

ESG

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jasa
company

Contents

ESG stands for Environmental, Social and Governance, and can best be described as a set of criteria that assess a company’s sustainability and social impact. Jasa Company A/S is not subject to legal requirements for sustainability reporting [CSRD] nor legally obliged to prepare an ESG report. However, we have chosen to take the first, but important, steps towards increasing our transparency and accountability as a company.

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A message from the management

As a supplier to the construction and building industry, we recognise the environmental impact of our activities That is why we are working hard to reduce our environmental footprint wherever possible. Our commitment to sustainability is recognised by all employees at Jasa Company, and our journey has only just begun.

We are committed to being as environmentally friendly as possible while also promoting social well-being. To this end, we have appointed an employee with a green perspective to work exclusively with ESG and the green transition. We have already taken important steps on this journey, and we will continue to make improvements and positive changes.

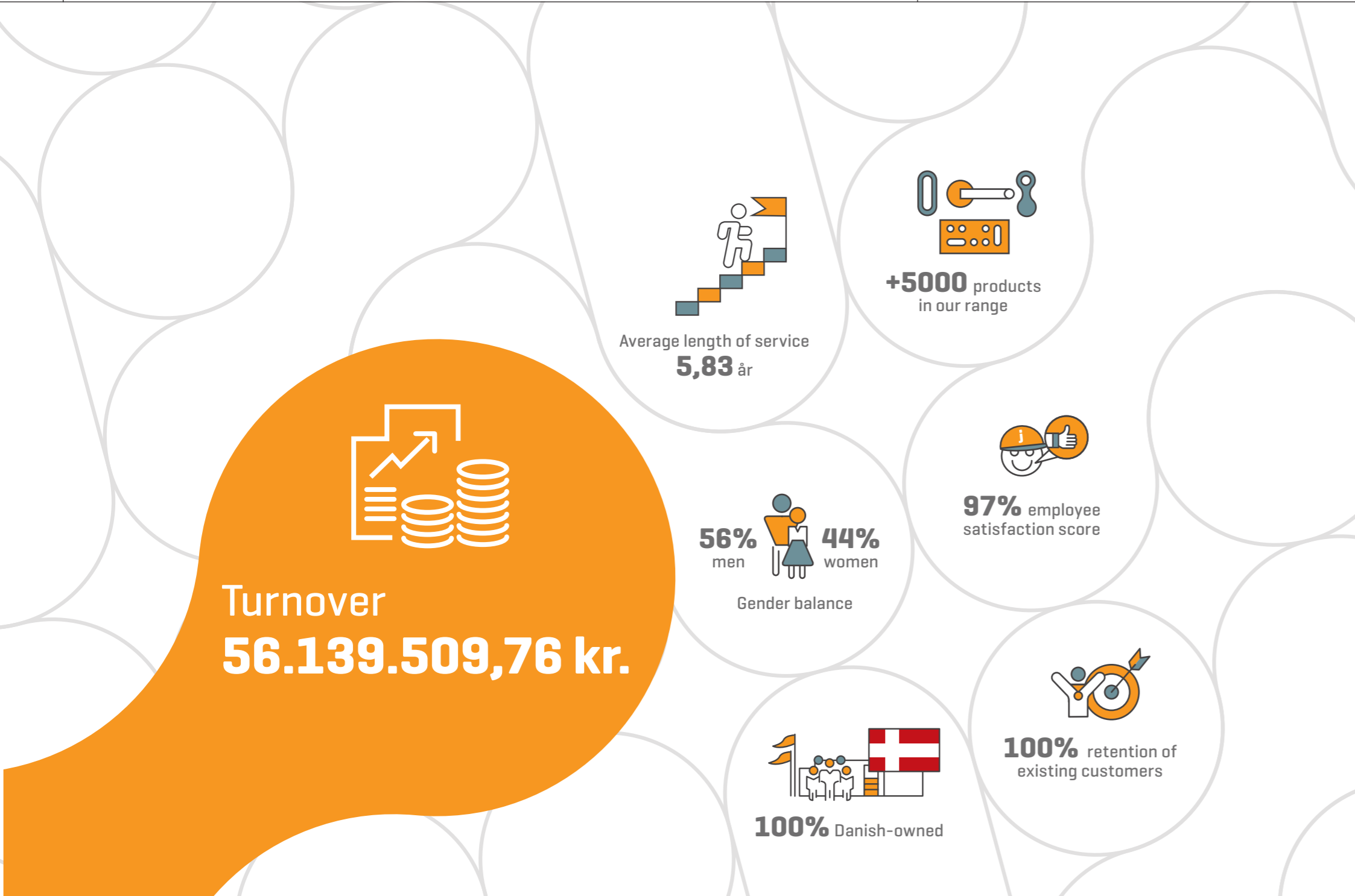
We are turning our environmental goals into reality by launching new initiatives every year and supporting the UN’s 17 Sustainable Development Goals. Our close ties with partners and suppliers enable us to build long-lasting relationships focused on quality and responsibility.

