Renewtech®

As sustainable as IT gets

Sustainability Report 2024

This report's content covers Renewtech Denmark, Italy and Holland activities and data for 2024.

Tabel of Content

CEO Letter - a future fit Renewtech

It is my pleasure to share Renewtech's 2024 Sustainability Report with you. Over the past year, we've gained momentum, strengthened alignment, and achieved meaningful growth as we continue to execute on our strategy, "as Sustainable as IT gets," and advance our long-term vision of becoming Europe's leading one-stop shop for sustainable IT.

We began the year by integrating our newly acquired Dutch operation, marking a new chapter in our journey. This integration significantly expanded our capabilities in lifecycle extension, and we are excited to grow and leverage this new capacity to support our customers' efforts to reduce the environmental footprint of their IT hardware.

Stronger processes, closer to customers
Throughout 2024, we focused on strengthening our ITAD strategy by refining and streamlining internal workflows. These improvements have enabled us to deliver more circular, transparent, and efficient asset disposition and recycling services, directly supporting our clients' sustainability goals and data protection needs.

Another significant highlight was our acquisition of the Italian company SE.CO. This addition has strengthened our sales force, expanded our service offerings, and established a local presence. This partnership has enabled us to deliver localized, sustainable IT services to the Italian market.

To strengthen our presence in Italy, we formed a strategic partnership with the specialized consultancy Forfirm. Combining their ESG reporting expertise with our IT infrastructure capabilities, we can help clients align IT decisions with sustainability goals and regulatory compliance, supporting their long-term business success.

Eyes on the future, anchored in strategy
Our commitment to become Europe's most trusted provider of sustainable IT remains unchanged, and the strategic expansions of 2024 have brought us a significant step closer to that goal. As we grow, we will continue to strengthen our local presence by building dedicated teams and deepening customer relationships across the continent.

Enabling the seamless transition to sustainable IT practices for our customers is our top priority. Through constant innovation and close collaboration, we remain dedicated to developing solutions that help reduce the carbon footprint of growing digital business needs. This 2024 Sustainability Report highlights how our efforts support this - and what that means for us as a trusted business and ESG partner to our customers.

Keeping Renewtech future fit in a more sustainable world means we in 2024 focused on governing ESG going forward, and how we as trusted business partner play our role in shaping a future where ESG data is both a vital service and a new form of currency.

Thank you for being part of this journey. Together, we continue to build a more sustainable digital future.

Best regards, Bjarne Aarup
CEO, Renewtech

We are Renewtech

Customers, products, and markets

Renewtech delivers sustainable IT solutions through a global, one-stop-shop model. Having 30 years of hands-on expertise, we specialize in providing sustainable enterprise IT solutions and services. Our product range includes advanced servers, storage, and network solutions. Dedicated to our craft, we have expert teams specialising in individual brands across all major OEMs. As a result, our customers are guaranteed the highest standards and state-of-the-art knowledge to meet the requirements of their specific solution.

We are dedicated to designing unique and sustainable IT solutions, regardless of customer location. Our facilities in Denmark, the Netherlands, Italy, and France enable us to maintain 48-hour delivery services throughout all of Europe, offering everything from refurbished configurations and spare parts to

IT asset disposition (ITAD), proactive maintenance, and professional repair services. Combined with our user-friendly webshop, 250.000 units in stock, and dedicated customer service, we make quality IT solutions both accessible and efficient.

In 2024, we successfully onboarded our new Dutch office, integrating a new repair service into our service offerings. Furthermore, we acquired a new office in Italy, thus significantly increasing the capacity of sustainable IT solutions for our Italian customers.

Our efforts to continuously improve our expert capabilities, expand our service offerings, and enhance our local footprint are evidence of our efforts in executing the corporate strategy and materialising our vision to be the most comprehensive and trusted provider of sustainable IT solutions across Europe.

We serve customers worldwide, and we do it with a dual purpose in mind:

To enhance our customers' business and to do so in the most sustainable manner.
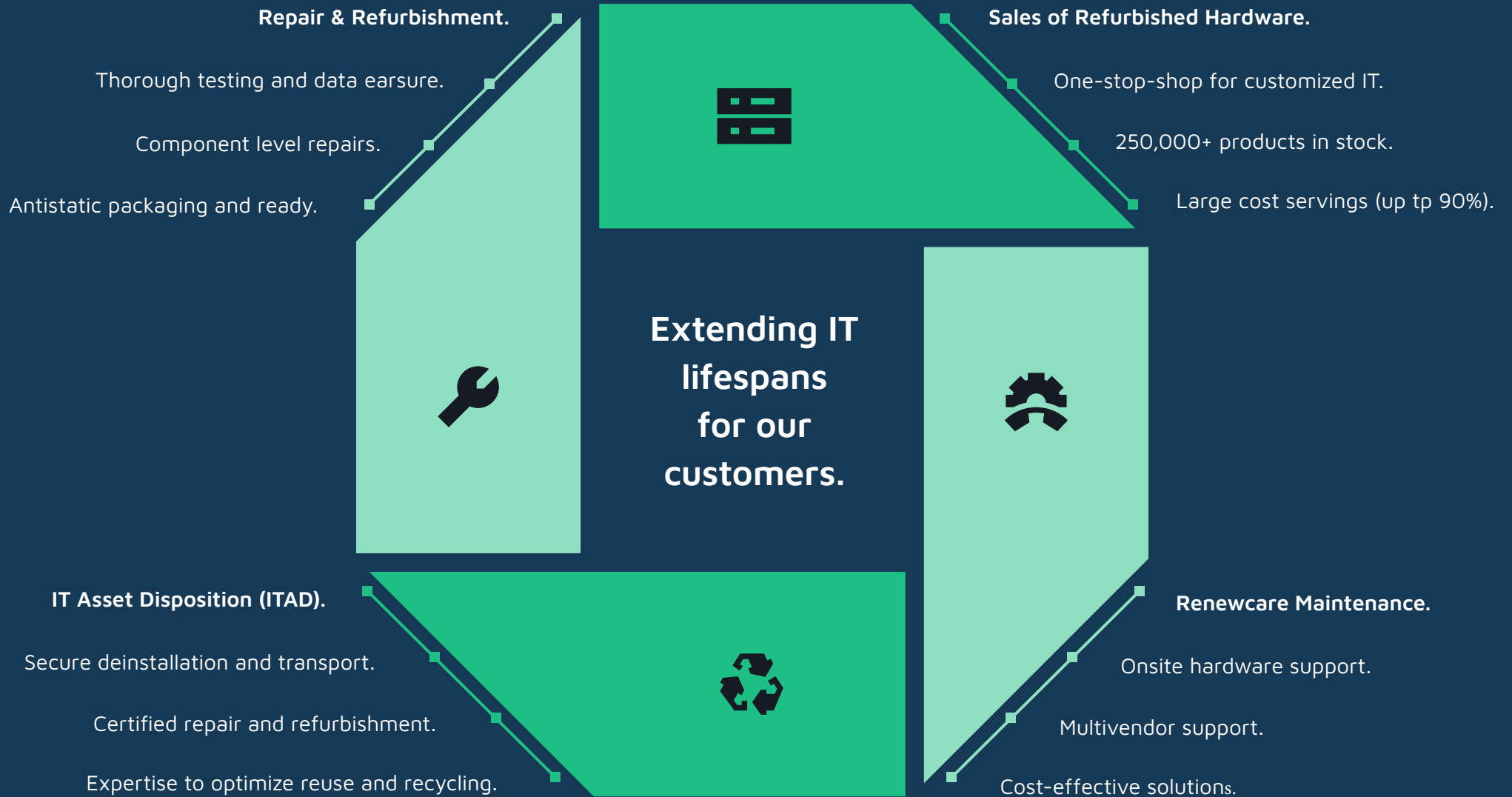
Renewtech office locations

