ESG
2025

AUKSJONEN



Table of contents

01 **A word from the Managing Director** 3

02 **About us** 4

Why ESG matters to us
What ESG means to us
Comparing 2024 with 2025

03 **The results of our work** 7

CO_2 avoided per category
Environmental impact through reuse

04 **The values that drive our ESG work** 9

Value for our customers, society and the planet

05 **Measures in our daily operations** 11

Goodbye to single-use bottles
ESG report for business customers
Electrification of our vehicle fleet
Skills that build the organisation
Equal opportunities for learning and development
A systematic approach to development and internal mobility
Charity auctions
Mental health at work and through charity auctions
Sickness absence and follow-up

06 **Open and responsible governance** 18

Responsible trade with the whole world

07 **Next steps** 20

Climate calculations and data foundation
ESG as value for customers
Electrification and our own operations
Value chain emissions
People and culture
Responsible trade and governance

01

A word from the Managing Director

At Auksjonen, the circular economy is not a goal in itself. It is the very foundation of our business model. When used vehicles, machinery and equipment are given a new life with a new owner, the lifespan of valuable resources is extended. That is good news for the economy and for the environment.

Every day we make sure things keep moving rather than standing still. And we are not alone in that: Auksjonen is part of TBAuctions, Europe's leading online auction platform for used B2B goods, with nine auction houses in 17 countries. We share one conviction: everything has a value. For our customers, that means local support when they sell, and a global market of buyers when the bidding starts.

In 2025 alone, almost 58,000 items were sold on our platform. More than 3 million bids were placed, and 95,000 bidders took part, 2,600 of them from outside Norway. In total, more than 260,000 tonnes of CO_2 were avoided through reuse. We also launched a dedicated ESG report for our business customers, so they can document the climate effect of choosing used in their own reporting. Sustainability should be measurable, not only for us, but for our customers.

Behind the numbers are our people. In 2025, 19 employees moved into new roles internally: some with more responsibility, some in entirely new fields, some into leadership positions. It makes me proud to see colleagues develop in new areas and as leaders, and stretch towards new goals for the company and for themselves. We keep track of who wants to develop, and we back our own people before we look externally. They know the customers, the platform and the industry, and it is precisely that expertise that allows us to keep growing. When our people grow, Auksjonen grows.

Auksjonen will continue to be an important player in the circular economy. We are proud of the role we play, and we see it as our responsibility to make climate-smart choices both profitable and easy.

Everything has a value. Keep it moving, don't let it stand still.

Kai Møller

Kai Møller
Managing Director, Auksjonen



02

About us

Why ESG matters to us

Through our auction platform, we have contributed to more than 260,000 tonnes of CO_2 avoided through the buying and selling of used machinery and goods.

Today we can document avoided CO_2 emissions for 26.2% of the items sold. Because these are the largest and most expensive items, such as trucks and tractors, they nevertheless account for close to 66% of total sales value at Auksjonen. By 2030 we will cover 90% of product categories, and we are therefore collecting more item data such as weight and dimensions in our auctions.

In May 2025, the Norwegian expert group on instruments to promote circular activities presented its report Ikke rett fram ("Not a straight road"), which shows that today's global consumption accounts for more than 90% of the loss of biodiversity and water resources, as well as more than 55% of greenhouse gas emissions. At the same time, Norway is only 2% circular.

At Auksjonen we see sustainability as an opportunity to create value for our customers, the environment and society. We make it easier to buy and sell used, and every time a machine, car or trailer is given a new life with a new owner, we save resources, avoid emissions and advance the circular economy in practice.



What ESG means to us

1

Reducing emissions and resource use by making reuse simple, safe and accessible to everyone

2

Looking after people through an inclusive workplace built on trust, security and development

3

Offering a transparent, efficient and responsible marketplace for used equipment, vehicles and machinery

ESG is an integrated part of how we work, how we think and how we develop our services. When you are a customer at Auksjonen, you contribute to the transition from a linear to a circular economy, one machine, truck or trailer at a time.

