KRAMER

INDUSTRI – INSTALLATION A/S

ESG-Report 2024-25

Content

All employees leave Kramer Industri – Installation A/S as healthy as when they arrived – both after each working day and when they leave the company at the end of their employment.

Mads Kramer
CEO

Foreword

At Kramer Industri – Installation A/S, we have always had a clear ambition to run a company we can be proud of. A company where quality, integrity, and responsibility go hand in hand with the craftsmanship and professionalism we deliver every single day.

That is why we work with ESG – environmental, social, and governance matters – as a natural part of the way we think and operate our business. For me, it is fundamentally about responsibility. Responsibility for our employees, for our customers, for the society we are part of – and for the world we leave to future generations.

As a family-owned business, we have a long-term perspective. We do not focus solely on results here and now, but on how we develop in a healthy and sustainable way. We have therefore set ambitious goals to optimize our resource consumption and reduce our environmental footprint, and we continuously work on tracking our progress.

In 2024, we took an important step when we became ISO certified according to the standards ISO 9001, ISO 14001, and ISO 45001. This has strengthened our work with quality, environment, and occupational health and safety, while also providing us with a solid foundation to work even more systematically with ESG. The transition to ESG reporting is therefore a natural extension of the journey we are already on.

I also see social responsibility as a central part of our company culture. We aim to be a workplace where safety, well-being, and fellowship are in focus, and where employees feel valued and heard. At the same time, we strive to contribute positively to our local community and the relationships we build around us.

I look forward to continuing this journey together with our employees, customers, and partners, and I am convinced that responsibility and sustainability will be a decisive part of our future.

Mads Kramer
CEO

About Kramer Industri – Installation

We are a Danish, family-owned company with strong roots in industrial craftsmanship and a long tradition of delivering high-quality technical insulation solutions. Over the years, the company has built a solid position as a reliable partner for the industry, where energy efficiency, operational reliability, and occupational health and safety play a crucial part.

Based on close collaboration with our customers, we deliver solutions that help reduce energy loss, improve safety in industrial facilities, and ensure stable and efficient production environments. We work with both traditional insulation tasks and specialized solutions, where professionalism and precision are at the core.

History and Development

Kramer Industri A/S was established in 2023 because of a corporate restructuring, creating an independent foundation with a focus on technical insulation and industrial solutions.

In January 2025, the installation division became part of the company, marking an important step in the development of Kramer Industri – Installation A/S. The background for this expansion was a strategic ambition to offer customers a more comprehensive solution, where technical insulation and installation services are combined under one provider. This simplifies collaboration for customers and supports more efficient project management.

The company has grown with a clear ambition to create value through high-quality craftsmanship, strong technical expertise, and a responsible approach to the industry. We have developed in line with industry demands and society's increasing focus on sustainability, environmental considerations, and workplace safety.

Today, we stand as a modern company that combines solid experience with continuous innovation and development. Over the years, our expertise has expanded to include, among other things, asbestos removal, inspection technologies, and advanced workshop-produced insulation solutions.

Values and Culture

We build our company culture on a set of core values:

- **Quality and professional pride**
  We deliver solutions we can stand behind – every time. Our work is characterized by thoroughness and high standards.
- **Safety and responsibility**
  Occupational health and safety are an integral part of our daily operations. We work purposefully to create safe conditions for employees and partners.
- **Credibility and long-term relationships**
  We strive to be a stable and trustworthy partner, where collaboration and open dialogue form the foundation for success.
- **Respect for people and the environment**
  We take responsibility for our impact on our surroundings and actively work to minimize environmental impact through energy-efficient solutions and sustainable initiatives.

Values, Vision, and Future Focus

At our company, people are the most important strength. Our employees' commitment and professional expertise form the foundation of our work and the quality we deliver to our customers. This strength is combined with broad and specialized knowledge within both the insulation sector and installation services, where we solve tasks across industrial needs, technical facilities, and HVAC installations.

This ESG report covers Kramer Industri – Installation A/S, which works with technical insulation solutions as well as HVAC and installation services, where energy efficiency, operational reliability, and safety are key elements in our deliveries.

Our Values

We operate based on a clear set of values, where the customer is always at the center. We aim to be results-oriented and deliver solutions that create value and confidence for our partners. Our approach is built on responsibility, quality, and a high level of professionalism in all aspects of our work – both within insulation and installation.

Our Vision

We strive to be our customers' preferred partner. We achieve this by listening, sharing our knowledge and expertise, and creating success through trust and collaboration. For us, integrity is a cornerstone of our relationship with customers, and we place great importance on honoring our agreements. Our goal is to create reliable and stable solutions that customers can depend on – both in the short and long term.

Our Mission

Our mission is to be a partner who create value, with strong business understanding where an optimal product and service offering, can identify the customer's precise needs. We work purposefully to deliver technical solutions within both insulation and HVAC installation that support energy efficiency, safety, and sustainable operations in industry and construction.

ESG and Future Responsibility

As part of our development, we actively work with the ESG framework to ensure responsible business practices with a focus on environmental, social, and governance aspects. Our solutions contribute to reducing energy loss and thereby CO_2e emissions, while we prioritize occupational health and safety and proper working conditions for our employees.

We see ESG as a natural extension of the way we run our business and as an important part of our ambition to be a modern and responsible partner for the industry.

Company Profile and Basic Information

Kramer Industri – Installation A/S is headquartered in Hadsten, Denmark. During the period 01/07/2024 – 30/06/2025, the company carried out a relocation to new and more modern facilities, supporting continued development and growth. During this period, we were based at both addresses, which naturally resulted in increased consumption of electricity and heating.

The relocation marks an important step in the company's continued development and provides the framework for more efficient operations and an improved working environment.

These basic company details form the foundation of the ESG report, which covers our activities and impact within environmental, social, and governance areas.

Location	Address	Postal Code	City	Country	Geolocation
Former headquarters	Over Hadstenvej 78	8370	Hadsten	Denmark	56°18'46.0"N 10°02'16.9"E
New headquarters	Toftegårdsvej 40-42	8370	Hadsten	Denmark	56°19'01.6"N 10°02'09.0"E

CVR no.
44160013

Legal form
Public limited company (A/S)

Industry codes
432300, 432200

Total assets
DKK 33,281,809

Revenue
DKK 67,719,826

Number of employees
62

Hjemland
Danmark

ESG

ESG stands for Environmental, Social, and Governance and is a concept used to describe companies' work with sustainability and responsible business practices. ESG serves as a framework for how companies identify, measure, and manage their impact on the surrounding world.

Environmental: The company's climate and environmental impact, including energy consumption, CO_2e emissions, resource use, and waste management.

Social: Conditions for employees and society, including working environment, well-being, safety, skills development, and responsibility within the value chain.

