



CatalystOne

SUSTAINABILITY REPORT

2025

About this report

This report covers the fiscal year 2025 (January 1, 2025, through December 31, 2025, unless specified otherwise) and highlights CatalystOne’s principal sustainability initiatives and achievements during this period.

For any questions or feedback related to this report, please contact CatalystOne at hse@catalystone.com

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Report on sustainability

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Message from our CEO

At CatalystOne, our purpose is to empower people and enable great workplaces. That belief shapes how we build our product, support our people, and take responsibility for our impact on society and the environment.

I'm proud to present our 2025 sustainability report. While this is our first consolidated overview, our commitment to responsible business is not new. What is new is a more structured approach with stronger governance, clearer accountability, and greater transparency around our progress and priorities.

In 2025, we worked across the full ESG agenda, environmental, social, and governance, because long term value creation depends on all three. Key highlights include:

- **Achieving Eco-Lighthouse (Miljøfyrtårn) certification** for our Oslo office, establishing a recognised framework for energy use, waste, procurement, and workplace environment
- **Defining our sustainability priorities** through a double materiality assessment, with focus areas including climate change, business conduct, and our own workforce

- **Strengthening governance and supplier management** through risk-based assessments aligned with the Norwegian Transparency Act, supported by a clear supplier code of conduct
- **Enhancing trust and accountability** with updated policies, including secure and accessible whistleblowing channels
- **Advancing responsible technology practices**, with continued focus on responsible AI, ethical data use, and data sovereignty, such as relocating data storage from Ireland to Sweden
- **Supporting a healthy and inclusive workplace** through wellbeing initiatives and cross location collaboration on health, safety, and working environment





» We also improved how we measure and manage our environmental impact. As a SaaS company, much of our footprint is indirect and linked to cloud infrastructure, data centres, travel, and IT equipment. In 2025, we strengthened internal processes for managing IT equipment and set a clear direction to improve emissions data over time, helping us focus on the actions that matter most.

A key milestone was relocating our Oslo headquarters to an office powered by 100% renewable energy. The new smart office, with BREEAM In Use certification, supports more sustainable ways of working and reduces our office-related impact.

On the governance side, we continued to professionalise our approach to policies, risk, and compliance, not as formality, but to build trust. We improved documentation and traceability, strengthened internal processes, and further developed our approach to responsible supply chain management. We also maintained secure whistleblowing channels to ensure concerns can be raised safely.

Because our platform supports sensitive employee data, security, privacy, and ethical data handling remain central to our ESG responsibility. In a time of rapid technological and geopolitical change, we continue to strengthen our focus on responsible AI and data governance, ensuring innovation is guided by clear principles, human oversight, and respect for data sovereignty.

This report marks a starting point. It shows where we are today and the progress we made in 2025. It also highlights where we need to improve, including better data, stronger supplier insight, reduced emissions, and a continued focus on a safe, inclusive, and ethical workplace.

Thank you to everyone across CatalystOne who contributed to this work. I look forward to continuing this journey together.

Avtar S. Jasser
Chief Executive Officer

About CatalystOne

Who we are

CatalystOne is a leading Nordic SaaS provider delivering a complete suite of HR and people management solutions. Our platform helps organisations build structured, transparent, and efficient people processes, supporting better decision-making, stronger employee experiences, and long-term organisational resilience. With offices in Norway, Sweden, Denmark, and India, and colleagues representing more than 13 nationalities, we are a diverse and international team united by a shared purpose: empowering people and enabling great workplaces.

Our role as critical infrastructure

For many of our customers, CatalystOne is an integral part of their critical business infrastructure. Our platform handles essential people data, supports daily operations, and enables compliance with legal and regulatory requirements. This responsibility shapes how we work, prioritising reliability, security, and ethical data handling in everything we do. By digitising HR processes and creating a single source of truth for people data, CatalystOne helps organisations operate more effectively and responsibly. We contribute to resilience and operational continuity, reducing manual processes and enabling better governance.



The UN sustainable development goals

The UN Sustainable Development Goals (SDGs) provide a shared framework for addressing global sustainability challenges. At CatalystOne, we use the SDGs to contextualise how our digital solutions, governance practices, and selected initiatives contribute to more sustainable and responsible outcomes.

Our primary contribution is linked to how our HR management solutions support efficient, transparent, and responsible people processes, as well as how we work systematically with sustainability through recognised frameworks and certifications.

Based on our business model and activities, we have identified a limited number of SDGs where our contribution is most relevant. These goals are referenced throughout this report in connection with specific topics and initiatives.

Sustainability impact through our product – our main SDG contributions

Our HR platform enables more sustainable operations in several ways:

- **Reduced resource use:** Digital workflows replace paper-heavy processes, helping organisations lower material consumption and waste.
- **Structured governance:** Automated processes and reliable data strengthen compliance, transparency, and ethical decision-making.
- **Empowered employees and leaders:** Tools for engagement, development, and performance support healthy, future-ready workplaces.
- **Efficient operations:** Centralised data and standardised processes reduce inefficiencies and contribute to long-term organisational stability.



