from 52 weeks ago



Ref: 21_ <https://www.airthings.com/newsroom/air-report-radon-2022>
 note and assumptions:
 We are comparing the difference against the same time previous year. We only included devices that came online before end 2021.
 We assumed that since the data is tracking all "red hours" vs. "non-red hours" reported, this means that we are looking at all the hours where the measurement was below 150bq/m3 (4 pCi/L)
 There are other factors that might contribute to these Radon level improvements like, Radon fluctuation year by year, weather, battery drainage, devices being moved to different room.

Improving the health & well-being of our customers

ENABLE
>4 000 000
People to breathe healthier air

Airthings products can help users detect potential health hazards in their homes. Recently, a customer credited their Airthings VOC sensor with saving their life by detecting carbon monoxide from a gas-powered water heater in their home, which their CO2 monitors had failed to do²³.

" Hello, Airthings. Thank you for saving my life. For nearly 3 months I've been suffering from headaches, migraines, neuropathy, debilitating fatigue, facial rash, cognitive decline, as well as kidney and liver issues and recently anomalous proteins in my blood. My Airthings system revealed that VOCs in my home were spiking after the hot water was used. It turned out I was being poisoned by carbon monoxide from a gas-powered water heater in my crawl space. I have CO monitors on every floor of my home and in the crawl space, but none of them (all by the same company) alerted me even though the crawl space must have been saturated with CO. Without my Airthings system to alert me to the patterns of VOC spikes in the house, my doctors and I would not have figured out what was happening to me, and it's quite likely that eventually, CO levels would get high enough to kill me in my sleep. My Airthings air monitoring system is literally the most valuable purchase I have ever made in my life. I guess you can say I'm a satisfied customer. I will never live in a home without an air quality monitor again, and it's going to be made by Airthings. My carbon dioxide monitors failed me. Airthings saved me. Y'all should be proud of what you do " - Anonymous Airthings customer



Ref:
23. [Airthings - Air Report 2022](#)

Awarded Gold and going for platinum

One of the most exciting accomplishments in 2022 was achieving a GOLD EcoVadis sustainability rating, which is known as “The World’s Most Trusted Business Sustainability Ratings.” This recognition highlights our commitment to sustainability and demonstrates our progress in this area.

This early success is extremely positive, as it confirms that the actions, we have taken on our sustainability journey have been effective. It also shows that we have a strong foundation in place to continue our progress and achieve even greater results in the future.

This independent evaluation covers various aspects such as the environment, ethics, labor, human rights, and sustainable procurement of a company. We were thrilled to receive a gold ranking, putting us in the top 5% of companies assessed. This is our first year being considered, and we are extremely proud of our high score and are dedicated to continuously improving our performance. In comparison to the overall industry, we ranked higher than 97% of our peers, which is an outstanding achievement. We improved our overall score from 58 pts to 73 pts out of 100 pts.

What’s next with Airthings & EcoVadis?

As for Airthings and EcoVadis, the journey continues! With the results of our assessment, we have a clear direction on where to improve and we will strive for a Platinum ranking. Additionally, by being part of the EcoVadis network we connect with partners and suppliers that share the same values as us

We are particularly proud of our strong environmental, and human rights policies, anti-corruption policies. Likewise, our carbon accounting management system and specific targets, and detailed product life cycle assessments, are reflected in our score. We will continue to build on our strengths while identifying and developing plans to tackle any environmental and social risks. One of our main focuses in the near future is sustainable procurement.

We will strive to enhance our purchasing policies to meet high ESG standards. Additionally, we will work on certifying our emissions reduction targets and improving our environmental management system in the company and within our main manufacturers.



Strengthening our governance

In 2022, we continued to strengthen our governance by implementing six policies and guidelines to ensure that we operate as a highly trusted company. In order to further promote ethical behavior, we introduced new preventive measures such as anti-bribery and anti-corruption policies and training. In the next graph, you can visualize how our governance is organized:



We also provided training on human rights to ensure that all employees are aware of our policies and their role in maintaining the integrity of the organization. These efforts have been a key factor in enhancing our reputation and building trust among stakeholders.

Policies, principles and guidelines

Circular design principles

Airthings is committed to creating products that are designed with circular principles in mind. We focus on using responsible materials and manufacturing, reducing our energy and carbon footprint, and enhancing the overall product experience, including its end-of-life.