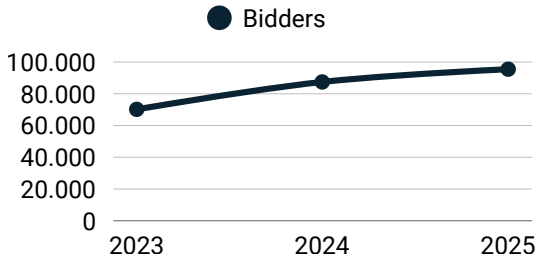
Vision

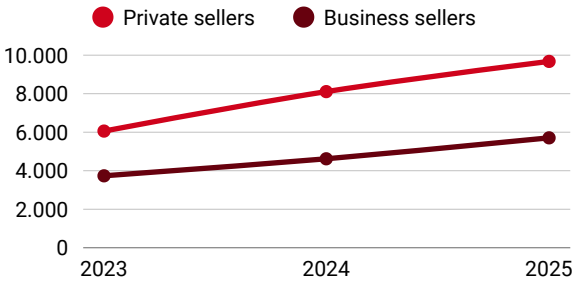
We will be the first choice for businesses buying and selling used machinery, vehicles and equipment. In doing so, we extend the lifespan and value of objects and contribute to a more circular economy.



Comparing 2024 with 2025

Bidders	**87 451** 2024 **95 495** 2025	**+9,2%**
Private sellers	**8 108** 2024 **9 677** 2025	**+19,4%**
Business sellers	**4 620** 2024 **5 708** 2025	**+23,5%**





03

The results of our work

Environmental impact through reuse

In 2025, more than 260,448 tonnes of CO_2 were avoided through the reuse of vehicles, machinery and equipment via Auksjonen. That is equivalent to the emissions of more than 130,000 new passenger cars, and it shows the difference choosing used rather than new makes.

Result:

- Reuse produces lower emissions than new production
- Example: 109 tonnes of CO_2 avoided by buying a used construction machine rather than a new one
- Greatest effect in: cars, trucks and trailers



CO_2 avoided per category:

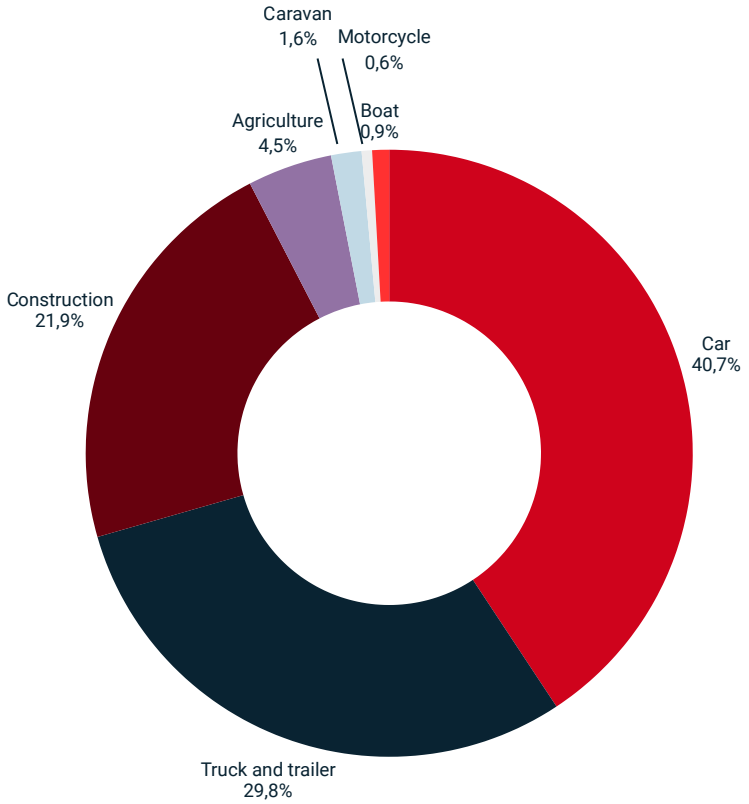
Category	Tonnes CO_2
Car	**106 027**
Truck and trailer	**77 724**
Construction	**56 933**
Agriculture	**11 753**
Caravan	**4 222**
Boat	**2 347**
Motorcycle	**1 442**

*We have CO_2 calculations for 26.2% of the items sold through Auksjonen.no, mainly larger categories such as trucks, tractors and other heavy vehicles. Together these account for close to 66% of total sales value, which gives us a solid basis for showing the climate effect of reuse in the largest segments.