Double materiality and our sustainability priorities

Our approach to materiality

In the beginning of 2025, as part of the CSRD we conducted a double materiality assessment (DMA). We identified the following material topics:

- G1 – Business Conduct
- E1 – Climate Change
- S1 – Own Workforce

As part of our Eco-Lighthouse certification, we have also completed a materiality assessment adapted to the certification's requirements. The outcomes of both assessments have been reviewed together to identify relevant and overlapping sustainability topics.

Focus areas and ongoing review

Based on these assessments, we have identified a set of material sustainability topics relevant to our operations, value chain, and stakeholders. These include, among others:

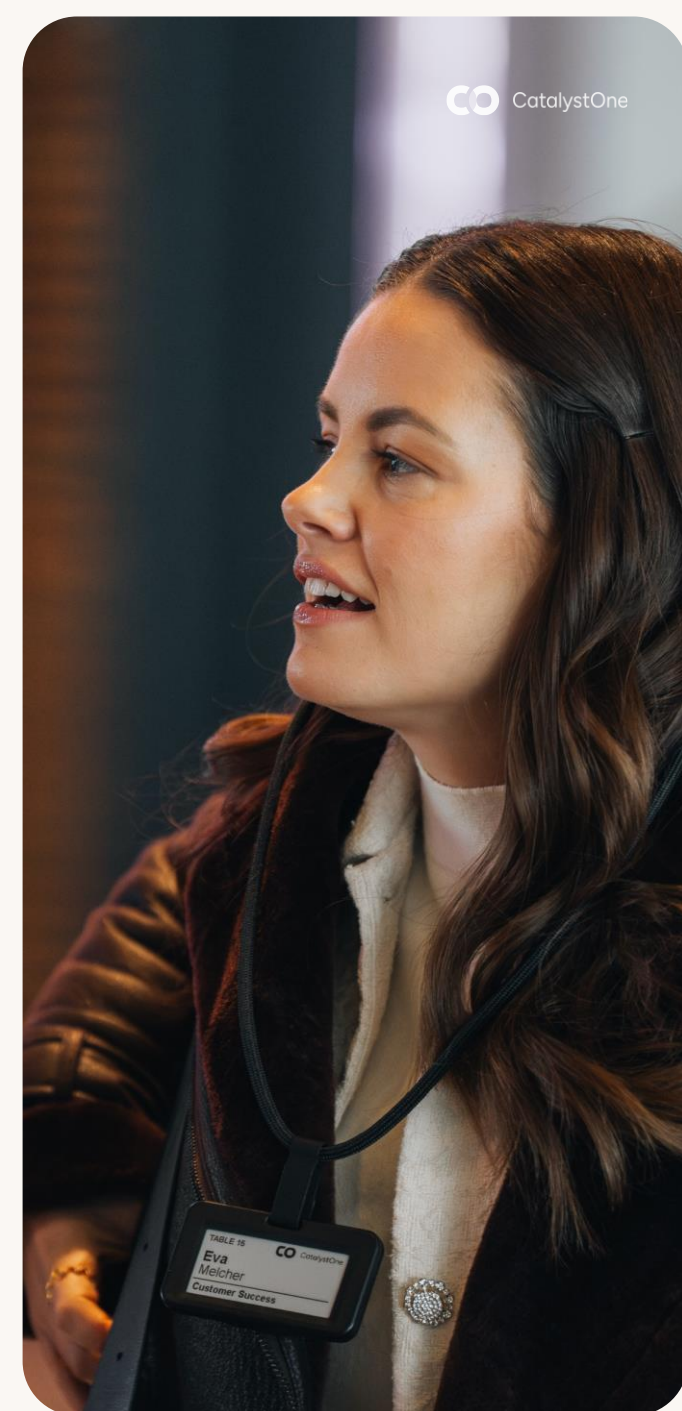
- Energy use and environmental impact related to purchased data centre services
- Climate and environmental considerations across the IT equipment lifecycle

- Workplace wellbeing and employee satisfaction
- Responsible business conduct and governance
- Environmental Impact related to business travel activities
- Societal contribution through digital services

For each of these focus areas, CatalystOne has defined goals and measures to guide continuous improvement and track progress over time ([goals and measures](#)).

Following regulatory changes under the Omnibus package, we are no longer in the scope of the CSRD. This means that we will use the results from the DMA with the material aspects identified in the Eco-Lighthouse analysis as strategic inputs to guide our sustainability priorities, goals and measures.

CatalystOne will review these material topics on a yearly basis to ensure continued relevance and to capture changes in our business, risk profile, or regulatory landscape.



