



Climate report 2024

Together, we want to **add value**
and offer **more** than just a supply

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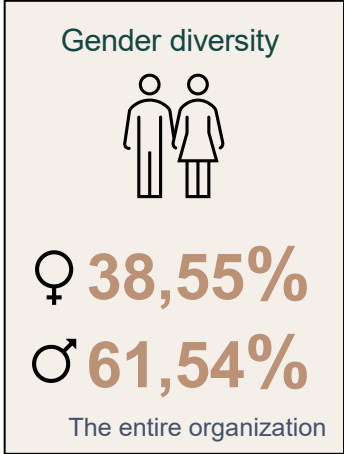
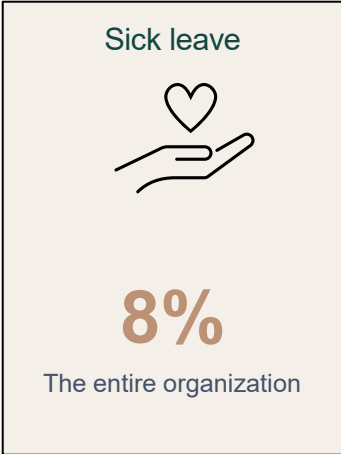
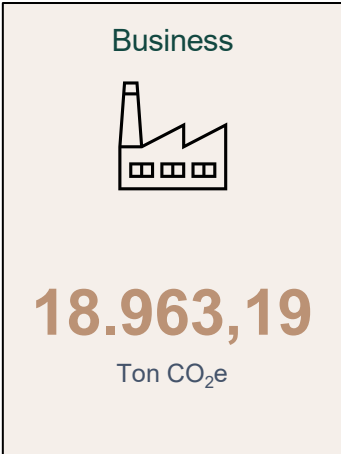
2024