Throughout 2022, we put the Airthings Circular Principles to the test by applying them to two main products, the Space CO₂ Mini and the Airthings app. We considered these principles throughout the entire design and project management process, considering the product's life cycle and end-of-life.

By doing so, we were able to make responsible decisions while providing the best overall value with the lowest environmental and social impact. The results have been truly impressive, with a significant reduction of 58% in CO₂ emissions and 74% less plastic usage compared to the Wave Plus (read more on pg 39). As a result, the Space CO₂ Mini has become the most environmentally responsible product in the Airthings' catalog, proving that our commitment to circular principles is not just lip service, but something we truly strive to implement in our products.

Therefore, we empower the world to breathe using these principles:

Responsible sourcing & manufacturing

- Ensure fair working conditions in our supply chain
- >10 years durable products and conflict-free materials
- Keep waste and hazardous chemicals out of the product life cycle



Reduce energy & carbon footprint

- Give value to effective and renewable energy
- Minimize the size/volume/weight of the PCB, product housing plastics and packaging
- Design for minimum energy consumption
- Minimize the transportation environmental burden

Reinforce the product experience & its end of life

- Create such an awesome experience that the clients will use it for 10 years
- Inclusive products for our customer segment
- A simple dismantle experience (to properly maintain, repair, reuse, refurbish, and recycle)

Human Rights, Diversity and Inclusion policy

To ensure compliance with our Human Rights, Diversity, and Inclusion Policy, all Airthings employees are required to read and sign the policy and receive training on human rights, diversity, and inclusion.

In 2022, 97% of employees have read and signed the policy and were trained on human rights, and diversity. This policy is also incorporated in our employee handbook to ensure full compliance. The employees missing signature or training are either on paternity leave or on sick leave during the period, once they return, they will be receiving their training.

Anti-bribery and corruption policy

Airthings is committed to maintaining the highest standards of integrity and ethical conduct in all our business activities. As part of that commitment, we have established an anti-bribery and corruption policy to prevent and detect any unethical behavior. This policy applies to all employees, officers, directors, and agents of the company and prohibits bribery and any other form of corruption or illegal activity.

In 2022, 99% of employees have read, signed, and received training on our Anti-Bribery and Corruption Policy to ensure full compliance and understanding. The policy is also incorporated in our employee handbook for ongoing reference and as a preventive measure.

Travel guidelines

We believe that connecting with people across the globe is a key part of growing as an international company. But we also know that business travel comes with environmental and financial impacts. Our guideline includes tips and tools to help Airthings employees balance the carbon emissions, time, and cost associated with transportation and make the most of their journey.

Procurement guideline

This guideline follows our circular principle to reduce our environmental footprint and our responsibility for ensuring fair materials and working conditions from our suppliers. It structures Airthings' purchasing processes so that the acquired products or services are the result of a transparent, objective, cost-effective decision, providing the best overall value with the lowest environmental and social impact, and following business ethical standards.

Suppliers code of conduct

To mitigate indirect environmental and social risks, we established a Supplier's Code of Conduct in October 2021. We developed our first version based on the electronic industry standards, following the Responsible Business Alliance and the Responsible Mining Association standards as a guide. As stakeholder engagement is a priority in the way we work, we held workshops with our main manufacturers through a participatory methodology to create this policy.

Throughout 2022 our main manufacturers in Tunisia and Israel either signed or we approved of their code of conduct. Likewise, we plan to have 100% of all first-tier and new suppliers sign this code of conduct and go through a monitoring assessment throughout 2023, to comply with Norwegian Transparency Act.



IT security

At Airthings, we see information security as a fundamental part of our business. To ensure a Process of continuous improvement, we have An information security management system (ISMS) that is based on ISO 27001 and integrated into our overall risk management and corporate governance structure. We are ISO 27001:2022 certified.

A fundamental part of our ISMS is our policy for information security. The purpose of this policy is to outline a strategy and define the principles, objectives, roles, and responsibilities for information security at Airthings.

Airthings' policy for information security applies to all information processing at Airthings, both internally and where Airthings is the responsible party externally. This includes all processing, storage, and communication of information (orally, on paper and digitally), as well as all use of information communication technology (ICT) tools. The policy for information security is valid both for how Airthings operates internally and for the products that we create and sell.

Report and incident - whistleblower

Airthings has a robust whistleblower program with a non-retaliation policy that ensures anonymity for those who report concerns. The platform is accessible to all parties and maintains confidentiality.

