

bendixen

skilte | design | effekt

ESG report 2024

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Welcome

to bendixen's first ESG report 2023/24

For more than 75 years, Bendixen has had a clear focus: to deliver signage solutions and visual communication with quality, responsibility, and professional pride.

As the world changes, we change with it – and today, responsibility is not only about good craftsmanship, but also about taking active responsibility for our climate footprint, our social engagement, and the way we run our business.

This report marks an important step for us. It is our first ESG report – a milestone that not only consolidates our initiatives within environment (Environmental), social matters (Social) and good governance (Governance), but also sets the direction for our continued work with ESG and strategy. We believe that ESG should not be a parallel agenda, but an integrated part of our strategy and decision-making basis.

In this report, we openly share our historical figures and

information, progress, insights, and ambitions. We are far from having all the answers yet, but we have started, and that is what matters. With investments in green energy, a focus on responsible supplier management and increased transparency throughout the organisation, we wish to inspire – and be inspired by – our customers, suppliers, partners, and employees. Thank you for reading. We look forward to the dialogue – and to taking the next steps together.

Kind regards
The owners of bendixen
Kenneth, Thorbjørn & Morten

bendixen

Bendixen was founded in 1949 with a clear purpose: to make companies visible. For more than 75 years, we have turned visions into unique, innovative and customised solutions that strengthen our customers' brands. Today, we are one of Denmark's leading suppliers of signs, pylons, billboards and visual solutions, with Danish production at the core.

We are based in Viborg, where 1,800 m² of production and administration bring the entire value chain together under one roof. With all central processes in-house, we can ensure flexibility, fast delivery and consistently high quality. Our product range spans from small vinyl texts and customised façade solutions to large motorway pylons.

We deliver to all of Scandinavia, with Denmark as our largest market. Our customers include more than 40 major chains within, among others, retail, fitness, finance, real estate, hotels, entertainment, sports arenas as well as shopping centres and experience centres. In addition, we are strongly

engaged in commercial properties and construction projects in general. Among our customers are Salling Group, PureGym and Jyske Bank.

The core of our culture is our values: integrity, credibility and responsibility, supplemented by innovation, sustainability, flexibility and closeness. For us, this means that we take responsibility for what we deliver – and deliver it right the first time. Our work with ESG is closely linked to delivery reliability, advisory services and quality. We develop solutions that ensure maximum visibility while taking into account the environment and society. This includes responsible choice of materials and energy consumption as well as efficient production, logistics and strong partnerships.

We continuously introduce new products and invest in technologies that reduce environmental impact and promote a more sustainable future for the industry. This is how we translate our values into practice every day and in every project.

bendixen owns the following location:

Location	Address	Postal code	City	Country	Geolocation
Head office and production	Finderupvej 118	8800	Finderup, Viborg	Denmark	56.412416589068535, 9.2888925735497

Home country:
Denmark

CVR-number:
83459816

Company form:
Private limited company (ApS)

Industry code:
274000

Balance sheet tota 2024:
13.506.706

Number of employees, full-time equivalents:
19 / 17,6

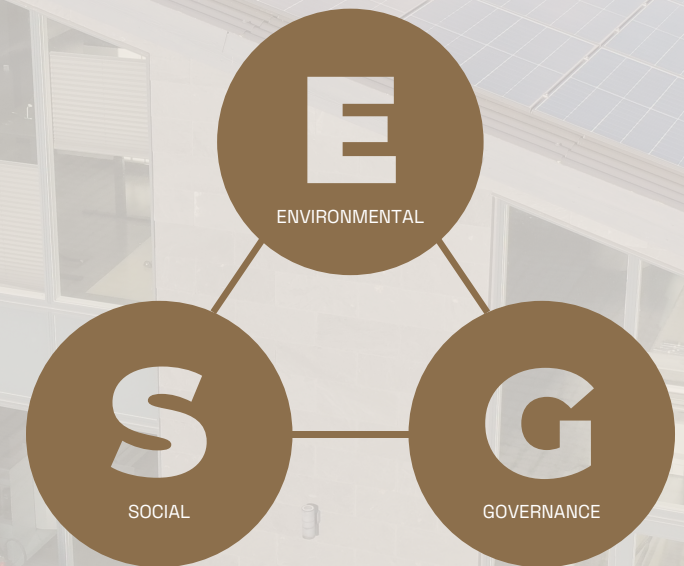
ESG

ESG is a tool to structure and document companies' work with sustainability. With ESG, the understanding of sustainability is expanded to include Environmental, Social and Governance, and covers environmental and climate-related matters, social matters, and governance-related matters.

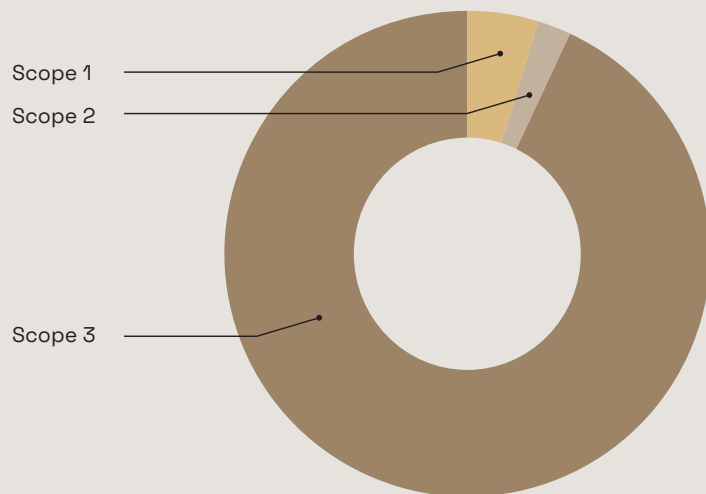
VSME standard

The report has been prepared in accordance with the principles and disclosure requirements in the VSME standard. The Danish Business Authority recommends that small and medium-sized enterprises use the EU's voluntary sustainability reporting standard (VSME) for preparing sustainability reporting.