Climate accounting

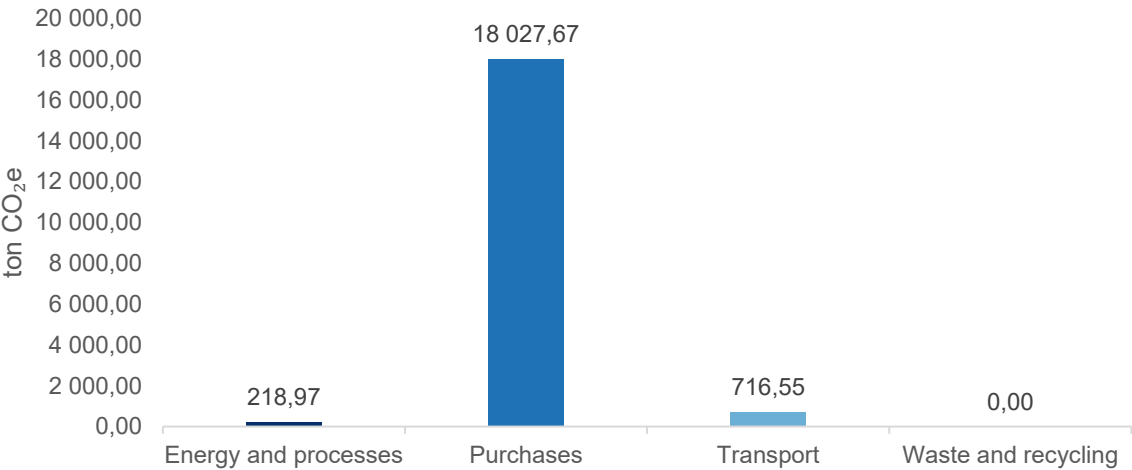
ESG accounting 2021-24

ESG key figures	Unit	2024	2023	2022	2021	Source
Environment						
CO2e emissions within scope 1	Ton CO ₂ e	283,51	397,17	436,48	285,83	Primary data from suppliers & ERP-system
CO2e emissions within scope 2	Ton CO ₂ e	95,63	124,90	113,45	92,60	Secondary data from suppliers
CO2e emissions within scope 3	Ton CO ₂ e	18.584,04	28.846,25	36.861,04	30.797,62	Poxey from ERP-system & Secondary data from suppliers
Total CO2e emissions (scope 1, 2, and 3)	Ton CO ₂ e	18.963, 18	29.368,32	37.410,97	31.176,05	Total calculation
CO2 intensity, total CO2e emissions relative to revenue	Ton CO ₂ e /mil. Euro		52,21	49,64	74,23	ProLution calculation
Total Energy Consumption	GJ	5.564,19	4.867,32	3875,49	2.876,98	ProLution calculation
Energy intensity, total energy consumption relative to revenue	GJ/mil. Euro		1,012	0,944	0,913	ProLution calculation
Renewable energy share, renewable energy consumption relative to total energy consumption	Pct. (%)	99	99	99	99	Secondary data from suppliers
Water Consumption	m3	3635	3.293	2.967	2.805	Secondary data from suppliers
Hazardous Waste Management	Pct. (%)	0,14	0,05	0,03	0,09	Secondary data from suppliers
Recyclable Waste Management	Pct. (%)	12,09	4,18	5,29	6,64	Secondary data from suppliers
Social						
Sickness Absence	Pct (%)	8*	11,78	12,87	8,75	ERP-System
Workplace Accidents	Number	3	2	3	3	ERP-System
Employee Turnover	Pct (%)	18,2**	2,252 M Eur	2,949 M Eur	2,257 M Eur	ERP-System
Employee Satisfaction	Pct (%)	33	44	40	27	ERP-System
Gender Diversity in the Organization	Pct (% woman)	38,55	32,83	42,16	41,99	ERP-System
Gender Diversity in the Executive Board	Pct (% woman)	0	0	0	0	ERP-System
Gender Diversity in Other Management Levels	Pct (% woman)	46	40	40	50	ERP-System
Gender Diversity in the Top Management Level	Pct (% woman)	33	33	50	50	ERP-System
Governance						
Pay Gap between Genders	Pct (%)	14,57	14,18	15,06	14,06	ERP-System

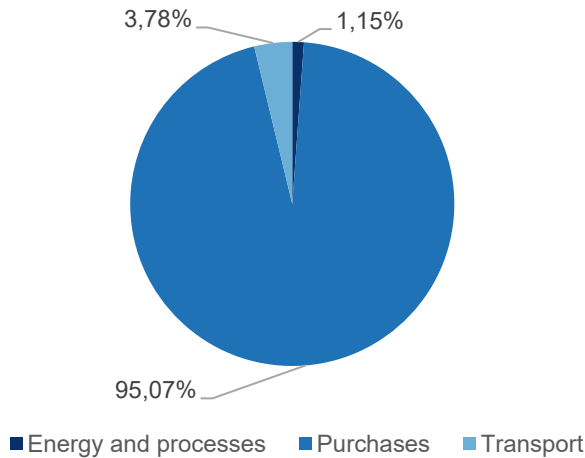
The 2024 results in brief



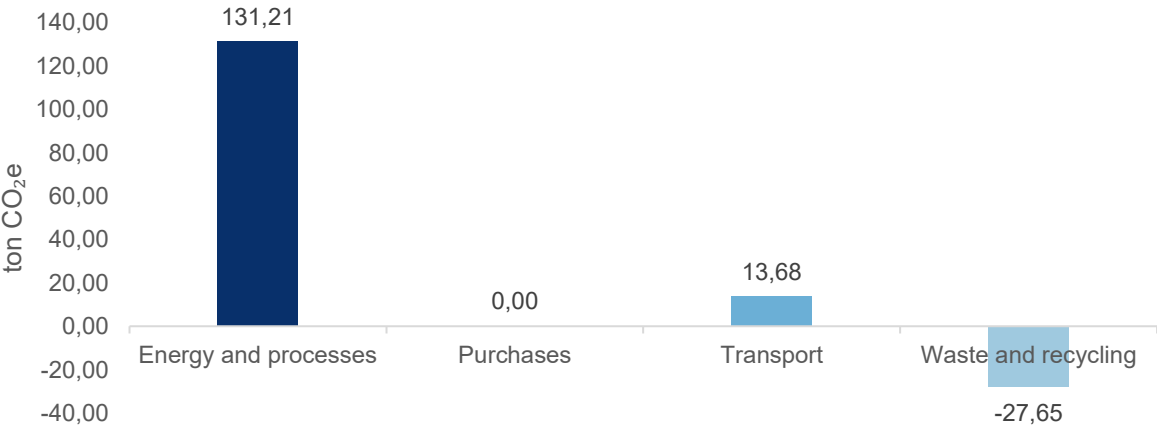
CO₂e emissions in tons (scope 1+2+3) distributed by main categories



