

ImpactReport™

WEXØE A/S

CVR DK16608947

Management sustainability report

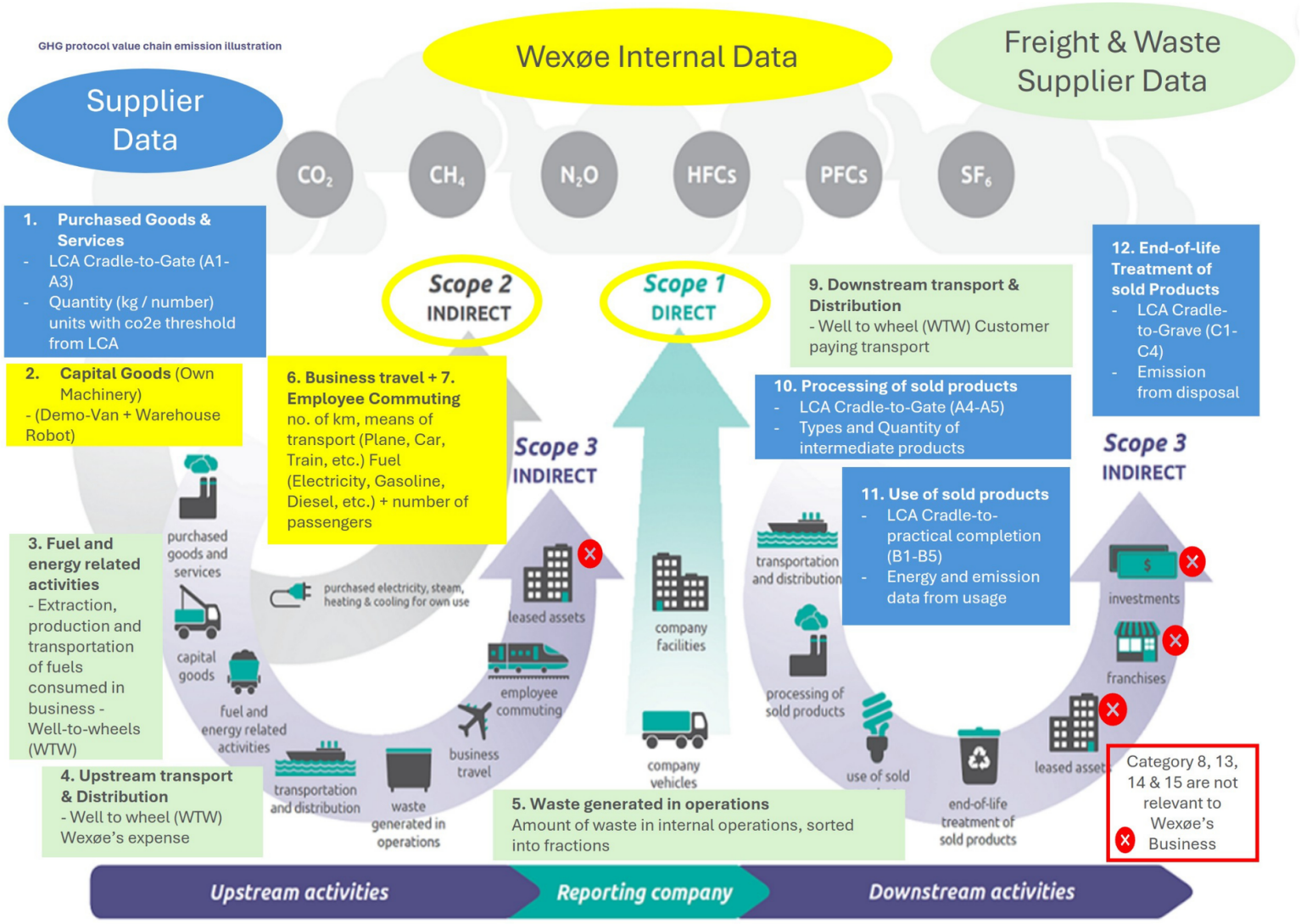
In 2024, Wexøe made significant progress in advancing our sustainability initiatives and refining our climate action strategy.