It is therefore with great pride that I present our very first ESG report. It reflects our commitment to the journey towards a more sustainable future. The report enables us to reflect on our progress at Jasa Company and communicate our future development.



Søren Madsen
CEO, Jasa Company A/S





What sustainability means to us

Housing plays a key role in the green transition. This applies to both new constructions and renovation of existing buildings. According to the Climate Partnership for Construction & Civil Engineering, the building and construction sector in Denmark is responsible for around 30 per cent of CO2 emissions and 35 per cent of waste production.

Climate requirements for construction are a necessary measure. As a supplier to the building and construction industry, we recognise the CO2 emissions produced by our activities and their impact on the environment. We have a responsibility to ensure a greener future for the next generations – or as it was first defined in the Brundtland Report in 1987:

Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Based on this definition, we focus our sustainability work on the areas where we can make the greatest positive difference.

Why?

Preparing this ESG report is not just a response to growing market demand. It is an important tool for mapping, identifying and communicating our current position and areas for improvement to the outside world.

We have built our success on the idea that buying a door handle or a lock should not be difficult. This approach has enabled us to provide our customers with new, simpler solutions. In the future, environmental and climate considerations will also be an incentive, and perhaps even a driving force.

This is why we believe that our work with sustainability is an ongoing process. A process that can also lead to new business opportunities.

The 2024 ESG report serves as our base year and has been prepared in accordance with the voluntary standard VSME or Voluntary Reporting Standard for SMEs.

We report on the basic module [B1, B2, B3, B6, B7, B8, B9, B10 and B11], but we can also report on the data required for the extended module.

The ESG report covers the following companies and applies to the financial period from 1st of January to 31st of December 2024.

Basis for preparation	
Company name	Jasa Company A/S
CVR number	29309027
Legal form of the company	Private limited company
Activity/industry code	469000 Non-specialised wholesale trade
Company address	Marøgelhøj 17, DK-8520 Lystrup (office, showroom and warehouse)
Other geolocations of assets	Flinthøj 6, DK-8520 Lystrup (temporary warehouse)
Balance sheet total	Ønskes ikke oplyst
Turnover [2024]	56.139.509,76 DKK
Number of employees as at 31.12.24	41



Our focus

We want to take a strategic approach to climate and environmental sustainability, as well as social sustainability. That is why we have incorporated the Sustainable Development Goals into our approach to environmental, social and governance issues.

The UN’s Sustainable Development Goals consist of 17 specific goals and 169 targets, all of which aim to set a course towards more sustainable development for both people and the planet we all live on. While we are already contributing to some of the goals, we have chosen to focus our efforts on the four that are closest to our core business.

Through our ESG report, we will also highlight, either textually and/or visually, when we are using a global goal or a target. Perhaps you have already seen the first illustration on the previous page? One of the targets is that companies, especially large and transnational ones, should be encouraged to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

This ESG report is our way of communicating and publishing how we, as a company, work with sustainability.



Energy and resources

As part of our commitment to sustainability, we are striving to minimise our environmental impact. However, we recognise that it is not possible to completely avoid CO2 emissions, neither now nor in the future. Our initial focus is on reducing our climate footprint in scope 1 and scope 2.

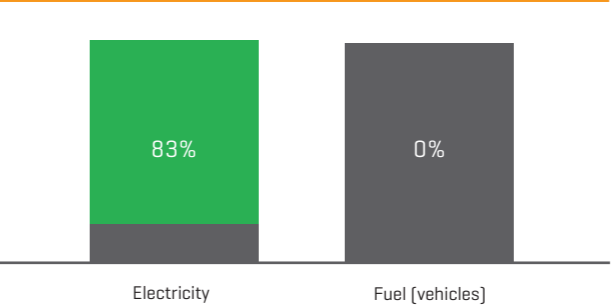
Our goal is to invest in solutions that offset our emissions. In 2024, we made the decision to transfer to an electricity contract that provides us with electricity from renewable energy sources. Unlike fossil fuels, renewable energy from wind turbines and solar panels does not impact our environment and climate in the same way. In practice, this means that we purchase origin certificates to guarantee that the amount of kWh we have consumed during the year has been produced sustainably.

This has significantly increased the proportion of our electricity consumption that comes from renewable sources in 2024. By 2026, we expect 100 per cent of our total electricity consumption in scope 2 to be covered by renewable energy

sources. This also supports the UN’s goal for sustainable energy and contributes to the target of increasing the share of energy in the global energy mix by 2030. Overall, our electricity consumption has fallen every year since 2021, with the biggest reduction seen this year. However, we expect it to rise in 2025 when our new extension is completed.

As part of our commitment to sustainability and renewable energy, we have invested in solar panels on the roof of the extension. Once operational, the solar panels will generate a significant proportion of the energy we use, thereby reducing our CO2 emissions.

