

DAFA ESG/COP report 2023

February, 2023



Intro

This report covers the financial year 1st of January 2022 to the 31st of December 2022 and represents the corporate social responsibility statement of DAFA Group as required pursuant to section 99a of the Danish Financial Statements Act.

This report is published once a year along with the Annual Report. This report also constitutes our Communication on Progress under the UN Global Compact.

At DAFA, we strive to become an even more responsible business and have committed ourselves to different goals covering various social and environmental responsibilities.

We strive to do manufacturing with a focus on the environment, through continual improvements to our manufacturing processes.

We follow the REACH, RoHS, and WEEE directives and thereby aim to protect humans and the environment from hazardous and toxic chemicals. We also focus on waste management and as much recycling and reuse as possible.

During 2022 we have made investments to achieve our goals within ESG. Investments covering solar panels, waste optimization processes, and much more will be highlighted in this report.

We are committed to accelerating our sustainability efforts as it plays a crucial part of our strategic direction and is vital in how we operate and prioritize business opportunities.

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At DAFA, we strive to become an even more responsible business. Therefore, we have made several current and future initiatives covering **environmental**, **social**, and **governance** focus areas.



Governance

We aim to be ethical and transparent in how we do business and in the way we measure and document DAFA's progress.

DAFA Group

February, 2023

In 2010 DAFA A/S joined UN Global Compact, the world's largest initiative for corporate social responsibility.

DAFA is a production company with more than 80 years of experience. DAFA develops, manufactures, and delivers a wide range of sealing, absorption, and protection products and total solutions for the construction and industrial sectors.

Profit, the planet, and people matter to DAFA. Our ambition is to become even more sustainable in our business decisions, processes, and stakeholder relationships. We aim to have a sound balance in our responsibilities towards the environment, social impact, and our governance.

DAFA cares about its employees, and they are the most important assets of business success. Every year DAFA organizes different activities to show appreciation of employees' efforts and their dedication to DAFA. The company

has a safety policy, staff policy, and management guidelines, and a collaboration committee has been set up to improve collaboration across functions.

The 10 Principles of the Global Compact concern respect for human rights, labor, environment, and anti-corruption. A set of guidelines to ensure that DAFA's employees, in cooperation with customers, suppliers, authorities, and other stakeholders, create a responsible development of DAFA's business and surroundings. DAFA has submitted Communication of Progress No. 14 for publication on our website.

This statutory report is based on the principles for ESG reporting set out by CFA Society Denmark, FSR, and NASDAQ for "ESG key figures in the annual report" and guidelines for UN Global Compact annual Communication of Progress.


Steen Bødtker
CEO, DAFA Group



“*At DAFA, we combine decades of experience and technical insight with principles of sustainability in everything we do.*