A comprehensive Double Materiality Assessment (DMA) was completed in collaboration with external sustainability consultants and under the guidance of our newly appointed Head of Sustainable Business Development. This thorough process enabled us to identify and prioritize the material topics that will drive our future sustainability initiatives in compliance with the CSRD.

Key Sustainability Developments in 2024

- **Strengthened Leadership:** We enhanced our leadership team with the appointment of a Head of Sustainable Business Development, underscoring our commitment to integrating sustainability at the core of our business strategy.
- **Supplier Partnerships:** We initiated collaborative partnerships with key suppliers to collect lifecycle assessment (LCA) data, laying the groundwork for robust Scope 3 emissions reporting.
- **Global Commitment:** Wexøe formalized our dedication to international sustainability standards by joining the UN Global Compact.
- **Emissions Reduction:** We continued to achieve tangible reductions in our Scope 1 and Scope 2 CO_2 emissions.

Focus on Scope 3 Emissions


GHG protocol value chain emission illustration
Supplier Data
Wexøe Internal Data
Freight & Waste Supplier Data
CO_2
CH_4
N_2O
HFCs
PFCs
SF_6
1. Purchased Goods & Services
- LCA Cradle-to-Gate (A1-A3)
- Quantity (kg / number) units with co2e threshold from LCA
2. Capital Goods (Own Machinery)
- (Demo-Van + Warehouse Robot)
3. Fuel and energy related activities
- Extraction, production and transportation of fuels consumed in business - Well-to-wheels (WTW)
4. Upstream transport & Distribution
- Well to wheel (WTW) Wexøe's expense
6. Business travel + 7. Employee Commuting
no. of km, means of transport (Plane, Car, Train, etc.) Fuel (Electricity, Gasoline, Diesel, etc.) + number of passengers
Scope 2 INDIRECT
Scope 1 DIRECT
Scope 3 INDIRECT
purchased goods and services
capital goods
fuel and energy related activities
transportation and distribution
waste generated in operations
business travel
employee commuting
purchased electricity, steam, heating & cooling for own use
leased assets
company facilities
company vehicles
5. Waste generated in operations
Amount of waste in internal operations, sorted into fractions
9. Downstream transport & Distribution
- Well to wheel (WTW) Customer paying transport
10. Processing of sold products
- LCA Cradle-to-Gate (A4-A5)
- Types and Quantity of intermediate products
11. Use of sold products
- LCA Cradle-to-practical completion (B1-B5)
- Energy and emission data from usage
12. End-of-life Treatment of sold Products
- LCA Cradle-to-Grave (C1-C4)
- Emission from disposal
Scope 3 INDIRECT
transportation and distribution
processing of sold products
use of sold
end-of-life treatment of sold products
leased assets
investments
franchises
Category 8, 13, 14 & 15 are not relevant to Wexøe's Business
Upstream activities
Reporting company
Downstream activities

2024 Preparation of Scope 3 calculations

Based on our research, we have identified the following Scope 3 categories as relevant for Wexøe's data collection:

1. Purchased goods and services
2. Capital goods
3. Fuel and energy related activities
4. Upstream transport & distribution
5. Waste generated in operations
6. Business travel
7. Employee commuting
9. Downstream transport & distribution
10. Processing of sold products
11. Use of sold products
12. End-of-life treatment of sold products

In 2024, we estimated emissions for scope 3, Category 1 using a spend-based methodology, applying official emission factors sourced from Exiobase. Currently, data for Categories 2, 10, 11, and 12 are not yet available; however, we are actively working to address these gaps and aim to establish a comprehensive baseline year in 2025.

A key insight from our analysis is the significant proportion of Scope 3 emissions relative to our Scope 1 and Scope 2 emissions. This highlights the importance of our continued focus on value chain emissions and the need for ongoing collaboration with our suppliers to drive meaningful reductions.

