Climate report 2025

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

www.aepartner.dk

2025

Climate accounting

AE Partner

ESG accounting 2021-25

ESG key figures	Unit	2025	2024	2023	2022	2021	Source
Environment							
CO_2e emissions within scope 1	Tonnes CO_2e	86,30	283,51	397,17	436,48	285,83	Primary data from suppliers & ERP-system
CO_2e emissions within scope 2	Tonnes CO_2e	51,18	95,63	124,90	113,45	92,60	Secondary data from suppliers
CO_2e emissions within scope 3	Tonnes CO_2e	20.533,21	18.584,04	28.846,25	36.861,04	30.797,62	Proxy from ERP-system & Secondary data from suppliers
Total CO_2e emissions (scope 1, 2, and 3)	Tonnes CO_2e	20.670,69	18.963,18	29.368,32	37.410,97	31.176,05	Total calculation
CO2 intensity, total CO_2e emissions relative to revenue	Tonnes CO_2e /mil. EURO	34,51	35,62	52,21	49,64	74,23	ProLution calculation
Total Energy Consumption	MWh	2791,84	2799,79	-	-	-	ProLution calculation
Total Energy Consumption	GJ	-	-	4.867,32	3875,49	2.876,98	ProLution calculation
Renewable electricity share, renewable energy consumption relative to total energy consumption*	Pct. (%)	99	99*	99*	99*	99*	Secondary data from suppliers
Water withdrawal	m^3	2.823	3.635	3.293	2.967	2.805	Secondary data from suppliers
Total Waste Management	Tonnes	778,40	899,11	1.401,86	1205,77	805,62	Secondary data from suppliers
Hazardous Waste Management	Tonnes	0,53	1,22	0,72	0,39	0,72	Secondary data from suppliers
Recyclable Waste Management	Tonnes	107,60	108,72	58,66	63,81	53,51	Secondary data from suppliers
Social							
Sickness Absence	Pct (%)	7,93%	8,00%*	11,78	12,87	8,75	ERP-System
Workplace Accidents	Number	1	3	2	3	3	ERP-System
Employee Turnover	Mil. Euro	7,83%	18,2**	2,252	2,949	2,257	ERP-System
Employee Satisfaction	Pct (%)	42	33	44	40	27	ERP-System
Gender Diversity in the Organization	Pct (% woman)	36.78	38,55	32,83	42,16	41,99	ERP-System
Gender Diversity in the Executive Board	Pct (% woman)	0	0	33	50	50	ERP-System
Gender Diversity in Other Management Levels	Pct (% woman)	3.4	46	40	40	50	ERP-System
Gender Diversity in the Top Management Level	Pct (% woman)	33	33	0	0	0	ERP-System
Governance							
Pay Gap between Genders	Pct (%)	18,58	18,95	14,18	15,06	14,06	ERP-System