Percentage distribution of CO₂e emissions (scope 1+2+3) distributed by main categories



CO₂e emissions in tons (scope 1+2+3 and beyond scopes) distributed by main categories



Scope 1 (Internal transport)	CO2e emissions in tons
Owned and leased vehicles	272,15
Employee transportation	108,98

Scope 2	CO2e emissions in tons
Electricity consumption	138,58

Scope 3	CO2e emissions in tons
Primary purchase of raw materials for production	18.027,67

Assumptions for the statements in the report

AE Partners' clima report for 2024 covers the accounting period January 1, 2024 – December 31, 2024. The ESG report has been prepared with the aim of providing an overview of the company's efforts and objectives.

Calculation basis for the ESG report

Below we explain how our ESG report has been calculated, including which areas the report covers, as well as which have been omitted.

Greenhouse Gas (GHG) Protocol

The account has been prepared in accordance with the international standard, the Greenhouse Gas (GHG) Protocol, which is the leading standard for climate calculations. According to the GHG Protocol, the climate account must include three different areas (scopes) of emissions. Here, the protocol distinguishes between greenhouse gases, which the individual company itself emits from the company's own premises and machinery (for example, through the combustion of gasoline, diesel, or natural gas) – called 'Scope 1', emissions associated with the production of the energy the company purchases (for example, electricity and district heating) – called 'Scope 2', and emissions associated with the value chain that the company is a part of (for example, by virtue of the company's purchases) – called 'Scope 3'* – see Figure 1.

Digital platforms

To calculate ESG data, the Business Authority's Climate Compass from Denmark has been used as the calculation platform. The platform developed by Deloitte, Danske Bank, and the organization Lederne.dk has been used to prepare the materiality matrix.

Data on transport

AE Partner ourselves question whether all transport emissions, which our company owns, have been accounted for, as the process of collecting data is complex. To provide a more accurate picture, we wish in the future to get the correct figures/data for the clima report from the transport companies.

Data Basis

The data basis for the compilation of the clima report's main and key figures is based on the company's list of suppliers, which includes purchases for production and operating expenses. The information has been collected from primary, secondary, and proxy sources. Where possible, the data has been stated in physical units. However, purchases in scope 3 Upstream have been stated in monetary units due to the lack of availability of physical units.

Data Quantity

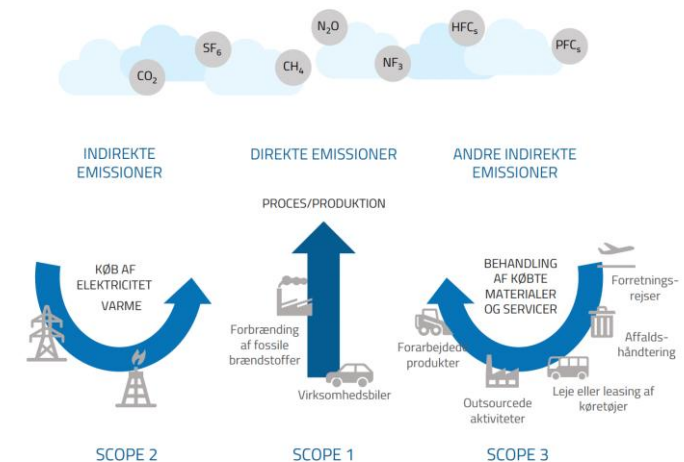
Where it has only been possible to account for units based on monetary units, now more than 95% of the company's list of suppliers are included. This has made it possible to incorporate data that provides a comprehensive insight into the company's economic activities.

Exclusions

It should be noted that the environmental impacts in the product's usage phase are not included in the climate account. This is because the cabinets are manufactured as subcontractor work, and therefore it is not possible to account for the environmental impact in this phase.

Social and Governance data

The data basis has been obtained from the company's HR area, which is digitally anchored in the ERP system.



Disclaimer

AE Partner acknowledges that it has neither obtained nor been able to receive precise CO₂-data from suppliers with regard to Scope 3 and therefore lacks accurate CO₂ calculations at the product level.

Our estimates are mainly based on average calculations per material type made in collaboration with the advisor ProLution, deriving from primary, secondary, and surrogate sources to ensure a comprehensive data foundation. We are committed to improving our data and will adjust our calculation methods accordingly as more precise data becomes available.