Governance: How the company is managed and operated responsibly, including ethics, transparency, risk management, and compliance with legislation.

The purpose of ESG is to ensure that companies not only focus on financial results but also take responsibility for their environmental and social impact, while exercising good and responsible corporate governance. ESG reporting consequently contributes to increased transparency and provides customers, partners, and other stakeholders with insight into the company's sustainability efforts and future goals.

Our Motivation for ESG Reporting

We work proactively with ESG to strengthen our position as a responsible and long-term partner in the industry. Although the company is not subject to mandatory reporting requirements, we have chosen to voluntarily work with ESG and sustainability reporting in a structured way to ensure transparency and support business development.

The company's ESG efforts are anchored in certified management systems according to ISO 9001, ISO 14001, and ISO 45001, which support a systematic approach to quality, environment, and occupational health and safety. These management systems contribute to clear processes, continuous improvements, and documentation, which are key elements of the voluntary VSME standard.

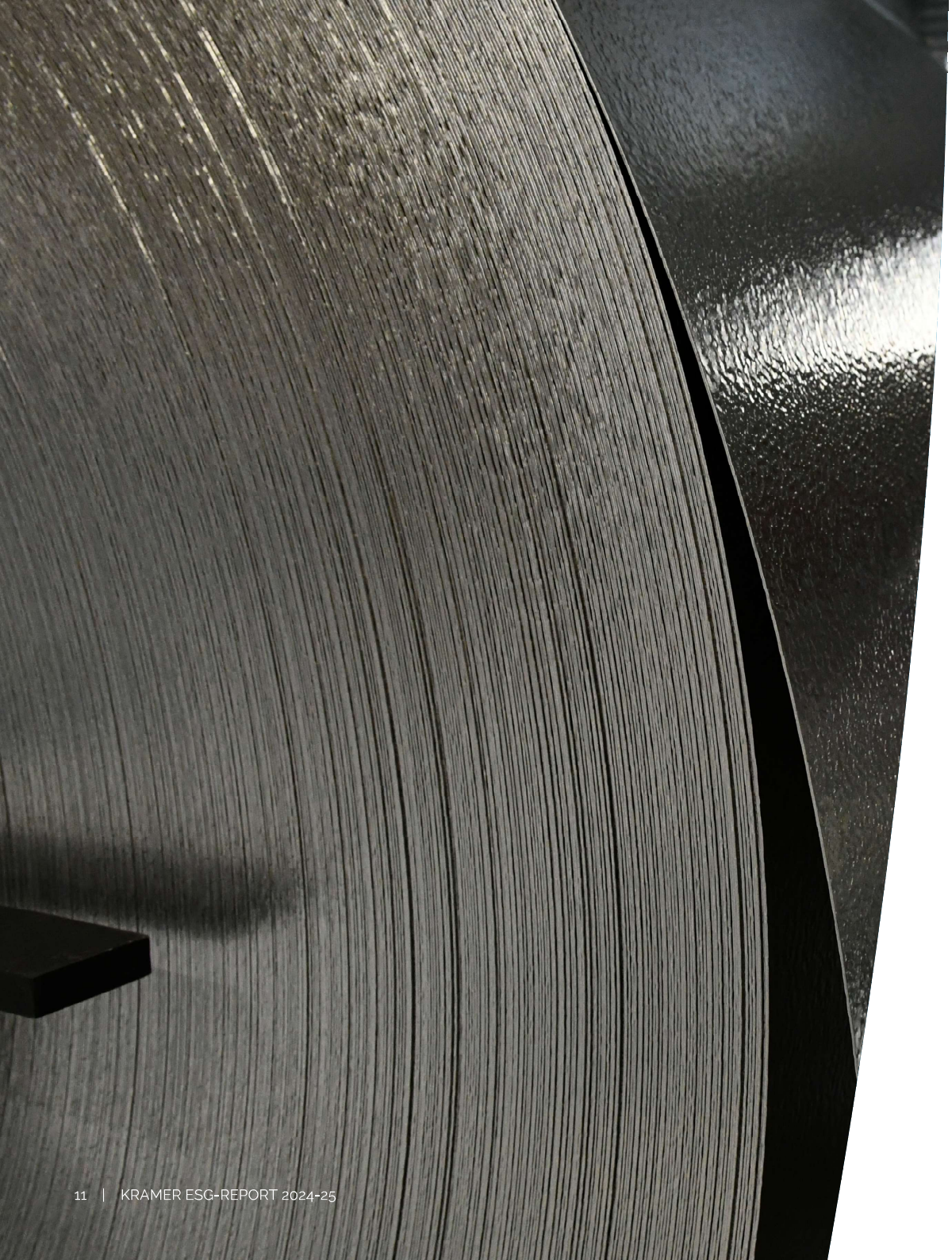
Based on ISO 14001, we work purposefully to reduce the company's environmental impact and ensure that, through waste sorting, we recycle as many of our resources as possible. This effort has a long-term perspective and considers the environment and future generations.

We use ESG reporting as an active tool in estimates and collaborations where there are requirements for documentation of internal processes, including CO_2e emissions and climate footprint. In this way, we contribute to supporting our customers' own sustainability goals.

Context for the ESG Report

This ESG report constitutes the company's first comprehensive reporting in this area. The disclosed data should therefore be considered a baseline for the continued ESG efforts and will serve as a foundation for future comparisons and follow-up.

This report has been prepared to meet partners' CSRD requirements as well as the need for reliable data on climate impact. At the same time, the report aims to document Kramer Industri – Installation's work with sustainable development within Environmental, Social, and Governance.



Our Work with Sustainability and ESG

For several years, we have already been working with a range of policies, actions, and initiatives that are directly related to sustainability and responsible business practices. Although this ESG report is the company's first comprehensive ESG report, it is built on an existing foundation from the company's management system and its work with quality, environment, and occupational health and safety during the period 2024–2025.

The ESG report is therefore used as a baseline that consolidates and highlights the initiatives the company has already implemented and serves as a starting point for future goals and development.

Certifications

The stated certifications and authorizations cover different parts of the company's activities. ISO certifications and asbestos authorization relate exclusively to the company's industrial insulation activities, while the HVAC authorization relates to the company's HVAC activities.

