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OUR SUSTAINABLE VISION

1. Strategy and Analysis

Imego must set a good example in all respects, including within CSR.

Our aim is to be among the best in the country within the category of activities we pursue and for our employees to be kept up-to-date and engaged in issues concerning sustainability. This is achieved through a selected group regularly working on the issue and training, informing and motivating our staff. So, through collective commitment we establish challenging new goals that we work together to achieve. We consider that this strategy will lead in the long term to us achieving our long-term goals.

We want:

- to be number one for the customer, the economy, society and the environment by developing our customers' competitiveness through clever technical solutions.
- to set an example for the sector.
- to be an appealing employer that attracts a competent workforce and that recognises development in its work tasks.

CEO COMMENTS

GRI 1.1

Imego as an organisation may at first glance seem to be insignificant when it comes to being able to reliably contribute to a sustainable society. That is wrong! Small organisations, just like small countries such as Sweden, have historically achieved an international impact as an example and inspiration. Therefore, small efforts can constitute an example that can lead to a real impact.

Since Imego started in 1999, it has had a burning ambition, through our vision, business concept and policies, to contribute to sustainable development. An ambition that encompasses the keywords customer benefits, economy, society and the environment. Through increased customer benefits we create more business that generates value for our shareholders and creates conditions for value creation in the areas of society and environment. One example is that we receive an assignment that leads to technical innovation, which means that in turn our customer or client can make great efforts to contribute to a sustainable society. We can point to a number of such projects in which Imego has been involved.

Over the years, Imego has been involved in projects where the outcome has clearly contributed to a sustainable society. The future looks bright, as the proportion of our projects that contribute to a sustainable society is increasing steadily.

Through our new owners, Swedish ICT Research AB, part of our activities will focus on automotive technology (Fordonsteknik - FICT). This means that we will be working more for sustainable development for society and the environment, for example, through projects within road safety and fuel and emission efficiency. In 2009 we started such a project that will, in the end, contribute to a lower weight for vehicles and lower fuel consumption as a result.

Our report is an excellent tool for providing information on how we work to be a responsible company in society.

This is what we do

Imego's activities are divided into a research element and a business element. The research element is financed through annual state subsidies and the business element is financed by our customers and clients.

The research we focus on is in the areas or basic technologies we judge to be of commercial interest. Such investments help us to achieve uniqueness and a world-class status in terms of research.

The business element is divided into four business areas: Motion Sensors, Electromagnetic Sensors, Bio and Chemical Sensors and Wireless Sensors. We also have an area that work close together with SME (small and medium sized enterprises) .

As mentioned, Imego is participating in a number of projects that directly contribute to sustainable development. Below we describe four such projects that are currently ongoing.

- **The Project LUX.** There is a lot of energy to be saved if lighting can be adapted to the light level of the surroundings and the presence of people. Examples of applications where light level control is of interest include lit housings for advertisement, staircases, shops, petrol stations, display cases for frozen food, storage buildings etc. The life length of light bulbs and fluorescent tubes can also be extended through adjustments in lighting which is a saving in itself apart from the saving of energy.

A prototype light fitting suitable for staircases has been developed by Imego and demonstrated for the project group on September 30 2009. The prototype includes a presence sensor based on UWB radar technique and a sensor to monitor the ambient light. The processing of sensor signals and the control of light power is implemented in a microcontroller.