We aim to provide accurate data to our customers and partners, but due to the lack of precise data, we have employed CO₂ estimates based on a categorization of purchased products, considering over 95% of the company's expenses across all areas.

The current estimates, which calculate total CO₂ emissions in relation to the total number of sold hours, are intended as provisional and should be used to support further calculations and value chain analysis.

AE Partner disclaims any liability for the use of this information.

The term 'delivered hour' refers to the aggregate of invoiced hours for project management, engineering and production to the customers.

CO₂e per delivered hour

0,0409

Ton CO₂e





2024

Sustainable projects

Sustainability in action: We take responsibility for our environmental impact and incorporate sustainable practices into our daily operations.

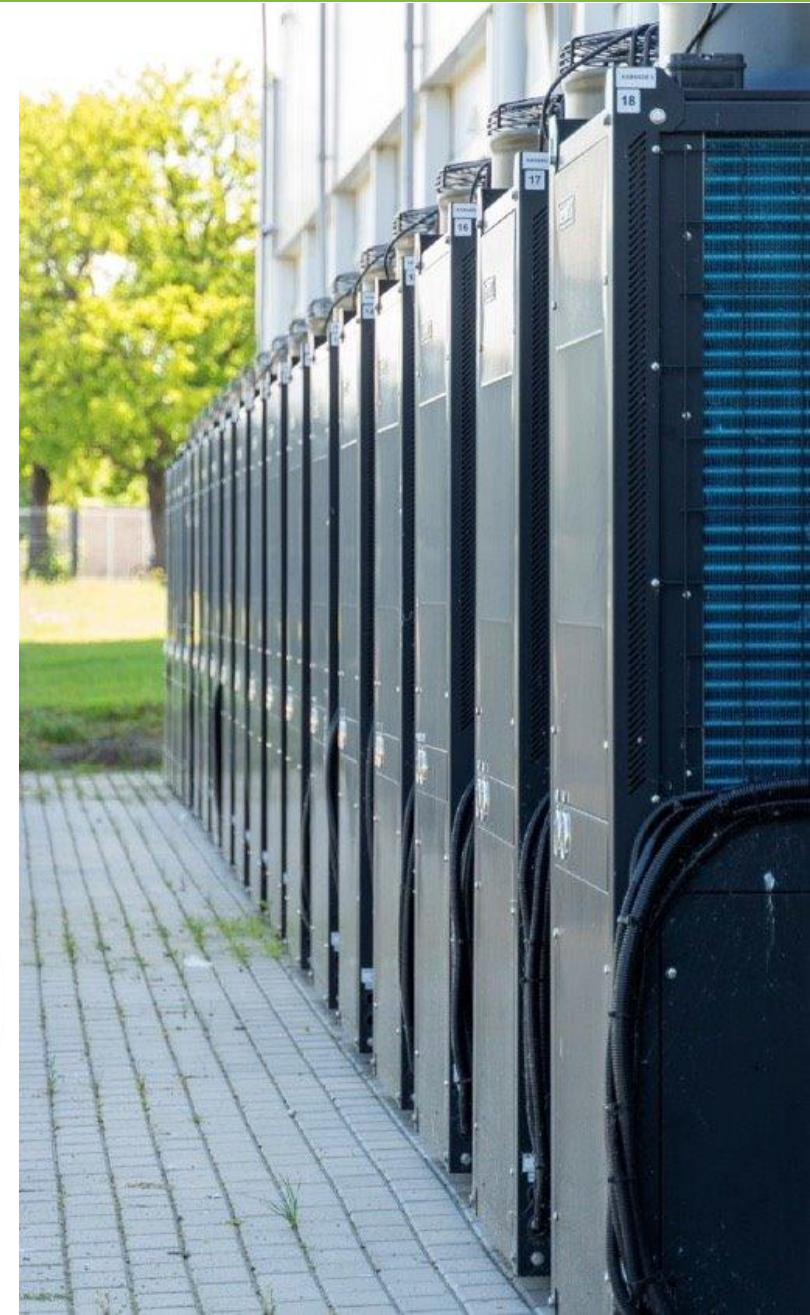
2021 - Installed the first heat pump for heating

2022 - Installed 22 heat pumps for heating

2022 - Renovated the boiler house, replaced the gas boiler

2023 - Installed 2 more heat pumps for heating

2024 - Installed solar panels



SOLAR PANELS

By constructing a solar power plant, AE Partner increases energy efficiency

Solar power plant built in 2023-2024

Greenhouse gas emissions reduced by 20,860 tons of carbon dioxide (tCO₂).