Certifications – Industrial Insulation

- **ISO 9001 – Quality Management**
  The certification covers the company's industrial insulation activities.
  Date of issue: 01.08.2024 –
  Recertification: 31.07.2027
- **ISO 14001 – Environmental Management**
  The certification covers the company's industrial insulation activities.
  Date of issue: 01.08.2024 –
  Recertification: 31.07.2027
- **ISO 45001 – Occupational Health and Safety Management**
  The certification covers the company's industrial insulation activities.
  Date of issue: 01.08.2024 –
  Recertification: 31.07.2027
- **Authorization for Asbestos Removal**
  The company is authorized to carry out asbestos removal in accordance with applicable legislation. The authorization covers the company's industrial insulation activities.
  Date of issue: 15.01.2025
- **HVAC Authorization**
  The company is authorized to carry out HVAC work in accordance with applicable legislation. The authorization covers the company's HVAC activities.
  Date of issue: 15.01.2025

The certifications support the company's systematic work with quality, occupational health and safety, and environmental conditions in daily operations. They contribute to consistent workflows, prevention of workplace risks, and continuous improvements across the company's industrial insulation activities.

We are audited internally and externally once a year.

Sustainability Initiatives and Policies 2024/2025

	Existing policies, actions, or initiatives	Description of policies, actions, or future initiatives	Publicly available	Established targets related to policies, actions, or initiatives
Climate Change	Energy efficiency in production	Investment in energy-efficient machinery in connection with relocation to new facilities	No	By Q4 2025, energy consumption in the new facilities will be mapped and documented, and an action plan will be prepared with at least one concrete initiative to reduce energy consumption.
	Recycling of excess heat	Excess heat from laser cutter is reused and distributed in the production area	No	By the end of 2025, at least one new opportunity for excess heat recovery will be analyzed, and at least one new initiative will be decided.
Pollution	N/A			
Water and Marine Resources	N/A			
Biodiversity and Ecosystems	N/A			
Circular Economy	Buy-back agreements	Supplier agreements for buy-back of surplus materials and reduction of material waste	No	By Q3 2025, at least 2 supplier agreements for buy-back of surplus materials will be established, and the impact on material waste will be measured.
	Waste sorting and reduction of residual materials	Improved waste agreements to ensure proper sorting and less waste	No	By Q4 2025, mapping of resource consumption and waste will be completed, and at least one new waste type will be identified and implemented for recycling, with a target of reducing residual waste by 5%.

	Existing policies, actions, or initiatives	Description of policies, actions, or future initiatives	Publicly available	Established targets related to policies, actions, or initiatives
Own Workforce	Retention and attractive working conditions Information initiatives on working environment Prevention of workplace accidents	Focus on well-being through ergonomic improvements, flexible working hours, and social activities Notes and working environment communication via case management system, with focus on values in daily practice Systematic registration, safety inspections, and encouragement to report near-miss incidents	No	By the end of 2025, employee turnover will be reduced compared to 2024. From Q2 2025, at least 4 annual working environment meetings will be held, and at least 90% of employees will confirm awareness of working environment initiatives. By Q4 2025, all workplace accidents will be registered in EASY, and workplace accidents will be reduced by 10% compared to 2024. All near-miss incidents will be registered internally.
Workers in the Value Chain	Supplier Code of Conduct	New suppliers must sign a Code of Conduct with requirements for environmental and responsible production	Partially	From 2025, 100% of new suppliers will sign the Code of Conduct, and 100% of active suppliers will be evaluated annually on environmental and responsible production.
Affected Communities	N/A			
Consumers and End Users	Product quality and reduction of complaints	Increased control and standardization of measurements to ensure high quality	No	By Q3 2025, 100% of measurements will be performed using standardized templates with documented control measurements, and complaints will be reduced by 10% compared to 2024.
Business Conduct	Long-term growth and new location	Acquisition of new land and relocation to a new factory for stability and development	No	Before moving into the new factory, a production optimization plan will be implemented to increase capacity by 5% and reduce lead time by 5% within the first year of operation.

Existing Initiatives and Policies

During the reporting period, the company has worked with several concrete initiatives within environmental, social, and governance areas.

Environment and Climate (E)

Within environment and climate, we have already implemented initiatives focused on energy efficiency and resource savings. This includes improved waste sorting, increased recycling of residual materials, and investments in more precise and energy-efficient production machinery. The company has also established the reuse of excess heat from production equipment as part of reducing energy consumption.

Social Conditions and Working Environment (S)

In the social area, the company has maintained a strong focus on occupational health and safety, employee well-being, and maintenance. Improvements have been made to ergonomic working conditions, internal communication has been strengthened, and a more systematic approach has been established for the registration and prevention of workplace accidents and near-miss incidents. The company sees employee safety and engagement as essential to sustainable operations.

Governance and Responsible Business Practices (G)

Within governance and responsible management, we work with supplier management and quality improvements. New suppliers are required to sign the company's Supplier Code of Conduct, and environmental considerations are included as a parameter in the selection and evaluation of partners. At the same time, we have implemented initiatives to reduce complaints and ensure consistent quality in our deliveries.

Planned Initiatives for the Coming Years

In the coming years, the company expects to further develop and strengthen its ESG efforts. The focus will be on improving documentation, establishing a more solid data foundation, and setting clear and realistic targets within relevant areas.

Going forward, we will work on the following initiatives:

Energy and Climate

- Further energy efficiency improvements in connection with the relocation to new facilities.
- Integration of visual materials to inform and motivate employees to actively participate in reducing CO_2e emissions.
- We are working to gain a better and more systematic overview of our consumption of metal in the workshop. The purpose is to reduce waste and identify areas where we can optimize our material usage. This will be an ongoing process, with regular follow-ups and adjustments to our initiatives.

Resources and Waste

- Increased focus on efficient waste sorting with the aim of improving the recycling rate and reducing the amount of residual waste.

Working Environment and Safety

- Continued prioritization of occupational health and safety through regular safety meetings, safety inspections, and internal workplace assessments (APVs) to prevent workplace accidents.

Responsible Value Chain

- Expanded dialogue with suppliers regarding sustainability and responsibility in the value chain, including implementation and follow-up on the Code of Conduct.

Governance and Systematic Approach

- Systematization and further development of ESG reporting so that it is supported and strengthened by the company's ISO standards.
- Promotion of diversity within the organization as part of the long-term development of the company's culture and leadership.