1. Denmark – Aars
2. The Netherlands – Amsterdam
3. Italy – Treviso
4. Italy – Bergamo
5. France – Le Mesnil St Denis

Business model

Renewtech operates as a complete one-stop shop for refurbished IT solutions. Devices and components are sourced from businesses and professional sellers across Europe, reintroducing products into the circular economy and prolonging their lifecycle. Once received at our facilities, all units undergo secure data erasure, diagnostic testing, and detailed processing, and finally components are routed for reuse, refurbishment, or responsible recycling – all processes that are certified following the ISO standards for quality, Information security and sustainability management.

At Renewtech, sustainability is the foundation of our business and key to our core service: refurbishing and restoring IT hardware. Consequently, we help our customers reduce the negative environmental impact of their digital infrastructure. By reducing electronic waste and CO_2 emissions, we offer our clients a more environmentally responsible alternative to new hardware.

Repair & Refurbishment.

Thorough testing and data earsure.

Component level repairs.

Antistatic packaging and ready.

Sales of Refurbished Hardware.

One-stop-shop for customized IT.

250,000+ products in stock.

Large cost servings (up tp 90%).

**Extending IT
lifespans
for our
customers.**

Renewcare Maintenance.

Onsite hardware support.

Multivendor support.

Cost-effective solutions.

IT Asset Disposition (ITAD).

Secure deinstallation and transport.

Certified repair and refurbishment.

Expertise to optimize reuse and recycling.

Value Proposition

Sustainability remains embedded in everything we do. By extending the lifespan of hardware through ITAD, repair, and maintenance, we help clients reduce e-waste, lower carbon emissions, and contribute meaningfully to a more circular digital economy.

We offer customers the best quality hardware, the largest selection of parts, and the fastest response and shipping on the market. We aim to create long-lasting customer relationships by providing unparalleled product knowledge, maintaining humility, and always keeping our promises. As a one-stop shop, we cover the entire lifecycle of IT hardware, from initial acquisition to eventual disposal.

Strategic Ambition

True to our corporate strategy, we remain committed to becoming Europe's leader in sustainable IT. Our ambition is to make it easier for companies to transition to more responsible IT practices by offering secure, scalable, and sustainable solutions.

To align with our growth strategy, we closely monitor both financial and non-financial performance, focusing on innovation, customer trust, and employee engagement. Our strategy is anchored in three core areas: asset disposition, refurbishment, and lifecycle extension.

In 2024, we strengthened our IT Asset Disposition (ITAD) capabilities by centralising operations at our Danish headquarters. This move increased the efficiency and capacity of our business. We also expanded our international presence through a strategic acquisition in Italuy and the successful integration of our new department in the Netherlands. These strategic moves enhanced our expertise in server, storage, and network technologies, while building a skilled local sales force.

In parallel, we entered a strategic partnership with the Forfirm, which supports major enterprises with ESG compliance and reporting. This collaboration positions Renewtech not just as a supplier but as a sustainability partner, helping our clients meet their environmental goals while ensuring regulatory alignment.

Refurbished technology remains central to our value proposition, providing a tangible way to reduce emissions and extend the lifespan of digital infrastructure at scale. Our solutions enable clients to securely dispose hardware while meeting sustainability goals and compliance requirements.

As we grow, we remain focused on our long-term goal: to be the most comprehensive and trusted provider of sustainable IT solutions across Europe, offering our customers the benefits of sustainable choices through a one-stop shop for refurbished IT.

