

2025 ESG Performance Highlights

Our ESG Journey to Date



Our Material ESG Issues

E	E1 Climate Change	E2 Pollution
	E5 Resource Use and Circular Economy	
S	S1 Own Workforce	S4 Consumers and End Users
G	G1 Business Conduct	

Year in Numbers – Key ESG Metrics

909	21	30
Employees	Countries	Years in Business
24,312.42	26.75	0.0210
tCO2-e	tCO2-e p/employee	tCO2-e Pr. 1,000 DKK
80/20	72/28	
% Male/Female Board Members	% Male/Female Employees (FTE)	

Key Achievements in 2025

In 2025, our key focus was on:

- Refining our internal ESG data management and reporting processes.
- Clarifying internal roles and responsibilities.
- Commencing early engagement with auditors to evaluate the rigour of our DMA and overarching approach to ESG.
- Building internal reporting capabilities, with the completion of both our first ESG report for the 2024 operating period – following the CSRD reporting standard – and building on this in preparation for finalising this ESG report (for 2025).
- Our first ESG reports focus on strong ESG governance systems, digital transformation, and transparent disclosures.

Upcoming Priorities for 2026

- Streamlining ESG data collection, analysis, and reporting systems.
- Benchmarking our ESG performance with EcoVadis.
- Developing and implementing practical ESG goals, policies, and programs across the Group.
- Developing clear internal and external communication of ESG priorities, performance, and programs.
- Continuing engagement with third-parties to seek feedback on our internal ESG systems.