An independent Assessment Team handles reported cases that violate human rights and diversity policy. The team follows standardized procedures and ensures full confidentiality for whistleblowers and reported cases. Any employee or stakeholders in the supply chain can report violations to the Assessment Team through the whistleblower channel. No reports have been received since the program's launch.

Highest Governance structure and board of directors statistics

Airthings has a well-defined governance structure in place, with the Board of Directors being ultimately responsible for corporate governance. The Board provides oversight and guidance on the company's strategic direction, risk management, and compliance with relevant laws and regulations. In addition, Airthings has an Audit Committee that oversees the group's compliance function on behalf of the Board, ensuring that the company is adhering to its ethical and legal obligations. Airthings' Management serves as the first line of guidance to employees with questions about the Code of Conduct, and how it applies to specific situations. The Board of Directors also approves the sustainability report, ensuring that the company's sustainability initiatives are aligned with its overall strategic direction and long-term goals.

We are committed to diversity and inclusion, and this is reflected in our Board of Directors, which comprises a 56-44 balance of men and women, 5 men and 4 women. In addition, we also have 1:1 balanced gender employee representatives who serve on the board.

None of our nominally independent directors have any affiliation with the company, controlling shareholders, the CEO, or other insiders. Out of the board members, three are affiliated with Firda, and two are employee representatives.

We are proud to note that the company does not have a controlling shareholder. To provide additional oversight, we also have an external audit in addition to the board of directors. This helps us maintain transparency and accountability, as well as adhere to best practices in corporate governance.

Community engagement

UNICEF

At the beginning of 2022, Airthings employees contributed to a donation for the children of Ukraine. The donation was a total of 80,000NOK, Airthings also raised \$12,00 USD for Unicef through the Champions Chess Tour Charity Cup. A signed View Plus device (by Magnus Carlsen) was auctioned off during the broadcast with 100% of the proceeds going towards UNICEF aid in Ukraine.

Airthings partners with Long Love

November 17th is World Prematurity Day, which aims to raise awareness about the challenges associated with preterm birth. Each year, approximately 15 million babies are born prematurely, accounting for about 1 in 10 of all babies born worldwide. Preterm babies are more susceptible to respiratory diseases and carry an increased vulnerability to different health problems later in life. Airthings has partnered with the Long Love initiative to support their research on the effects of indoor air pollution on respiratory health in preterm babies. The study will provide participants with an Airthings air quality monitor for one year, empowering parents and healthcare professionals to optimize the air they breathe and promote healthy lung development.

Hånd i hånd Uganda

Airthings donated 8 laptops to HIHU, a Norwegian aid organization that provides education to disadvantaged children and youth in Uganda. They operate a school for children with disabilities and offer support to impoverished children through a sponsorship program that covers preschool to secondary education. They also run a girls' project that educates teenagers about hygiene, menstruation, and sexuality. HIHU emphasizes the importance of self-reliance, and parents are expected to contribute to their children's education. The organization has a low administrative cost and is staffed primarily by Ugandans. They seek additional funding to improve the children's diet, hire a physiotherapist, and expand their projects.

Norwegian Asthma and Allergy Association Lung Association

Airthings has partnered with the Norwegian Asthma and Allergy Association to combat the rising incidence of allergies, asthma, and other hypersensitivity diseases. Together, we aim to slow down the development of these conditions and help those who already have them live as comfortably as possible. By promoting clean and healthy indoor air quality, we hope to make a positive impact on the health and well-being of people everywhere.



long love



**THE NORWEGIAN
ASTHMA AND ALLERGY
ASSOCIATION**

Conclusion

Airthings is dedicated to promoting sustainability and environmental responsibility. This commitment is reflected in the company's culture, which has implemented various initiatives to reduce its environmental impact. These initiatives include incorporating circular design principles into product designs, balancing energy and air quality for customers, reducing CO₂e emissions, and offsetting direct shipments.

The first few years of the sustainability journey have been focused on mitigation and prevention measures, establishing goals and policies, gathering baseline data, and taking both small and big steps toward sustainability. Moving forward, the company will continue to focus on mitigating its direct impacts and gaining a deeper understanding of these impacts through comprehensive analysis and supply chain mapping. This will enable it to take targeted actions to further reduce its environmental impact.