- ID-Industriell Dynamik is a network and project directed at small and medium-sized companies in the industrial sector in Västra Götaland, primarily outside the Göteborg area. The aim of the project is for companies to be able to expand their development efforts in order to increase their competitiveness, thereby benefiting growth. Through cooperation, the ID network will be able to offer companies in all parts of the catchment area easily accessible and high quality research and development resources. Imego joined the project in 2008. A number of overall quantified goals are set for each project period. These can be found in the project plan, together with decisions for the period in question. Imego undertakes around 35 visits each year within the ID program.
- The Swash project is a three-year project and started in 2008 and is being financed by Mistra and four industrial companies. The aim of the project is to reduce water and energy consumption in washing machines for large households and industry through such measures as reusing the rinsing water. The aim is to reduce energy consumption by 50% and water consumption by more than 50% while at the same time avoiding excessive use of detergent. Imego's role in the project is to make it possible via biofilm to measure bacterial growth in the tanks where the rinsing water is stored. In this way you get an indication of when new water should be added to the system.
- During 2009 we started a Vinnova financed project (Doctor's office diagnostic instrument for detection of *M. tuberculosis*) together with University of Delhi South Campus in India. Our vision is to develop a system that will enable diagnostics under field-like conditions and be performed by unskilled personnel. This would substitute conventional microscopic analyses that are normally not available in areas most affected by the disease. An efficient and disseminated diagnostic service, in combination with immediate treatment, has the potential to limit spreading of the disease and on a longer term improving health as well as economy of affected regions.
The Swedish side of the bilateral project will focus on development of methods and equipment for simplified diagnostics of the acute phase of the disease, when the risk of spreading the infection to healthy individuals is high. The Indian side of the project will develop antibodies and reagents needed for the specific detection of *M. tuberculosis*.

This is what we have done

According to the guidelines for state-owned companies, adopted by the government on 29 November 2007, Imego's sustainability report follows the guidelines drawn up by GRI (Global Reporting Initiative). GRI's guidelines are internationally normative guidelines for sustainability reporting. This is the second sustainability report Imego has produced and follows the indicators drawn up by GRI. References to the indicators are provided for each key figure.

Financial, environmental and social sections have all been introduced with essence, goals and means. The key figures have been produced for 2009, 2008 and 2007. The financial information, and similar parts of the social key figures in this report, have been obtained from Imego's annual report. The accounting principles for the financial information are described in the annual report.

During 2009 we had a half day activity for all the staff at Imego. It consisted of a visit to the Ekocentrum in Göteborg. They introduced us in environmental awareness and we walked through their exhibition area. Afterwards we had a work shop with focus on reducing Imego's environmental impact. In autumn 2009 we also included a question in our employee index regarding our work with CSR at Imego. Since we now is owned by Swedish ICT Research AB we started a work at a group level regarding CSR issues. This is to streamline our work and to adapt the requirements within RISE Holding AB.

PROFILE

Organisational profile

GRI 2.1-2.9

Since 1st of January 2009 Imego AB is owned by the Swedish ICT group, which is in turn part of RISE Holding AB, administered by the Ministry of Enterprise, Energy and Communications. Activities are closely associated with Chalmers University of Technology in Göteborg. Imego has specialist expertise within micro and nanotechnology sensor systems and their commercial applications.

Imego works within four business areas: Motion, Bio & Chemical, Electromagnetic and Wireless.

Imego is developing sensor systems within the fields of MEMS, IMU, photonics, electromagnetism, nanoparticles, biology and chemistry. The overall aim of the research is to integrate nano and microtechnology sensors and materials in complex systems that can provide considerable advantages in industrial applications.

Imego has 34 employees and a turnover of SEK 49,9 million in 2009 and has a balance sheet total of SEK 27,9 million.

Report parametras

GRI 3.1-3.12

The reporting period is for the calendar year 2009.

Imego followed GRI's principles and guidelines, the so-called 2006 GRI guidelines ver 3.0, when writing the report. When we selected the key figures presented in the report, we based this on what can essentially be measured on the basis of the type of organisation that Imego is. The report is thereby limited to our activities, which are all located at our office in Göteborg. Imego carries out research and consultancy activities without any comprehensive production.

In some cases the measurement methods and calculations are based on information from our landlord, CF (Chalmers Fastigheter), as well as our internal systems.

The goals set for 2010 were decided in January 2009 and are not changed. New goals for 2012 will be decided during 2010/2011.

Governance, Commitments and Engagement

GRI 4.1-4.4, 4.14-4.15

During financial year 2009, Imego has been led by a board consisting of nine members including two employee representatives. During the year, the board has met on seven occasions. In order for the board to operate and be monitored in accordance with the tasks that are its responsibility, the important strategic issues during the year have been:

- Business plan and strategy
- Follow-up of results and cash flow
- Development/follow-up of technical platforms
- Ownership issues

Imego is certified in accordance with ISO 9001:2000. In quality management our performance with regard to the customer is of fundamental importance, and this is followed up every year in our customer survey. Financial management is undertaken via our two supplementary systems, the intranet's hourly project and customer module and our business system. Imego is a member of a number of national and international organisations associated with technology. The institute is also part of EARTO, an European organisation for institutes. There are currently ongoing cooperative projects with Chalmers, SU, LTH, Ångström, IVF, SIK, IVL, EARTO, the West Sweden Chamber of Commerce and Industry, Halmstad University, VGR, BRG, etc.