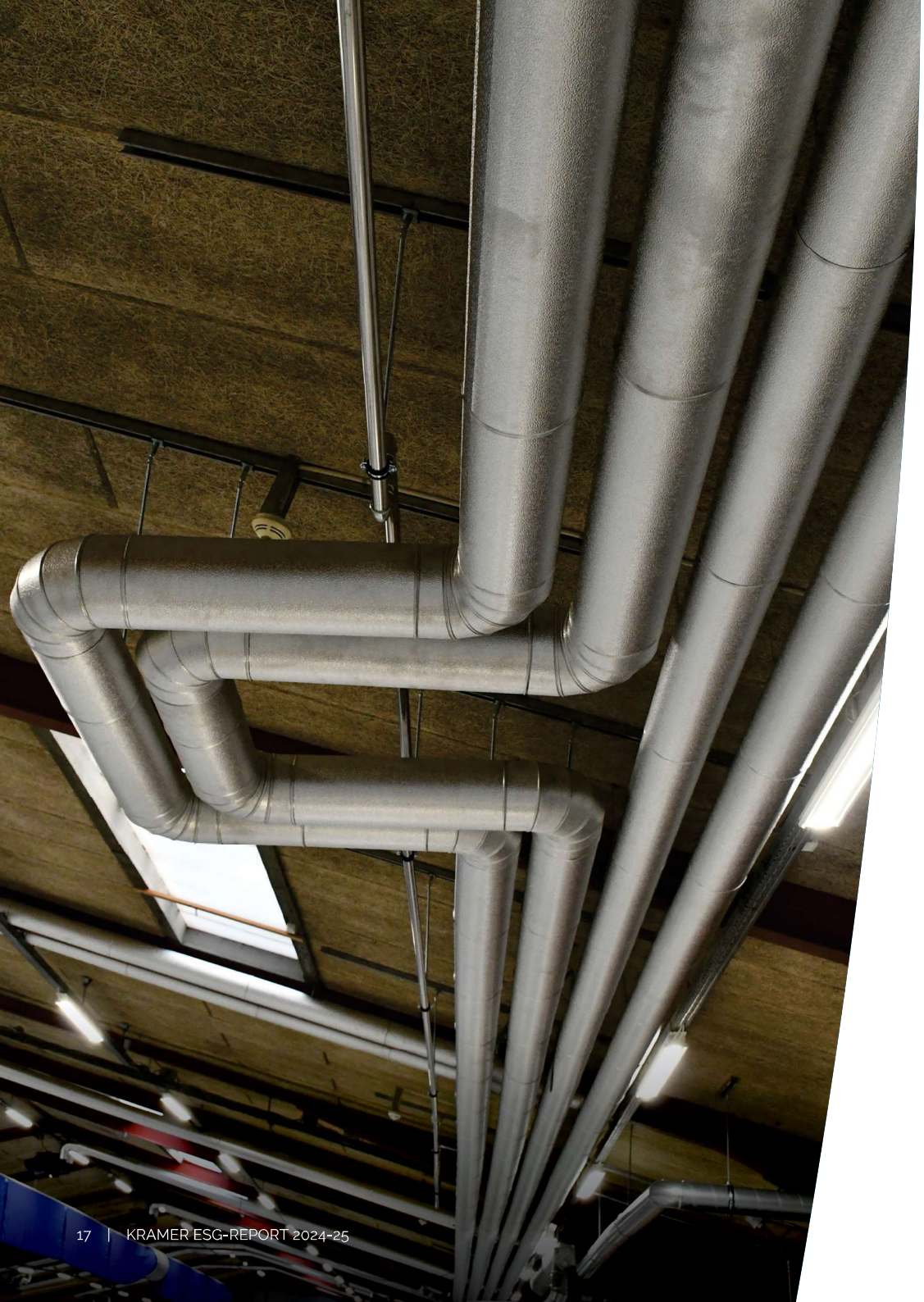
These initiatives are intended to ensure that ESG becomes an integrated and natural part of the company's strategic development and daily operations.

Organization of ESG Efforts

We work with sustainability through the company's existing management system and the processes already established under ISO standards within quality, environment, and occupational health and safety.

ESG efforts are anchored in management and supported by the company's quality and occupational health and safety functions, ensuring that initiatives are planned, implemented, and followed up with measurable actions.

The company sees ESG as a natural extension to the way we already operate with responsibility, integrity, and continuous improvement.



Why ESG is Important to the Company

For us, ESG is important because we operate in an industry where energy consumption, safety, and responsible operations play a central role. The company aims to contribute to a more sustainable industry through solutions that reduce energy loss, improve working conditions, and ensure high quality and responsible business practices.

At the same time, we are experiencing increasing expectations from customers, partners, and society for documentation and transparency regarding sustainability.

Development and Next Steps

This first ESG report marks an important step in the company's development. We have already implemented several relevant initiatives, but ESG reporting now provides a comprehensive overview and creates a structured foundation for future goals.

The company sees ESG as an ongoing process, where efforts in the coming years will be further developed, systematized, and strengthened through concrete targets and follow-up.

Environmental Conditions

Recycling and Circular Economy

Non-Hazardous Waste			
Fraction	**Total amount (kg)**	**Waste sent for recycling or recovery (kg)**	**Waste sent for disposal (kg)**
Old mixed iron scrap with max 1% impurities	12,465	11,970	495
Clean aluminum, loose	7,760	7,760	
Old sheet aluminum, 2% impurities	5,980	5,980	
Old heavy iron over 1500 mm, min. 6 mm	300	300	
Waste for sorting	780	780	
Mixed paint waste	744		744
Packaging: plastic/cardboard/metal	170	170	
Insulation material	6,000	6,000	
Organic waste in packaging	620	620	
Plastic, mixed (without PVC)	530	530	
Plastic film 3	80	80	
Small combustible waste	460		460
Large combustible waste	1,550		1,550
Wood, mixed/treated	1,040	1,040	
Water-based organic chemical waste	6,780		6,780
Total	**45,259**	**35,230**	**10,029**

Hazardous Waste			
Fraction	**Total amount (kg)**	**Waste sent for recycling or recovery (kg)**	**Waste sent for disposal (kg)**
Hazardous waste	78	0	78
Total	**78**	**0**	**78**

Waste Sorting

We maintain a strong focus on proper waste sorting and sustainability. We work purposefully to reduce the amount of waste and ensure that as many materials as possible are recycled.

We sort our waste into relevant fractions such as paper, cardboard, food waste, plastic, and metals, with particular focus on reducing the amount of residual waste. This is achieved through increased sorting, improved internal procedures, and continuous awareness among employees.

Hazardous waste is handled with special care and kept separate from other waste. It is stored and disposed of in accordance with applicable regulations and environmental requirements.

Through continuous improvements and a shared effort, we strive to optimize our waste management and contribute to a more sustainable future.

Energy Sources

In our daily operations, we use various energy sources to support transportation, heating, and production. For our vehicles, we use diesel and petrol, ensuring mobility and flexibility in our work. Heating of our facilities is provided through district heating, contributing to a stable and efficient heat supply.

In addition, we use electricity to operate machinery in both our workshop and fabrication production, where electricity is a key energy source for maintaining efficient and continuous production.