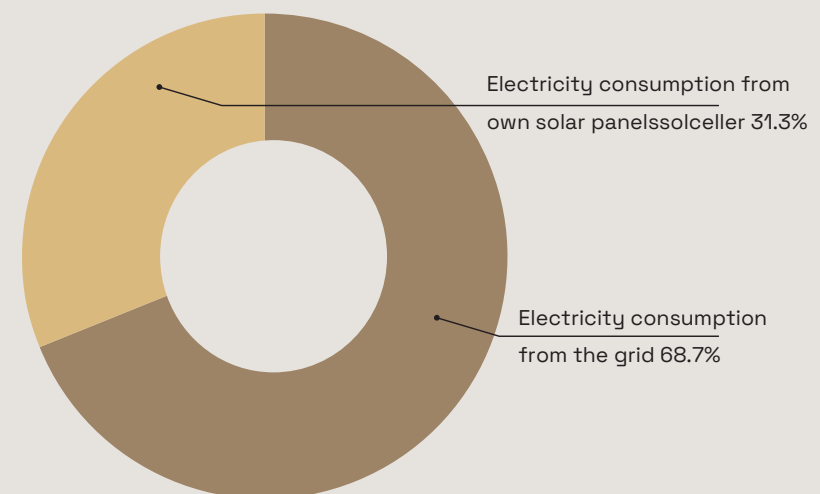
In this report, the disclosure requirements from the basic module have been addressed, and a few data points from the extended module have been included. Our revenue is not included in the report.



Environmental matters



Scope	Discharges	Share
Scope 1	15,08 tCO ₂ e	5 %
Scope 2	6,26 tCO ₂ e	2 %
Scope 3	304,74 tCO ₂ e	93 %