ECONOMIC PERFORMANCE

Imego's plan for long-term profitability is based on confidence and good relationships with our customers. Profitability in our external development projects is one of our most important quality measurements.

What has happened during 2009?

As earlier years we had a number of interesting projects that ran during the year, such as the EU FP7 project ESS and Nano3T and the Vinnova financed Spitfire. We have also been part of the strategic group programme, Automotive ICT (information communication technology) . A significant agreement has been signed with SensoNor regarding license fee and project cooperation for several years.

EC1; Direct economic value generated and distributed:

<i>(Amount in tkr)</i>	2009	2008	2007	2006	2005
<i>Income statement</i>					
Net turnover	49 855	40 934	55 359	51 913	43 145
Net income	67	- 8 705	- 2 717	-6 213	-7 400
<i>Balance sheet</i>					
Total assets	27 882	23 690	34 679	35 249	40 146
Shareholder's equity	16 547	17 589	26 294	29 011	35 224
<i>Key Figures</i>					
Netmargin %	0	-21,3	-4,9	-12	-17,2
Solvency %	59,3	75	75,8	82,3	87,7
Average number of employees	34	39	40	40	40

Financially sustainable

Essence	Goals	Means
<ul style="list-style-type: none"> •Sustainable financial result. •Strive for a high level of customer satisfaction that leads to long-term business relationships. 	<p>As an institute be able to support individual companies and thereby contribute to the growth of society.</p>	<p>Finance</p> <p>That we have an up-to-date management process.</p> <p>Customer</p> <p>Our quality policy; we should deliver according to the schedule and project description. Close customer contact during the course of the project. The customer survey must show "Good" within all areas.</p>

Quality policy

We must constantly improve our processes so that we are able to offer competitive services and products. We strive for a high level of customer satisfaction by always performing our assignments according to the agreed project description within the specified time. We must be able to keep the promises we give.

The customer survey tells us what our customers really think of our technical expertise, our ability to manage projects and keep to schedules, communication in the projects and reporting of results. The outcome of the customer survey is shown below in comparison with earlier measurements for 2006, 2007 and 2008.