Energy source	Consumption in period (MWh)	Renewable share (MWh)	Fossil share (MWh)
Petrol	15,6770	1,5996	14,0774
Diesel	572,405	34,0556	538,350
District heating	161,77	153,5197	8,2503
Electricity	86,4806	76,9677	9,5129
Total	**836,333**	**266,1427**	**570,1906**

Social Conditions

Our most important resource is our employees. The company's daily operations, the quality of our deliveries, and our long-term development depend on work being carried out safely, responsibly, and with a high level of professionalism.

We have a clear occupational health and safety policy objective that all employees leave Kramer Industri – Installation A/S as healthy as when they arrived – both after each working day and when they leave the company at the end of their employment. Occupational health and safety are therefore considered an integral part of daily operations and planning.

Our work with social conditions is based on a practical and preventive approach to occupational health, safety, and well-being. The focus is on identifying and managing risks early and reducing pressures that may affect employees' health in both the short and long term. The goal is stable and safe working conditions where employees can perform their work in a sustainable manner.

During the reporting period, we employed a total of 62 employees. There were no temporary employees, and our workforce includes employees who performed work under the company's management during the financial year. The workforce consisted of 54 men and 8 women, reflecting the nature of the industry. In general, fewer women are trained as technical insulation specialists. Data from AMU Syd shows that in recent years, typically 1–2 women are enrolled in a class of 16 students.

We focus on structured employment conditions and clear frameworks for collaboration within the organization. All employees are covered by collective agreements, and the company's wage level is equal to or higher than the applicable minimum wage.

Occupational health and safety are continuously monitored through the registration of incidents and sick leave. In the financial year 2024–2025, when the company had 62 permanent employees, two minor cutting incidents were recorded in connection with the use of insulation knives, as well as one incident where an employee hit his head on a pipe. Total sick leave amounted to 347 days. A significant portion of the sick leave relates to employees with §56 agreements, where absence is known and agreed in advance due to chronic or long-term illness. Therefore, sick leave is not solely considered an indicator of working environment conditions but is used as a management tool for ongoing follow-up and planning.

During the period, the company experienced employee turnover corresponding to 11 employees, which is included in the overall assessment of well-being, retention, and organizational development.

As this is the first report, it is currently difficult to assess whether this level is high. Skills development and employee training are considered essential for both safe operations and quality in task execution. Data on average training hours per employee is still being developed and will be further refined in future reporting periods.

Work on social conditions is an area under continuous development. The data foundation for social key figures will be further developed to ensure increased systematization, documentation, and comparability over time.

Social	Unit	2025
Permanent employees	FTE	62
Temporary employees	FTE	0
Total employees	FTE	62
Employees with §56 agreements	FTE	7
Average seniority	Years	7,4
Gender diversity	Percent underrepre-sented gender	12,9% women
Terminations	Number	8
New hires	Number	20
Retirements	Number	3
Employee turnover rate	%	18
Number of workplace accidents	Number	3
Frequency of workplace accidents	Percent	4,8
Work-related fatalities	Number	0
Is salary level equal to or higher than minimum wage	Yes / No	Yes
Employees covered by collective agreements	Percent	100%
Sick leave, general	Days per FTE	2,58
Sick leave, §56	Days per FTE	26,71
Avg. training hours per female employee	Hours	0
Avg. training hours per male employee	Hours	6,5

Governance

Governance		Data from 2024–2025
Women in management	Number	4
Men in management	Number	7
Signed Code of Conduct	Number	33, corresponding to 25 %

Code of Conduct

Human Rights – Policy and Procedure

We use our Code of Conduct as a central part of our governance and human rights efforts. The Code of Conduct serves as a binding set of guidelines for our suppliers and defines our requirements for responsible business conduct, respect for human rights, proper working conditions, occupational health and safety, and compliance with applicable legislation.

We are in the process of ensuring that all existing suppliers acknowledge and sign our Code of Conduct. Going forward, the document will form an integral part of the onboarding process for new suppliers, and we will only collaborate with suppliers who accept and commit to complying with these requirements.

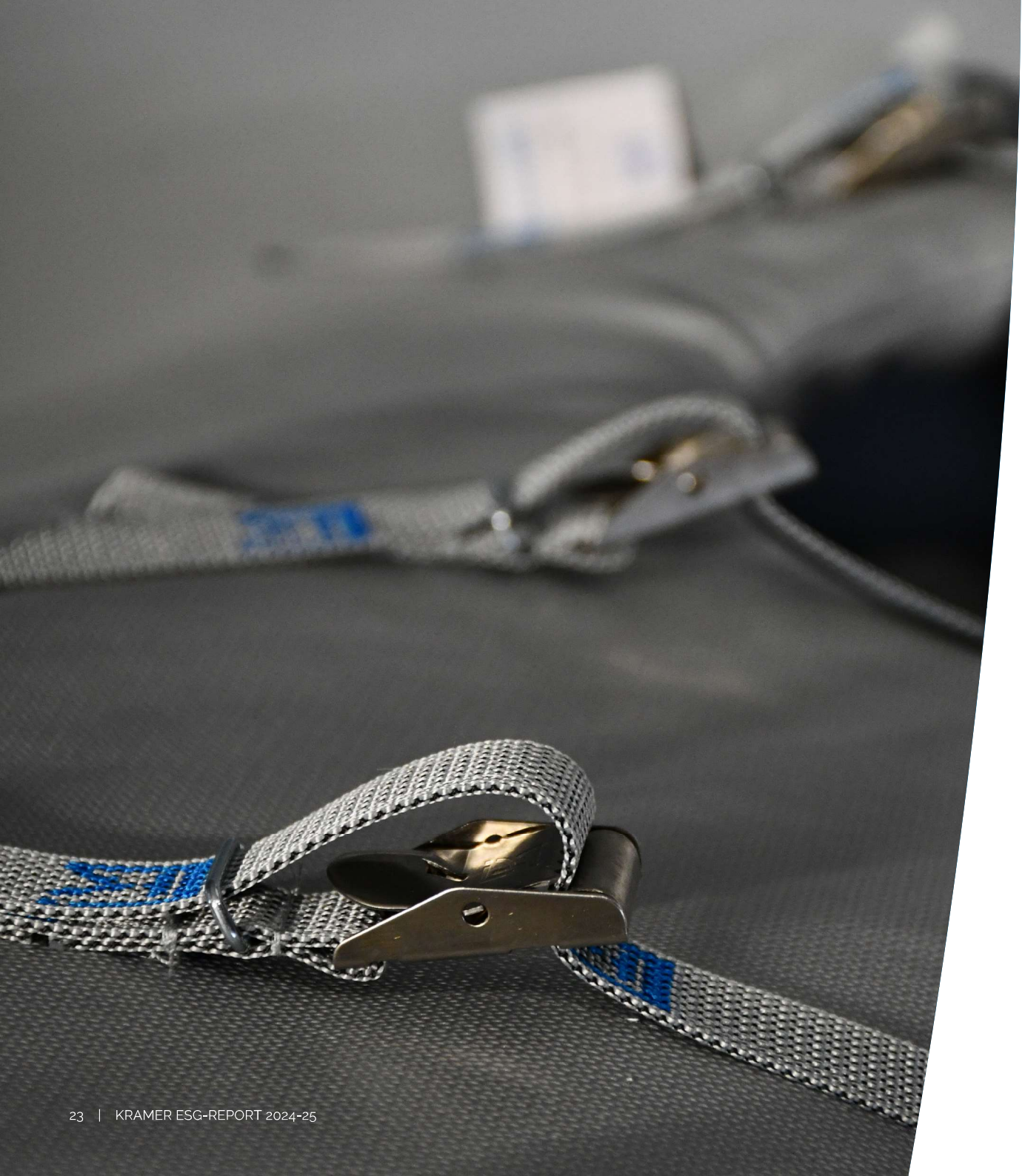
Implementation is monitored by tracking the share of active suppliers who have signed the Code of Conduct.