Consumption of renewable energy 



There is potential to improve scope 1 emissions by replacing fossil fuel-powered company cars with electric or hybrid cars. This could be combined with a ‘Drive Green’ course to help our

sales representatives improve their driving range and reduce tyre wear. Our warehouse already uses electric pallet trucks, stackers, and forklift trucks.

WHAT ARE SCOPES 1, 2 AND 3?

According to the Greenhouse Gas Protocol, companies should categorise their emissions into three distinct groups.

- **Scope 1** covers emissions from sources directly related to the company. These may be emissions from industrial processes or the combustion of fuels.
- **Scope 2** covers indirect emissions produced by a third party. These may be emissions from the purchase of electricity and district heating.
- **Scope 3** covers all other indirect emissions arising from the company’s activities. This includes emissions related to the value chain, the transportation of goods, waste management, and employee commuting.





CASE: LED LIGHTING IN THE WAREHOUSE

In the summer of 2024, we replaced all the lighting in our warehouse with LED lights. Compared to traditional lighting options, the high energy efficiency and long service life of LED lighting help to reduce CO2 emissions and generate less electronic waste. Additionally, LED alternatives do not contain mercury, a heavy metal that is harmful to the environment and to health.

Since switching to LED, we have also noticed that electricity consumption has fallen compared to the period before LED lighting was installed.



84 m³

water consumption in 2024

We are committed to reducing our CO2 emissions, and expect to reduce what is possible within scope 1 and scope 2 by 2030. In the long term, we also aim to reduce our scope 3 by improving our understanding of our indirect CO2e emissions across our value chain.

Consequently, we are not yet in a position to report on all scope 3 issues. Similarly, not all issues will be relevant to our business. We already report, either fully or partially, on upstream categories such as employee commuting, business travel, and waste from operations. Furthermore, we intend to be transparent about the amount of waste we make available on the market.

28,87

tCO2e // Scope 1

2,70

tCO2e // Scope 2

119,86

tCO2e // Scope 3

2,70

tCO2e // Emission intensity

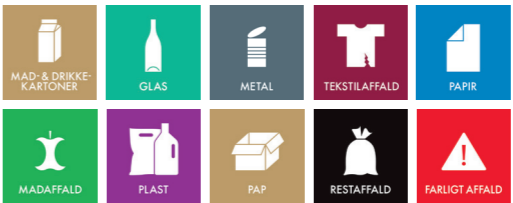
Towards a circular economy

Global economic growth and a growing population mean that we will have to focus much more on minimising waste and maximising resource utilisation. We are therefore increasing our focus on reducing our resource consumption, managing our waste responsibly and ensuring cost-effective operations.

Although our production does not consume significant resources, we focus on initiatives that promote recycling and circular solutions in our operations. In 2024, we sent just under 5 tonnes of iron, metal and aluminium and 3.7 tonnes of cardboard for recycling. By recycling surplus materials, we ensure that resources are given a new lease of life and reduce the need for extraction of new raw materials. In this way, we contribute to both a circular economy and more sustainable resource management.

However, we see potential for improvement in making our own waste sorting even more efficient, so that we, by the end of 2025, will sort our waste in accordance with the requirements of the Danish Waste Regulation.

This means that we will have to sort household-type waste into the ten waste sections that apply to private households.



Our packaging leaves a climate footprint

Every year, we sell more than two million items to the building and construction sector. Either directly or indirectly. Although our products account for a small percentage of the building and construction industry's total climate footprint, we, as a supplier, cannot ignore the fact that construction waste and the production of building materials account for a significant proportion of Denmark's CO2 emissions.

When we acknowledge that the products we sell have an impact on our environment and climate, we also cannot ignore one of the more invisible environmental culprits: product packaging. The seemingly simple protection of the product is actually based on a multitude of environmental

considerations. Not only when the packaging is manufactured, but also when it is disposed of.

The development and use of more environmentally friendly packaging is therefore more relevant than ever, and we are constantly focused on ensuring that our packaging is made from as few materials as possible and that it is easy to sort and separate for recycling.

Key figures for in-house waste

Total amount of waste	14,818 ton
Total amount of hazardous waste	0 ton
Amount of waste for recycling	8.5 ton

WEEE and BAT released on the market

Electronic equipment (industry)	156 kg.
Electronic equipment (household)	9,123 kg
Batteries	37 kg.

CASE: WE REUSE CARDBOARD BOXES

Every week, we receive a large number of cardboard boxes from various suppliers. These may be empty shipping boxes that would typically be thrown away for incineration. That is why we have chosen to reuse cardboard boxes. This choice benefits the environment, the climate and our CO₂ balance.

It might be better to have Jasa Company A/S printed on the boxes, but the production of new cardboard boxes also has an impact on our climate and the environment – so why throw away cardboard boxes that are basically in perfect condition? To further reduce packaging consumption, our warehouse staff assess each individual shipment.