> " In a world of circularity, there should be no waste. From our perspective, every discarded IT product or part is a raw material that can be reused. Renewtech leads the way in bringing circularity to the IT hardware sector. "
>
> **- Renewtech**

Renewtech®

Managing sustainability

Sustainability management at Renewtech is led by the CEO, in collaboration with the CFO and a dedicated ESG team. This team evaluates risks, identifies opportunities and monitors progress across both ongoing activities and new initiatives. Their efforts are guided by our policies, overarching strategy, and long-term goals, and are strengthened by strategic support from external partners.
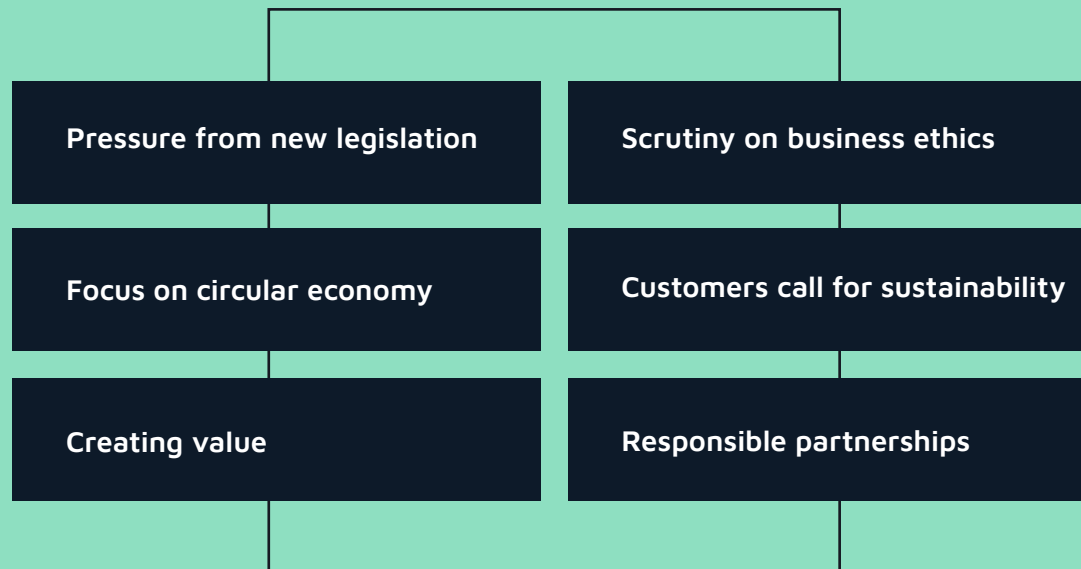
To strengthen our ESG team and better manage the growing responsibilities associated with onboarding new locations, we have invested in additional resources. At the end of 2024, Jacob Holk Pedersen joined Renewtech as Executive Business Partner. As part of his role, he will oversee our ESG strategy, including planning, reporting and contributing to our ISO certification efforts.

ESG

Sustainability is the very foundation of our business and the way we conduct it. That is why our motto is "as sustainable as IT gets." In the fall of 2022, we developed our first comprehensive sustainability strategy. This strategy forms the foundation for how we operate our business today.

Our ESG strategy is represented in our strategic framework, outlining our commitments and how we address all aspects of our business. Furthermore, we have established a Code of Conduct, Human Rights Commitment, Anti-Bribery and Corruption Policy, and Diversity, Equality, and Inclusion Policy to reflect Renewtech's commitment to these important topics.

Strategic Framework

Pressure from new legislation	Scrutiny on business ethics
Focus on circular economy	Customers call for sustainability
Creating value	Responsible partnerships

Polices

Our policies on corporate responsibility provide a frame of reference that guides us in all business decision-making at all levels, informing us on how we must always approach opportunities and risks. Our Policy Framework ensures a solid and appropriate foundation and obligations that drive our future work. The commitments set forth in our policies apply to all Renewtech operations, staff, business relations and activities. We expand the Policy Framework with additional relevant policy commitments when appropriate for our business conduct.

Measuring progress

In the process of meeting our commitments and fulfilling our strategic ambitions, we strive to systematically collect valid data to measure our efforts and progress toward our goals. This data is disclosed at the end of this report through our climate accounting on CO_2 emissions, our survey on health and job satisfaction, and our ISO certifications covering environment, quality, information security , and working conditions.

In 2022, Renewtech was acquired by Trill Impact. We report to Trill Impact through their ESG reporting platform, which helps us streamline our ESG key performance indicators and strengthen our data collection process.

We continuously work on implementing systems and processes for a robust data structure that informs and supports our progress in sustainable development.

**We prioritize
Responsible products**

Our ambitions:
We are committed to maintain best-in-class product quality as we ensure data safety and take responsibility on products' life cycle. We will continue to innovate our services in a sustainable direction and use our leverage to prolong the life of used and refurbished IT-hardware.

**We prioritize
Responsible operations**

Our ambitions:
We are committed to playing a role in the fight against climate change by reducing our GHG emissions and strengthening responsible waste management
We will strengthen our responsibility in our value chain by using our leverage to set new standards.

**We prioritize
Responsible relations**

Our ambitions:
We are committed to promoting responsible business relations across our value chain. We take extended responsibility in developing the sustainable IT business through transparency and benefits for our partners and customers.

**We prioritize
Responsible workplace**

Our ambitions:
We are committed to being a great place to work for all groups of staff without any discrimination. We are committed to an uncompromising focus on both workplace health and safety, and on employee wellbeing.

Our foundation: Built on ESG policies, standards, data, reporting, and communications.

Report focus

This 2024 Sustainability Report highlights how we are strengthening Renewtech to be a future fit company in a more sustainable world - and what that means for us as a trusted business partner to our customers.

In the following chapters, we explore three key focus areas central to our sustainability efforts

1

How we stay future-fit with our ESG activities

2

How we manage our ESG efforts going forward.

3

How we, as a business partner, play our part in shaping a future where ESG data is both a vital service and a new form of currency.

We will explain how each area contributes to our goal of making IT "as sustainable as IT gets", highlighting our actions from 2024 and outlining our expectations for the future.

We have structured the report with our focus areas first, followed by a section at the end featuring our ESG key figures. These are supported by Data definitions and comments in the Appendix.

Future fit sustainability

CSRD readiness

With sustainability at the core of how we operate and scale our business, we've been committed to ESG reporting since 2021. The introduction of the CSRD, however, has raised the bar, demanding a more rigorous, cross-sectoral approach to ESG disclosures.