Scope 3 Calculations

Calculation Methodology
Category 1. Purchased Goods and Services

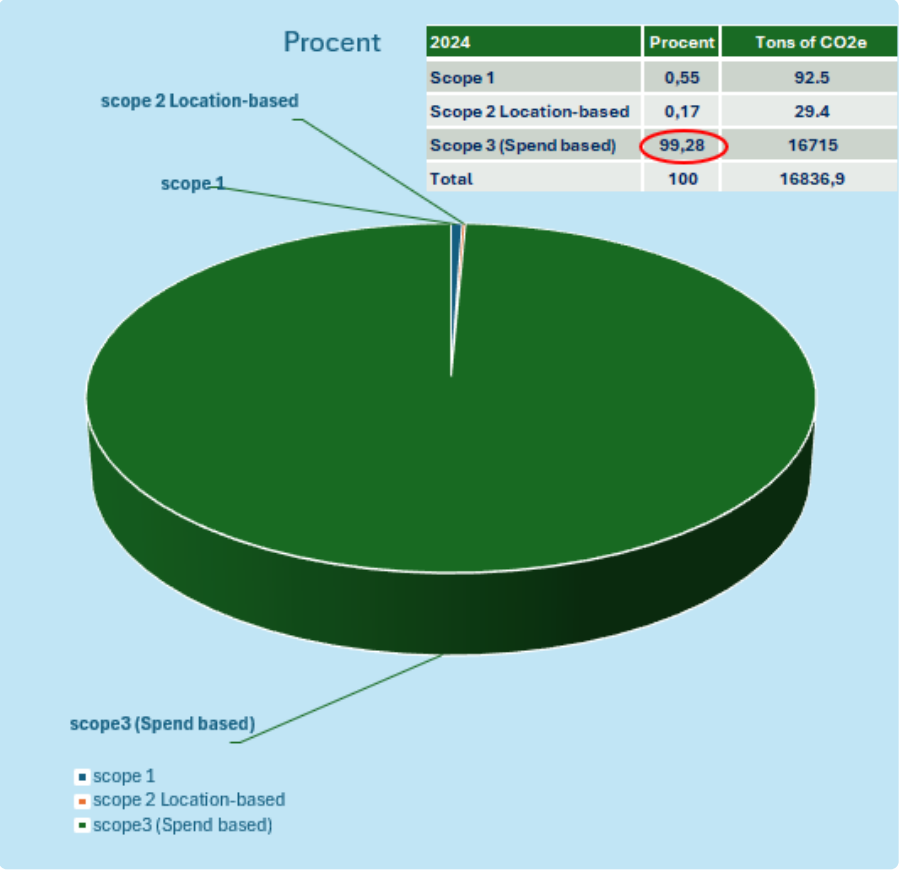
1. HS Code Analysis
Products/services linked to the electricity sector were identified using HS codes. Codes starting with **84, 85, 90, 91, or 94** (e.g., **85381000**) were included, as they align with electrical goods/appliances.

Example Breakdown:

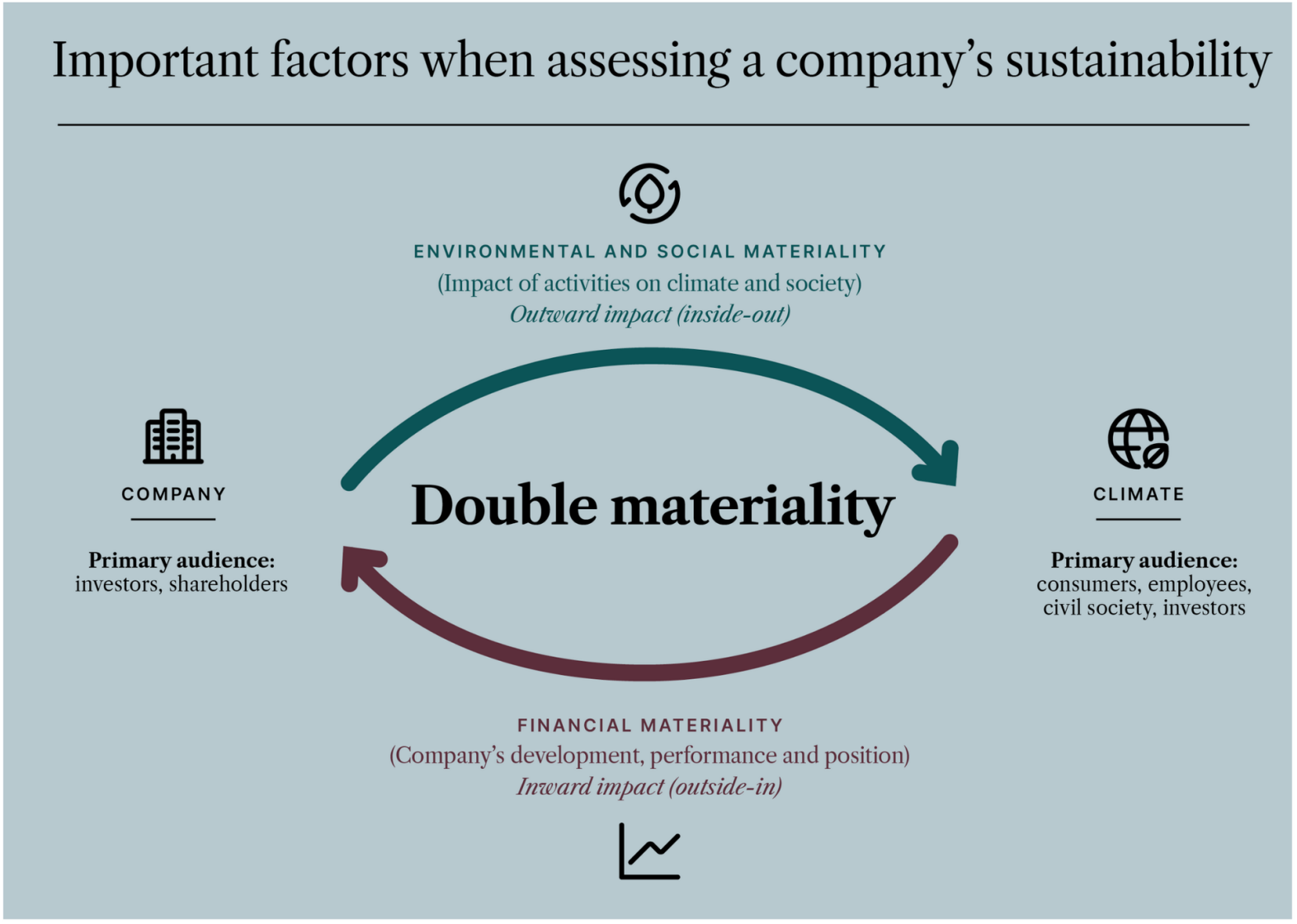
- **85**: Core electrical/electronic goods
- **8538**: Parts for electrical apparatus
- **1000**: Control/distribution boards

2. Emission Calculation
Total 2024 spending (converted to EUR) was multiplied by the **average emission factor** for *"Electrical machinery and apparatus"* from EXIOBASE3 (via Climatiq).

Formula:
Total OMS Value (EUR) × Average Emission Factor = CO_2 Emissions (kg)



2024	Procent	Tons of CO2e
Scope 1	0,55	92.5
Scope 2 Location-based	0,17	29.4
Scope 3 (Spend based)	99,28	16715
Total	100	16836,9


Important factors when assessing a company's sustainability
ENVIRONMENTAL AND SOCIAL MATERIALITY
(Impact of activities on climate and society)
Outward impact (inside-out)
COMPANY
Primary audience:
investors, shareholders
Double materiality
CLIMATE
Primary audience:
consumers, employees,
civil society, investors
FINANCIAL MATERIALITY
(Company's development, performance and position)
Inward impact (outside-in)