They consider whether the cardboard box is the optimal size for the shipment or whether the original packaging is sufficient for transporting the product. Small changes like these in our logistics chain mean that fewer cardboard boxes are produced and fewer are sent for incineration unnecessarily.



CASE: PICTOGRAMS ON PACKAGING

In Denmark, companies are not required to explain how their packaging should be sorted. However, we believe it is important to guide our customers, both when they purchase our products and when they sort our packaging.

To help ensure consistent sorting of the packaging we supply in Denmark, we have decided to start using the national waste pictograms on our products and packaging from 2024. Initially, this will apply to our blister packs and boxes for our SMART HOME products.



As a company, we are responsible for the products we make available throughout their life cycle until they become waste. That is why we are a member of collective schemes for packaging [VANA], electronic waste [Elretur] and battery waste [Batteriretur], which help us collect, handle and recycle our waste. In this way, we contribute to the achievement of the UN's Sustainable Development Goal of significantly reducing waste generation through prevention, reduction, recycling and reuse.

Distribution of packaging quantities

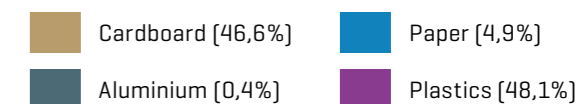


Photo credit: Kredsløb/www.kredsløb.dk

A balanced (working) life

Our employees are our most important business resource. That is why we work every day to create the best framework for well-being, diversity, and recognition

97,31%

Satisfaction score according to the latest workplace assessment [APV] in 2024.



Space for work and leisure

At Jasa Company, we view our employees as holistic individuals with needs relating to family, leisure, career and work, even during busy periods. This means that we try to accommodate all needs, wishes and requirements for a more flexible everyday life wherever possible.

A survey conducted by the Danish Association of Masters and PhDs shows that achieving a balance between work and leisure time is crucial for job satisfaction, well-being, productivity, and stress levels at work.



Health in everyday life

We want to support our employees’ ability to live healthy lives. Not only at work, but in their private lives too. That is why we offer health insurance as part of our employment package. This gives our employees access to psychological counselling, physiotherapy, chiropractic treatment, hospital treatment, pregnancy counselling, addiction treatment, as well as online doctors and self-help programmes.

We also have a free fruit scheme to encourage healthier habits.



Part of the community

We strive to run a healthy business where employees thrive and where we have fun together. That is why we also get together to celebrate our shared successes or to strengthen our relationships and collaboration across departments.

Throughout the year, we arrange various events such as a summer party, Christmas lunch, Friday bar and concert events. Through initiatives like these, we want to create a good working environment and a strong community that is not just professional.

A safe and secure workplace

There are still far too many work-related accidents, and one accident is one too many. According to the accident barometer from the Danish Working Environment Authority [Arbejdstilsynet], there were 47,955 reported accidents and 29 fatalities in 2024. Fortunately, none of our employees are included in these statistics.

Our aim is to minimise accidents and work-related fatalities.