Sustainability goals and ongoing measures

For each material sustainability topic, we have defined clear improvement goals and concrete measures. These are documented within our Eco/Lighthouses platform LUMA where they will be reviewed yearly and recertified every three years as part of our certified and audited processes.

Energy use and environmental impact related to purchased data centre services

→ Stabilize and reduce emissions per user

Environmental impact related to business travel activities

→ Reduce emissions from air travel

Societal contribution through digital services

→ Provide our customers with a platform that continuously protects sensitive HR and employee data

Climate and environmental considerations across the IT equipment lifecycle

→ Strengthen sustainability requirements in procurement and lifecycle management

Workplace wellbeing and employee satisfaction

→ Maintain a healthy and engaged workforce

Responsible business conduct and governance

→ Strengthen our ethical business conduct through policies targeted trainings for relevant employees

CatalystOne in numbers

Founded in

2004

Number of users

+550k

250+

employees

350+

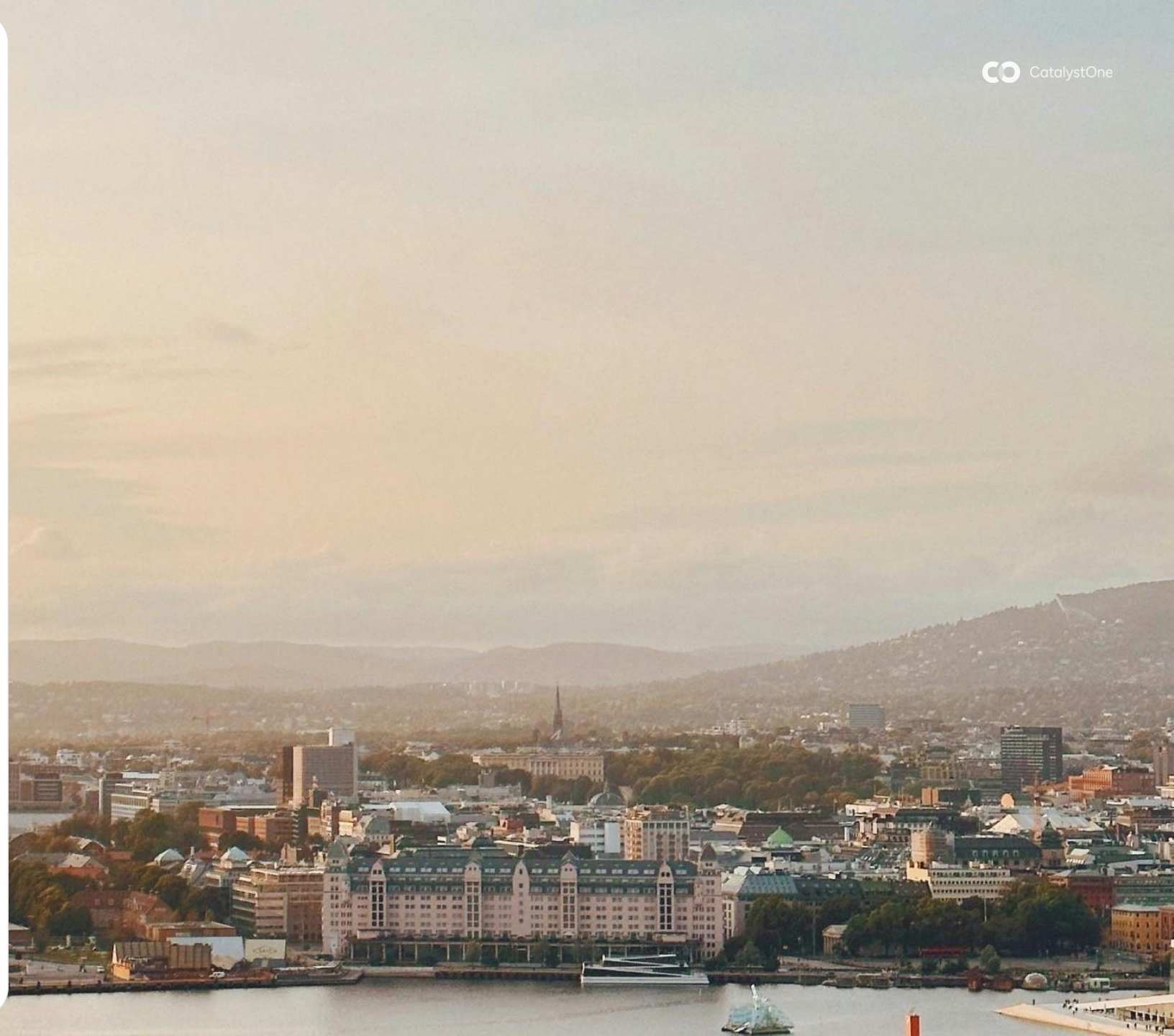
customers

#7

offices in four
countries

337 MNOK

annual recurring revenue



Our values

Not every company can say they truly live by their values. At CatalystOne, our values are part of how we work every day. They guide how we make decisions, how we collaborate, and how we support our customers and each other.