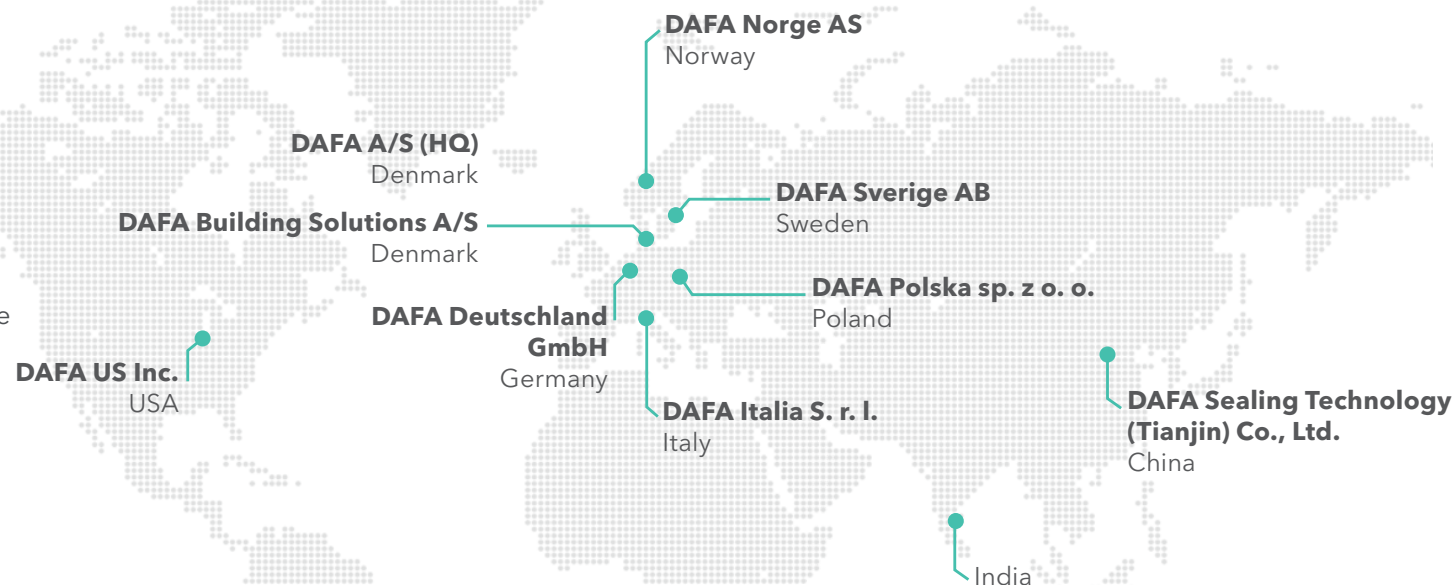
To become an even more responsible business, we have committed ourselves to a number of goals covering various social and environmental responsibilities. We consider these goals in all of our business decisions to create value for our customers, colleagues, and the environment.

- Steen Bødtker, CEO

DAFA Group at a glance

DAFA offers sustainable, enduring solutions which seal, absorb, and protect.

Our goal is to become our customers' preferred supplier and for them to experience added value by working with DAFA.



320
Employees



9
DAFA units on
3 continents



4
Production sites



€70
Million turnover

ESG key figure overview

DAFA Group key figures

| | Unit | 2022 | 2021 | 2020 | 2019 |
|------------------------------------|--------------|-------|-------|--------|--------|
| Environment | | | | | |
| CO2e, scope 1 | Tonnes | 307 | 378 | 274 | 360 |
| CO2e, scope 2 (location based) | Tonnes | 1296 | 1468 | 1304 | 1430 |
| CO2e, scope 2 (market based) | Tonnes | 1050 | 1468 | 1304 | 1430 |
| Energy consumption | GJ | 14500 | 16918 | 14058 | 15878 |
| Renewable energy share | % | 22 | 1 | 1 | 1 |
| Water consumption | m3 | 3882 | 4488 | 4332 | 4173 |
| Social | | | | | |
| Full-time workforce, average total | FTE | 324 | 340 | 309 | 302 |
| Employee turnover ratio | % | 21 | 11,1 | 13,9 | 15,6 |
| Sickness absence | Days per FTE | 10,1 | 9,8 | 8,1 | 7,5 |
| Customer retention ratio | % | 76,0 | 61,3 | 76,8 * | 80,2 * |
| Governance | | | | | |
| Board gender diversity | % | 0 | 25 | 25 | 25 |

* DAFA A/S

The methods of calculation are listed on page 37.

ESG responsible structure

At DAFA, the overall responsibility for our efforts and ambitions within ESG resides with the Management Board.

Together with our Business Development Manager, Quality and Environment Manager, and Head of People & Development, the

Management Board is responsible for our efforts and goals toward sustainability.

The primary focus is setting a strategic direction by defining relevant goals and ensuring that the organization and stakeholders are working towards the goals.