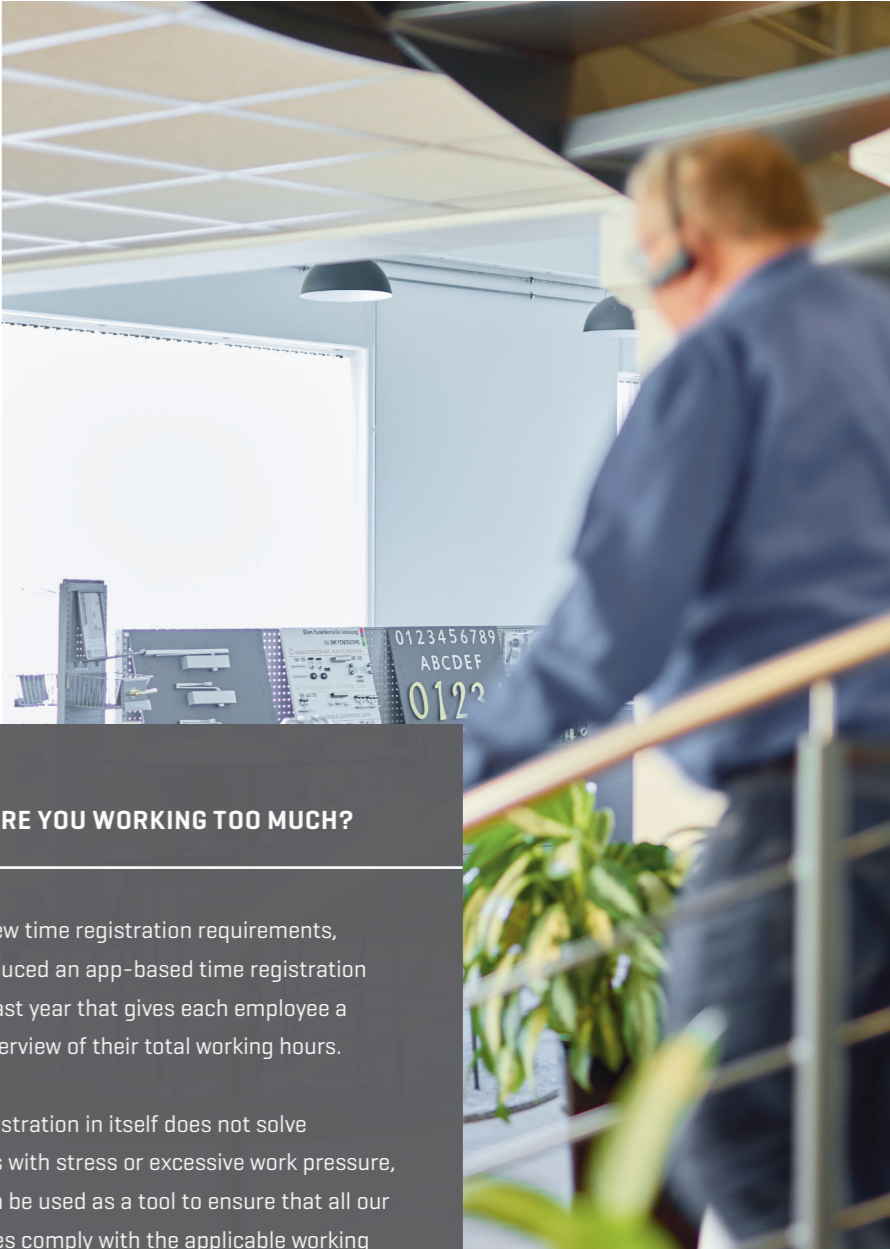
It is crucial to us that our employees feel safe and secure while performing their work tasks, whether they are in their company cars, in the office or in the warehouse. We focus on creating a safe workplace, both physically and mentally. A good working environment encompasses more than just safety.

Key figures for safety	2024	2023	2022
Number of registered work accidents	0	0	0
Number of work-related fatalities	0	0	0



It also lays the groundwork for well-being and job satisfaction. This requires a holistic approach, incorporating thorough training and ongoing education, awareness of safety measures, clear codes of conduct, anti-bullying policies and employee well-being surveys.

Such initiatives not only strengthen the workplace internally. They also support the UN’s goal of promoting safe and stable working environments worldwide.



CASE: ARE YOU WORKING TOO MUCH?

Due to new time registration requirements, we introduced an app-based time registration system last year that gives each employee a better overview of their total working hours.

Time registration in itself does not solve problems with stress or excessive work pressure, but it can be used as a tool to ensure that all our employees comply with the applicable working time regulations.



A workplace for everyone

We talk about diversity, equality and inclusion like never before. Not only at a political level, but also in business. According to a 2020 McKinsey study, employees are three times more likely to stay with and recommend diverse companies.

For us, promoting a positive and tolerant working environment where we treat each other with dignity and respect is only natural. We are proud of our diverse workforce today, where no two people are alike and everyone has something special to offer. To us, diversity is about much more than achieving gender balance in the workplace. It is about creating space for our differences, regardless of our employees’ backgrounds, age, or ethnicity.

We are a company with a flat structure, short decision-making processes, open dialogue and an informal tone. This creates a culture based on trust and openness and fosters commitment in times of change.



The majority of our employees are on permanent contracts [calculated as FTE], and almost 81 per cent of the workforce is employed full-time. In 2024, none of our employees are covered by a collective agreement, but we offer our employees terms and conditions that are comparable to those set out in collective agreements, including five floating holidays per holiday year and a pension scheme.

We support freedom of association and the right to participate in collective bargaining should our

WHAT DOES FTE MEAN?

FTE is the abbreviation for ‘Full-Time Equivalent’ and is used to define the number of full-time employees in a company based on actual working hours. This means that it is a unit that makes working hours comparable in different contexts. An FTE of 1.0 corresponds to a full-time position.



employees wish to do so.

In addition, we do not report on issues such as gender pay gaps or minimum wages, as salaries are determined based on individual qualifications. However, we do comply with the Equal Pay Act as we firmly believe that fair and equitable remuneration is fundamental to creating job satisfaction among our employees.

Diversity and inclusion

We actively work to create an inclusive work culture where diversity is a top priority. Our goal is clear: we want to create a workplace where everyone feels welcome.

Diversity is enriching, and it is important to us that everyone can fulfil their potential. The more diverse our employees are, the more skills and perspectives are represented. This creates the best foundation for innovation and the development of our products and solutions.

One of our focus areas is to have a balanced age distribution, where synergies are created between different age groups. Older employees often contribute knowledge and many years of experience, while younger employees typically bring fresh perspectives and a desire to challenge the status quo. This creates a unique opportunity for learning and development across age groups and departments.