Dedication, Agility, Results, and Trust are not just words. They shape our culture, our priorities, and how we take responsibility as a business. They also play a central role in how we approach sustainability, helping us stay focused, act responsibly, and build for the long term.



Dedication

We take pride in our work and are dedicated to going the extra mile to achieve the desired results.

Agility

We are open, flexible, and creative, and we adapt to every situation to ensure we find the optimal outcome for our customers.

Results

We seek to create value in everything we do, focussing on long-term goals and short-term wins.

Trust

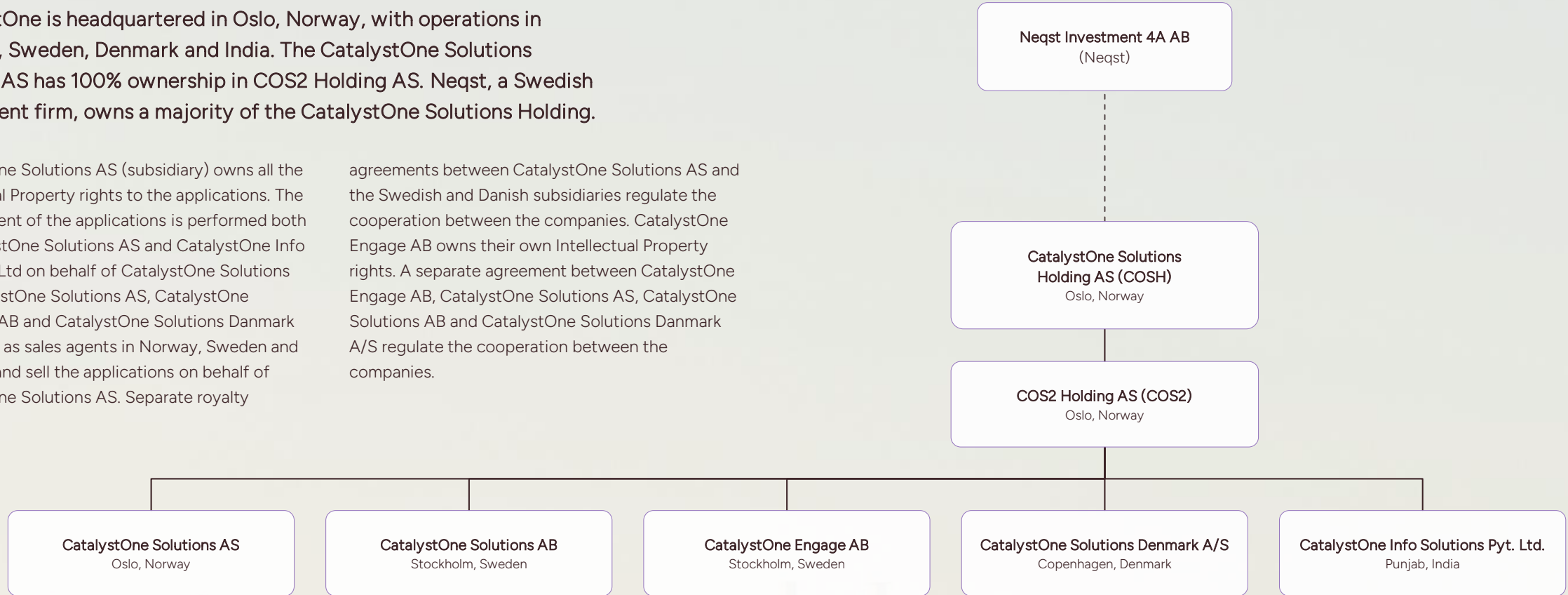
We trust in ourselves, our colleagues, and our customers, and we take responsibility in all our relationships.

CatalystOne group and ownership structure

CatalystOne is headquartered in Oslo, Norway, with operations in Norway, Sweden, Denmark and India. The CatalystOne Solutions Holding AS has 100% ownership in COS2 Holding AS. Neqst, a Swedish investment firm, owns a majority of the CatalystOne Solutions Holding.

CatalystOne Solutions AS (subsidiary) owns all the Intellectual Property rights to the applications. The development of the applications is performed both by CatalystOne Solutions AS and CatalystOne Info Solutions Ltd on behalf of CatalystOne Solutions AS. CatalystOne Solutions AS, CatalystOne Solutions AB and CatalystOne Solutions Danmark A/S all act as sales agents in Norway, Sweden and Denmark and sell the applications on behalf of CatalystOne Solutions AS. Separate royalty

agreements between CatalystOne Solutions AS and the Swedish and Danish subsidiaries regulate the cooperation between the companies. CatalystOne Engage AB owns their own Intellectual Property rights. A separate agreement between CatalystOne Engage AB, CatalystOne Solutions AS, CatalystOne Solutions AB and CatalystOne Solutions Danmark A/S regulate the cooperation between the companies.