Tons of Co2e	2019	2021 (Covid)	2022	2023	2024
Scope 1	218	182	208	126	92,5
Scope 2 Location based	32	25,6	23	29,6	29,4
Scope 2 Market based	80,8	84,1	82,8	182	181
Total 1+2 Location based	250	207,6	231	155,9	121,9
Co2e ton / Revenue (Mill. DKK)	0,9367	0,5919	0,6018	0,3778	0,3301
Scope 3 (Spend Based)	N/A	N/A	N/A	N/A	16750

Double Materiality Assessment

Wexøe's Double Materiality Assessment (DMA) Findings

Our DMA identified several key sustainability topics that are material both financially and in terms of their impact on the organization and stakeholders, in line with ESRS requirements.

ESRS E1: Climate Change
Climate change is a significant topic for Wexøe, particularly regarding transition risks and opportunities for mitigation and adaptation. We will review and update our policies to strengthen our efforts in these areas.

ESRS S1: Diversity, Health & Safety, and Training
Diversity, health, and safety remain crucial for our workforce and stakeholders. We are committed to further strengthening our policies and practices to maintain a positive work environment.

ESRS S2: Value Chain Workers
While less prominent, fair labor practices in our value chain are important. We plan to engage more actively with suppliers to address working conditions and help prevent labor-related risks.

ESRS S4: Consumer and End-User Health & Safety
Wexøe's products contribute to improved work environments in the downstream value chain, such as better lighting and climate control. There is an opportunity to expand our offerings that support healthier and safer workplaces.

Challenges and Opportunities
We are focused on improving data collection to identify CO_2 reduction opportunities, optimizing processes for efficiency, and presenting insights that support strategic decision-making.

Future Outlook: The Triple Bottom Line
By integrating digital solutions, we enhance sustainability reporting, foster innovation, and increase investor appeal. Wexøe continues our digital transformation shift from a purely financial focus to a triple bottom line-People, Planet, and Profit. Leveraging data-driven insights empowers us to make informed decisions for sustainable and balanced business success.

Accomplished Sustainability Initiatives in 2024

Our management team established several key objectives for sustainability in 2023, which have been met.

We have:

- **Exceeded our sustainability goal ahead of schedule**, achieving a remarkable 51,39% reduction in Scope 1 and 2 CO2 emissions since 2019
- **Purchased Refurbished PCs**: To reduce electronic waste and lower carbon emissions by adopting refurbished technology.
- **Employed a Sustainability Manager**: To integrate sustainability into our management and core operations and ensure compliance with evolving regulations.
- **Updated ECOVADIS and CDP Data**: To enhance transparency and improve our sustainability ratings.
- **Introduced of a New B-Corp Certified Canteen**: To promote sustainable food practices and support local suppliers.
- **Prepared Scope 3 Baseline Calculation**: To better understand and manage our indirect emissions.
- **Prepared CSRD**: We have prepared for CSRD reporting in 2025 to comply with EU sustainability reporting regulations.
- **Conducted our Double Materiality Analysis**: with the support of expert consultants, enhancing our strategic decision-making capabilities and align our sustainability strategy with regulatory requirements and stakeholder expectations.