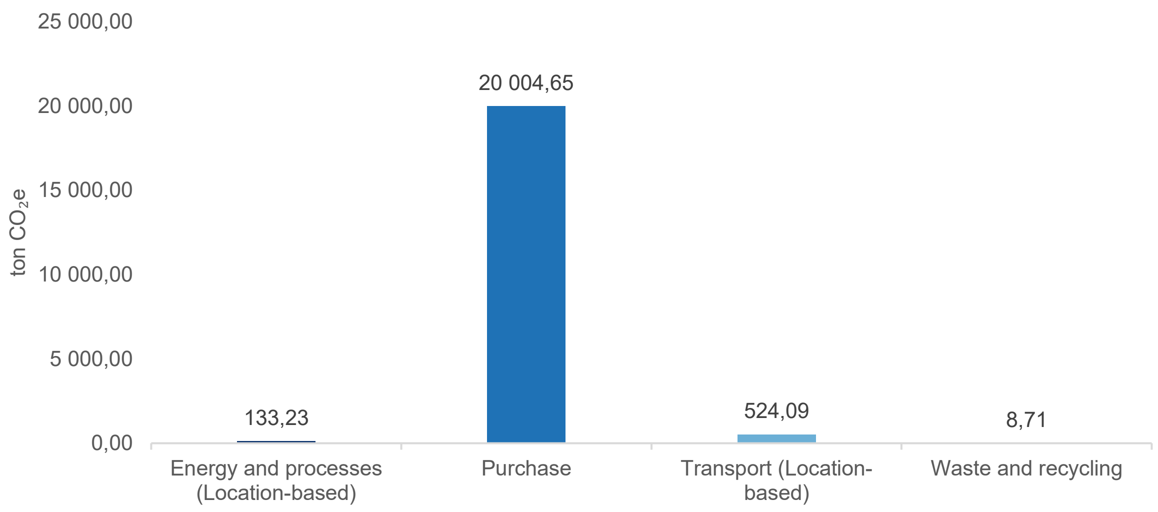
AE Partner

The 2025 results in brief

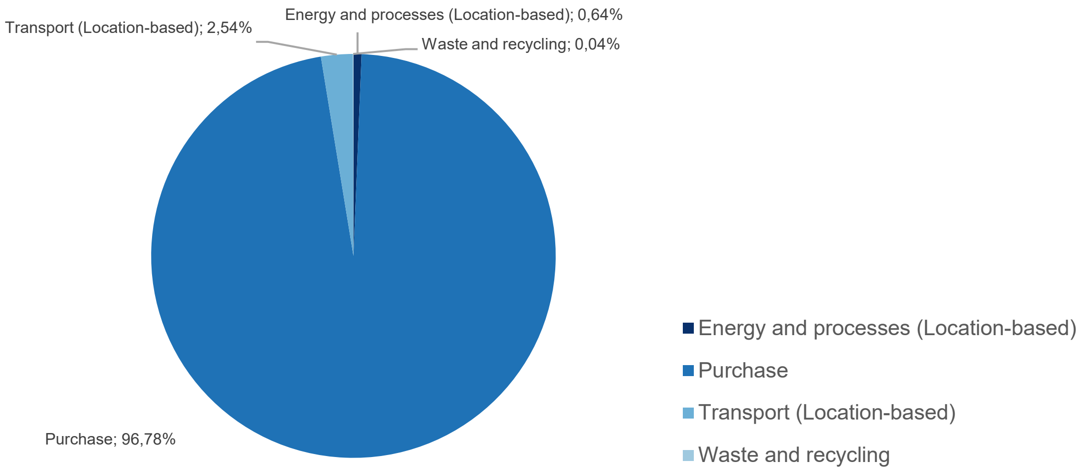
CO_2e per employed	CO_2e per delivered hour	CO_2e per million EURO	CO_2e per square meter
39,75	**0,0465**	**34,51**	**0,83**
Tonnes CO_2e	Tonnes CO_2e	Tonnes CO_2e	Tonnes CO_2e

FTE	Placement	Business	Sick leave	Gender diversity	Workplace accidents
520	**Liepaja** Latvia **Ry** Denmark	**20.670,69**	**7,93%**	♀ **37%** ♂ **63%**	**1**
2025		Tonnes CO_2e	The entire organization	The entire organization	The entire organization

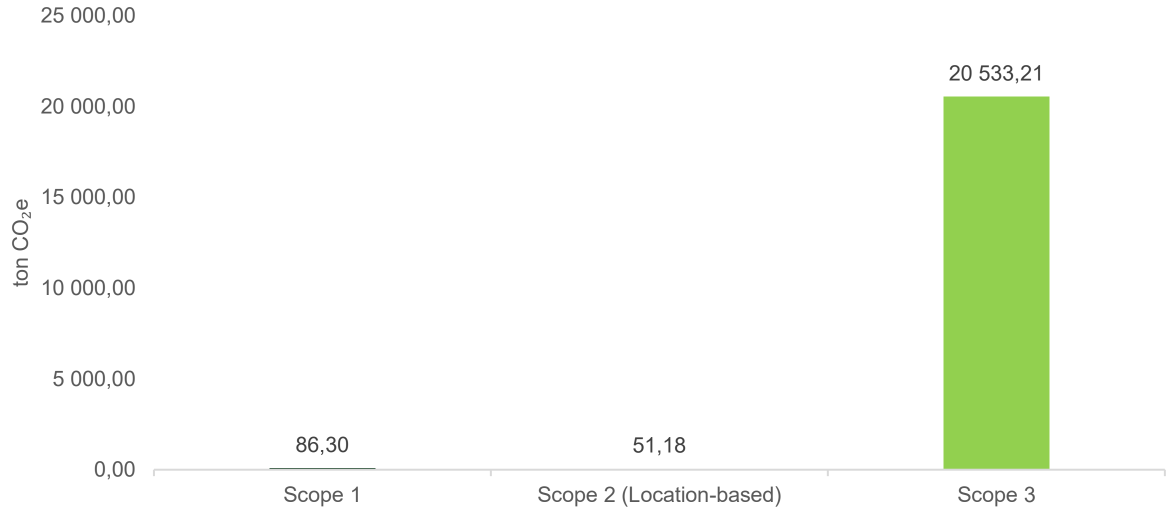
CO_2e emissions in tonnes (scope 1+2+3) distributed by main categories