As Renewtech expanded its operations into the Netherlands and Italy, we reached a scale that brought us within the scope of the Corporate Sustainability Reporting Directive (CSRD) for large non-listed EU companies. Under the current regulations, this would require us to publish structured non-financial disclosures in our 2026 annual report, covering the fiscal year 2025. However, primo 2025 the European Commission introduced the Omnibus proposal, which triggered a two-year reporting pause. As a result, CSRD obligations have been postponed until 2028, with mandatory reporting now set to begin for the fiscal year 2027. This interim period will allow the EU to revisit and refine the directive's scope and content.

Double Materiality Assesment

Prior to the introduction of the omnibus proposal, and while in scope, we took action to prepare for full non-financial reporting, following the CSRD. That meant that in the fall of 2024, we partnered with our external ESG consultancy partner to launch a double materiality assessment. This exercise is designed to identify and evaluate the environmental and social impacts, risks, and opportunities associated with our business model, core offerings, and value chain to ensure our reporting reflects what is most material to Renewtech's activities.

The process has sparked meaningful dialogue and deepened our understanding of sustainability through an impact- and risk-based lens. Although we didn't finalize the assessment, we gained valuable insights and experience that we will carry with us going forward.

VSME Reporting

At Renewtech, we recognize transparency and truthfulness as essential drivers of the EU's transition toward a greener and more resilient future. We believe that robust sustainability reporting is a prerequisite for managing impact, driving meaningful change, and building a business that is fit for the future.

For this reason, we have chosen to continue reporting voluntarily during the interim period. Our disclosures will be guided by the Voluntary Sustainability Reporting Standard for SMEs and complemented by company-specific insights that we believe are relevant and valuable to our stakeholders.

A part of Trill Impact

In 2022, Trill Impact acquired Renewtech through its Buyout Strategy, which targets companies with strong value creation potential and the ability to generate positive environmental and social impact through their offerings. Renewtech is a strong fit for the Sustainable Planet theme, with its product and service mix well-positioned to support the EU's e-waste reduction goals.

Sustainable Planet	Healthy People	Resilient Society
Resource Efficiency & Circularity	Inclusion & Equality	Resilient & Sustainable
Clean & Efficient Energy	Health & Well-being	Good Governance & Security
Sustainable Food & Ecosystems	Education	Resource Efficiency & Circularity

Sharing strategic goals

E-waste is one of the EU's fastest-growing waste streams, with less than 40% currently recycled. To address this, the European Parliament promotes longer product lifespans through reusability and reparability. Renewtech supports this goal by extending the life of IT hardware by cutting CO_2 emissions by up to 90% and reducing the use of raw materials, energy, and water. Its certified CO_2 calculator also enhances transparency by helping customers track and document their IT-related carbon savings.

Trill Impact supports Renewtech's mission through an active buy-and-build strategy and several organic growth levers, including the acquisition of Italy's SE.CO and the expansion of refurbishment capabilities via its Dutch branch. It is also making efforts to expand Renewtech's Life Cycle Assessments (LCAs) to cover nearly all products and regions and support the development of more efficient IT Asset Disposition (ITAD) capabilities. This approach scales Renewtech's impact and accelerates CO_2 reduction.

In addition, Trill Impact encourages broader sustainability efforts, such as promoting gender balance through targeted recruitment and initiatives that foster greater equality within the organization.

![Renewtech]

Key facts about Trill Impact

Trill Impact strives to create positive returns and impact for people, the planet, and investors. We do this by backing companies whose true potential is revealed when impact is used as a lens to unlock their full value creation.

Trill Impact is a leading impact investment house in Europe, managing EUR 1.3 billion in assets.

Trill Impact's investment strategies include Buy-out, Ventures, and Microfinance, and are supported by experienced investment and impact professionals based in Europe and North America.

All Trill Impact's investment strategies address challenges and opportunities within three impact themes. They are deployed across diverse geographies and sectors, with investment sizes ranging from small to large - all with the goal of delivering strong financial returns while contributing to a better world.

"We see a bright future for Renewtech - the growth of the ICT sector at large is driven by a combination of a surge in digital transformation, cloud adoption, and increasing demand for advanced hardware across industries. While the amount of e-waste is on the increase, the EU overall is not reaching its e-waste targets and needs circular solutions. Renewtech is well positioned to meet this expanding market and need for strengthened circularity in the IT hardware sector."

- Niclas Düring, Senior Impact Director, Trill Impact

Trill Impact believes that using impact as a foundation for the investment process and active ownership approach can generate high-performing organizations, deliver market-rate returns, and drive long-term sustainable value for investors, businesses, and society at large.

Onboarding & managing ESG

With our M&A activities involving Renewtech Netherlands (dec. 2023) and SE.CO in Italy, we have expanded our service offerings and strengthened our position in the market. At the same time, these integrations have introduced new levels of complexity in managing and reporting ESG data across our now more geographically diverse organization. This calls for greater coordination, additional resources, and a heightened focus on ESG data management in the years ahead.

To address these important tasks, we have reinforced our ESG team, welcoming Jacob Holk Pedersen as our new Executive Business Partner. His primary focus will be to govern and oversee compliance in general and manage our ESG reporting and ensure alignment with our strategy and plans.

Training for ESG

As part of the 2024 report, we successfully initiated the onboarding process of our new locations. ESG data from the Netherlands and Italy has been collected and is presented in the final section of this report. This marks our first step toward integrated and transparent reporting across all of our locations.

Looking ahead to 2025, managing and improving our data processes and systems continues. When onboarding new locations, bringing them up to speed to our ESG reporting standard is a high priority. To support this, we are developing training materials tailored to the needs of our new locations. These materials are designed to increase understanding of the reporting process and deepen general awareness of our ESG activities and goals.