Governance and supply chain

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Strengthening governance structures and responsible supply chain management

Our focus areas

- Building strong governance structures with clear roles, accountability, and ethical expectations
- Managing suppliers responsibly through risk-based assessments, compliance requirements, and ongoing follow-up
- Safeguarding human rights and promoting responsible business conduct across our operations and value chain
- Ensuring transparency and continuous improvement through certifications, annual reviews, and open communication



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.



17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

Outcomes in 2025

- ✓ Reviewed and strengthened governance policies and internal processes to improve consistency, accountability, and compliance.
- ✓ Conducted supplier and value chain assessments in line with the Norwegian Transparency Act, focusing on potential human rights and labour-related risks.
- ✓ Clarified expectations towards suppliers through codes of conduct and contractual requirements.
- ✓ Improved documentation and traceability related to supplier assessments and governance processes.
- ✓ Use of the Eco-Lighthouse framework to support structured improvements in sustainability practices.

The way ahead

- Further develop risk-based supplier assessments and follow-up processes.
- Improve data quality and documentation related to value chain compliance and sustainability risks.
- Strengthen internal governance roles and cross-functional collaboration on sustainability topics.

Our governance approach

CatalystOne is committed to responsible business conduct and governance practices that support compliance, transparency, and long-term value creation. We believe that clear expectations, well-defined processes, and accountability are essential to building trust with employees, customers, suppliers, and other stakeholders.

Our approach to governance is risk-based and proportionate to our business model as a SaaS provider. While our direct environmental footprint is limited, we recognize that our value chain – including suppliers and business partners – plays an important role in our overall sustainability performance. We therefore focus on clear governance structures, responsible supply chain management, and continuous improvement rather than one-off measures.

Our commitments are reflected in established policies and guidelines, including our Code of Conduct, supplier expectations, and whistleblowing arrangements. These frameworks support ethical

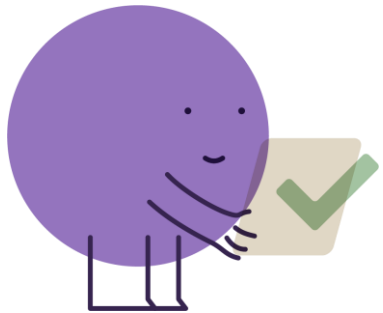
business practices, respect for human and labour rights, and compliance with applicable laws and regulations across our operations and value chain.

These commitments are embedded in our governing documents, policies, and procedures, which guide ethical conduct and decision-making across the organisation.



Governing policies and processes

Our commitments to responsible business conduct and sound governance are embedded in our governing documents and internal procedures. The policies are reviewed regularly and approved by management to ensure continued relevance and compliance.



Code of conduct

Defines ethical standards and expected behaviour for employees and relevant stakeholders.

Whistleblowing policy

Provides secure channels for reporting concerns or misconduct without fear of retaliation.

Supplier policy

Ensures a structured, risk-based approach for onboarding, assessing, and following up suppliers to promote responsible and ethical business conduct.

Supplier code of conduct

Sets expectations for ethical conduct, human rights, and compliance within our value chain.

Supply chain management and transparency act

Human right due diligence

CatalystOne works in a structured and consistent way to promote responsible business conduct across our supply chain. We are committed to respecting human rights and supporting fair working conditions in our own operations and in our value chain.

In line with the Norwegian Transparency Act, we carry out due diligence assessments to identify, assess, and address actual and potential adverse impacts related to human rights, labour conditions and the environment. This covers both our operations and our business relationships.

Our supplier management approach is risk-based and proportionate to our role as a SaaS provider. We focus on suppliers and partners that are critical to our services, or where the risk of adverse impact is higher. All suppliers are subject to an assessment. The scope and depth of the assessment depend on

defined risk factors. We communicate our expectations clearly through our Supplier Code of Conduct, supported by structured processes for supplier assessments and follow-up.

All employees involved in procurement or supplier selection are trained in this process, and all new suppliers must be registered to ensure they are assessed and approved in accordance with our governance framework.

Supplier expectations

Our Supplier Code of Conduct sets out our expectations for ethical business practices, respect for human rights, fair labour conditions, and compliance with applicable laws and regulations. We expect suppliers to meet these standards or demonstrate equivalent practices. We hold ourselves accountable to the same standards we expect from our suppliers, reflected in the Supplier Code of Conduct signed by our CEO.

Continuous improvement

We continuously review our supplier due diligence and follow-up processes as part of our broader governance and sustainability efforts. This includes alignment with environmental requirements and evolving regulatory expectations.

Transparency & Inquiries

Each year, we publish a report in accordance with the Norwegian Transparency Act. The report outlines our due diligence activities, identified risks, and the measures we have taken. It is publicly available on our [website](#) and supports transparency and accountability towards our stakeholders.