Social matters



Gender diversity

**26,3 %
women**

Sick days per FTE

2,5 dage

Employees at bendixen

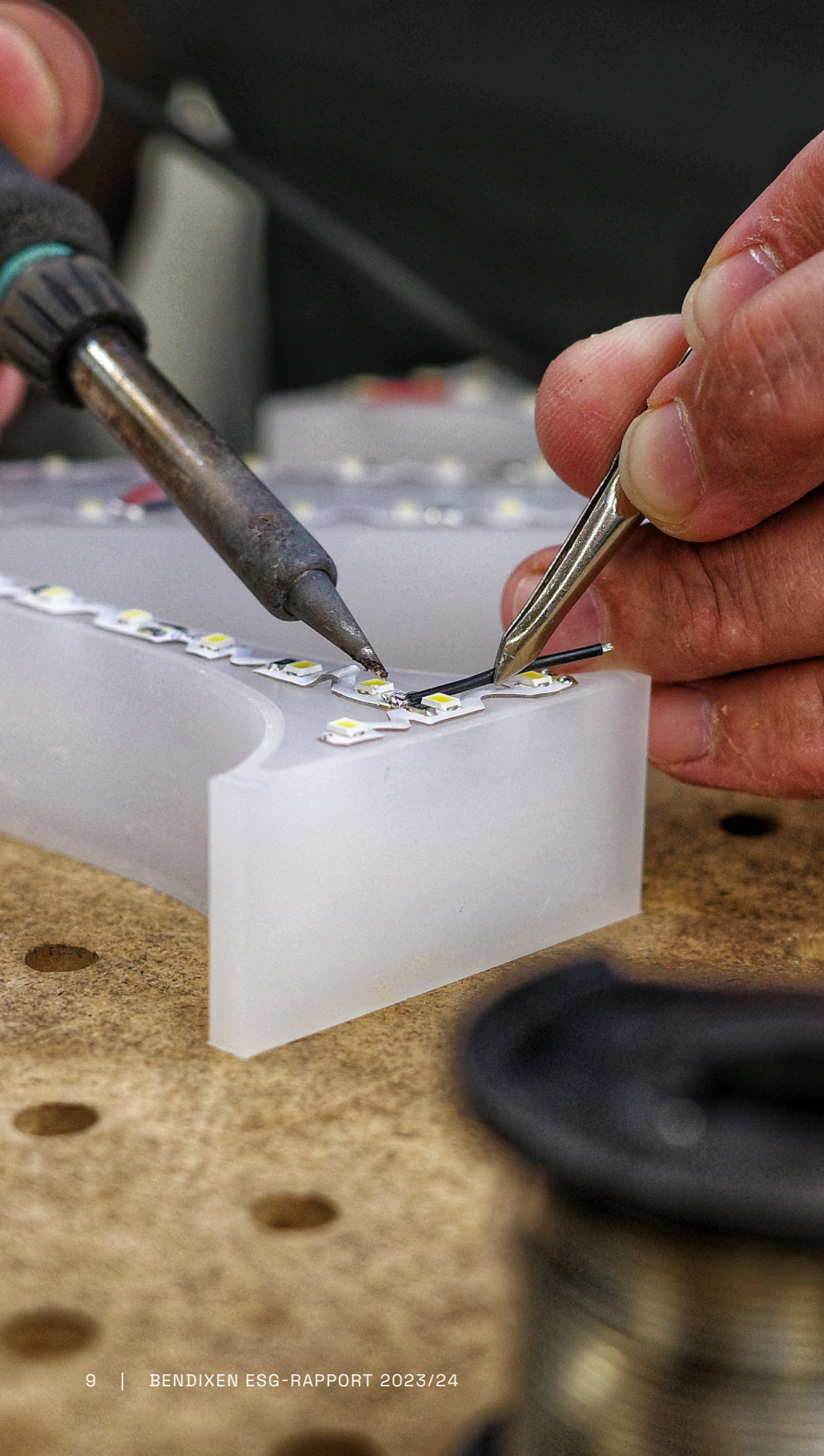


19 full-time employees

17,7 FTE

Our work with ESG





bendixen's motivation for ESG reporting

Sustainability is an integrated part of our business strategy and daily operations. We are aware that our activities affect the environment, society and our employees, and we want to take active responsibility for contributing positively to the green transition.

This ESG report is intended as a dynamic tool to support our ongoing work with sustainability and strategy. The report provides an overall overview of our current activities and serves as a guiding framework for our future approach to ESG.

We see ESG reporting as an important tool to strengthen our focus on sustainability and responsibility. The report is not only intended to meet external requirements, but also to inspire continued development and improvement internally in the organisation. By working systematically with ESG, we aim to strengthen our competitiveness, create transparency and ensure that we live up to our responsibility as a company.

As a signage manufacturer and supplier, we are aware that we are part of our customers' value chain and thus their ESG documentation. This also means that we are increasingly met with requirements from our customers and the outside world.

"Bendixen is among the industry's frontrunners in the use of more sustainable materials for sign production. They actively request solutions with a high content of recycled plastic and integrate 100% recycled acrylic as well as PVC with up to 80% recycled content. With strong innovative capacity and partnerships – including with the Danish Technological Institute – they have contributed to new solutions for recycling composite materials such as ACM boards and are driving the green transition through circular solutions."

Jacob Busk Jensen, Sales Director, VINK



"We are seeing a clear increase in demand for ESG reporting with full coverage of scope 1, 2 and 3. This is a development we welcome. When we document our total climate footprint, we increase our relevance in tenders and partnerships – and we differentiate ourselves from players who are not yet able to deliver the same level of transparency".

The owners, bendixen

As a signage manufacturer and supplier, we are aware that we are part of our customers' value chain and thus their ESG documentation. This also means that we are increasingly met with requirements from our customers and the outside world.

"PureGym has a clear policy that our suppliers must be able to document their work with sustainability through ESG reporting and key figures. We expect our suppliers to comply with environmental legislation, have a sustainability strategy with a science-based net zero target, collaborate on reducing environmental impacts and be able to deliver scope 1 and 2 data for the previous year on time. Bendixen meets these requirements and provides us with both transparency and quality in the collaboration. This makes them a reliable partner that supports our objectives for responsibility."

**Nicola Wheatley,
Procurement Governance Manager,
PureGym**



bendixen's work with the UN Sustainable Development Goals

7 BÆREDYGTIG
ENERGI



We focus on reducing our energy consumption from non-renewable sources. We have therefore invested in a 120 kWh solar panel system with an associated 22 kWh battery unit.

9 INDUSTRI, INNOVATION
OG INFRASTRUKTUR



The close distance from production to end-user ensures that our logistical CO2 footprint is reduced compared to products that are flown, sailed or driven to Denmark.

12 ANSVARLIGT
FORBRUG
OG PRODUKTION



At Bendixen, we have entered into a collaboration with our suppliers to use regenerative materials for our acrylic (plastic), aluminum and PVC, among other things. This means that these raw materials have already been used for other purposes and are therefore recycled.

Bendixen's initiatives, policies and future actions

At Bendixen, responsibility is an integrated part of our daily work. We see it as a natural extension of our professional pride and quality that we continuously develop and anchor our initiatives within environment, social matters and good governance.

We have chosen to work systematically and transparently with ESG, because we believe that change is created through action – both on a large and a small scale. Here, we share our experiences, the goals we have set, and the steps we have already taken, as well as the areas where we still wish to develop.

In the following sections, we aim to provide an honest picture of where we stand today and where we are heading. We see ESG as an ongoing process in which we continuously learn, adjust and set new ambitions, in close collaboration with our employees, customers and partners.



Overview of initiatives, policies and future actions within ESG

	Are there existing practices, policies or future initiatives?	Description: Installation of solar panels and batteries	Publicly available	Are targets set?
Climate change	Yes	Installation of solar panels and batteries	Yes	Annual optimisation of electricity consumption of 2% per year relative to growing revenue. 90% of our electricity consumption must come from renewable energy sources by 2030. 50% of our electricity consumption must be self-supplied from our solar panels.
Circular economy	Yes	Agreement with suppliers for the supply of regenerative materials Optimization of waste processes	Yes	We will set concrete targets in our ESG report for 2024/25 once we have more data available.
Own workforce	Yes	Registration of near-miss incidents. Heavy lifts replaced by cranes.		

Environmental matters (E)

Green energy

In recent years, we have made significant investments in green energy to actively reduce our climate footprint. We have installed a 120 kWh solar panel system with an associated 22 kWh battery unit. The additional capacity makes it possible to store and use a larger share of the electricity we produce ourselves, thereby reducing the need to purchase electricity from external suppliers. The new battery is expected to be able to store up to 8,000 kWh annually, corresponding to almost 8% of our total electricity consumption in 2023. The investment strengthens our independence from the electricity grid and reduces our dependence on non-renewable energy sources.