We are now actively working to extend the calculations to more product categories, so that over time we can also document avoided emissions from smaller items.

260 448 tonnes

Total CO_2 avoided



04

The values that drive our work

Value for our customers, society and the planet

We create value for B2B sellers and buyers, and for society and the planet.
Through skilled people, technology and data, we make it easy to trade used goods quickly and safely. We connect local sellers and buyers with the global market.
In this way we contribute to a smoother transition from a linear to a circular economy. At the same time we extend the lifespan of machinery, vehicles and equipment, and reduce waste and emissions.

For us, ESG is about common sense and sound business judgement. Everything has a value, and we want to help make sure it keeps moving rather than standing still and gathering dust. Our values show how we take responsibility for the environment, for people and for the market we are part of.



“We connect local sellers and buyers with the global market”



1. We take ownership

- We cut our own footprint through smarter operations, better routines and sustainable procurement
- We make it easier for customers to make sustainable choices, and we have developed a self-service report and dashboard for documented avoided CO_2
- We invest in technology and solutions that make the used market better, safer and more efficient

2. We deliver results

- We set clear targets: 90% electric vehicles, more buyers and more sellers
- We follow up with concrete measures and report on progress
- We use insight and feedback to improve, every day

3. We put customers first

- We make it simple and safe to trade used goods
- We offer secure payment via a settlement account, an open bidding log and support from more than 40 local auction brokers
- We keep the threshold low for getting started, with free-of-charge selling for private individuals and broad marketing that gives good visibility and control over the sale

05

Measures in our daily operations

Goodbye to single-use bottles

As part of our work to reduce the environmental footprint of our own operations, we are installing Waterwell water dispensers at the office. The system connects to the local water supply and gives employees filtered, chilled water poured directly into personal, recyclable stainless steel bottles, instead of bought bottled water and soft drinks in single-use packaging. According to Waterwell, every fill saves the environment four plastic bottles, and it also removes the emissions and energy use associated with transporting drinking water.

ESG report for business customers

In 2025 we launched a dedicated ESG report for business customers. The report is generated directly from My page and gives an overall view of the company's auction activity per year, including the number of items sold, sales prices and calculated CO_2 avoided by giving used machinery and equipment an extended lifespan rather than having them replaced by new production.
With this, our customers can document the climate effect of choosing used, and use the figures in their own internal and public sustainability reporting. This makes it easier for the whole value chain to show its contribution to a more circular economy. At the same time, we are working to extend the CO_2 calculations to more product categories.



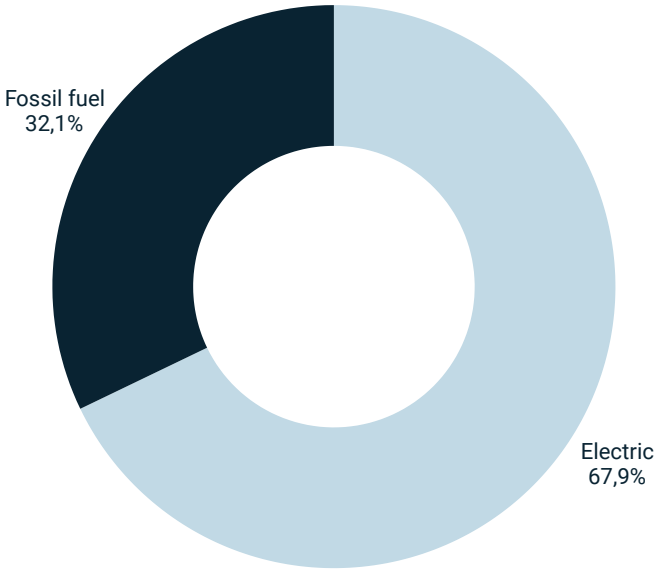


Electrification of our vehicle fleet

At the end of the year, our fleet consisted of 56 vehicles, 38 of which were electric. That gives an electric share of 67.9%, up from 58% the year before.

Our target is for 90% of the fleet to be electric by the end of 2026. It is an ambitious target, and we are honest that phasing out fossil-fuel vehicles is happening more gradually than we originally expected. Replacing vehicles is a significant investment, and we are prioritising making the transition in a financially sound way.