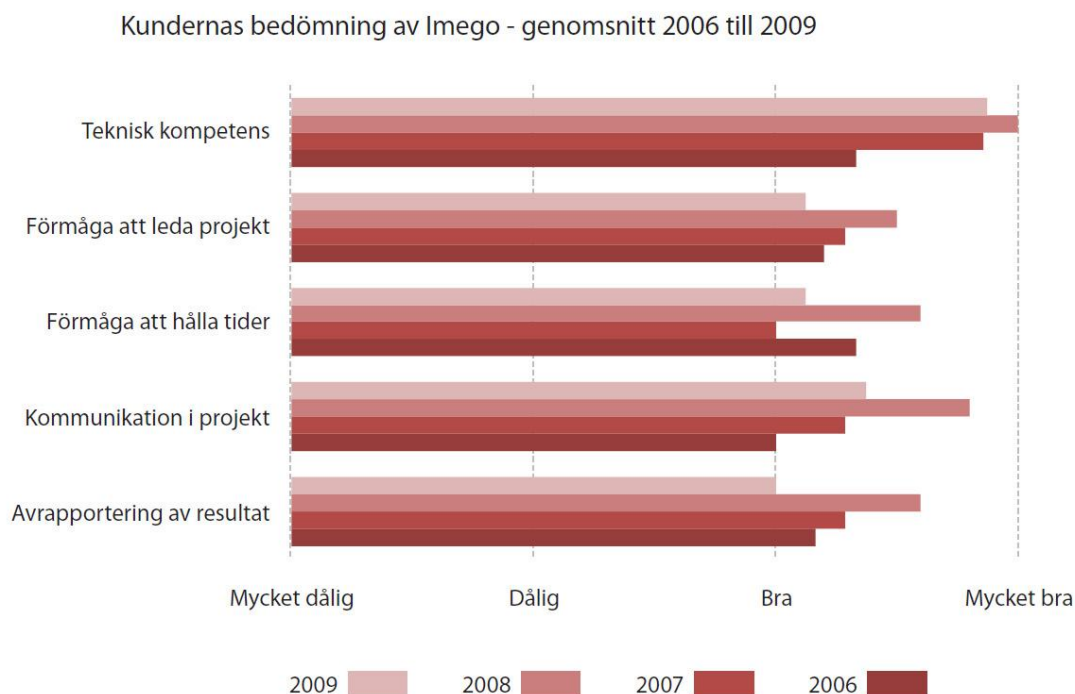


Illustration 1 Customer survey based on completed external projects during the year

EC3; Defined benefit plan for organisation

Collective agreement: Development & services/Salaried employees' agreement (Utveckling & tjänster /Tjänstemannavtal). The agreement applies to Almega, Ledarna, Unionen and Sveriges Ingenjörer 2007-2010.

EC4; Considerable financial support from the community

Imego received SEK 10 million in state subsidies in 2009.

ENVIRONMENTAL PERFORMANCE

At Imego we are aware that our activities may have a large impact on the environment and thus it is important that we to the largest extent possible strive to minimize our environmental effect.

We understand that the Earth provides us with a limited amount of resources and ecological services such as air and water purification. In order to achieve long term prosperity it is necessary for us to use our resources in a sustainable manner.

Imego strives to develop products and services that will make the transition to sustainability possible and will as well influence customers, suppliers and the society as a whole to work in this same direction.

We shall achieve this by:

- Have an open dialogue with customers and authorities.
- Follow applicable environmental laws and regulations in the strictest manner.
- Be sparing with resources, minimize and sort waste.
- Make use of goods and services that have the least damaging impact on the environment.
- Take environmental responsibility for our products, throughout the product's life cycle.
- Participate in active and future-oriented environmental research.

Events and actions during 2009

We have identified the Imego activities with the greatest environmental effect: travel and electricity use (for indoor lighting, computers and laboratory equipment). During 2009 we have updated our travel policy regarding inland travel and car rental. We have taken actions in respect of consumption of printing papers.

Planned events for 2010

Imego will synchronize services for telephone, web and video conferences, important tools for minimizing travel, with the company group Swedish ICT. The Imego personnel will learn to use these conference techniques in an internal work shop. Imego will extend recycling capabilities to include paper, cardboard, glass, metal and hard plastic. Electronic and chemical waste is handled separately.

Environmental policy

At Imego we are well aware that our activities can have a major impact on the surrounding environment, so it is important that we do our utmost to ensure that our activities damage the environment as little as possible.

Environmentally sustainable

Essence	Goals	Means
•Minimal own impact on the environment	That we continually minimise our environmental impact and that of our customers	Environmental policy and travel regulations. Employee survey. Information and education.

EN1; Materials used

There is a steady use of print out paper and we have chosen to measure and set a goal on paper consumption. The yearly purchased volume of print out paper is, after normalization with the number of Imego employees.

Actions taken:

Double sided printing is now the default setting and information and a CSR work shop has improved awareness.

Board meeting material is no longer printed and sent from Imego.

Discussion on the outcome 2009: The actions taken has had an effect far better than expected.

Paper consumption (kg/person/year)			
2007	2008	2009	Goal 2010
16.6	15.1	7.7	14.0

EN3; Direct energy consumption

Imego use electricity mainly for indoor lighting and laboratory equipment. District heating is used for heating of the Imego localities. Imego aims to follow the goal of the European Union to reduce the electrical use with 20% until 2020. The electricity use 2008 is the starting point for the reductions since this was the first year of Imego's CSR work.

Imego has very little or no influence on the energy spent on heating since this is regulated by CF and so no goal for heat consumption is set. The reported values are the weather normalized values on the heat consumption. The normalization removes the effect of untypically warm or cold weather from the measured consumption so that numbers can be compared over the years.

Actions taken 2009:

Imego staff has participated in a half day environment course where power saving was one of the topics.