We have an ambition that our electricity consumption from renewable energy sources will constitute 90% in 2030. As part of the electrification of our operations, we have also installed a heat pump which, together with the solar panels and battery units, helps us use more of our self-produced electricity.

Circular economy

We prioritise materials produced in the EU and collaborate with suppliers to use regenerative materials for acrylic, aluminium and PVC. Many of our raw materials have already had a life before we use them, and we work purposefully to sort and recycle materials where possible. When we take back old signs, we ensure that they are dismantled and sorted so that as much as possible can be recycled.



One of the major challenges in our industry has been separating and recycling aluminium composites, because the materials are glued together. Therefore, in 2021 we joined a knowledge-sharing project with the Danish Technological Institute, where the goal was to develop and test new methods for separating and recycling these materials. The results of the project have strengthened our ability to handle and recycle complex materials in our production.

BENDIXEN GreenSign

To minimise the climate footprint of our sign production, we have systematically reviewed all raw materials and replaced them with materials that can either be recycled or already consist of regenerative materials.

The products in the GreenSign series are third-party verified and certified, and we issue documentation for the CO2 reduction of the materials. Production takes place using electricity from our own solar panel system and battery storage, which helps reduce energy consumption from non-renewable sources.

The purpose of GreenSign is to offer an alternative to traditional signs, where both the environmental impact of the materials and the production have been taken into account.

Waste management

We continuously work to improve our waste management. Today, we sort materials such as aluminium, plastic and wood, and we aim to recycle as much as possible in production. We also focus on minimising waste by optimising our sheet cutting and reusing leftover materials where it makes sense. To further optimise our waste management, we plan to install additional waste bins and prepare an overview map to help us become even better at waste sorting.



In the tables below, you can get an overview of our waste categories.

Non-hazardous waste			
Type	Total quantity	Waste sent for reuse or recycling	Waste sent for disposal
Residual waste(kg)	12.165	0	12.165
Electrical cables (kg)	380	380	0
Acrylic(kg)	22.000	22.000	0
Iron and aluminum (kg)	49.050	49.050	0

Hazardous waste			
Type	Total quantity	Waste sent for reuse or recycling	Waste sent for disposal
Lysstofrør (kg)	121	0	121

We have identified five waste categories, three of which are sent for recycling. Waste sorting is an ongoing focus area for us, and we hope that our current initiatives will help reduce the amount sent for disposal even further.

Transport

We focus on making our transport solutions more sustainable, both regarding company cars, vans and the equipment we use in our daily work. We are working towards all our company cars being electric vehicles in the future. For installation vehicles and vans, the first step is to invest in an electric van for local tasks, while we await models with longer range for larger jobs.

The goal is to replace the entire fleet when the technology makes it possible, with a particular focus from 2026. New forklifts must be electric, and existing ones will be replaced as needed. We rent lifts locally to avoid unnecessary transport, and going forward we will prioritise electric lifts where possible. In addition, we continuously work to optimise driving related to customer tasks.

Biodiversity

We do not currently have any nature-oriented areas on our site, but we aim to focus on promoting biodiversity on our premises during 2025/2026.



Social matters (S)

Employee involvement

Bendixen recently participated in an ESG employee workshop, where the staff were introduced to ESG based on our company. Here, our employees had the opportunity to take an active part in our ESG work and provide input on how we can improve. We wish to include all our employees in the work with ESG, and we also plan to make sustainability a fixed item at our Friday meetings and performance reviews (MUS).

Work environment and safety

We continuously work to improve our work environment and to optimise safety in the workplace. We focus on tidiness in production to minimise workplace accidents, and we have applied for permission to build a new production hall, which will help us design a more optimal layout.

Diversity and development

We focus on creating a workplace with room for different ages, genders and backgrounds. At present, we employ apprentices, flex job employees and early retirees in sheltered jobs. We believe that diversity makes us stronger as a company and contributes to our ability to develop in a positive direction.

Governance (G)

Code of Conduct and supplier management

We want to set a clear direction for responsibility, not only internally, but also in our collaboration with suppliers. Therefore, in 2025/26 we will prepare a Code of Conduct that all suppliers must commit to complying with, regardless of where in the world they are located. Here, we will set requirements regarding, among other things, prohibition of child labour, ensuring minimum wages and respect for human rights.

Quality and transparency

We work systematically with quality control to minimise errors and ensure documentation. This is done, among other things, by measuring errors and defects, holding monthly follow-up meetings and taking photos of all products before and after packing, which are documented in our ERP system. We review all goods before they are shipped and installed, and we work systematically with traceability and quality control.



Climate accounts and ESG key figures



*Overskud
til hinanden*



The felt is produced from recycled PET
(including plastic bottles).

Method for climate accounts

To calculate our greenhouse gas emissions, we have used the most recognised international standard for climate accounts: the Greenhouse Gas Protocol – in Danish: GHG-protokollen. The method is recommended, among others, by the Danish State and the EU and ensures consistency across industries.

The GHG Protocol uses the term CO₂ equivalents (CO₂e), which are conversion factors for comparing the impact of different greenhouse gases on the greenhouse effect. It calculates how

many tonnes of CO₂ are required to create the same effect as one tonne of another gas. The GHG Protocol divides CO₂e emissions into scopes 1, 2 and 3.

In collaboration with Grant Thornton, we have used Verarca to prepare a detailed climate account that is consistent and comparable. It has been prepared in accordance with international accounting practice and is based on data from reliable climate databases.