The direction nevertheless stands firm. The share of electric vehicles is to increase every year, and the target does not change even if the road there takes a little longer than planned.





Skills that build the organisation

"At Auksjonen, skills development is an important part of building a strong organisation and delivering good customer experiences. By investing in the development of our employees, we strengthen professional expertise, collaboration across departments and our ability to meet customer needs in a professional and solution-oriented way.

This contributes to higher quality in our services, greater employee engagement and a culture of continuous learning and improvement, in line with our values and our social responsibility."

Shilan Aswad Morad
Head of Operations



Equal opportunities for learning and development

All employees should have equal opportunities to develop. We have therefore made greater use of internal courses and e-learning platforms, so that training material is equally available to everyone, regardless of role. For middle managers, a dedicated leadership development programme runs once or twice a month, supplemented by professional webinars.

Customer delight course, spring 2025

In spring 2025, employees from several departments completed a course in creating customer delight, led by Katarina Hamnes. The course combined subject content with practical workshops, covering topics such as service, communication, complaint handling and attitudes in customer meetings.

Participants gained concrete tools for meeting customers professionally and with a focus on solutions. Having several departments take part together also increased the sharing of experience and built a shared understanding of good customer service across the organisation.

A systematic approach to development and internal mobility

In 2025, 19 employees moved into new roles internally, including four women, two of whom moved into management positions. Behind that figure lies systematic work: through annual performance reviews we map who wants new roles, more responsibility or professional development, and that mapping forms the basis for internal promotions, changed areas of responsibility and targeted training measures.



"I started at Auksjonen as warehouse manager and salesperson at Torget, and today I work as an auction broker. Because I already knew the platform and the sales processes well, the transition felt natural. Now I work even more with what I like best. The days are varied, I challenge myself and meet new people every single day. It is motivating to work somewhere that gives me new opportunities."

Robin Sveen,
Auction Broker



"I started at Auksjonen as a settlements officer in August 2021, became team lead in the settlements department in February 2024, and also took on responsibility for payroll in March 2025. It has been an exciting journey with new challenges all the time, and I am grateful for the trust I was given and the room to grow."

Kamilla Jacobsen
Team Lead, Settlements



"I started at Auksjonen as an IT employee three years ago. Along the way I showed a strong interest in systems development and programming, and Auksjonen saw this and gave me the opportunity to grow into the role of developer. No two days are alike, I am constantly given new challenges and learn something new every single day. The trust I have been given, and the chance to build expertise day to day, means a lot to me."

Audun Holmen
Developer

AUKSJONEN

Charity auctions

the auction platform as a contribution to society

We regularly make our platform and our expertise available to charitable causes. In charity auctions, the entire sales sum goes to the cause in full. Auksjonen takes no commission and no fees, and all work is done free of charge.

TV-aksjonen
In connection with TV-aksjonen, the Norwegian national telethon, we held auctions in support of the Atlas Alliance, which works to promote the rights and improve the living conditions of people with disabilities living in war and poverty.

Pink ribbon
Together with Radio Metro, we hold Pink Ribbon auctions every October. Products and services are donated by Radio Metro's customers and partners and auctioned on our platform. All proceeds go in full to the Pink Ribbon campaign and the fight against breast cancer, through greater awareness, support for research and help for those affected.

NRK TV-aksjonen







Mental health at work and through charity auctions

Every year we mark World Mental Health Day at the workplace. It is an opportunity to create openness about mental health and strengthen the sense of community among colleagues.

In 2025 we raised NOK 140,000 through charity auctions in support of BROR Mental Helse, which works to break down the stigma around men's mental health through talks for schools, businesses and sports clubs. The entire sales sum went to the cause in full.

Sickness absence and follow-up

Sickness absence in 2025 was 4.9%, an increase from 2.5% the year before. The increase is mainly due to a small number of long-term sick leaves. We follow up closely with those affected, with good dialogue and adaptation for a safe return to work.

Absence remains below the national average in 2025 (6.5%) and we are continuing our systematic work on health-promoting measures. These include weekly physiotherapy, ergonomic adaptation and close cooperation with the occupational health service.