In line with the Transparency Act, we respond to information requests sent to transparencyact@catalystone.com.

Roles and responsibilities

Manager and board

Overall responsibility for governance, strategy, and oversight

Responsibility for sustainability and compliance at CatalystOne is anchored in management and coordinated by the Compliance & Sustainability function.

Compliance and sustainability

Coordinates sustainability efforts, reporting, governance frameworks, and continuous improvement

The role is responsible for driving sustainability initiatives, establishing and maintaining governance frameworks, coordinating reporting, and supporting the organisation in meeting regulatory and certification requirements.

Operational functions

Contribute to implementation and follow-up within their respective areas

Sustainability is a cross-functional topic, and relevant departments contribute within their areas of responsibility, supported by existing management and governance structures.





Data security and privacy

Protecting customer data and ensuring operational resilience

Our focus areas

- Operate a mature and continuously improved ISO/IEC 27001–certified Information Security Management System (ISMS) covering people, processes, and technology
- Protect sensitive HR and employee data through risk-based governance, access control, and security-by-design principles
- Ensure transparency and trust through clear, publicly available security and privacy documentation in our Trust Centre
- Strengthen operational resilience across product development, cloud infrastructure, and internal operations



9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

Outcomes in 2025

- ✓ Maintained ISO/IEC 27001 and delivered ISAE 3000 Type 2 assurance, validating year-round control effectiveness and operational resilience.
- ✓ Established continuous 24/7 monitoring and incident readiness, strengthening our ability to detect, respond, and recover quickly.
- ✓ Embedded security into delivery through automated controls, secure development practices, and AI-aware governance, advancing risk ownership and scalable protection across product, cloud, and internal environments.

The way ahead

- Further strengthen incident response preparedness, testing, and cross-functional coordination.
- Deepen integration of security-by-design and privacy-by-design into product development and cloud architecture.
- Continue to evolve and mature our ISO 27001–certified ISMS in line with business growth and regulatory expectations.
- Strengthen security awareness, compliance readiness, and operational resilience as part of day-to-day operations.

➤ More information around data security can be found on our [Trust center](#)



Environment

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Managing environmental impact through structured frameworks, improved data quality, and continuous improvement.

Our focus areas

- Using digitalisation and structured frameworks to support continuous environmental improvement
- Understanding and managing greenhouse gas emissions across our operations and value chain
- Reducing environmental impact related to energy use and IT infrastructure



12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities



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

Outcomes in 2025

- ✓ Strengthened and formalized environmental management through the Eco-Lighthouse certification.
- ✓ Continued efforts to reduce environmental impact related to energy use, IT equipment and travel.
- ✓ Increased internal awareness and ownership of environmental topics across the organisation.
- ✓ Improved Internal IT equipment process for the Nordics offices.
- ✓ Headquarter Oslo Office changed office that runs on 100% renewable energy.

The way ahead

- Further improve the quality and completeness of Scope 1, 2, and 3 emissions data by transitioning to GHG Protocol-aligned carbon accounting, enabling more reliable insights and better-informed prioritisation of climate actions.
- Identify and prioritise emission reduction opportunities based on improved data insights.
- Continue reducing environmental impact related to travel, energy use, and IT infrastructure.

Environmental management and climate data

Comprehending, managing, and enhancing our environmental impact

Environmental goals and commitment

CatalystOne has established climate goals and consistently works to minimize environmental impact within areas where we have control and influence ([goals and measures](#)). Our environmental objectives are supported by structured frameworks and ongoing improvements rather than one-time actions.

Although CatalystOne's environmental footprint is relatively small – compared with other industry sectors – we remain committed to setting a positive example. Environmental factors are incorporated into daily operations through policies, guidelines, and regular monitoring.

Eco-Lighthouse (Miljøfyrtårn) Certification

In 2025, CatalystOne achieved Eco-Lighthouse (Miljøfyrtårn) certification, marking an important milestone in strengthening our structured approach to environmental management and responsible operations. The certification confirms that CatalystOne meets nationally recognized standards for environmental performance, climate work, waste handling, energy use, procurement practices, and workplace environment, including sector-specific criteria for IT and communication companies.

Becoming Eco-Lighthouse-certified has provided a clear framework for how we monitor, document, and continuously improve our environmental impact. It also reinforces our commitment to transparency and accountability, ensuring that sustainability considerations are systematically embedded into our daily operations, strategic decisions, and long-term ambitions.

Read more on our eco-lighthouse journey:

[*Hvorfor vi valgte å bli ESG-sertifisert – og hvorfor det er viktig*](#)



Environmental management and climate data

Understanding and reducing our environmental footprint across key operational areas.