Diversity and Equality

As a company, we see diversity and equality as an important part of our responsibility and development. We aim for a leadership team that reflects diversity and different perspectives, as we believe this strengthens both decision-making quality and the working environment.

At management level, the organization consisted of 7 men and 4 women during the period, resulting in a more balanced gender distribution in management compared to the overall workforce.

We focus on gender equality and strive to ensure equal opportunities for employment, development, and career advancement. Our approach is practical and embedded in everyday operations, where we prioritize dialogue, transparency, and a culture in which all employees can contribute and develop.



Key conclusions based on the data

This report constitutes the company's first ESG report, and therefore no comparable historical data is yet available. The reported key figures serve as a baseline for future ESG monitoring. Going forward, the reporting will form the basis for tracking the development of our initiatives and assessing progress toward our established targets.

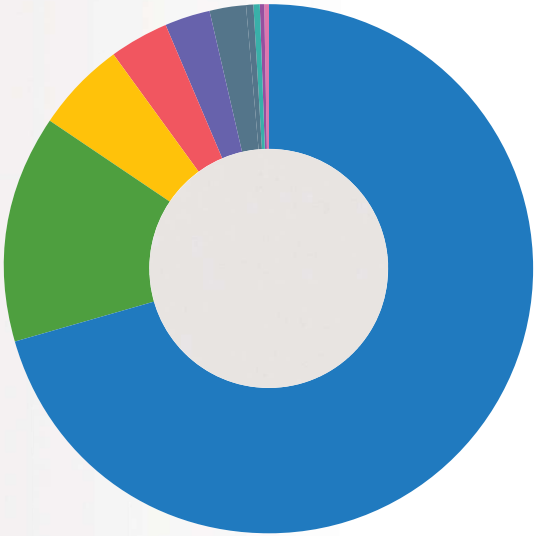
Climate accounting and ESG key metrics

ESG Key Figures

Environment	Unit	2025
Scope 1	tCO_2e	187,56
Scope 2	tCO_2e	5,07
Scope 3	tCO_2e	1.141,21
Total emissions	tCO_2e	1.333,83
CO_2e intensity	tCO_2e/revenue 100 t.DKK	14,71
Fossil fuels	MWh	587
Electricity consumption	MWh	86,48
District heating	MWh	161
Share of renewable energy	Percent	31,83 %
Water withdrawal	m^3	228,58
Non-hazardous waste	kg	45.259
Hazardous waste	kg	78
Share of waste sent for recycling or recovery	Percent	77,7 %

Emissions by Category: 1.333,83 t

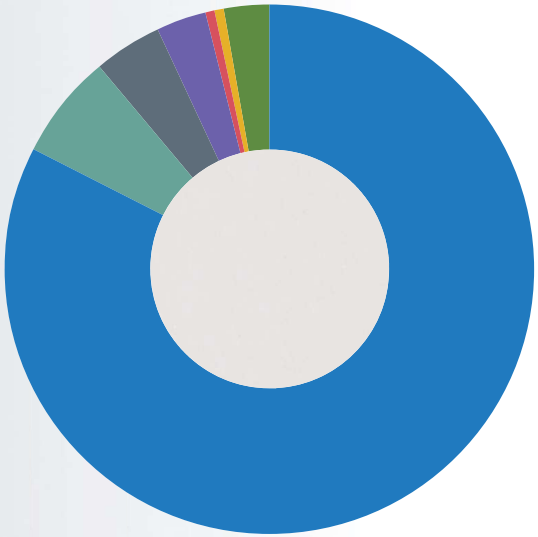
Scope 3.1	Purchased Goods & Services	942,30 tCO_2e
Scope 1.2	Mobile Combustion	187,56 tCO_2e
Scope 3.2	Capital Goods	73,74 tCO_2e
Scope 3.3	Fuel & Energy Related Activities	46,34 tCO_2e
Scope 3.4	Upstream Transportation & Distribution	37,55 tCO_2e
Scope 3.8	Upstream Leased Assets	31,26 tCO_2e
Scope 3.5	Waste Generated in Operations	5,73 tCO_2e
Scope 2.2	Purchased Heat & Steam	5,73 tCO_2e
Scope 3.6	Business Travel	4,28 tCO_2e
Scope 2.1	Purchased Electricity	583 kg tCO_2e



Scope 1	187,56 tCO_2e
Scope 2	5,07 tCO_2e
Scope 3	1.141,21 tCO_2e
Per employee	21,51 tCO_2e
Per 100k turnover	14,71 tCO_2e

Emissions by Scope 3 Subcategory: 1.141,21 t

Scope 3.1	Purchased Goods & Services	942,30 tCO_2e
Scope 3.2	Capital Goods	73,74 tCO_2e
Scope 3.3	Fuel & Energy Related Activities	46,34 tCO_2e
Scope 3.4	Upstream Transportation & Distribution	37,55 tCO_2e
Scope 3.5	Waste Generated in Operations	5,73 tCO_2e
Scope 3.6	Business Travel	4,28 tCO_2e
Scope 3.8	Upstream Leased Assets	31,26 tCO_2e



Emissions by Scope: 1.333,83 t

Scope 3	1.141,21 tCO_2e
Scope 1	187,56 tCO_2e
Scope 2	5,07 tCO_2e

Method for Climate Accounting

To calculate Kramer Industri – Installation's greenhouse gas emissions, we use the most widely recognized international standard for climate accounting: the Greenhouse Gas Protocol (GHG Protocol). This method is recommended by, among others, the Danish government and the EU and ensures consistency across industries.

The GHG Protocol uses the term CO_2 equivalents (CO_2e), which are conversion factors used to compare the impact of different greenhouse gases on global warming. It calculates how many tons of CO_2 would be required to create the same effect as one ton of another gas.