Percentage distribution of CO_2e emissions (scope 1,2,3) distributed by main categories



Company's total CO_2e emissions in tonnes divided into scopes



Scope 1	**CO_2e emissions in tonnes**
Fuels – heating (LPG & Natural gas)	65,06
Owned and leased vehicles	21,23
Scope 2	**CO_2e emissions in tonnes**
Electricity consumption (LV & DK)	48,43
District heating - DK	2,75
Scope 3	**CO_2e emissions in tonnes**
Purchase of materials for production and operations	20.533,21

Assumptions for the statements in the report

AE Partners' climate report for 2025 covers the accounting period January 1, 2025 – December 31, 2025. The report has been prepared with the aim of providing an overview of the company's efforts and objectives.

Calculation basis for the 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.

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 climate report from the transport companies.

Data Basis

The data basis for the compilation of the climate 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

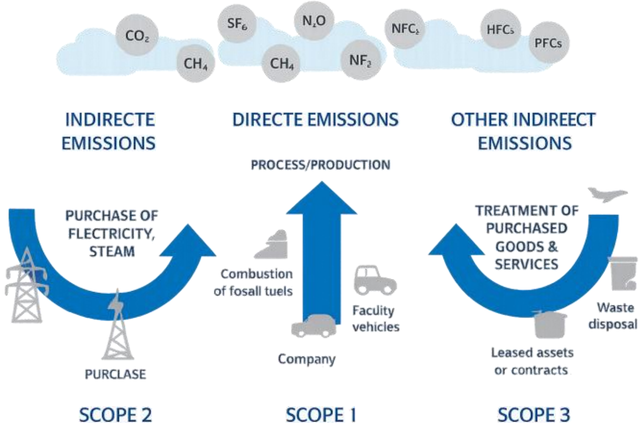
Where it has only been possible to account for units based on monetary units, now more than 95% of the company's list of suppliers are included. This has made it possible to incorporate data that provides a comprehensive insight into the company's economic activities.

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.

2025

CO_2e per delivered hour

0,0465

Tonnes CO_2e

ESG-accounting

ESG-key figures	Unit	
Environment		
CO_2e emissions within scope 1	Ton CO_2e	Business Activities (A) * Emission Factors (B)
CO_2e emissions within scope 2	Ton CO_2e	Business Activities (A) * Emission Factors (B)
CO_2e emissions within scope 3	Ton CO_2e	Business Activities (A) * Emission Factors (B)
Total CO_2e emissions (scope 1, 2, and 3)	Ton CO_2e	Scope 1 + Scope 2 + Scope 3
CO2 intensity, total CO_2e emissions relative to revenue	Ton CO_2e /Mio. Euro	CO2 Total / Net Revenue
Total Energy Consumption	MWh	This shows the company's total energy consumption, as well as the proportion of energy consumption originating from fossil sources (such as oil and gas), nuclear sources (nuclear power) and renewable sources (e.g. solar energy).
Renewable electricity share, renewable energy consumption relative to total energy consumption*	Pct. (%)	The data basis consists of aggregated data from Denmark and Latvia. More than 90% of the total energy consumption is attributable to Latvia, where almost all electricity is generated from hydropower and is therefore considered 100% renewable.
Water withdrawal	m^3	The sum of all water withdrawal
Total Waste Management	Tonnes	The total Quantity of Waste overall
Hazardous Waste Management	Tonnes	Amount of hazardous waste in relation to the total quantity of waste
Recyclable Waste Management	Tonnes	Reused and recycled waste - Amount of recycled waste in relation to the total quantity of waste)
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. Euro	(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