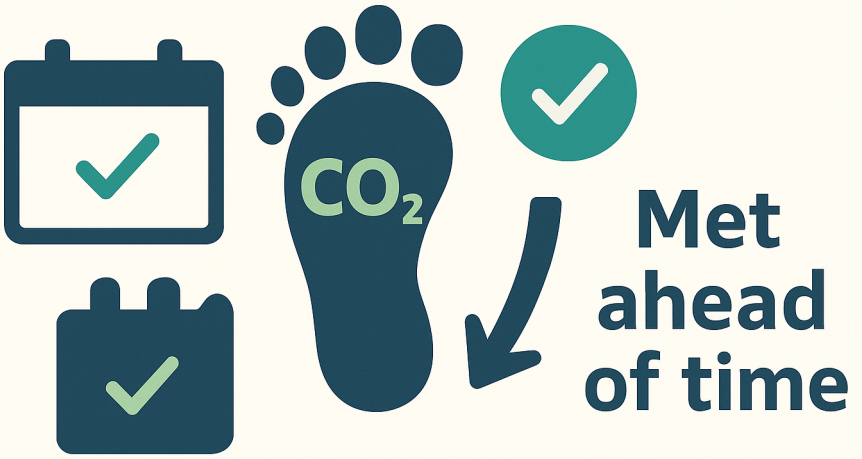
Wexøe Carbon footprint 2024

Carbon Footprint Calculation

Wexøe calculated the CO2 footprint for both Scope 1 and Scope 2 emissions, including data for previous years.

Notably:
The baseline year was changed from 2021 to 2019 to reflect normal operations,

CO2e scope 1	CO2e scope 2 location-based
92.5	**29.4**
ton	ton
2024	**2024**



as pandemic-related irregularities had skewed the 2021 data.

Since 2019 we have reduced our scope 1 & 2 Co2 emission with 51,39%
Wexøe initial emissions in 2019 = 251 tons
Wexøe emissions in 2024 = 122 tons.

Reduction= 129 ton
Procentage reduction =(251-122/251)×100=51.39%

This 51,39% reduction surpasses our initial target of a reduction on 50% by end 2025, primarily due to:

The S' in ESG

In 2024, Wexøe made initiatives to enhance teamspirit and progress in fostering a more diverse organization across age, gender, and ethnicity.

Late in 2024, Wexøe initiated the development of a structured onboarding process, dedicating resources to create comprehensive onboarding and senior transition plans. These initiatives are designed to facilitate seamless integration of new employees while enabling senior employees to gradually reduce their



Female full-time employees.

18.0

%

2024

Sick leave

5.80

7.5h-Days/FTE

2024

Full-time employees

Full-time employees

62.6

2024

Social responsibility

In 2024, Wexøe made significant strides in advancing our sustainability agenda and deepening our commitment to social responsibility. Throughout the year, we actively participated in and hosted a wide range of events and initiatives to promote the ESG (Environmental, Social, and Governance) agenda. These included attending leading sustainability conferences and forums, such as UN Earth day 2024, Code Pirates, and Wexøe Virtual Partner event, where we engaged with industry leaders and shared best practices for integrating ESG principles into business operations.
We also organized and supported local events and roundtables like supporting "Green transition and Sustainability in practis" that fostered dialogue on Environment and ethical business practices.

Our efforts to promote youth employment were expanded through partnerships with community organizations, offering internships, coaching, and skills development opportunities to help young people and disadvantaged groups enter or re-enter the workforce.

B2B Social Responsibility Activities

UN Global Compact Denmark
We are actively engaged with the UN Global Compact Denmark, aligning our operations with global standards for responsible business conduct.

Circular Economy Partnerships
Our collaboration with WUPPI, ELretur, and Emballageretur demonstrates our commitment to responsible resource management and recycling within our industry.


DA ÅBEN VIRKSOMHED
CDP Discloser 2024
FREMTIDSVÆRKSTEDET
CODING <CLASS>
KLIMA PARTNER
UN GLOBAL COMPACT Network Denmark
Wexøe partnerships
BRONZE | Top 35%
ecovadis
Sustainability Rating
JAN 2025
WUPPI
ELRETUR
EMBALLAGERETUR
VÆR MED, TA' ET SOCIALT ANSVAR 2024
jobcenter Furesø

Employees and Customers

At Wexøe, we are committed to fostering a positive, inclusive environment where both employees and customers thrive.

Our focus on team spirit and well-being is reflected in the activities we organize throughout the year, designed to promote a healthy lifestyle, strengthen relationships, and support our wider community.

In May, we once again participated in the VCTA "Vi cykler til arbejde" initiative, encouraging colleagues to cycle to work and embrace sustainable commuting. August brought a summer party in Adseke, Sweden, where employees enjoyed outdoor activities, comfortable transport, and an overnight stay at a local hotel-creating opportunities for connection and relaxation.