		All employees			Management		
		2024	2023	2022	2024	2023	2022
Gender	Men	56%	—	—	28,57%	—	—
	Women	44%	—	—	71,43%	—	—
Age	Under 30 years	24%	—	—	0%	—	—
	31 – 45 years	30%	—	—	43%	—	—
	46 – 55 years	19%	—	—	43%	—	—
	55+ years	27%	—	—	14%	—	—

According to an article from the National Research Centre for the Working Environment, more seniors experience age discrimination in the labour market. This applies to both unemployed and employed people over the age of 50. We are proud that the 55+ age group makes up the second largest share of our workforce.

Good business practices

We want to run our business responsibly. For us, this means more than just complying with laws and regulations. It also concerns the way we structure, manage and control our business. This creates a framework that enables us to make the right decisions across the company while acting responsibly in relation to environmental and social issues.

We also believe that decision-making processes based on transparency and open dialogue create the best foundation for efficient operations – not only at management level. That is why we work continuously to ensure short organisational distances between management and employees, while strengthening our external relationships. We believe this creates value for employees, customers and suppliers alike.

We want to prioritise diversity on our board and aim to have at least one third of the members from outside the group of owners be women. In 2024, the board consists of three male members, one of whom is from the group of owners. Although we do not currently have an equal gender distribution,

the combination of the board members’ different professional backgrounds contributes to a robust management structure.

Governance and ESG



We do not assess that there are significant risks related to dishonest practices or unethical behavior, and in 2024 we have not received any fines or convictions related to corruption and bribery.

From raw material to end user

Our vision is to meet customer requirements for products at the right price, with consideration for functionality, simplicity, user-friendliness, and design. To achieve this, we work with about 50 suppliers in Denmark and abroad, and several of our suppliers have been with us since Jasa Company was founded in 2006.



Raw materials, production and purchasing

Our product range consists mainly of door handles, locks and fittings for doors and windows, most of which are made of steel. Global steel production has long been characterised by high CO2 emissions, and making the steel industry green will be a tough challenge.

We do not have our own production facilities, which gives us a responsibility to choose the right suppliers. This applies both to the suppliers’ own efforts to reduce their environmental impact and to ensuring that our products comply with applicable EU rules and regulations.

Logistics and warehousing

We work with responsible logistics partners to ensure efficient transportation of our products from production sites to our main warehouse in Denmark by sea, rail, air or road. Most of the

products we purchase come from Asia and are transported by container ships to European ports by third-party logistics companies. From there, our products are redistributed by truck.

Sales

We sell our products through professional sales channels to wholesalers and DIY stores, hardware stores, locksmiths, industry, municipalities and housing associations as well as for export. Across these channels, we strive to ensure responsible access to our products. Sales are handled by our sales organisation in Denmark.

Distribution

We deliver products to our customers via third-party logistics companies, primarily by truck or freight forwarder. As part of our climate efforts, we focus on reducing our scope 3 emissions, of which transport and distribution account

for a significant portion. We therefore also set requirements for our logistics partners and work continuously to map and reduce our emissions through collaboration. Several of our partners have already launched sustainable initiatives – ranging from route optimisation to avoid journeys without loads to environmental data calculators and the replacement of fossil-fuel-powered vehicles.

Customers can also pick up goods at our main warehouse. Pick-up not only allows our customers to receive their goods on the same day, it also reduces our scope 3 emissions.

The customer

We sell quality products to the Danish and Nordic building and construction industry, often via several intermediaries. This can be to the door and window industry, craftsmen and locksmiths, direct sales channels, as well as DIY enthusiasts.



However, our role goes beyond simply supplying products. We act as a sparring partner for our customers, providing advice on everything from custom-made product ranges to product development. This ensures that the solutions match both functional requirements and aesthetic desires.

In the long term, we aim to be able to provide the documentation and data that our customers increasingly demand, including data for their own sustainability reporting to the extent possible.

Responsible partnerships

Contributing to a better, greener world is a shared responsibility that transcends national borders. It requires cooperation and partnerships between companies at national and international levels. Therefore, creating partnerships for concrete action helps to form the overall framework for our work with sustainability.



As a member of VANA, we are part of a strong community of companies committed to reducing packaging waste and creating positive change for our world.



As a member of DI's ESG and sustainability network, we receive ongoing inspiration, knowledge and tools to make sustainable changes that benefit the environment, society and our own business.



As a member of Elretur and Batteriretur, we ensure that our electronic and battery waste is collected and treated so that it can be recycled and reused as much as possible.



The UN's Sustainable Development Goals provide a strategic guideline for our work with sustainability, social responsibility, and good corporate governance. These goals continuously guide our actions and decisions.

Our collaboration is based on trust and long-term relationships, as well as a shared understanding of responsible business practices. However, given the growing demand for transparency and documented accountability, we recognise the need to reinforce our policies.