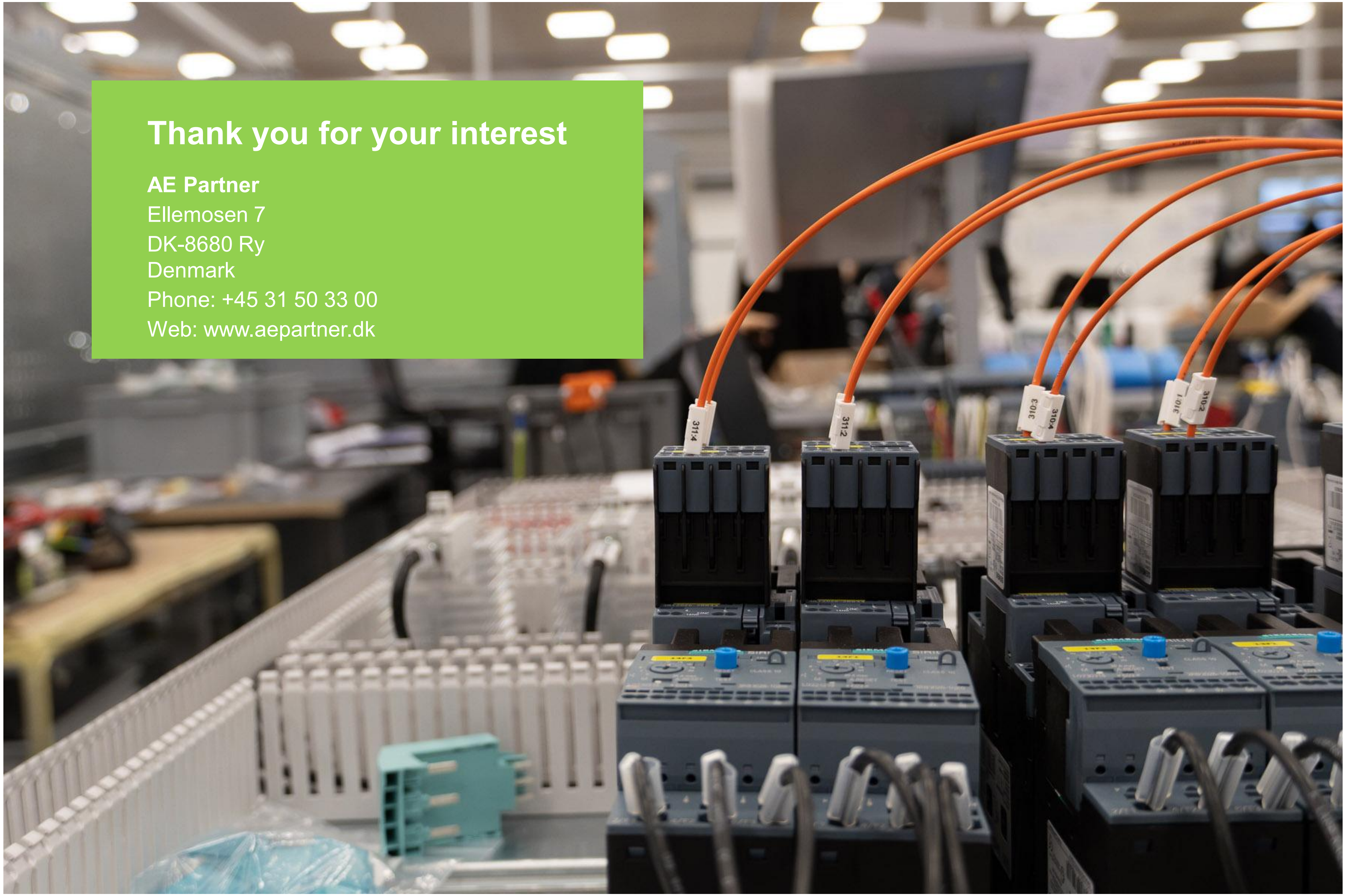
Statement on the Compilation of Climate Accounting Head and Key Figures
To the Management of AE Partner

We, ProLution, have prepared the ESG report including the Climate Accounting head and key figures for AE Partner for the financial year 2025. 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.

Thomas Hjort
ProLution ApS
Consulting Engineer
CVR-nr. 40 74 77 29



Thank you for your interest

AE Partner
Ellemosen 7
DK-8680 Ry
Denmark
Phone: +45 31 50 33 00
Web: www.aepartner.dk

AE Partner