Airthings is also dedicated to promoting diversity and inclusiveness within its company culture. The company offers equal opportunities to all employees, regardless of cultural background, gender, or other differences. To this end, Airthings has set targets for improving its gender and cultural representation at all levels of the organization. The company recognizes the importance of a diverse and inclusive workplace and is committed to fostering a culture that values and celebrates differences, encourages collaboration and teamwork, and provides opportunities for personal and professional growth for all employees.

The company is aligned with the United Nations Sustainable Development Goals and follows the UN Global Compact principles. Airthings is committed to doing its part in creating a sustainable future, working with employees, customers, and partners to make a significant impact. The journey ahead holds opportunities, and the company is eager to continue toward a sustainable future.





AIRTHINGS

Breathe better. Live better.

Appendix

Airthings material topics and UN Global Compact principles

Material Topics	Principle 1: Business should support and respect the protection of internationally proclaimed human rights	Principle 2: make sure that they are not complicit in human rights abuses	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Principle 4: The elimination of all forms of forced and compulsory labor	Principle 5: The effective abolition of child labor
 Climate Change		●	●	●	●
 Waste management		●		●	●
 Empower the world to breathe better		●	●		●
 Innovate for a circular economy	●	●	●		●
 Data privacy	●			●	●
 Raw material sourcing	●			●	
 Equality, diversity and inclusion	●	●	●	●	●
 Employee health and safety	●	●	●	●	●
 Water containment	●			●	
 Business ethics	●	●	●	●	●
 Community engagement and Air for kids		●	●		●

Material Topics	Principle 6: The elimination of discrimination in respect of employment and occupation	Principle 7: Businesses should support a precautionary approach to environmental responsibility	Principle 8: Undertake initiatives to promote greater environmental responsibility	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery
 Climate Change		●	●	●	●
 Waste management		●		●	●
 Empower the world to breathe better		●	●		●
 Innovate for a circular economy	●	●	●		●
 Data privacy	●			●	●
 Raw material sourcing	●			●	
 Equality, diversity and inclusion	●	●	●	●	●
 Employee health and safety	●	●	●	●	●
 Water containment	●			●	
 Business ethics	●	●	●	●	●
 Community engagement and Air for kids		●	●		●

General ESG data

ESG Metric	Unit	2020	2021	2022
GHG emission scope 1	tCO2e	0	0	0
GHG emission scope 2	tCO2e	25.79	26.53	15
GHG emission scope 3	tCO2e (Estimates)	3,798	6,665	7,490
Total energy consumption Norway	KWH	111,044	112,506	91,204
Total energy heating and cooling Norway	KWH	58,062	69,983	56,944
Total energy consumption Sweden	KWH	131	446	543
Total energy Heating and cooling - SWEDEN	KWH	311	1,186	1,091
Total energy consumption USA	KWH	5,460	7,047	11,500
Total energy Heating and cooling - USA	therms	646	-	-
Carbon Intensity	KgCO2e/USD revenue	0.18	0.21	0.21
Share of renewable energy consumption Oslo and Stockholm (Nordic Energy Mix)	%	70% - 99%	70% - 99%	70% - 99%
Share of renewable energy consumption USA (Chicago 2020,2021 - Texas Energy Mix)	%	29%	29%	29%
Water Usage	Litres	23,780	25,280	
Hazardous Waste	Tonnes	N/A	N/A	N/A
Total Employees end of year	Number	108	139	141
Full time employees end of year	Number	90	115	124
Employee Absence	%	-	3.8%	1.40%
Board Gender Diversity	% female	43%	50%	44%
Gender Balance total employees	% female	27%	28%	27%
Females in top leader positions	% female	-	40%	38%
Average salary Female	NOK	-	-	785,000
Average salary Male	NOK	-	-	850,000
Employees who left the company	Number	-	-	50 = 14 female
New employees hired	Number	-	-	48 = 14 female
Number of promotions	Number	-	-	37 = 15 female
Number of Nationalities	Number	30	35	34
Employee satisfaction Score	Number	-	46	40
Corruption or bribery cases	Number	none	none	none
Human rights violations cases	Number	none	none	none
Child or forced labor violations cases	Number	none	none	none
Occupational Health and Safety	Number	0	0	1
Trainings on Anti Bribery	Number	0	0	137
Trainings on Human Rights	Number	0	0	137
Manufacturing suppliers' trainings on ESG topics	Number of manufacturers	0	2	0