ESG key figures

Environment	Unit	2023/24
Scope 1	tCO ₂ e	15,08
Scope 2	tCO ₂ e	6,26
Scope 3	tCO ₂ e	304,74
Total emissions	tCO ₂ e	326,08
CO ₂ e-intensity	tCO ₂ e/FTE	18,4
Fossil fuels	MWh	55,9
Electricity from the grid	MWh	84,6
Electricity from own solar panels	MWh	38,6
Total energy consumption	MWh	179,1
Share of renewable energy	%	65,6
Water consumption	m ³	46,2



ESG key figures

Social	Unit	2023/24
Number of temporary employees	FTE	0
Number of permanent employees (FTE'er)	FTE	17,6
Total number of employees	FTE	19
Gender diversity	Percent	26,3
Workplace accidents	Antal	0
Work-related fatalities	Antal	0
Employees covered by collective agreements	Antal	19
Is the wage level equal to or higher than the minimum wage?	Yes/no	Ja
Average training hours per male employee	Hours	8
Average training hours per female employee	Number	10
Employee turnover	FTE	1,5
Sick leave	Days	2,5
Governance	Unit	2023/24
Women in management	Number	1
Men in management	Number	2

Description and comments on E & S key figures

Bendixen Neon's total energy consumption is 179.06 MWh, of which 65.56% comes from renewable energy (RE). Electricity accounts for the largest share of energy consumption. Diesel represents a significant share of fossil energy consumption, while petrol accounts for only a very small part.

Energimix (MWh)

Source	Share RE	Share fossil	Total
Petrol	0,01	0,09	0,10
Propane	0	1,55	1,55
Diesel	3,23	51,05	54,28
Electricity	114,16	8,98	123,14
Total	117,40	61,66	179,06

Social (S)

At Bendixen Neon, we place great emphasis on creating a safe and developmental working environment for our employees. Our staff consists of 19 employees, and we currently employ apprentices, employees in sheltered jobs and flex job employees. The gender diversity among our staff is currently 26.3%. We see a balanced gender distribution as a strength, and it is therefore a focus area going forward.

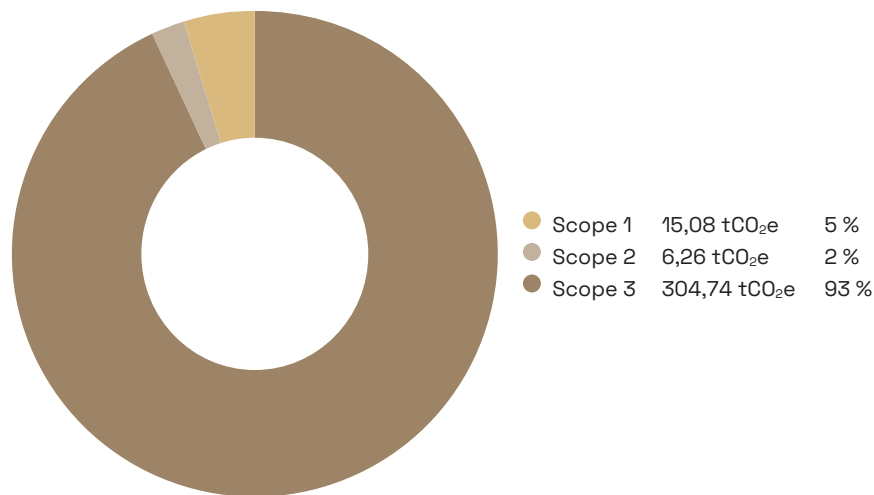
Our business activities require increased attention to safety, both in production and during installation work at customer sites. We are therefore pleased to report that in 2024 there were no registered workplace accidents or fatalities.

We place high value on the professional development of our employees and continuously prioritise training within different work tasks. This not only gives us flexibility in day-to-day operations, but also helps our employees to further develop their skills. In 2024, our male employees had an average of 8 training hours, while our female employees had an average of 10 training hours.



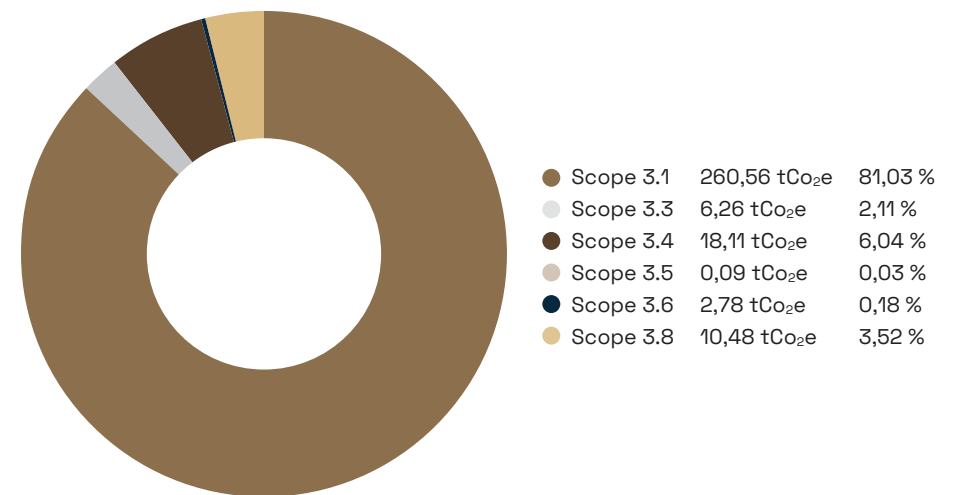
Detailed description and visual overview of climate accounts

Overview of scopes 1, 2 and 3



In collaboration with Grant Thornton and Verarca, we have prepared a detailed climate account for the period 1 October 2023 – 30 September 2024, covering scopes 1, 2 and 3. During the period, we emitted a total of 326.08 tCO₂e. Of this, 5% of emissions were associated with scope 1 and 2% with scope 2, while scope 3 accounts for 93% and is thus the largest category in our climate accounts.