Power saving behavior has been up for discussion with general recommendations to the Imego staff to switch of computers, equipment and lights when not in use.

Discussions are ongoing between Imego and CF on power saving. CF has informed that about half of the electricity consumption is building specific rather than tenant specific and related mainly to ventilation. CF has a goal to decrease the building specific electricity consumption with 20% but it is not yet decided over which time span.

Discussion on the outcome 2009:

The total electricity consumption for the building has decreased from 431 MWh in 2007 to 393 MWh in 2008 and 367 MWh in 2009. The density of other tenants has increased during the same time, adding to the total consumption and thus to the estimation of the average Imego employee's electricity usage. This result has made it apparent that Imego either need to install separate electricity meters or include the other tenants in the efforts to save power.

Electricity consumption (MWh/person/year)			
2007	2008	2009	Goal 2010
7.3	6.9	7.1	6.6

Heat consumption (MWh/person/year)		
2007	2008	2009
6.1	8.3	8.0

EN16; Total direct and indirect greenhouse gas emissions by weight

The main sources for green house gas emissions from Imego's business are travels, electricity use and heat consumption.

Emissions from travel include travel by air, train and car. Emissions from air travel have been calculated according to www.atmosfair.de, rail travel within Sweden using data from SJ (miljökalkylator), rental cars according to data from Europcar for each model of car and personal cars according to a standardised emission of 1.80 kg CO₂/10 km. Travels by taxi has been calculated on 1.30 kg CO₂/10 km. Local transport services are not included in the calculation.

The electricity use in MWh was converted to kg CO₂ by using a tabulated value for CO₂ emissions from "Nordisk Mix", an average production

mixture on the Nordic electricity market. The value, 90.6 kg CO₂ /MWh, was retrieved from energihandbok.se.

A value of 27 kg CO₂/MWh for direct heating was retrieved from Gothenburg city administration.

The main steps forward towards lower emissions are

1. Choosing the train instead of plane for domestic travel.
2. Use telephone or video conferences to decrease travelling.
3. Decrease electricity consumption through power saving behavior.

Imego aims to follow Sweden's national goals on 30% reduction until 2020. The reduction is in respect to the emissions 2008 since this was the first year of Imego's CSR work.

Actions taken:

Imego has updated the travel policy so that it states that the train is recommended for travel within Sweden and cars rented should be environment certified.

Imego has encouraged the property owner Chalmers Fastigheter (CF) to convert to "Bra Miljöval-el", green electricity with a minimum of CO₂ emissions. CF has replied that they prioritize investments in decreasing electricity consumption.

Discussion on the outcome 2009:

Travel by car and plane has dropped by almost two thirds in 2009 compared to the two previous years. A change of travel policy, an increased use of telephone conferences and a general awareness are likely parts of this change but a general strive to minimize costs in a time of global economic regression has had a major effect.

	Total CO ₂ emissions[kg]			
	2007	2008	2009	Goal 2010
Train	<1	<1	<1	Increase the proportion of rail journeys for domestic travel
Taxi	Not measured	Not measured	306	
Rental car	1 675	1 877	555	
Personal car	1 275	1 050	3 539	
Domestic flight	9 600	7 201	3 420	
International flight	99 600	91 540	28 660	
Electricity	26 413 (38 842 x 68% share of building)	24 078 (35 409 x 68% share of building)	21 872 (33 241 x 66% share of building)	
Heat	5 581 (8 208 x 68% share of building)	8 721 (12 825 x 68% share of building)	7 376 (11 210 x 66% share of building)	
Total	144 145	134 468	65 729	
Total per employee	3 604	3 450	1933	

EN28; Monetary value of fines

There are no fines to report

SOCIAL PERFORMANCE

A condition for a successful organisation is that each employee must feel trusted to carry out and develop his or her work tasks. Therefore, everyone must see their own role as part of the whole, have clear goals, the means required and knowledge of the results achieved. Imego conducts annual employee surveys, and each employee has an annual employee and salary review with his or her immediate manager.

Every organisation has a social responsibility in addition to laws and ordinances. However the organisation and its employees must also view their processes and services as elements of a greater whole and actively work towards improvements in both society and the environment.