EU's reporting standard

To support these efforts and further strengthen our ESG data structure, we have adopted the EU's VSME framework (Voluntary Sustainability Reporting Standard for non-listed Small- and Medium sized Enterprises). It offers a scalable, structured, and practical approach, making it an ideal fit for our expanding business.

The VSME standard will be a backbone for our ESG reporting infrastructure, enabling us to build streamlined, robust and transparent reporting of high consistency.

Aligning our data means with the VSME standard means:

- Consistency across locations:
  VSME provides a standardized structure and definitions, ensuring that ESG data are interpreted and reported consistently, regardless of local practices.

- Improved data quality and comparability:
  Standardized metrics reduce ambiguity, enabling more accurate comparisons between entities and across reporting periods.

- Efficient reporting processes:
  VSME streamlines the collection and validation of ESG data, reducing the administrative burden and improving collaboration across departments and regions.

Our role in data & ESG-reporting

To remain the leading IT partner, we understand that the future of service also lies in data.

That's why we're actively working to provide our clients with reliable data that accurately reflects their CO_2 reductions. This empowers them to meet emerging climate reporting and compliance requirements - making sustainability more tangible and actionable.

Streamlined reporting strengthens collaboration

The new VSME reporting standard enhances our ability to contribute to the EU's sustainability goals. It promotes consistent, comparable, and transparent ESG reporting across industries.

VSME facilitates efficient data sharing across value chains, allowing us to better manage ESG data and simplify how our partners access and integrate sustainability information into their own reports. This position us as a reliable data source within our value chain.

By anchoring our reporting in a standardized and validated framework, we ensure both internal consistency and external credibility. This solidifies trust with clients, investors, and regulators, and reinforces our role as a committed sustainability partner.

Supporting CSRD-aligned data for clients

To help our clients meet CSRD requirements, especially regarding resource use and circular economy (ESRS E5), we offer Life Cycle Assessment (LCA) models. clients can access data on the total CO_2 savings ties to the refurbished hardware we provide. This enables them to integrate reliable and product-specific data into their own ESG reports and sustainability strategies.

With our expanded presence in the Netherlands, our technical capabilities have grown significantly. While we initially focused on server and storage solutions, we have now broadened our range to include deep expertise in network infrastructure.

This broader focus has inspired us to launch a new LCA (Life

Cycle Assessment) initiative, extending our LCA models to cover more than 22 product categories. This enables us to provide complete CO_2 emissions data associated with the tailored solutions designed for our customers.

Today, Renewtech provides complete environmental data transparency, aligned with leading industry standards. All our LAC models are verified by NRGI Rådgivning A/S, ensuring reliable, high-quality emissions data to help strengthen our client's non-financial disclosures.

This level of data preparedness is central to our mission of helping our customers make responsible decisions and actively support their circular economy and climate goals.

CO_2 calculator

In 2022, we launched a CO_2 calculator tied directly to our LCA models, highlighting the emissions savings achieved by choosing our refurbished IT solutions compared to new.

With this tool, customers gain clear insight into the benefits of making environmentally responsible IT decisions, as we compare our refurbished units to those from Original Equipment Manufacturers (OEMs). It also enables us to disclose avoided emissions directly on the customer's invoice, making the transition to greener IT more tangible and easier to act on.

At Renewtech, we recognize that the journey toward sustainability is ongoing. In this spirit, we continue our efforts to improve transparency around environmental impacts, enabling our customers to make more accurate and effective climate disclosures and empowering more sustainable, future-fit business decisions.

Lifecycle Assesment Models

1

Renewtechs LCA models are developed in collaboration with Aalborg University in Denmark. To calculate the avoided emissions from purchasing our refurbished hardware solutions, we performed two primary assessments of emissions generated during the products' lifecycle before they reached our customers.

2

First, we calculated the cradle-to-gate emissions of the OEMs products, covering resource extraction, transportation and the manufacturing processes.

We understand the importance of data, and one of the benefits we offer our customers is our LCA models, which now cover 22 product categories completed in 2024.

3

Second, we calculated the emissions associated with our refurbishment processes, covering the lifecycle activities from the moment we purchase the used hardware. These activities include transportation to our facilities, the refurbishment processes. These activities include transportation

4

By subtracting the emissions associated with Renewtech's refurbishment activities from the initial emissions associated with the OEMs product's first lifecycle, we identify the emissions avoided by choosing reused hardware over new products made from virgin raw materials.

OEM - Renewtech = CO$_2$ Savings

Cradle to gate LCA

Material extraction

Manufacturing

Transport

Transport

Renewtech
Refurbishment

Co$_2$ mission from
Renewtech activity
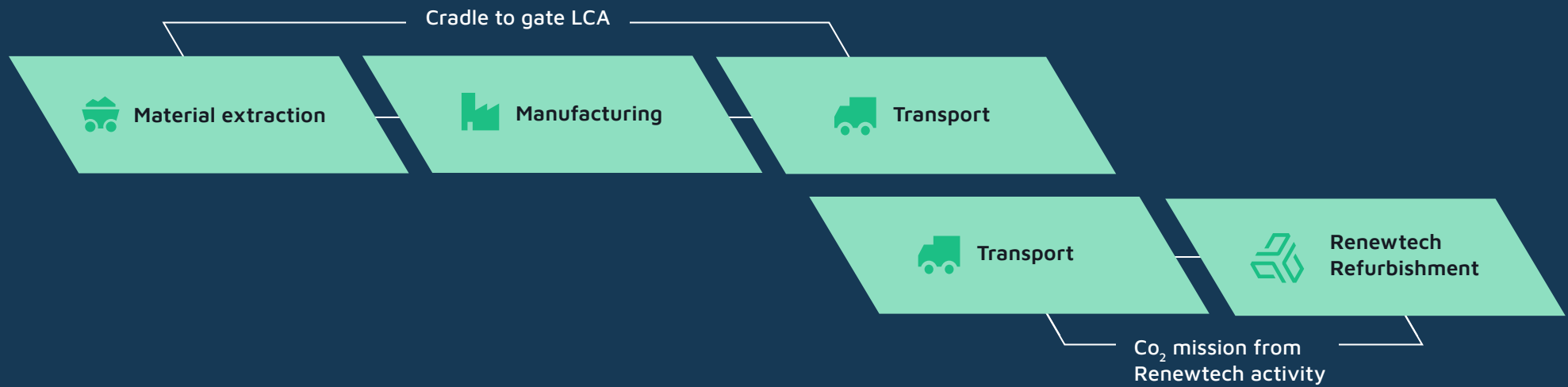
ESG numbers 2024