Scope 3 categories



Within scope 3, the purchase of goods and services (scope 3.1) is by far the dominant category and alone accounts for 81.03% of total emissions. In addition, there are indirect emissions from transport and distribution (scope 3.4) at 6.04% and leased assets (scope 3.8) at 3.52%. These activities are all central to the operations of Bendixen Neon.

Data explanation

Scope 1

Scope 1 covers the direct greenhouse gas emissions associated with the activities we control ourselves. Our scope 1 emissions primarily consist of our own company vehicles.

In the financial year, these emissions amounted to 15.08 tCO₂e, corresponding to 5% of our total climate accounts.

Scope 2

Scope 2 includes the indirect emissions arising from the energy we purchase. This typically includes electricity, heating and possibly steam or cooling from external utility providers. Scope 2 emissions are calculated using the location-based method, which means that we use the average emission factor for Viborg Municipality. In the financial year, this resulted in emissions of 6.26 tCO₂e, corresponding to 2% of the total climate accounts.

Scope 3

Scope 3 includes the indirect emissions from our value chain that are not covered by scopes 1 and 2. These emissions are divided into upstream and downstream activities.

- Upstream covers the activities that take place before our own operations, such as the purchase of raw materials, production of materials, transport to the company and employee commuting.
- Downstream covers the activities that take place after our products have left the company, such as transport to customers, use of the products, disposal or recycling.

In short, scope 3 covers the entire value chain – from cradle to grave – and thus provides a holistic picture of the climate footprint. Our scope 3 emissions total 304.74 tCO₂e, corresponding to 93% of our total climate accounts. Scope 3 is thus the largest category in our climate accounts. In the following sections, we will review the subcategories that make up our scope 3 activities.

Scope 3.1

This category includes the indirect emissions arising from the production of the goods and services that we purchase for our operations.

Our emissions in this category amount to 260.56 tCO₂e, corresponding to approx. 81% of our climate accounts.

Scope 3.3

This category includes the indirect emissions arising from the production and transport of fuel.

Our emissions in this category amount to 6.33 tCO₂e, corresponding to approx. 2.11% of our climate accounts.

Scope 3.4

This category includes the indirect emissions arising from the transport and distribution of goods and materials before they arrive at our company – for example, transport from suppliers.

Our emissions in this category amount to 18.11 tCO₂e, corresponding to approx. 6% of our climate accounts.

Scope 3.5

This category includes the indirect emissions arising from the handling and treatment of waste generated in our own operations.

Our emissions in this category amount to 0.09 tCO₂e, corresponding to approx. 0.03% of our climate accounts.

Scope 3.6

This category includes the indirect emissions arising from employees' business travel.

Our emissions in this category amount to 2.78 tCO₂e, corresponding to approx. 0.2% of our climate accounts.

Scope 3.8

This category includes the indirect emissions arising from assets that we lease from other companies.

Our emissions in this category amount to 10.48 tCO₂e, corresponding to approx. 3.5% of our climate accounts.

Climate accounts with scopes 1, 2 & 3

Scope 1
15,08 ton CO₂e

5 %

Fossil fuels

Scope 2
6,26 ton CO₂e

2 %

Purchased electricity and district heating

Scope 3
304,74 ton CO₂e

93 %

Scope 3.1
Purchased goods and services

Scope 3.3
Fuel- and energy-related activities

Scope 3.4
Upstream freight and transport

Scope 3.5
Waste generated in operations

Scope 3.6
Business travel

Scope 3.8
Upstream leased assets

Accounting practice

The image shows a contemporary interior, likely a cafe or a modern office space. In the foreground, there is a light-colored wooden table and a grey upholstered stool with a black metal base. The background features a wall with a dark green or grey diagonal stripe pattern. To the left, there are white shelves with various small items, and a hanging lamp with a white shade. On the right, there is a small vase with dried flowers on a dark surface. A semi-transparent white rectangular box is overlaid on the left side of the image, containing the text 'Accounting practice' in a bold, brown, sans-serif font.

Data definition (E)

Scope 1 emissions

Includes all emissions that can be associated with sources owned by Bendixen Neon.

Formula: Activities in the company * emission factors

Scope 2 emissions

Includes all emissions from energy sources purchased by Bendixen Neon.

Formula: Activities in the company * emission factors

Scope 3 emissions

Includes all indirect greenhouse gas emissions that can be associated with Bendixen Neon's activities.

Total greenhouse gas emissions:

A total calculation of Bendixen Neon's CO₂e footprint.

Formula: Scope 1 + Scope 2 + Scope 3

CO₂e-intensity

Total CO₂e emissions relative to the number of full-time equivalents. Formula: Total CO₂e emissions / FTE

Energy consumption

Calculated in megawatt hours (MWh), this shows Bendixen Neon's energy consumption across energy sources.

Formula $\sum (\text{amount of fuel type used (t)} * \text{energy factor per fuel type}) \text{ per fuel type} + (\text{electricity used (including renewable energy) (MWh)}) + (\text{district heating used (MWh)})$

Share of renewable energy

Den totale mængde energi, der stammer fra vedvarende Sourcing ift. den totale mængde energi.

Formel: $(\text{Vedvarende energiforbrug} / \text{samlet energiforbrug}) * 100$

Water withdrawal

Total amount of water withdrawn by Bendixen Neon (gross).