Carbon measurement and data reliability

CatalystOne performs carbon accounting to gain a clearer understanding of greenhouse gas emissions across Scope 1, 2, and 3. For our 2025 reporting, we will transition from broad, expense-based estimates to a more detailed, GHG Protocol-aligned accounting approach. This change aims to enhance data accuracy, consistency, and ultimately our understanding of our environmental footprint, providing a more solid basis for identifying emission sources and opportunities for future reductions.

Travel and mobility

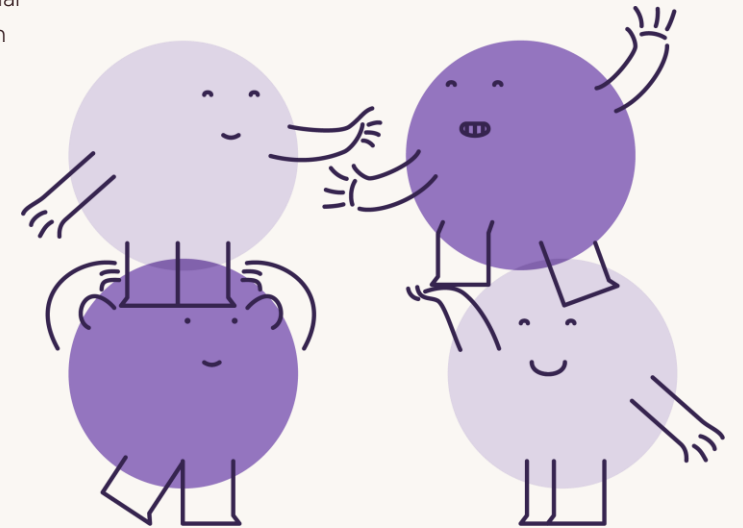
Business travel represents one of the more significant sources of direct emissions for CatalystOne. Travel activity is therefore monitored and addressed through internal guidelines and awareness measures, with an emphasis on reducing unnecessary travel and prioritizing digital collaboration where possible.

Environmental requirements for IT equipment

CatalystOne manages the lifecycle of employee IT equipment through structured processes aimed at extending device lifetimes and reducing unnecessary replacement. In 2025, we introduced Velory as a platform for ordering and managing employee devices, supporting defined usage periods and responsible handling of equipment at end of use through our takeback arrangements with [Dustin](#).

Data centers

As a SaaS provider, CatalystOne's environmental footprint is largely indirect and primarily related to data centre services and cloud infrastructure operated by third-party providers. Environmental considerations, including energy efficiency and the use of renewable energy, are therefore addressed through supplier requirements, contractual arrangements, and ongoing dialogue with service providers.





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Social responsibility and people

Building a strong, inclusive, and responsible workplace

Our focus areas

- Fostering a safe, inclusive, and engaging work environment
- Supporting employee wellbeing, development, and long-term growth
- Promoting ethical conduct and respect across our organization
- Contributing to training and the development of future



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.



10.4 Adopt policies, especially fiscal, wage and social protection policies and progressively achieve greater equality.

Outcomes in 2025

- ✓ Strengthened onboarding processes to support employee integration, knowledge sharing, and cultural alignment.
- ✓ Continued investment in professional development through certifications and trainings.
- ✓ Maintained accessible reporting channels and governance mechanisms to ensure a safe and respectful workplace.
- ✓ Operationalized the Nordic Work Environment Committee (NWC), formalizing cross-location collaboration on health, safety, and wellbeing initiatives.
- ✓ Continued collaboration with students and academic institutions through graduate and apprenticeship programs.

The way ahead

- Improve internal reporting and visibility of employee development and wellbeing initiatives.
- Further strengthen engagement and cross-department collaboration.
- Continue structured follow-up on health, safety, and mental wellbeing initiatives.
- Maintain leadership accountability and employee involvement in workplace improvement processes.
- Collaborate more closely with colleagues from the Indian office for sharing expertise in working environment efforts.

Health and safety (HSE)

Safe, healthy, and supportive working environment

CatalystOne is committed to ensuring a safe, healthy, and supportive working environment for all employees, in line with our Health, Safety and Environment (HSE) Policy and HSE Process. Our policies set clear responsibilities for maintaining a safe physical and psychosocial work environment, supported by regular risk assessments, ergonomic measures, workplace inspections, and structured follow-up of pulse surveys and sick-leave trends.

Our Workplace Safety and Well-Being guidelines complement this by outlining routines to prevent injuries and work-related illnesses, promoting training, proper workstation setup, and safe work practices across all locations.