Our aim is to develop a Code of Conduct for our suppliers that clarifies our expectations regarding responsibility, human rights, working conditions and sustainability throughout the value chain. Our intention is to inspire our suppliers and customers to take active steps towards a more responsible and sustainable future, thereby supporting the goal of strengthening worldwide partnerships for sustainable development.

While we have not yet reached our destination, we work every day to strengthen our environmental, social and governance efforts. For us, doing the right thing is not just a matter of principle – it is a fundamental part of who we are and how we do business.

OUR OBJECTIVES

- Reduce CO2 emissions as much as possible in scope 1 and 2 by 2030 and continuously increase our knowledge of CO2 emissions in scope 3.
- Replace fossil fuel-powered company cars with electric or hybrid alternatives.
- Generate our own electricity from solar panels.
- Ensure that our in-house waste is sorted in accordance with the ten waste fractions by the end of 2025.
- Continuously reduce our in-house waste and the amount of packaging we use.
- Ensure that packaging is easy to sort for recycling and reuse.
- Maintain a low incidence of work accidents and work-related fatalities.
- Conduct annual well-being surveys as an ongoing indicator of the working environment.
- Increase the average number of training hours per employee.
- Maintain a balanced gender distribution and ensure that no gender is represented by less than 35 or more than 65 per cent in management from 2026.
- Ensure that one third of the board members outside the ownership circle are women.
- Develop a Code of Conduct for our suppliers and be able to provide the documentation and data our customers require with effective IT and data architecture.
- Promote partnerships and customer relationships to help more people navigate towards a more responsible and sustainable future.

Appendix

Environmental data	Unit	2024	2023	2022	2021
Energy consumption	kWh	39,938.481	43,533.100	45,298.140	47,708.000
Distribution of electricity	kWh [renewable] 	33,152.48	—	—	—
	kWh [non-renewable]	6,776	—	—	—
District heating ¹	MWh	50.68	59.54	28.84	60.04
Water consumption	M³	84	91	125	112
Employee transportation to customers	tCO2e [diesel]	35.79	—	—	—
	tCO2e [petrol]	0	—	—	—
	tCO2e [electricity] 	0	—	—	—
Corporate travel	tCO2e	17.13	—	—	—
Employee commuting ²	tCO2e	33.89	—	—	—
Freight transport to the company ³	tCO2e	13.39	—	—	—
Freight transport to the customer ⁴	tCO2e	46.62	—	—	—

In-house waste ⁵	Unit	2024	2023	2022	2021
General waste	Ton [non-hazardous]	14.718	13.311	20.171	7.738
	Ton [hazardous]	0	0.103	0.204	0
Waste for recycling	Kg.	8,503	—	—	—

¹ According to the district heating declaration, CO2 emissions from district heating are classified as 'green'. The calculation method follows the industry standard of the Danish District Heating Association.

² The type of vehicle is not specified for employee commuting, out of respect for our employees' privacy.

³ tCO2e is calculated based on km data provided by transport companies.

⁴ tCO2e is calculated based on either available km data or actual emission data provided by transport companies.

⁵ We use the recycled content method in accordance with the recommendation of the Greenhouse Gas Protocol. Avoided emissions must therefore not be included in the three scopes.

Waste per waste fraction	Unit	2024	2023	2022	2021
Iron and metal [E19]	Ton	4.624	2.168	1.956	0.723
Incinerable waste [E03]	Ton	6.355	6.390	14.095	3.895
Packaging, cardboard [E10]	Ton	3.740	4.640	4.120	3.120
Small appliances, WEEE [E44]	Ton	0.068	0.010	0	0
Portable batteries [E48]	Ton	0.031	0	0	0
Hazardous waste [E26]	Ton	0	0.103	0.204	0

Emissions ⁶	Unit	2024	2023	2022	2021
Scope 1: Direct emissions	tCO2e	28.87	—	—	—
Scope 2: Indirect emissions	tCO2e	2.70	—	—	—
Scope 3: Andre indirekte emissioner	tCO2e	119.86	—	—	—
Total	tCO2e	151.43	—	—	—
Emission intensity	tCO2e/mil.DKK	2.70	—	—	—
CO2e per employed	tCO2e/FTE	6.24	—	—	—
CO2e per m2	tCO2e	0.08	—	—	—

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We calculate emissions using Klimakompasset.dk. For scope 2, we use a market-based calculation method that is adjusted for green certificates.