Basic Module – General Information	2021	2022	2023	2024	Unit	Data Comment
B1 – Basis for Preparation						
Legal information						
Undertaking's legal form	ApS - Anpartsselskab	ApS - Anpartsselskab	ApS - Anpartsselskab	ApS - Anpartsselskab	-	-
NACE sector classification code(s)	4650	4650	4650	4650	-	-
Country of primary operations	Danmark	Danmark	Danmark	Danmark	-	
Location of significant asset(s)	Aars, Denmark	Aars, Denmark	Aars, Denmark	Aars, Denmark - Amsterdam, Netherlands - Treviso, Italy		-
Geolocation of sites owned, leased or managed:						
Location 1	Office and warehouse; Denmark, Messevej 12, Aars; 56.45745, 9.48203	Office and warehouse; Denmark, Messevej 12, Aars; 56.45745, 9.48203	Office and warehouse; Denmark, Messevej 12, Aars; 56.45745, 9.48203	Office and warehouse; Denmark, Messevej 12, Aars; 56.45745, 9.48203	-	-
Location 2	-	-	-	Office and repair service; The Netherlands, Amsterdam, Conakryweg 1A, 1047 HS; 52.39885, 4.75499	-	-
Location 3	-	-	-	Office; Italy, Treviso, Piazza G.B. Cavazerani 3. 31030 Carbonera; 45.68099, 12.30580	-	-
Financial information						
Size of the balance sheet [DKK]	-	-	-	170.836.000	DKK	-
Turnover [DKK]	-	-	-	-	DKK	Turnover is not disclosed, as it's neither reported in the financial annual report nor required for an ApS
Number of employees [in headcount or full-time equivalents]	-	-	-	99	-	2024 average number of employees

Basic Module – General Information	2021	2022	2023	2024	Unit	Data Comment
B1 – Basis for Preparation						
Sustainability-related certification or label, (if applicable)						
Name of the sustainability-related certifications	ISO 9001, 14001, 27001	ISO 9001, 14001, 27001	ISO 14001, 9001, 27001, 45001	ISO 14001, 9001, 27001, 45001	-	DK only
The issuers of the certification or label	Bureau Veritas	Bureau Veritas	Bureau Veritas	Bureau Veritas	-	-
Date	-	-	-	1/6/2022	-	ISO 14001
Rating score	N/A	N/A	N/A	N/A	-	-
B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy						
Strategic approach to sustainability						
Information disclosed on Practices, Policies, and Future Initiatives [YES/NO]	-	-	-	YES	-	Read more about our policies in ESG report, under ESG stratgey; Policies and see Appendix

2. Basic Module – Environmental Metrics	2021	2022	2023	2024	Unit	Data Comment
B3 – Energy and Greenhouse Gas Emissions						See Appendix for further data comments
Energy consumption						
Electricity (as reflected in utility billings), renewable [MWh]	137,53	465,07	410,48	471,38	MWh	DK and NL data
Electricity (as reflected in utility billings), non-renewable [MWh]	306,80	20,47	20,49	20,08	MWh	IT data, Electricity and cooling
Fuels, renewable [MWh]	0	0	0	0,00	MWh	No renewable fuels used
Fuels, non-renewable [MWh]	29,30	48,52	54,97	57,31	MWh	Natural gas and diesel concumption in Italy. No fossil fules consumed in our Denmark and NL office
District heating, non-renewable [MWh]	97,31	137,71	108,37	130,33	MWh	District heating Denmark
Total energy consumption, renewable [MWh]	137,53	465,07	410,48	471,38	MWh	-
Total energy consumption, non-renewable [MWh]	433,42	206,70	183,83	207,72	MWh	-
Total energy consumption [MWh]	570,95	671,77	594,32	679,10	MWh	-

2. Basic Module – Environmental Metrics	2021	2022	2023	2024	Unit	Data Comment
B3 – Energy and Greenhouse Gas Emissions						**See Appendix for further data comments**
GHG intensity	N/A	N/A	N/A	N/A	tCO_2eq/DKK	N/A due to non disclosure of revenue (B1)
Total Scope 1 and Scope 2 GHG Emissions (market-based) [tCO_2e]	169,69	22,27	20,09	24,30	tCO_2eq	–

If the company chooses to report this metric, it must refer to the 15 categories identified in the upstream and downstream value chain. The company should indicate which categories it considers significant, based on its own assessment

	2021	2022	2023	2024	Unit	Data Comment
Category 1: Purchased Goods and Services	191,61	206,82	380,74	681,05426	tCO_2eq	- NL and IT spend-based data were retrofitted to align with DK's accounting practices (used since 2021). This involved a collaborative, location-specific mapping process. - Water use in DK continues to be calculated based on FTEs (since 2022). - In IT, water is sourced from an on-site well.
Category 2: Capital Goods	N/A	N/A	N/A	N/A	tCO_2eq	–
Category 3: Fuel- and Energy-Related Activities (upstream)	34,06	38,31	29,88	681,05426	tCO_2eq	–
Category 4: Transportation and Distribution (upstream)	N/A	N/A	2744,86	0	tCO_2eq	–
Category 5: Waste Generated in Operations	3,44	2,57	2,41	0	tCO_2eq	• NL: No waste data provided by the property manager; allocation to site activities was not possible. • IT: No data available due to lack of reporting from the waste service provider.
Category 6: Business Travel	11,29	30,69	69,58	14,01	tCO_2eq	• Renewtech adopted Visma Acubiz to improve data quality, shifting from spend-based to activity-based tracking (e.g., flight routes, transport type, vehicle fuel type).
Category 7: Employee Commuting	N/A	N/A	95,29	61,43720062	tCO_2eq	• DK achieved nearly 100% response rate to the commuting survey. • NL and IT had lower participation (60–70%), with improvements targeted for 2025