Vision

The staff are Imego's most important resource. It is therefore important that the staff feel good, both physically and mentally, and that they develop within their area of speciality. A modern company is built upon knowledge, pride, community, participation and job satisfaction.

Strategy

In order to achieve its vision, Imego implements or supports the following:

- That as many as possible take part in Imego's development
- Annual development reviews with all employees in order to investigate the need for training, set targets and foster a sense of participation
- Regular coaching reviews
- Dissemination of all relevant information to everyone
- Cooperation between people and groups
- Sponsorship of keep-fit activities that suit most people in terms of time and content

Imego's equality policy

It is an important success factor for Imego to work towards diversity and to safeguard the various experiences, characteristics and expertise of employees.

For employees at Imego, working conditions and development opportunities must be independent of gender, religion, ethnicity, age and sexual orientation.

Through actively preventing all forms of discrimination and harassment, we create a stimulating and creative working environment that increases the likelihood of achieving the best possible result.

Basic ethical values

It is invaluable to Imego to have a good reputation as an honest and reliable company. Imego's reputation is shaped by the actions and behaviour of all its employees.

At Imego:

- We are straightforward, responsible and reliable in our dealings with customers, suppliers, the authorities and the general public
- We comply with laws, regulations and generally accepted norms
- We do not use our position for personal benefit
- We observe confidentiality rules and any professional secrecy obligations agreed with customers
- We are neutral with regard to politics and religion
- We accept social responsibility through offering project work and work placements

Working environment**Responsibility**

The CEO has overall responsibility for the working environment and must ensure that rights and responsibilities are dealt with in the company in such a way as to allow working environment work to be performed effectively. At Imego the SAM group works on working environment-related issues.

All employees are responsible for the working environment, for example, through following safety regulations and pointing out risks or deficiencies in the working environment to their immediate manager.

Working environment policy

Imego must prevent industrial injuries and work-related sickness absence among employees. There must be clear rules on division of responsibility, planning, management and control of activities of importance for the working environment. Imego must also strive for a good working environment in terms of physical, psychological and social conditions. Cooperation between the employer and employee must function so that experiences and viewpoints on the working environment are taken into account and that everyone feels they are involved in the improvement of the working environment. Imego must be an attractive employer and its employees must feel they are developing in their work tasks.

Socially sustainable

Essence	Goals	Means
<ul style="list-style-type: none"> • Safe workplace for staff and the general public • An attractive workplace for our employees • That we have an open and straightforward dialogue with interested parties 	Imego must be a standard-bearer in its work for staff and the community.	<p>Staff</p> <p>Working environment and equality policies. Employee survey</p> <p>Society</p> <p>Ethics policy</p>