06

Open and responsible governance

Responsible trade with the whole world

At Auksjonen, buying and selling takes place under clear terms, with full transparency and documented processes.

A secure and controlled payment solution through a settlement account ensures that trade is carried out in an orderly, predictable and transparent way, to the benefit of both buyer and seller. The entire sales dialogue and bidding process takes place within fair and orderly frameworks, where privacy and data security are safeguarded in accordance with the GDPR and the Norwegian Transparency Act.

With bidders from 130 countries, high demands are placed on us as a platform. We take responsibility for ensuring that all transactions comply with applicable law and international sanctions. Sales to parties or countries that could use the items for illegal activities or breaches of human rights are not permitted. In this way we contribute to responsible trade and protect the platform, our customers and the society around us.



E – Environment

Documented climate effect we can point to

- Planned phase-out of fossil-fuel vehicles
- Expansion of the CO_2 calculator and customer tools for climate reporting
- Better waste sorting and more durable, locally sourced branded merchandise

S – Social

A sustainable and inclusive working environment

- An inclusive working environment and systematic follow-up of sickness absence, which rose to 4.9% in 2025 (still below the national average of 6.5%)
- Diversity in communication and recruitment, universal design
- Employer branding and visibility for female role models

G – Governance and business practice

Open and responsible trade with a clear process

- Documented sales process, settlement account and open bidding log
- Compliance with the GDPR, the Norwegian Transparency Act and export control rules
- Follow-up of measures under the duty to make active efforts and report

What does this mean for you as a customer?

- You receive documented avoided CO_2 for your sales where a calculation basis exists
- You can point to concrete contributions to the UN Sustainable Development Goals
- You use an ESG-friendly platform and support the transition from a linear to a circular economy



07

Next steps



Focus areas for ESG 2026

In 2026 we will build on the work already established, moving from documenting the effect of what we do towards using ESG to an even greater extent as a tool for creating value for customers, developing the business and reducing our own footprint.

1. Expanding climate calculations and strengthening the data foundation
We will continue the work of extending CO_2 calculations to more product categories. Better and more structured item data, including weight, size and product information, will provide an increasingly solid basis for documenting the climate effect of reuse. At the same time we will continue working on the quality, transparency and documentation of the calculation methods, so that both we and our customers can have high confidence in the figures reported.

2. Making ESG more valuable for customers
ESG will become an even more integrated part of the customer experience. We will further develop the ESG report for business customers and make the climate effect of buying and selling used equipment easier to understand, document and use in customers' own sustainability reporting.

3. Continuing electrification and reducing emissions from our own operations
Electrifying the vehicle fleet will remain a central environmental measure. We are working towards the target of 90% of the fleet being electric, while carrying out the replacement in a financially and operationally sound way. We also want to prioritise investing in electric forklifts wherever possible, to improve our environmental footprint and create a better indoor climate for our employees. In parallel, we will look at how smarter planning, procurement, energy use and work processes can help reduce the environmental burden of day-to-day operations.

4. Establishing a better picture of value chain emissions
In addition to documenting avoided emissions through reuse, we want a better overview of the emissions associated with our own business and value chain. An important step will be to strengthen the data foundation for indirect emissions and identify where Auksjonen has the greatest opportunity to make a difference. This will provide a better basis for future priorities, targets and reporting.

5. Continuing to invest in people and culture
A strong organisation is a precondition for sustainable growth. We will therefore continue to invest in skills development, leadership development and internal mobility, and ensure that employees have good and equal opportunities to develop. We are also continuing our work on an inclusive and health-promoting working environment, with particular attention to employee engagement, diversity, wellbeing, and the prevention and follow-up of sickness absence.

6. Strengthening responsible trade, governance and transparency
As more and more buyers and sellers meet across national borders, the demands on a safe and responsible marketplace also increase. We will continue to strengthen our work on export control, sanctions, privacy, the Norwegian Transparency Act and documented control processes. At the same time, better data quality and clear lines of responsibility will make ESG work more systematic and verifiable.

The direction is clear: we will make it easier and safer to choose used, document the value this creates, and at the same time ensure that Auksjonen itself develops in a responsible and sustainable way.



AUKSJONEN