The GHG Protocol divides CO_2e emissions into so-called scopes 1, 2, and 3.

Scope 1 includes all direct sources of greenhouse gas emissions, such as transport or processes owned or leased by the company.

Scope 2 covers all emissions from energy suppliers, such as the provision of heating, electricity, or cooling.

Scope 3 includes all indirect emissions, such as the purchase of materials and services, employee transportation, business travel, and derived effects from energy production and more.

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

Detailed description and visual overview of the carbon accounts

Climate Account with Scope 1, 2 & 3

Category	Scope content	Unit	2024
Scope 1	Use of fossil fuels	tCO_2e	187,56
Scope 2	Electricity, heating, and cooling	tCO_2e	5,73
Scope 3.1	Purchased goods and services	tCO_2e	942,30
Scope 3.2	Capital goods	tCO_2e	73,74
Scope 3.3	Electricity and heating (external)	tCO_2e	46,34
Scope 3.4	Transport and delivery	tCO_2e	37,55
Scope 3.5	Waste management	tCO_2e	5,73
Scope 3.6	Business travel	tCO_2e	4,28
Scope 3.8	Leasing	tCO_2e	31,26

Data Explanation

Scope 1

Scope 1: Mobile Combustion – 942.30 t CO_2e

Most of our employees use larger vans, which are necessary to transport materials produced in our own workshop and insulation, efficiently and safely, to job sites. The vehicles are adapted to the scope of tasks and the requirements for space, load capacity, and functionality.

A significant portion of our projects are geographically dispersed and involve long driving distances. Therefore, we continue to require vehicles that can cover long distances without frequent charging stops, which currently makes diesel vehicles the most reliable solution for part of our fleet.

The transition to electric vehicles is continuously evaluated, and we choose electric-based solutions where it is operationally and economically feasible. At present, the company fleet consists of 3 electric vehicles and 1 hybrid vehicle out of a total of 36 vehicles.

We have a long-term goal of gradually reducing the climate footprint from company transportation. In line with technological developments, we aim to increase the share of electric vehicles, particularly when replacing existing vehicles where driving patterns, load requirements, and range make electric operation possible.

In addition, opportunities for optimizing route planning, driving behavior, and the selection of more fuel-efficient vehicles are continuously assessed as part of our efforts to reduce CO_2 emissions from transportation.

Scope 2

Scope 2.1

– Purchased Electricity: 583 kg CO_2e

Scope 2.2

– Purchased Heat & Steam: 4.49 t CO_2e

The company's energy consumption primarily consists of district heating and electricity. Electricity is mainly used to operate lasers and other production machinery in the workshop.

We are working on plans to establish solar panel systems combined with battery storage to reduce dependence on external electricity supply. In the long term, the goal is to increase the degree of self-sufficiency and eventually achieve a high level of in-house electricity production.

This category also includes our electricity consumption for electric vehicles.

Scope 3

Total Scope 3 – 1,098.55 t CO_2e

Scope 3.1 – Purchased Goods and Services: 942.30 t CO_2e

Scope 3.1 emissions represent the largest share of the company's total CO_2 emissions. The most significant contributions come from the purchase of aluminum for workshop processing and the procurement of insulation materials.

In addition, a range of indirect emissions related to the company's purchase of services and subscriptions are included, such as telephony, email and IT solutions, ISO consultants, insurance arrangements, software programs for operating lasers, and consulting services ensuring coverage of foreign employees working within the EU.

We continuously work to identify opportunities to reduce Scope 3 emissions, particularly within the procurement of materials and external services. Going forward, we will focus on dialogue with suppliers regarding material choices and climate footprint documentation, including opportunities to use materials with lower CO_2 impact.

Furthermore, opportunities for optimizing and consolidating subscriptions, as well as selecting more energy-efficient and resource-saving solutions, are evaluated where possible.

Scope 3.4 – Upstream Transportation: 37.55 t CO_2e

Our second-largest source of CO_2 emissions comes from the transportation of goods by lorry to projects abroad. Transportation is carried out in collaboration with an external freight company that also focuses on reducing CO_2 emissions and minimizing environmental impact through continuous optimization of transport solutions.

The transporter also prepares an annual ESG report, contributing to increased transparency and documentation in the value chain.

Scope 3.8 – Upstream Leased Assets: 31.26 t CO_2e

The company's vehicles are leased. The leasing agreements contribute to high operational reliability and security for installers, as they include ongoing service, inspections, and access to workshops across the country. Roadside assistance is also included as part of the agreement.

The company also leases containers for waste sorting. Leasing of vehicles and containers constitutes a significant part of Kramer Industri's CO_2 emissions and is therefore a focus area in the company's sustainability efforts.

Going forward, Kramer Industri will focus on reducing the climate footprint from leased assets in line with replacement and renegotiation of leasing agreements.

Scope 3.5 – Waste Generated in Operations: 5.73 t CO_2e

Waste management also forms part of our total CO_2 footprint. We therefore focus on collaborating with waste and recycling providers who prioritize environmental considerations, CO_2 reduction, and the highest possible degree of recycling.

The two suppliers we work with also prepare annual ESG reports, contributing to increased transparency and documentation in the value chain.

We work systematically with waste sorting and currently sort waste into 16 different fractions, reflecting a focused and intensive effort in this area.

As a next step, we plan to establish a separate sorting solution for polystyrene (EPS), as the waste volume is now sufficient to make the installation of an additional container both relevant and appropriate.

Accounting Policies

Data Definitions (E)

Scope 1 emissions
Includes all emissions associated with sources owned by Kramer Industri.
Formula: Company activities × emission factors

Scope 2 emissions
Includes all emissions from energy sources purchased by Kramer Industri.
Formula: Company activities × emission factors

Scope 3 emissions
Includes all indirect greenhouse gas emissions associated with Kramer Industri's activities.
Formula: Company activities × emission factors

Total emissions
A combined calculation of all Kramer Industri's CO_2e footprint.
Formula: Scope 1 + Scope 2 + Scope 3

CO_2e intensity
Total CO_2e emissions relative to Kramer Industri's revenue.
Formula: Total CO_2e emissions / net revenue

Energy consumption
Calculated in megawatt-hours (MWh), this represents Kramer Industri's total energy consumption across all energy sources.
Formula: (fuel type used (t) × energy factor per fuel type) per fuel type + (electricity used (incl. renewable energy) (MWh)) + (district heating used (MWh))

Share of renewable energy
The total amount of energy from renewable sources relative to total energy consumption.
Formula: (Renewable energy consumption / total energy consumption) × 100

Water withdrawal
Total amount of water withdrawn by Kramer Industri (gross).