GRI Index

GRI content index

Statement of use		Airthings ASA has reported in accordance with the GRI Standards for the period January 2021 - January 2022.			
GRI 1 used		GRI 1: Foundation 2021			
Applicable GRI Sector		There's no specific standard for the technology sector.			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION In the Sustainability Report (pg.)	OMISSION		
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021		3,7 Annual report pg: Website and investors site			
	2-1 Organizational details				A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	2-2 Entities included in the organization's sustainability reporting	3,7; Annual report pg: 9			
	2-3 Reporting period, frequency and contact point	3			
	2-4 Restatements of information	5,4			
	2-5 External assurance	3-7;21			
	2-6 Activities, value chain and other business relationships	22,23,25,39,59,71, 72			
	2-7 Employees	55-59			
	2-8 Workers who are not employees	31			
	2-9 Governance structure and composition	72 Annual report pg:12 -13			
	2-10 Nomination and selection of the highest governance body	Website and investors site			
	2-11 Chair of the highest governance body	Website and investors site			
	2-12 Role of the highest governance body in overseeing the management of impacts	72 Website and investors site			
	2-13 Delegation of responsibility for managing impacts	Website and investors site			
	2-14 Role of the highest governance body in sustainability reporting	72			
	2-15 Conflicts of interest	Website and investors site			
	2-16 Communication of critical concerns	Website and investors site			
2-17 Collective knowledge of the highest governance body	Website and investors site				

	2-18 Evaluation of the performance of the highest governance body	Website and investors site			
	2-19 Remuneration policies	Annual report pg 18, 69; note 7.1			
	2-20 Process to determine remuneration	Annual report pg 18, 69; note 7.1			
	2-21 Annual total compensation ratio	81	Requirements A.B. and C.	Information unavailable/incomplete	Airthings could quantify this data but hasn't done the calculations for this period, but plans to do in 2023 period.
	2-22 Statement on sustainable development strategy	5,6,21,22,72			
	2-23 Policy commitments	70,71,72			
	2-24 Embedding policy commitments	70,71,73			
		Code of Conducts and policies website			Go to suppliers code of conduct & Human rights policies.
	2-25 Processes to remediate negative impacts	70,71,73			
		Code of Conducts and policies website			Go to suppliers code of conduct & Human rights policies.
	2-26 Mechanisms for seeking advice and raising concerns	70,71,73			
		70,71,73			
	2-27 Compliance with laws and regulations	Code of Conducts and policies website			Go to suppliers code of conduct & Human rights policies.
	2-28 Membership associations	3,8,68,73			
	2-29 Approach to stakeholder engagement	23			
	2-30 Collective bargaining agreements	12, 56, 57, 60			We dont have any collective agreements but we dont oppose collective bargaining.
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	23 - 27; 81	<i>A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.</i>		
	3-2 List of material topics	23 - 27			
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	23 - 27			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report: Section 2 from Pg 30			
	201-2 Financial implications and other risks and opportunities due to climate change	25			
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report Pg 36			
	201-4 Financial assistance received from government	Annual Report Pg 35			
Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	23 - 27			

GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage			Not applicable	We follow the Norwegian employment market wage and our business sector. We dont have hourly wages for our FTEs. Consultants are paid according to their services.
	202-2 Proportion of senior management hired from the local community			Not applicable	We are not manufacturers, and the manufacturing process is done by a 3rd party. In Airthings. We at Airthings define ourselves a global community, therefore we work to have a global workforce. As a global brand we are working on inclusive measures to have the best talent from all over the world.
Indirect economic impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	23 - 27; 31			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	8, 23,24,25,73			
	203-2 Significant indirect economic impacts	8, 23,24,25,32,33,64,74			
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	23 - 27; 34; 71,72		Information unavailable/incomplete	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		Requirements A.	Information unavailable/incomplete	Airthings hasnt defined local, or has a monitoring of spent in local operations, but plans to do in 2023 period. As we are not a manufacturing company, the requirements are not applicable, But we work closely with our main manufacturers to build an inclusive procurement process.
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	15; 23 - 27; 57, 60, 71, 81			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	23-27			
	205-2 Communication and training about anti-corruption policies and procedures	15; 57; 60, 71	Requirements D., C.	Information unavailable/incomplete	We havent done internal trainings on anti corruption to highest governance body. We omitted calculating the separation by region as all employees from all regions received the training. This will be considered in 2023.
	205-3 Confirmed incidents of corruption and actions taken	15; 57; 60, 72, 81			No incidents in 2022.
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	15; 23 - 27; 57, 60, 71, 81			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-bribery and corruption policy		Information unavailable/incomplete	We have no pending actions regarding anticompetitive behavior so we dont report on this.
Tax					
GRI 3: Material Topics 2021	3-3 Management of material topics	23 - 27			
GRI 207: Tax 2019	207-1 Approach to tax	Annual report: pg 39-41			
	207-2 Tax governance, control, and risk management	Annual report: pg 39-41			
	207-3 Stakeholder engagement and management of concerns related to tax			Information unavailable/incomplete	We do not have lobbying work or stances related to tax for influencing any of this public decision. We adhere to the current tax laws in the areas we operate.