Social Dialogue - NWC

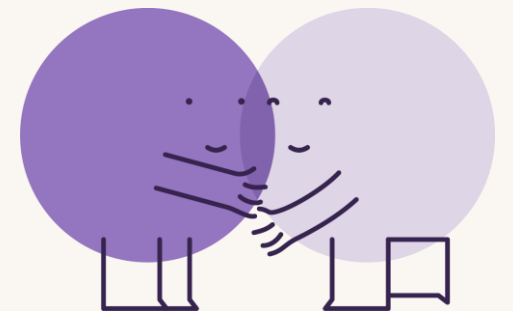
Social dialogue is an important part of how we develop and maintain our work environment. The Nordic Work Environment Committee (NWC) brings together safety representatives and management to collaborate on health, safety, wellbeing, and environmental topics. The NWC meets quarterly to review risk assessments, workplace incidents, sick-leave data, and pulse survey results, and to identify improvement areas and actions across our Nordic offices. The committee also supports communication, follow-up and cross-location consistency in HSE practices, in line with our NWC Strategy and meeting routines. Together, these structures help ensure that employees have a safe workplace, a voice in work-environment matters, and access to routines and support that promote both physical and psychosocial wellbeing.

CatalystOne Engage – Pulse Surveys

We use CatalystOne Engage, our own pulse survey solution, as a central part of how we monitor and improve the work environment. Monthly pulse surveys give leaders timely insights into employee wellbeing, workload, inclusion, and psychosocial factors, supporting compliance with our HSE obligations to identify and address risks proactively. Survey results are reviewed monthly by team managers, quarterly by the NWC, and escalated to EMT when results fall outside defined thresholds, ensuring structured follow-up and shared accountability across the organization.

Engage enables transparent dialogue, evidence-based decision-making, and early identification of challenges—helping us build a healthy, sustainable, and supportive workplace.

More information on CatalystOne Engage can be found on our [website](#).



DEIB, fair recruitment and career development

Diversity, equity, inclusion and belonging

CatalystOne’s DEIB Policy outlines our commitment to fostering an inclusive workplace where diverse perspectives are valued and employees experience equitable opportunities across the employee lifecycle. The policy emphasizes belonging, fairness, and mutual respect as core elements of our culture, supporting a workplace where all employees are treated with dignity and professionalism.

To support consistent and inclusive practices, CatalystOne has developed DEIB training programs for managers and employees, focusing on awareness, psychological safety, and bias-free interactions.

Risk assessment – vulnerable groups

CatalystOne has also carried out a structured assessment of vulnerable groups across the organisation to identify where additional support or preventive measures may be needed. The assessment reviewed potential risks for groups such as international employees, new joiners, employees with disabilities, first-time leaders, and individuals experiencing mental-health-related challenges.

This work forms part of our DEIB efforts and helps ensure that our policies, processes, and workplace practices support equitable treatment and a safe, inclusive environment for all employees.

Fair and inclusive recruitment

To promote fairness from the start of the employee journey, CatalystOne uses blind recruitment through TeamTailor, where personal information such as name, gender, age, and photo is anonymized during initial screening. This reduces the risk of bias and helps ensure that candidates are evaluated based solely on competence and qualifications. Our equal-opportunity statement is included across job advertisements and the [career site](#), reinforcing our commitment to inclusive hiring practices.

We state our gender balance openly on our career site to support transparency and inclusive recruitment practices.

Respectful workplace and anti-discrimination

Our Anti-Harassment and Anti-Discrimination Policy prohibits all forms of harassment, bullying, and unlawful discrimination, clearly defining unacceptable behaviours and providing structured reporting channels through leaders, HR, and anonymous mechanisms. This policy strengthens our grievance framework for DEIB-related matters and helps ensure a respectful and safe work environment for all employees.

Career development and learning

Career development at CatalystOne is supported through our Performance Dialogue process, where twice a year employees and managers hold conversations about performance, goals, competence needs, and development ambitions. These discussions help create clarity on expectations, identify learning needs, and ensure employees receive ongoing support to grow in their roles.

The process also promotes fairness and consistency in how development and performance are followed up across the organisation. Training and competence development are further supported through the commitments outlined in our HSE Policy and Workplace Safety & Well-Being guidelines, which ensure employees have the knowledge and skills needed to work safely and effectively.

Contributing beyond our organisation

CatalystOne colleagues continue to contribute to meaningful initiatives that strengthen wellbeing and community engagement.



Breast cancer awareness (Rosa Sløyfe)

In Oslo, 13 employees participated in the annual Rosa Sløyfe-løpet, showing support for breast cancer awareness and contributing to an important national fundraising effort.

Investing in education and community development

CatalystOne also supports a school in Punjab, India, helping provide students with improved educational opportunities, educational resources and learning conditions. This engagement reflects our broader commitment to contributing positively to the communities we are connected to, beyond our day-to-day operations.



Inclusive employment

In Stockholm, we promote inclusion in working life through our partnership with Samhall, a Swedish state-owned company that creates employment opportunities for people with disabilities. Through this collaboration, we engage an operational office manager who supports daily workplace services. By choosing Samhall as a supplier, we actively contribute to social inclusion and meaningful employment, aligning our procurement practices with our commitment to equal opportunities and positive societal impact.

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