The total planned annual electricity production is 191.34 MWh, or 30 % of AE Partner's total annual electricity consumption.

All electricity generated will be used 100% for self-consumption, including for the company's production process.



PACKING

We make sure that our panels safely reach the destination.

For packaging we use recyclable materials, and the purchased wood is FSC and PEFC certified.



ESG-accounting

ESG-key figures	Unit	
Environment		
CO ₂ e emissions within scope 1	Ton CO ₂ e	Business Activities (A) * Emission Factors (B)
CO ₂ e emissions within scope 2	Ton CO ₂ e	Business Activities (A) * Emission Factors (B)
CO ₂ e emissions within scope 3	Ton CO ₂ e	Business Activities (A) * Emission Factors (B)
Total CO ₂ e emissions (scope 1, 2, and 3)	Ton CO ₂ e	Scope 1 + Scope 2 + Scope 3
CO ₂ intensity, total CO ₂ e emissions relative to revenue	Ton CO ₂ e /mio. DKK	CO ₂ Total / Net Revenue
Total Energy Consumption	GJ	$\sum (\text{used fuel type (t)} * \text{energy factor per type of fuel}) \text{ per fuel type} + (\text{used electricity (incl. renewable energy)} (\text{MWh}) * 3.6) + (\text{used district heating/cooling incl. renewable sources for heating/cooling (GJ)})$
Energy intensity, total energy consumption relative to revenue	GJ/mil. DKK	Total Energy Consumption / Net Revenue
Renewable energy share, renewable energy consumption relative to total energy consumption	Pct. (%)	(Renewable Energy / Energy Consumption) * 100
Water Consumption	Liter	The sum of all water consumed – gross
Hazardous Waste Management	Pct. (%)	Describe your method
Recyclable Waste Management	Pct. (%)	Describe your method
Social		
Sickness Absence	Pct (%)	Sick hours / number of working hours (incl. overtime) * 100
Workplace Accidents	Number	Number of workplace accidents * 1,000,000) / total number of working hours for all FTEs
Employee Turnover	Mio. DKK	(Voluntary + involuntary leaving FTEs) / FTEs) * 100
Employee Satisfaction	Pct (%)	Percentage of employees who are satisfied with working at X – from employee survey
Gender Diversity in the Organization	Pct (% woman)	(Female FTEs + female temporary workers)/(full-time workforce))*100
Gender Diversity in the Executive Board	Pct (% woman)	Percentage of female executive members out of the total number of executive members (in percent)
Gender Diversity in Other Management Levels	Pct (% woman)	Percentage of female managers out of the total number of managers (in percent)
Gender Diversity in the Top Management Level	Pct (% woman)	Percentage of female board members out of the total board (in percent)
Governance		
Pay Gap between CEO and Employees	Pct (%)	CEO compensation/median employee salary.
Pay Gap between Genders	Pct (%)	The difference between the average gross hourly wage for male employees and for female employees as a percentage of the average gross hourly wage for male employees

External Consulting/Support

Statement on the Compilation of Climate Accounting Head and Key Figures
To the Management of AE Partner

We, ProLution, have prepared the ESG report including the Climate Accounting head and key figures for AE Partner for the financial year 2023. These figures are based on the company's records of quantities as well as selected conversion factors and other information provided by the company's management. The head and key figures include a report, a statement with the head and key figures, and information on the accounting practices used. In addition, there are appendices including emission factors sourced from the Danish Business Authority's calculation model.

In carrying out the task, ProLution has followed the ISRS 4410 standards for the compilation of financial information. We have utilized our professional expertise to assist management in the preparation and presentation of the selected Climate head and key figures. It is important to note that management is responsible for the Climate Accounting head and key figures as well as for the accuracy and completeness of the information used to compile the figures.

Since the compilation of financial information is not a task requiring assurance, ProLution is not obligated to verify the accuracy or completeness of the information provided by the company's management for the compilation of the Climate Accounting head and key figures. Therefore, ProLution does not provide any audit or review conclusion regarding whether the selected head and key figures have been prepared and presented in accordance with the publication on head and key figures issued by the FSR - Danish Auditors, the Danish Finance Association/CFA Society Denmark, and Nasdaq Copenhagen.

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Thank you for your interest

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