2. Basic Module – Environmental Metrics	2021	2022	2023	2024	Unit	Data Comment
B4 – Pollution of Air, Water, and Soil						
Emissions of pollutants						
Is the undertaking already required by law or other national regulations to report to competent authorities its emissions of pollutants, or does it already voluntarily report on them according to an Environmental Management System? [YES/NO]	NO	NO	NO	NO	-	
Emission to air in its own operations (specify the type of pollutant and the respective amount) [tons]	O	O	O	O	tons	
Emission to water in its own operations (specify the type of pollutant and the respective amount) [tons]	O	O	O	O	tons	
Emission to soil in its own operations (specify the type of pollutant and the respective amount) [tons]	O	O	O	O	tons	

2. Basic Module – Environmental Metrics	2021	2022	2023	2024	Unit	Data Comment
B5 – Biodiversity						
Land-use and biodiversity						
Number of sites that the undertaking owns, has leased, or manages in or near a biodiversity sensitive area	O	O	O	O	pc	
The area of sites that it owns, has leased, or manages in or near a biodiversity sensitive area [ha]	O	O	O	O	m^2	No areas in or near biodiversity-sensitive areas
	O	O	O	O	ha	No areas in or near biodiversity-sensitive areas
Total sealed area [m^2]					m^2	N/A
					ha	N/A
Total nature-oriented area on-site [m^2]					m^2	N/A
					ha	N/A
Total nature-oriented area off-site [m^2]					m^2	N/A
					ha	N/A
Total use of land [m2]					m^2	N/A
					ha	N/A

2. Basic Module – Environmental Metrics	2021	2022	2023	2024	Unit	Data Comment
B6 – Water						
Water consumption						
Total amount of water withdrawn from all sites [m³]	75	90	95	361,36	m³	2024 data covers DK, NL, and IT. Previous years only cover DK (have been found in "Renewtech data rapport" Excel file.
Amount of water withdrawn at sites located in areas of high water-stress [m³]				15	m³	2024: Only our office in Italy is in an area with high water stress
If the undertaking have production processes in place which significantly consume water, it shall disclose:				-		
Water discharge from its production processes [m³]				361,36	m³	Same amount as water withdrawel as all water is discharged againg
Total water consumption (calculated as the difference between water withdrawal and water discharge) [m³]				0	m³	

2. Basic Module – Environmental Metrics	2021	2022	2023	2024	Unit	Data Comment
B7 – Resource Use, Circular Economy, and Waste Management						
Circular economy						
Does the undertaking apply circular economy principles? [YES / NO)	YES	YES	YES	YES	-	-
If so, it shall describe how it applies these principles				-		Refurbishment, read more in report, sction on Business model and Our role in data and ESG-reporting
Material consumption						
Total material consumption[tons]				18,325	tons	Covers only packaging material in DK. Data from supplier.
Share of recycled materials [%]				N/A	%	Data currently not available from supplier
if the undertaking operates in a sector using significant material flows (for example manufacturing, construction, packaging or others), it shall disclose the annual mass-flow of relevant materials used						Not relevant
Waste generated						
Total amount of waste generated [tons]				273,99	tons	Only DK data; IT: No data available due to lack of reporting from the waste service provider; NL: No waste data provided by the property manager; allocation to site activities was not possible.
Share of hazardous waste [%]				3,19	%	Data from supplier, Stena Recycling
Waste diverted to recycle or reuse [%]			70,19	67,69	%	Data from supplier, Stena Recycling

3. Basic Module – Social Metrics	2021	2022	2023	2024	Unit	Data Comment
B8 – Workforce – General Characteristics						
Employee demographics						
Number of employees [Headcount or FTE]	52	56	61	126	Headcount	Headcount End of year 2024 and 2023 (2023 only DK data)
Number of employees with a permanent contract [Headcount or FTE]	N/A	N/A	N/A	120	Headcount	Headcount End of year 2024
Number of employees with a temporary contract [Headcount or FTE]	N/A	N/A	N/A	6	Headcount	Headcount End of year 2024
Number of female employees [Headcount or FTE]	N/A	N/A	12	29	Headcount	Headcount End of year 2024 and 2023 (2023 only DK data)
Number of male employees [Headcount or FTE]	N/A	N/A	49	97	Headcount	Headcount End of year 2024 and 2023 (2023 only DK data)
Number of non-binary employees [Headcount or FTE]	N/A	N/A	0	0	Headcount	Headcount End of year 2024 and 2023 (2023 only DK data)
Number of employees by country of employment contract, if the undertaking operates in more than one country:						
Danmark	52	56	61	87	Headcount	Headcount End of year 2024 and 2023 (2023 only DK data)
Netherlands	N/A	N/A	N/A	29	Headcount	Headcount End of year 2024
Italy	N/A	N/A	N/A	10	Headcount	Headcount End of year 2024

3. Basic Module – Social Metrics	2021	2022	2023	2024	Unit	Data Comment
B8 – Workforce – General Characteristics						
If the undertaking employs 50 or more employees, it shall disclose the employee turn over rate for the reporting period			23,33	8,56	%	Total number of headcount in previous year + Total New Hires / Turnover Number
Number of employees at the beginning of the reporting period				61	-	Headcount Year End 2023, only DK data, NL excluded
Number of employees at the end of the reporting period				126	-	Headcount Year End 2024
Number of employees leaving during the year			14	8		
Average number of employees during the reporting period			60	93,5	-	2024 average number of employees
Employee turnover rate in the reporting period [%]			23,33	8,56	%	-
B9 – Workforce – Health and Safety						
Work-related accidents						
Total number of hours worked in a year by all employees in the reporting period				152.218	Hours	Average numer of headcount* total work hours in a year, based on 1628 worked hours per employee
Number of recordable work-related accidents in the reporting period	0	0	0	0	-	DK, NL, IT
Rate of recordable work-related accidents in the reporting period				0	-	DK, NL, IT
Number of fatalities as a result of work-related injuries and work-related ill health				0	-	DK, NL, IT