	207-4 Country-by-country reporting	Annual report: pg 41		Information unavailable/incomplete	We report taxes in Norway, Sweden and USA, our legal entities, but we dont disclose them separately in our annual report due to the main operations are held by Norwegian Entity.
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	23 - 27; 36-39; 43,44, 81			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	36-39; 43,44, 81			
	301-2 Recycled input materials used	36-39; 44, 81	Requirements A.	Currently incomplete; Currently not applicable	We are currently not using recycled input materials in our products.
	301-3 Reclaimed products and their packaging materials	36-39; 43,44, 81	Requirements B. C	Currently Incomplete; Currently not applicable	We are not having a reclaiming project at the moment at Airthings. We are working on having a project for this but hasn't been prioritized yet.
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	23 - 27; 36 - 41, 81			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	40-41; 81			
	302-2 Energy consumption outside of the organization	40-41; 81			
	302-3 Energy intensity	40-41; 81			
	302-4 Reduction of energy consumption	40-41; 81			
	302-5 Reductions in energy requirements of products and services	36-39; 40-41; 81			
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	23 - 27; 42, 81			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	42			Airthings is not a high consumer of water in offices. There is high risk water consumption in our supply chain. We are working to have an improved overview of the water consumptino in our supply chain . We need to improve in our monitoring.
	303-2 Management of water discharge-related impacts	42	Requirements A.B.C. and D.	Information unavailable/incomplete	
	303-3 Water withdrawal	42	Requirements A.B.C. and D.	Information unavailable/incomplete	
	303-4 Water discharge	42	Requirements A.B.C.D. and E.	Information unavailable/incomplete	
	303-5 Water consumption	42			
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	23 - 27		Not applicable	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			Not applicable	We do not work in biodiverse protected areas. We havent identified Biodivierstiy as a high risk impact in our risk assessment
	304-2 Significant impacts of activities, products and services on biodiversity			Not applicable	
	304-3 Habitats protected or restored			Not applicable	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			Not applicable	

Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	23 - 27; 36-41; 81			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	40-41; 81			
	305-2 Energy indirect (Scope 2) GHG emissions	40-41; 81			
	305-3 Other indirect (Scope 3) GHG emissions	40-41; 81			
	305-4 GHG emissions intensity	40-41; 81			
	305-5 Reduction of GHG emissions	40-41; 81			
	305-6 Emissions of ozone-depleting substances (ODS)	40-41; 81	Requirements A.B.C. and C.	Information unavailable/incomplete	We dont monitor ODS
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	40-41; 81	Requirements A.B. and C.	Information unavailable/incomplete	Our calcuations are total CO2e but we have no follow up of these separately
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	23 - 27; 43-44			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	24 - 27; 43-44	Requirement A.	Information unavailable/incomplete	Airthings is not a high waste disposal in offices. There is high risk in electronic waste in our supply chain, in the proper disposal of batteries by the users and when our products are not being used anymore by the user. We are working to have an improved overview of the waste disposal in our supply chain. We need to improve in our monitoring. We are constantly improving giving options for our customers disposal of batteries and electornics. We need to add the flows of disposal in 2023 report
	306-2 Management of significant waste-related impacts	43-44			
	306-3 Waste generated	43-44			
	306-4 Waste diverted from disposal	43-44		Information unavailable/incomplete	
	306-5 Waste directed to disposal	43-45	Requirement B.C.D.E.	Information unavailable/incomplete	
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	23-27;17,30-44,71,72			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	17,46,60,71,72			
	308-2 Negative environmental impacts in the supply chain and actions taken	17,46,61,71,72			
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	23-27; 46, 57; 81			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	57; 81			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	57; 81			
	401-3 Parental leave	57; 81			
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	23-27; 81			

GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	56-58; 81				
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	23-27; 57, 59,60				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	57; 59			Airthings has a guideline on Employee Health and Safety (EHS) risks and routine; with all the requirements from this standard. We have a low risk of EHS. All this informatin is located in our employees handbook. We havent disclosed the guidelines in any of our reports or website. We will do so throughout 2023.	
	403-2 Hazard identification, risk assessment, and incident investigation	57; 59	Requirements B.C. and C.	Information unavailable/incomplete		
	403-3 Occupational health services	57; 59	Requirements A.	Information unavailable/incomplete		
	403-4 Worker participation, consultation, and communication on occupational health and safety	56, 57; 59	Requirements A. and B	Information unavailable/incomplete		
	403-5 Worker training on occupational health and safety	57; 59				
	403-6 Promotion of worker health	56,57; 59				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	57; 59,60				
	403-8 Workers covered by an occupational health and safety management system	57; 59	requirements A.B. and C	Information unavailable/incomplete		
	403-9 Work-related injuries	57; 59	Requirements B.C.D.E and G.	Information unavailable/incomplete		We have listed the incident but havent done the calcuations by all the requirements from the standard as we are a low risk profile with no manufacturing and low risk installation.
	403-10 Work-related ill health	57; 59	Requirements B. and D.	Information unavailable/incomplete		
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	23-27; 57,58,59,60; 81				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	15, 57; 81			Human rights, diversity and inclusion Policy	
	404-2 Programs for upgrading employee skills and transition assistance programs	56,57; 81				
	404-3 Percentage of employees receiving regular performance and career development reviews	56,57; 81				
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	23-27; 57,58,59,60; 81				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	57,58,72; 81			Human rights, diversity and inclusion Policy	
	405-2 Ratio of basic salary and remuneration of women to men	57,58; 81				
Non-discrimination						

GRI 3: Material Topics 2021	3-3 Management of material topics	23-27; 57-60; 81			Human rights, diversity and inclusion Policy
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	23-27; 57-60; 81			No incidents in 2022
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	12;23-27			Human rights, diversity and inclusion Policy
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supplier Code of Conduct 12; 60,71			
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	12;23-27			Human rights, diversity and inclusion Policy
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Supplier Code of Conduct 12; 23-27; 57-60,71; 81			
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	12;23-27			Human rights, diversity and inclusion Policy
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Code of Conduct 12; 23-27; 57-60,71; 81			
Security practices					
GRI 3: Material Topics 2021	3-3 Management of material topics		Requirement A.and B.	Not applicable	We have no security personnel
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		Requirement A.and B.	Not applicable	We have no security personnel
Rights of indigenous peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	Supplier Code of Conduct	Requirement A.and B.	Not applicable	Human rights, diversity and inclusion Policy
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		Requirement A.and B.	Not applicable	We have no work under indigenous land or with indigenous communities. We havent identified them as a risk.
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	Supplier Code of Conduct			Human rights, diversity and inclusion Policy
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	12; 23-27; 57-60,71,73			
	413-2 Operations with significant actual and potential negative impacts on local communities	12; 23-27; 57-60,71, 73			
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Supplier Code of Conduct			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	16,17; 60,71, 72			
	414-2 Negative social impacts in the supply chain and actions taken	23-27; 60,71, 72; 81	requirements A.B.C. and D	Information unavailable/incomplete	Currently working on assessing all 1st tier suppliers based on the Norwegian Ia Transparency Act. By the end of 2023 all 1st tier suppliers will be assessed,
Public policy					
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	We make no political contributions.

GRI 415: Public Policy 2016	415-1 Political contributions			Not applicable	We make no political contributions.
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	23-27;48-52 : 65			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	48-52; 65			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			Not applicable	We had no incidents of non compliance concerning the health and safety impact of products and services
Marketing and labeling					
GRI 3: Material Topics 2021	3-3 Management of material topics	23-27			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Airthings Sustainability Website			
	417-2 Incidents of non-compliance concerning product and service information and labeling			Not applicable	We dont use any kind of labelling for identifying our products as environemtnally responsible. We only show the design strategy at our website.
	417-3 Incidents of non-compliance concerning marketing communications			Not applicable	We havent identified any non compliance with regulations and/or voluntary codes
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	23-27: 44			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	44			