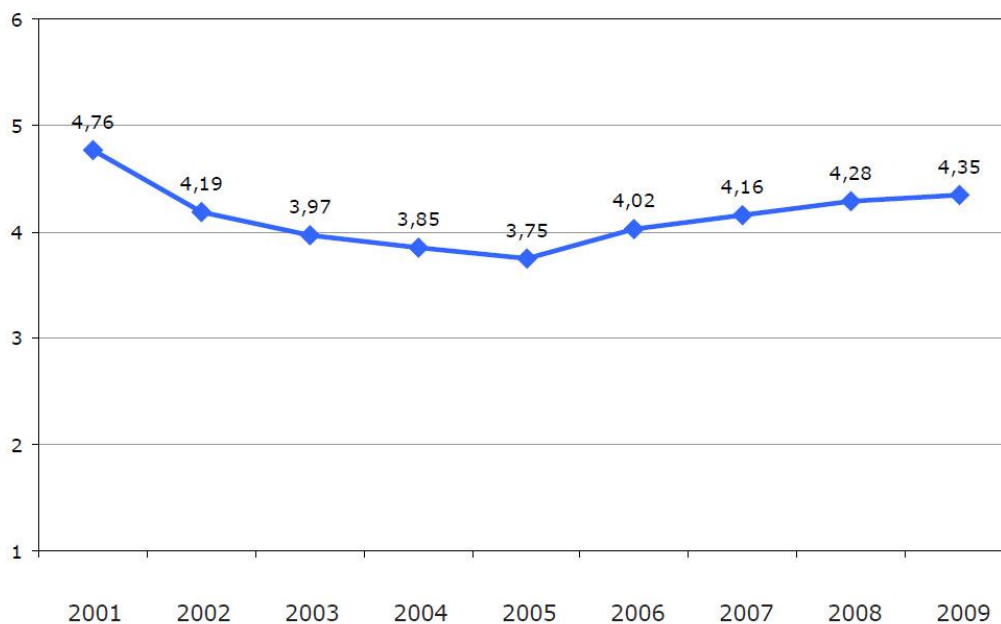


Illustration 2 Results of employee index assessed on a scale of 1 to 6

LA1; Total workforce

Total workforce		
2007	2008	2009
The average number is 40, of which 10 are women and 30 men. As of 31/12 there are 40 of us, of which 10 are women and 30 men	The average number is 39, of which 9 are women and 30 men. As of 31/12 there are 37 of us, of which 9 are women and 28 men	The average number is 34, of which 7 are women and 27 men. As of 31/12 there are 33 of us, of which 7 are women and 26 men

LA2; Total number and rate of employee turnover

Total number and rate of employee turnover			
2007	2008	2009	Goal 2010
6 left the company, 15%	4 left the company, 11%	5 left the company, 14%	~10%

LA4; Percentage of employees covered by collective agreements

Percentage of employees covered by collective agreements			
2007	2008	2009	Goal 2010
All except CEO, 97%	All except CEO, 97%	All except CEO, 97%	All except CEO, 97%

LA5; Minimum notice periods

At least 1 month according to applicable collective agreement.

LA7; Rates of injury and lost days for diseases

Rates of injury and lost days for diseases			
2007	2008	2009	Goal 2010
Injuries – none, diseases 1.9%	Injuries – 1, diseases 1.6%	Injuries – none, diseases 1.6%	Injuries – none

LA8; Education, training, counseling, prevention programs to assist employees

Occupational health service to prevent work-related illness and to help with rehabilitation. Health controls depending on age, further assistance if necessary.

We have a fitness allowance and people can exercise in working hours. We encourage health-promoting activities for the whole company.

LA10; Average hours of training per year

Average hours of training per year			
2007	2008	2009	Goal 2010
485 hrs, 12 hrs per employee	516 hrs, 13 hrs per employee	656 hrs, 20 hrs per employee	16 hrs per employee

LA12; Employee reviews

Annual reviews, follow-up after a certain number of months. All employees are given assessment material in order to prepare themselves.

Percentage of yearly employee discussions			
2007	2008	2009	Goal 2010
100%	100%	94%	100%

LA13; Composition of governance

Composition of governance bodies and breakdown of employees per category according to gender, age etc.

Composition of governance bodies		
2007	2008	2009
Board 8 in total, of which 3 are women Management 7 in total, of which 2 are women Others: 25 men and 8 women	Board 8 in total, of which 3 are women Management 7 in total, of which 2 are women Others: 23 men and 7 women	Board 9 in total, of which 2 are women Management 7 in total, of which 2 are women Others: 21 men and 5 women

Diversity		
2007	2008	2009
Of 40 employees, 8 originate from other countries	Of 37 employees, 8 originate from other countries	Of 33 employees, 8 originate from other countries

HR4; Discriminations

Total number of incidents of discrimination and actions taken

Total number of incidents of discrimination and actions taken			
2007	2008	2009	Goal 2010
0%	0%	0%	0%

SO1; Community

Nature scope and effectiveness of any programs and practices that assess and manage the impacts of operation on communities, including entering, operating, and exiting.

2007: Imego has donated money to the city mission. We offer summer jobs, project work and work placements to students. We are willing to act as lecturers in various contexts. Imego supports local sports and child and youth activities.

2008: Imego has donated money to the city mission. We offer summer jobs, project work and work placements to students. We are willing to act as lecturers in various contexts. Imego supports local sports and child and youth activities.

2009: has donated money to the city mission. We offer summer jobs, project work and work placements to students. We are willing to act as lecturers in various contexts. Imego supports local sports and child and youth activities.

SO8; Significant fines

Monetary value of significant fines for non-compliance with laws and regulations. There are no fines to report

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CONTACTS

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