Waste for recycling
Formula: (Waste sent for recycling or recovery / total waste amount) × 100

Data Definitions (S and G)

Gender diversity in the organization
Share of women out of the total workforce (in percent).
Formula: Female employees / total employees × 100

Gender diversity in management
Share of female managers out of total management (in percent).
Formula: Female managers / total managers × 100

Frequency of workplace accidents
Number of workplace accidents relative to total working hours.
Formula: (Number of workplace accidents / total working hours for all FTEs) × 200,000

Employees covered by collective agreements
Percentage of employees covered by collective agreements.
Formula: (Number of employees covered by collective agreements / total employees) × 100

Average training hours per female employee
Average training hours per female employee.
Formula: (Total training hours for all women / number of female employees)

Average training hours per male employee
Average training hours per male employee.
Formula: (Total training hours for all men / number of male employees)

Sick leave
Number of sick leave days relative to total working hours, including overtime.
Formula: (Total number of sick days / number of FTEs)

Employee turnover
The rate at which employees leave the organization and are replaced by new hires.
Formula: Voluntary and involuntary leavers (FTEs) / total number of FTEs**

Scope of the ESG Report

Emission Factors
CO_2e emissions are calculated based on the GHG Protocol, and the calculations are aligned with the Danish Business Authority's guidelines for calculating CO_2e.

CO_2e Equivalents
To enable comparison of greenhouse gases, all emissions are converted into so-called CO_2e equivalents. This is a unit that describes the amount of CO_2e corresponding to emissions from different greenhouse gases. The emission factors used are stated in the report.

Accounting Practices
In calculating CO_2e, we have applied emission factors provided by utility companies and based on recognized databases, aligned as far as possible with the Danish Business Authority's guidelines.

We have used the most recently published emission factors available at the time of preparing the climate account. If an emission factor is not known at the time of preparation, the previous year's emission factor is applied, in accordance with the GHG Protocol guidelines.

All emissions and figures are presented on a gross basis, and no adjustments have been made for CO_2e offsets. The report is prepared in accordance with the principles and disclosure requirements of the VSME standard.

Consumption Data
Consumption data is based on statements from suppliers and measurement units. Other data is based on extracts from our systems, such as time registration, payroll, HR, and travel expense systems.

Scope Boundaries
The GHG Protocol requires CO_2e emissions to be reported in Scope 1, Scope 2, and Scope 3. Emissions in this climate account are calculated based on Scope 1 and 2 emissions and selected Scope 3 emissions. It is our ambition to include additional relevant Scope 3 emissions over time.

Scope of the VSME Standard

Data point		Answered	Not relevant
B1: Basis for preparation	Section 24 (a)	X	
	Section 24 (b)		X
	Section 24 (c)	X	
	Section 24 (d)		X
	Section 24 (e)	X	
	Section 25	X	
B2: Actions, policies and initiatives for transition to a more sustainable economy	Section 26 (a)	X	
	Section 26 (b)	X	
	Section 26 (c)	X	
	Section 26 (d)	X	
B3: Energy and greenhouse gas emissions	Section 29	X	
	Section 30 (a)	X	
	Section 30 (b)	X	
	Section 31	X	
B4: Pollution of air, water and soil	Section 32		X
B5: Biodiversity	Section 33		X
	Section 34 (a)		X
	Section 34 (b)		X
	Section 34 (c)		X
	Section 34 (d)		X
B6: Water	Section 35		X
	Section 36	X	
B7: Resource use, circular economy and waste management	Section 37	X	
	Section 38 (a)	X	
	Section 38 (b)	X	
	Section 38 (c)		X

B8: Own workforce – General characteristics	Section 39 (a)	X	
	Section 39 (b)	X	
	Section 39 (c)		X
	Section 40	X	
B9: Own workforce – Health and safety	Section 41 (a)	X	
	Section 41 (b)		X
B10: Own workforce – Pay, collective agreements and training	Section 42 (a)	X	
	Section 42 (b)		X
	Section 42 (c)	X	
	Section 42 (d)		X
B11: Domme og bøder for korruption og bestikkelse	Section 43		X
C2: Actions, policies and initiatives for transition to a more sustainable economy		X	
Considerations for reporting greenhouse gas emissions under B3 Scope 3 emissions	Section 50	X	
	Section 51	X	
	Section 52	X	
	Section 53	X	
C9: Gender diversity in management	Section 65	X	

Applied emission factors for the financial year

Name	Unit	Factor	Source	Type
District heating 2025 (Scope 2)	kWh	0.027831	Klimakompasset	activity
District heating 2025 (Scope 3)	kWh	0.010731	Klimakompasset	activity
Hotel and restaurant services		0.05499	EXIOBASE 3.8.2	spend
Public administration and defence services; compulsory social security services		0.14362	EXIOBASE 3.8.2	spend
Rubber and plastic products		0.19636	EXIOBASE 3.8.2	spend
Hotel and restaurant		0.38968	Klimakompasset	spend
Electrical machinery and apparatus n.e.c.		0.28458	EXIOBASE 3.8.2	spend
Rental of premises	kg	0.1766	Klimakompasset	spend
Renting services of machinery and equipment without operator and of personal and household goods		0.17757	EXIOBASE 3.8.2	spend
Machinery and equipment n.e.c.		0.41193	EXIOBASE 3.8.2	spend
Consulting, accounting, law, temp, marketing and other business activities		0.18479	Klimakompasset	spend
Consulting, accountant, lawyer, temporary staff, marketing and other business activities		0.18479		spend
Wood and products of wood and cork (except furniture); articles of straw and plaiting materials		0.23689	EXIOBASE 3.8.2	spend

Plastic bags/films and sheets	kg	0.83347	EPA v1.3.0	spend
Workwear, etc.	kg	0.27637	Klimakompasset	spend
Construction and maintenance		0.39269	Klimakompasset	spend
Fabricated metal products, except machinery and equipment		0.32325	EXIOBASE 3.8.2	spend
Other non-metallic mineral products	kg	0.48759	EXIOBASE 3.8.2	spend
Other land transportation services		0.58842	EXIOBASE 3.8.2	spend
Wearing apparel; furs		0.02804	EXIOBASE 3.8.2	spend
Basic iron and steel and of ferro-alloys and first products thereof		0.42435	EXIOBASE 3.8.2	spend
Chemicals nec		0.48092	EXIOBASE 3.8.2	spend
Gift/novelty and souvenir stores		0.11907	EPA v1.3.0	spend

KRAMER

INDUSTRI – INSTALLATION A/S

Kramer Industri – Installation A/S
Toftegårdsvej 42
Over Hadstenvej 78
8370, Hadsten
+45 32 500 500
contact@k-i.dk