September saw the launch of our local Wexøe Run, followed by a barbecue, further building camaraderie and promoting physical health.

In October, we extended our commitment beyond the company by inviting both employees and customers to join us again in the Cycling4Cancer charity event, supporting those affected by cancer and contributing to the greater good.

Through these initiatives, Wexøe aims to nurture a strong sense of belonging, encourage healthy living, and make a positive impact on our community-demonstrating our dedication to both people and social responsibility.

Full-time employees	Female full-time employees.	Women on Board	Employee turnover
62.6	18.0	1	10.7
2024	%	2024	%
	2024		2024


Borgeby Slott



Responsible Corporate Leadership

At Wexøe, we align our strategies with global mega trends to maintain our license to operate.

Wexøe is honored to have been nominated as an ESG Frontrunner in 2024, recognizing our dedicated efforts to integrate environmental, social, and governance (ESG) principles across our core business. This nomination reflects our commitment to driving meaningful ESG initiatives, acting as a role model



Women on Board

1

2024

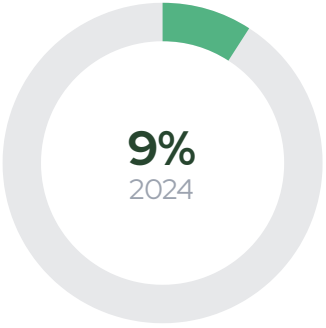
CEO salary discrepancy

4.40

CEO : Employees

2024

Women in senior management



UN Sustainable Development Goals

In our role as a Service Provider within the supply chain, we recognize that the majority of our CO2 emissions are categorized under Scope 3.

In this context, our ability to influence strategy and production is restricted, as we can only provide advisory support without decision-making authority. However, we take pride in delivering valuable customer feedback, which we believe can inform and shape strategic decisions

Our collaboration with approximately fifty suppliers includes several major partners who are actively committed to the United Nations Sustainable Development Goals (UN SDGs).

As part of our broader sustainability strategy, we recognize that knowledge and transparency are essential drivers for achieving tangible reductions in CO2 emissions. Consequently, we are dedicated to support suppliers who have not yet conducted Life Cycle Assessments (LCAs).

In 2024, we began exploring whether establishing a framework could support our suppliers in developing Life Cycle Assessments (LCA), particularly by addressing the cost barriers that frequently hinder this process. By offering targeted guidance, our goal is to help reduce the financial burden of third-party validation, thereby enabling our suppliers to further their sustainability efforts.

Baseline Overview

This is an overview of all the data entered in the selected baseline. All data associated with the baseline will automatically be displayed here.

Wexøe has chosen to calculate our 2019 ESG report, as both 2020 and 2021 were significantly impacted by the COVID-19 pandemic and do not reflect normal business operations. We did not prepare an ESG report for 2020, since our first sustainability report was published in 2021. By selecting 2019 as our baseline year, we ensure that our reporting is based on reliable and representative data, in line with best practice for baseline year selection when recent years are affected by exceptional circumstances

Environment - The company's environmental data

	2024	2023	2022	2021	2020	2019
The company wants to assess and calculate their CO2	**Yes**	**Yes**	**Yes**	**Yes**		**Yes**
CO2e scope 1	**92.5** ton	**126** ton	**208** ton	**182** ton		**218** ton
CO2e scope 2	**181** ton	**161** ton	**85.0** ton	**25.1** ton		**81.0** ton
Energy consumption	**2,780,000** MJ	**3,368,961** MJ	**2,739,710** MJ	**2,967,033** MJ		**4,494,099** MJ
Water consumption	**359** m3	**439** m3	**391** m3	**356** m3		**383** m3