Waste for recycling

Formula: $(\text{Waste sent for recycling or recovery} / \text{total amount of waste}) * 100$

Data definition (S og G)

Gender diversity in the organisation

Formula: Female employees / total number of employees * 100

Gender diversity in other management levels

Share of female managers out of total management (in percent).

Workplace accident frequency

Number of workplace accidents relative to total working hours.

Formula: (Number of workplace accidents / total number of working hours for all FTEs) * 200,000

Employees covered by collective agreement

Percentage of employees covered by collective agreement.

Formula: (Number of employees covered by collective agreement / total number of employees) * 100

Average training hours per woman

Training hours per female employee on average.

Formula: (Number of training hours for all women / number of female employees)

Average training hours per man

Training hours per male employee on average.

Formula: (Number of training hours for all men / number of male employees)

Sick leave

Number of sick leave hours relative to total working hours including overtime.

Employee turnover

Formula: Voluntary and involuntary leavers (FTEs) / total number of FTEs

Gender diversity on the board

Share of female board members of the total number of board members (in percent).

Scope of the ESG report

Emission factors

CO₂e emissions are calculated based on the GHG Protocol, and the calculations are aligned with the Danish Business Authority's guidance on calculating CO₂e.

CO₂ equivalents

To make greenhouse gases comparable, all emissions are converted into so-called CO₂ equivalents. This is a unit that describes the amount of CO₂ that the emissions of different greenhouse gases correspond to. The emission factors used are stated in the report.

Accounting practice

When calculating CO₂e, we have used the emission factors provided by utility companies and from recognised databases, which, as far as possible, are aligned with the Danish Business Authority's guidance.

We have used the most recently published emission factors available at the time of preparing the climate accounts. If an emission factor is not known at the time of preparing the climate

accounts, the previous year's emission factor is used, in line with the guidance in the GHG Protocol.

All emissions and figures are shown gross, and no adjustments have been made for CO₂e compensation. The report has been prepared in accordance with the principles and disclosure requirements in VSME.

Consumption data

Consumption data is based on statements from suppliers and meters. Other data is based on extracts from our systems for, for example, time registration, payroll, HR and travel expense management.

Scope delimitation

The GHG Protocol prescribes that CO₂e emissions are reported in scope 1, scope 2 and scope 3. CO₂e emissions in these climate accounts are reported as the calculated emissions from scopes 1 and 2 and selected scope 3 emissions. It is our ambition to include more relevant scope 3 emissions over time.

	Data point	Answered	Not applicable	Page
B1: Basis for preparation	Pkt. 24 (a)	x		5
	Pkt. 24 (b)	x		5
	Pkt. 24 (c)		x	
	Pkt. 24 (d)		x	
	Pkt. 24 (e)	x		4
	Pkt. 25		x	
B2: efforts, policies and initiatives for transitioning to a more sustainable economy	Pkt. 26 (a)	x		13
	Pkt. 26 (b)	x		13
	Pkt. 26 (c)	x		13
	Pkt. 26 (d)	x		13
B3: Energy and greenhouse gas emissions	Pkt. 29	x		21
	Pkt. 30 (a)	x		21
	Pkt. 30 (b)	x		21
	Pkt. 31		x	
B4: Pollution of air, water and soil	Pkt. 32		x	
B5: Biodiversity	Pkt. 33		x	
	Pkt. 34 (a)		x	
	Pkt. 34 (b)		x	
	Pkt. 34 (c)		x	
	Pkt. 34 (d)		x	
B6: Water	Pkt. 35	x		21
	Pkt. 36		x	
B7: Resource consumption, circular economy and waste management	Pkt. 37	x		14
	Pkt. 38 (a)	x		16
	Pkt. 38 (b)	x		16
	Pkt. 38 (c)		x	

	Data point	Answered	Not applicable	Page
B8: Own Workforce - General Characteristics	Pkt. 39 (a)	x		22
	Pkt. 39 (b)	x		22
	Pkt. 39 (c)		x	
	Pkt. 40	x		22
B9: Own workforce - Health and safety	Pkt. 41 (a)	x		22
	Pkt. 41 (b)	x		22
B10: Own workforce - Salary, collective agreement and training	Pkt. 42 (a)	x		22
	Pkt. 42 (b)		x	
	Pkt. 42 (c)	x		22
	Pkt. 42 (d)	x		22
B11: Convictions and fines for corruption and bribery	Pkt. 43		x	
C2: Efforts, policies and initiatives for transitioning to a more sustainable economy	Pkt. 48	x		14-16
	Pkt. 50		x	
Consideration when reporting greenhouse gas emissions under B3 Scope 3 emissions	Pkt. 51		x	
	Pkt. 52		x	
	Pkt. 53		x	
C9: Gender diversity in management	Pkt. 65	x		22

Emission factors used for the financial year

Source	Activity	Year
EXIOBASE	Machinery and equipment (not further specified)	2021
EXIOBASE	Electricity produced from wind	2021
EPA	Manufacture of other lighting equipment	2024
EXIOBASE	Dairy products	2021
EXIOBASE	Natural gas and services related to natural gas extraction (excl. surveying)	2021
Verarca	Generic – Fallback emission Denmark – 2024	2024
Verarca	Advertising – Other services related to advertising	2024
Verarca	Generic – Legal services	2020
EXIOBASE	Hotel and restaurant (services)	2021
Verarca	Generic – Software	2022
Verarca	Leasing – Rental and leasing of vehicles	2023
Verarca	Mileage allowance 2024 (converted)	2025
EXIOBASE	Ceramic products	2021
EXIOBASE	Medical/precision and optical instruments/watches	2021
EXIOBASE	Lubricants	2021
EXIOBASE	Educational services	2021
EXIOBASE	Bricks/tiles and building materials in fired clay	2021
GLEC	Diesel	2022