WEEE and BAT released on the market ⁷	Unit	2024	2023	2022	2021
Large equipment	Kg.	1,260	0	—	—
	Kg. [industry]	0	64	—	—
Small equipment	Kg. [household]	7,774	2,570	—	—
	Kg. [industry]	156	325	—	—
Small IT and telecommunication equipment	Kg. [household]	89	5	—	—
	Kg. [industry]	0	0	—	—
Portable batteries	Kg.	37	—	—	—

Processed quantities in 2024	Unit	Reuse	Recycling	Incineration	Disposal site
Large equipment	%	1.5	76.49	15.02	6.98
Small equipment	%	0.46	74.04	15.66	9.85
Small IT and telecommunication equipment	%	0.50	74.37	14.30	10.98
Portable batteries	%	—	—	—	—

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Although data on marketed or processed quantities is provided by Elretur, it is not included in the three scopes. Unless documentation for the specific emissions is available in accordance with the Greenhouse Gas Protocol recommendation, we do not use data from other waste streams.



Packaging quantities made available ⁸	Unit	2024	2023	2022	2021
Cardboard	Kg.	7,980	—	—	—
Paper	Kg.	842	—	—	—
Plastics	Kg.	8,242	—	—	—
Aluminium	Kg.	63	—	—	—
Wood	Kg.	—	—	—	—

Reported packaging quantity in 2024	Unit	Household	Industry
Cardboard	Kg. (non-hazardous)	4,525	3,455
	Kg. (hazardous)	0	0
Paper	Kg. (non-hazardous)	835	7
	Kg. (hazardous)	0	0
Plastics	Kg. (non-hazardous)	7,076	1,133
	Kg. (hazardous)	33	0
Aluminium	Kg. (non-hazardous)	0	0
	Kg. (hazardous)	63	0
Wood	Kg. (non-hazardous)	0	0
	Kg. (hazardous)	0	0

8

Data on packaging quantities is not included in the three scopes as no documentation is available for the specific emissions.

Social data	Unit	2024	2023	2022	2021
Contract type	FTE (permanent)	22.36	—	—	—
	FTE (fixed-term ⁹)	1.90	—	—	—
Gender distribution	% (men)	56	—	—	—
	% (women)	44	—	—	—
Gender diversity in management ¹⁰	% (women)	71.43	—	—	—
Average age ¹¹	Year	42	—	—	—
Seniority	Year (average)	5.83	—	—	—
Average training hours per employee	FTE (number)	7.19	—	—	—
Students/interns in training programs	Number	4	—	—	—
Employees employed under the flex job scheme	Number	6	—	—	—
Employees covered by a collective agreement	%	0	0	0	0
Registered work-related accidents	Number	0	0	0	0
Work-related fatalities	Number	0	0	0	0
Absence due to illness	%	6.75	—	—	—
Employee turnover	%	20	—	—	—
Employee satisfaction	Range [%]	97.31	—	—	—
Health and safety orders	Number	0	0	1	0

9

We define temporary employment as an employment with an expiry date based on objective criteria, such as a specific date, the completion of a task, or an event. Students and interns are also listed as temporary employees.

10

We define 'management' as persons who have employees reporting to them. The CEO is not included at this management level.

11

The average age and seniority are calculated for employees with permanent contracts.

Details regarding policies and procedures	2024	2023	2022	2021
Employee well-being policy	Yes	Yes	Yes	Yes
Health and safety policy	Yes	Yes	Yes	Yes
Privacy policy	Yes	Yes	Yes	Yes
Environmental policy	No	No	No	No
Whistleblower policy ¹²	No	No	No	No
Code of Conduct (suppliers)	No	—	—	—

Governance data	Unit	2024	2023	2022	2021
Gender diversity at the board level	% [men]	100	100	100	100
	% [women]	0	0	0	0
Board meetings	Number	4	—	—	—
Attendance at board meetings	%	100	—	—	—
Convictions and fines related to corruption and bribery	Number	0	0	0	0

12
Only companies with 50 or more employees are covered by the whistleblowing regulations.

Objectives and Global Goals¹³



- Reduce CO2 emissions as much as possible in scope 1 and 2 by 2030.
- Increase our knowledge of CO2 emissions in scope 3.
- Replace fossil fuel-powered company cars with electric or hybrid alternatives.
- Generate our own electricity from solar panels.
- Ensure that our in-house waste is sorted in accordance with the ten waste fractions by the end of 2025.



- Continuous reduction of the quantities of packaging made available.
- Ensure that packaging is easy to sort for recycling and reuse.
- Provide the documentation and data our customers request through efficient IT and data architecture, enabling the integration of sustainability information.



- Maintain a low incidence of work accidents and work-related fatalities.
- Increase the average number of training hours per employee.
- Maintain a balanced gender distribution and ensure that no gender is represented by less than 35 or more than 65 per cent in management from 2026.
- Ensure that one third of the board members outside the ownership circle are women.
- Conduct annual (and preferably anonymous) well-being surveys as an ongoing indicator of the working environment.



- Promote partnerships and customer relationships to help more people navigate towards a more responsible and sustainable future.
- Develop a Code of Conduct for our suppliers

13
You can find a detailed explanation of the Sustainable Development Goals here: <https://sdgs.un.org/goals>

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If you have any questions regarding our ESG
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