Social - The company's Social Data

	2024	2023	2022	2021	2020	2019
Full-time employees	**62.6**	**66.3**	**63.0**	**61.1**		**62.7**
Number of male full-time employees in the company	**51.4**	**52.2**	**47.2**	**48.9**		**47.8**
Number of female full-time employees in the company	**11.3**	**14.1**	**15.8**	**12.2**		**15.0**
Female full-time employees.	**18.0** pct	**21.3** pct	**25.0** pct	**20.0** pct		**23.8** pct
Number of female leaders.	**1.00**	**0.00**	**0.00**	**0.00**		**0.00**
Number of male leaders.	**10.0**	**11.0**	**11.0**	**11.0**		**11.0**
Total number of leaders.	**11.0**	**11.0**	**11.0**	**11.0**		**11.0**
Women in senior management	**9.09** pct	**0.00** pct	**0.00** pct	**0.00** pct		**0.00** pct
Departed employees	**6.72**	**6.00**	**6.30**	**3.05**		**10.0**
Employee turnover	**10.7** pct	**9.05** pct	**10.0** pct	**5.00** pct		**15.9** pct
Sick leave	**5.80** 7.5t-Dage/FTE	**7.97** 7.5t-Dage/FTE	**6.91** 7.5t-Dage/FTE	**4.14** 7.5t-Dage/FTE		**4.58** 7.5t-Dage/FTE

	2024	2023	2022	2021	2020	2019

Governance - The company's management data

	2024	2023	2022	2021	2020	2019
Board of Directors	**Yes**	**Yes**	**Yes**	**Yes**		**Yes**
Men on the board	**2.00**	**2.00**	**2.00**	**2.00**		**2.00**
Women on the board	**1.00**	**1.00**	**1.00**	**1.00**		**1.00**
Presence at board meetings	**100** pct	**100** pct	**100** pct	**100** pct		**100** pct
CEO salary discrepancy	**4.40**	**5.30**	**5.36**	**3.68**		**2.70**

Appendiks

In our commitment to transparency and accountability, we have commenced the calculation of Scope 3 emissions. However, the 2024 data is not fully representative due to the absence of Life Cycle Assessment (LCA) emission data for the majority of our products.

Notwithstanding these limitations, we have elected to initiate reporting on Scope 3 emissions to establish a foundational baseline for future enhancements and to convey our dedication to sustainability to our suppliers.

Additionally, we have selected 2019 as our new base year, since the operational conditions in 2021 were heavily impacted by the COVID-19 pandemic, making it an inappropriate reference point.

All indexed figures are calculated based on Full-Time Equivalents (FTEs), utilizing a standardized annual working hour threshold of 1,924 hours. This methodology ensures consistency and comparability across our reporting framework.

Energy consumption has been reduced thanks to the introduction of a heatpump in the year of 2022 and the purchase of electrical vehicles. The energy increase in the year of 2023 can be related to the increase in employees and the consequential use of fuel used in transport..

Environment (Environment)	**Input**	**Unit**	**Period**
Total CO2e emissions in scope 1	**92,5**	ton	2024
CO2e emissions from scope 2 location-based	**29,4**	ton	2024
CO2e emissions from scope 2 market-based	**181**	ton	2024
Total CO2e emissions in Scope 3	**16.715**	ton	2024

Social (Employees)	**Input**	**Unit**	**Period**
Average number of full-time employees	**62,6**		2024
The proportion of women among full-time employees	**18,0**	%	2024
Percentage of women in top management	**9,09**	%	2024
Employee turnover	**10,7**	%	2024
Sick leave according to the latest assessment	**5,80**	7.5t-Dage/FTE	2024

Governance (Governance)	**Input**	**Unit**	**Period**
Number of women on the company's board of directors	**1**		2024
Number of men in the company's board of directors	**2**		2024
Presence at board meetings	**100**	%	2024
Pay gap between CEO and employees.	**4,40**	CEO ifht. employees	2024

Comments on the report

The report is not verified by an independent third party. Although we have made efforts to ensure that the content of the report is accurate, there is no guarantee regarding its accuracy and/or completeness, and we therefore disclaim any liability for any damage or loss that may arise from actions taken based on the report.

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