Source	Activity	Year
EXIOBASE	Construction and civil engineering works	2021
EXIOBASE	Office machinery and computers	2021
PCAF	Healthcare sector (energy consumption)	2023
Market Economics Limited	Cleaning products	2023
EXIOBASE	Aluminium and aluminium products	2021
GHG Protocol	Hotel room	2017
EXIOBASE	Leisure, cultural and sports services	2021
EXIOBASE	Printed matter and recorded media	2021
EXIOBASE	Wood and products of wood/cork/straw/plaiting materials	2021
EXIOBASE	Collected and treated water / distribution of water (services)	2021
EXIOBASE	Public administration and defence services/compulsory social security services	2021
GLEC	Petrol – TTW	2019
EXIOBASE	Sewage sludge for treatment: anaerobic digestion and land application	2021
EXIOBASE	Other non-metallic mineral products	2021
EXIOBASE	Motor vehicles/trailers and semi-trailers	2021
EXIOBASE	Fabricated metal products/except machinery and equipment	2021
EXIOBASE	Hotel and restaurant (services)	2021
EXIOBASE	Plastics/basic	2021
EXIOBASE	Cement/lime and gypsum	2021
EEA	Electricity supplied from the grid	2024
EXIOBASE	Construction and civil engineering works	2021
EXIOBASE	Chemicals (not further specified)	2021
PCAF	Single-family house (energy consumption)	2023
EXIOBASE	Leather and leather products	2021

Source	Activity	Year
EXIOBASE	Paper and paper products	2021
EXIOBASE	Rental of machinery and equipment (without operator) and personal and household goods (services)	2021
EXIOBASE	Retail sale of motor fuel (services)	2021
EXIOBASE	Electrical machinery and apparatus (not further specified)	2021
EXIOBASE	Other land transport services	2021
BEIS	Diesel – average biofuel blend	2024
PCAF	Hotel (energy consumption)	2023
EXIOBASE	Beverages	2021
BEIS	Diesel (average biofuel blend)	2023
EXIOBASE	Meat products (not further specified)	2021
EXIOBASE	Other services (not further specified)	2021
EXIOBASE	Petroleum	2021
EXIOBASE	Glass and glass products	2021
Energinet	Viborg environmental declaration 2023	
EXIOBASE	Machinery/equipment not specified	2021
Market Economics Limited	Men's clothing (excluding headwear and neckwear)	2023
Energinet	Viborg environmental declaration 2024	
GLEC	Petrol	2022
EXIOBASE	Retail trade (except motor vehicles and motorcycles) and repair of personal and household goods (services)	2021
EXIOBASE	Air transport services	2021
EXIOBASE	Other business services	2021
EXIOBASE	Other business services	2021

Source	Activity	Year
EXIOBASE	Furniture/other manufactured goods (not further specified)	2021
EXIOBASE	Aluminium and aluminium products	2021
EXIOBASE	Other transport equipment	2021
EXIOBASE	Sale/maintenance/repair/parts/accessories for motor vehicles/motorcycles	2021
EXIOBASE	Services from membership organisations (not further specified)	2021
EXIOBASE	Financial intermediation services (except insurance and pension funds)	2021
EXIOBASE	Hotel and restaurant (services)	2021
EXIOBASE	Insurance and pension services (except compulsory social security)	2021
EXIOBASE	Other non-ferrous metal products	2021
EXIOBASE	Plastic waste for treatment: landfill	2021
EXIOBASE	Fabricated metal products/except machinery and equipment	2021
EXIOBASE	Coking coal	2021
EXIOBASE	Transmission of electricity (services)	2021
GHG Protocol	Propane	2021
GHG Protocol	Road freight/domestic transport	2017
BEIS	Computer, electronic and optical products	2024
EXIOBASE	Electricity produced from biomass and waste	2021
GHG Protocol	Metro	2017
EXIOBASE	Mineral turpentine/white spirit	2021
EXIOBASE	Electrical machinery and apparatus (not further specified)	2021
BEIS	Paint/varnishes and similar coatings/printing ink and mastics	2024
PCAF	Retail trade – high street (energy consumption)	2023

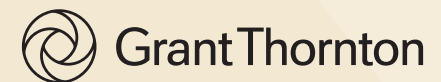
Source	Activity	Year
EXIOBASE	Textiles	2021
EXIOBASE	Plastic waste for treatment: incineration	2021
EXIOBASE	Other land transport services	2021
EXIOBASE	Meat products (poultry)	2021
EXIOBASE	Other non-ferrous metal products	2021
PCAF	Retail trade – shopping centre (energy consumption)	2023
EXIOBASE	Food products (not further specified)	2021
EXIOBASE	Paper and paper products	2021
Circular Ecology	Aluminium – cast – European mix – incl. import	2019
EXIOBASE	Other business services	2021
BEIS	Antifreeze/battery water/cleaning agents	2018
EXIOBASE	Other services (not further specified)	2021
EXIOBASE	Electricity produced from coal	2021
EXIOBASE	Electricity produced from gas	2021
Market Economics Limited	Service and repair of vehicles	2023
EXIOBASE	Chemicals (not further specified)	2021
EXIOBASE	Oil/hazardous waste for treatment: incineration	2021

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