3. Basic Module – Social Metrics	2021	2022	2023	2024	Unit	Data Comments
B10 – Workforce – Remuneration, Collective Bargaining, and Training						
Pay conditions						
Do the employees receive pay that is equal or above applicable minimum wage for the country it reports in, determined directly by the national minimum wage law or through a collective bargaining agreement	YES	YES	YES	YES	YES/NO	-
Average gross hourly pay of female employees	-	-	-	-	DKK	N/A
Average gross hourly pay of male employees	-	-	-	-	DKK	N/A
The percentage gap in pay between the undertaking's female and male employees [%]	-	-	-	-	%	N/A
Percentage of employees covered by collective bargaining agreements [%]	0	0	0	0	%	We do not have workers covered by collective agreements
Training						
Number of annual training hours per female employee during the reporting period	-	-	2	20	Hours pr. year	Average hour, DK, NL, IT
Number of annual training hours per male employee during the reporting period	-	-	2	20	Hours pr. year	Average hour, DK, NL, IT
Number of annual training hours per non-binary employee during the reporting period	-	-	-	0	Hours pr. year	No data availiable

4. Basic Module – Governance Metrics	2021	2022	2023	2024	Unit	Data Comments
B11 – Convictions and Fines for Corruption and Bribery						
Violations and fines						
Total number of convictions for the violation of wwanti-corruption and anti-bribery laws	0	0	0	0	-	-
Total amount of fines for the violation of anti-corruption and anti-bribery laws [DKK]	0	0	0	0	DKK	No incidents, no fine

Additional datapoints	2021	2022	2023	2024	Unit	Data Comments
Discrimination	0	0	0	0	Number	Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Harrasment	0	0	0	0	Number	Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Annual emplyee survey						
Well-being and self-reported health	77	77	76	74	Number	Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Dieases and pain	89	87	93	83	Number	Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Working conditions	69	68	71	67	Number	Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Mental health	83	81	85	74	Number	Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Lifestyle	63	64	64	72	Number	Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Reponse rate	N/A	60	64	69	Percentage	Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL

Additional datapoints	2021	2022	2023	2024	Unit	Data Comments
Data safety and quality						
Data safety - run time	N/A	99	99,8	100	Percentage	We aim to achieve 99% run time on all our systems with a maximum down time of one hour pr. year
Data breaches	N/A	0	0	0	Number	We aim for zero data breeches
Handling and managing bought equipment	3	9	48	14	Number	Bought equipment not handled within 3 weeks. Date for data collection: 23-06-2025
Delivery accuracy	96,2	97	97	93,7	Percentage	Delivery as planned following delivery dates
Delivery quality	4,1	2,39	2,5	2,5	Percentage	Sold units with RMA (target max 2%). 2023 new base for calculation gives us a more correct result
Management systems						
ISO certifications						
9001 Quality management systems	Yes	Yes	Yes	Yes	Approved Yes/No	ISO certifications approved
14001 Environmental systems	No	No	Yes	Yes	Approved Yes/No	ISO certifications approved
27001 Information security systems	No	Yes	Yes	Yes	Approved Yes/No	ISO certifications approved
45001 Occupational health and safety management systems	No	Yes	Yes	Yes	Approved Yes/No	ISO certifications approved

Appendix

GHG Patch Notes – 2024 Update

Methodology Overview	The methodology and data sources remain largely consistent with Renewtech's 2023 GHG report (particularly the DK site).
General Updates	Following the acquisition of two companies in 2024, Renewtech now operates administrative, sales, and warehouse functions in Denmark, the Netherlands, and Italy. This year's GHG report integrates these new locations while maintaining the same scope coverage as in 2023. To ensure baseline consistency, Scope 1 and 2 data from NL and IT have been collected for 2021–2024. As 2024 marks the first year of GHG reporting for these sites, data quality and alignment with DK practices were key challenges—especially for Scope 3. Due to inconsistencies and immature data systems, the focus this year is on establishing a reliable Scope 1 and 2 baseline. A comprehen-sive Scope 3 baseline will follow in the 2025 report once full integration is achieved.
Scope 1 & 2	Scope 1: · Italy introduced Scope 1 emissions due to a diesel truck procured in 2022. Scope 2: · Italy uses electricity-powered cooling, now included in Scope 2. · The Netherlands has sourced 100% green electricity via certificates since before 2021. · Expansion of office and warehouse space in Denmark has increased Scope 2 consumption in 2024.

GHG Patch Notes – 2024 Update

Scope 3

Category 1 – Purchased Goods & Services
- NL and IT spend-based data were retrofitted to align with DK's accounting practices (used since 2021). This involved a collaborative, location-specific mapping process.
- Water use in DK continues to be calculated based on FTEs (since 2022).
- In IT, water is sourced from an on-site well.

Category 5 – Waste Management
- NL: No waste data provided by the property manager; allocation to site activities was not possible.
- IT: No data available due to lack of reporting from the waste service provider.

Category 6 – Business Travel
- Renewtech adopted Visma Acubiz to improve data quality, shifting from spend-based to ac-tivity-based tracking (e.g., flight routes, transport type, vehicle fuel type).

Category 7 – Employee Commuting
- DK achieved nearly 100% response rate to the commuting survey.
- NL and IT had lower participation (60–70%), with improvements targeted for 2025.

Questions?
Just ask.

+45 72 440 277
sales@renewtech.com