DAFA Management Board

Chief Business Development Officer



Environment and Climate

Quality &
Environment
Manager



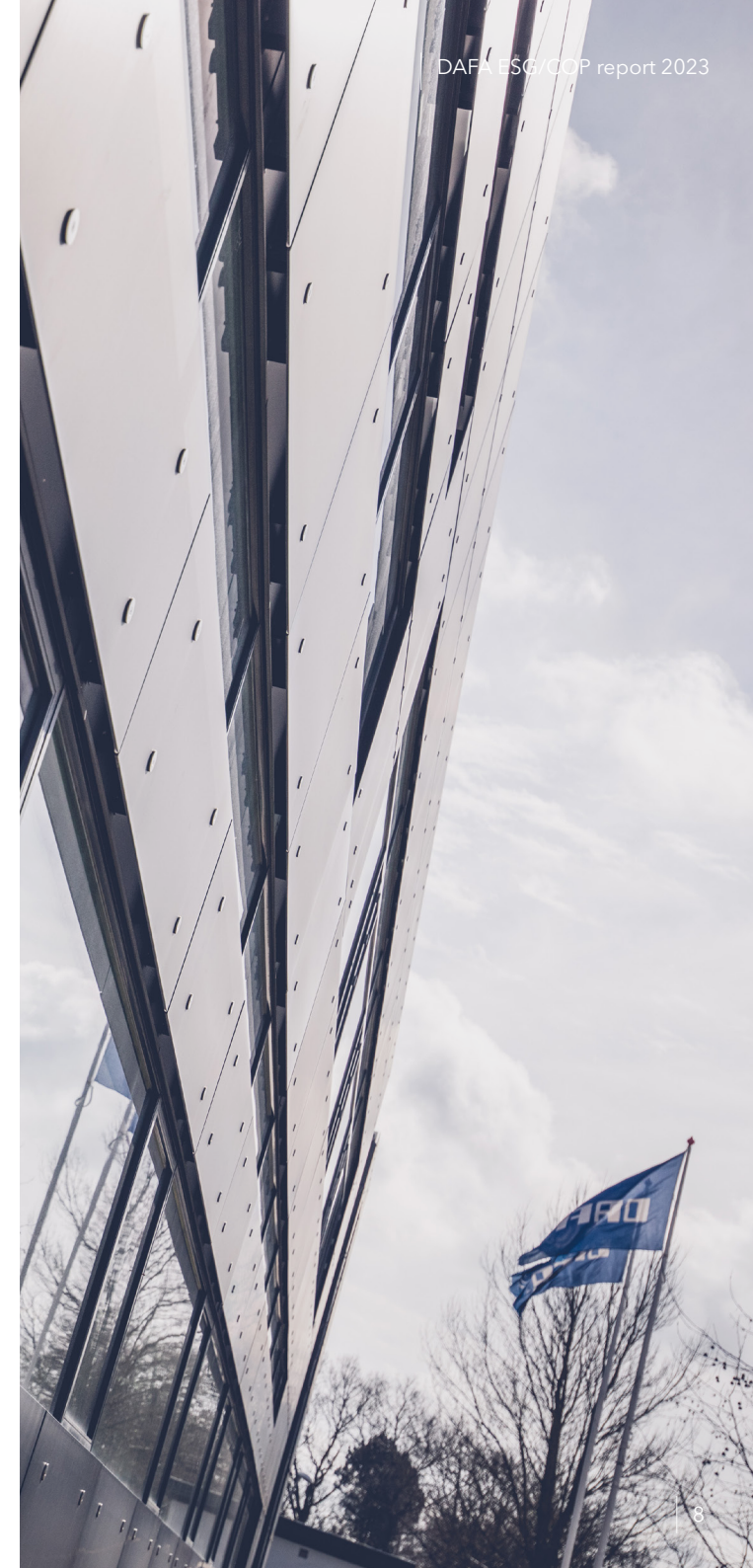
Social

Head of People &
Culture



Corporate Governance

Chief Business
Development
Officer





Visit our website to read more about our goals and how we contribute to sustainability.

Our goals

Our sustainability goals towards 2030 have been set out as shown below with reference to the year 2019.



50% reduction of CO2 by 2025 by production hour



100% renewable energy consumption by 2030



90% local sourcing of raw materials by 2025



50% of our waste is recycled by 2030



40% of DAFA's products contain recycled materials by 2025



30 eNPS score in DAFA's yearly employee engagement survey

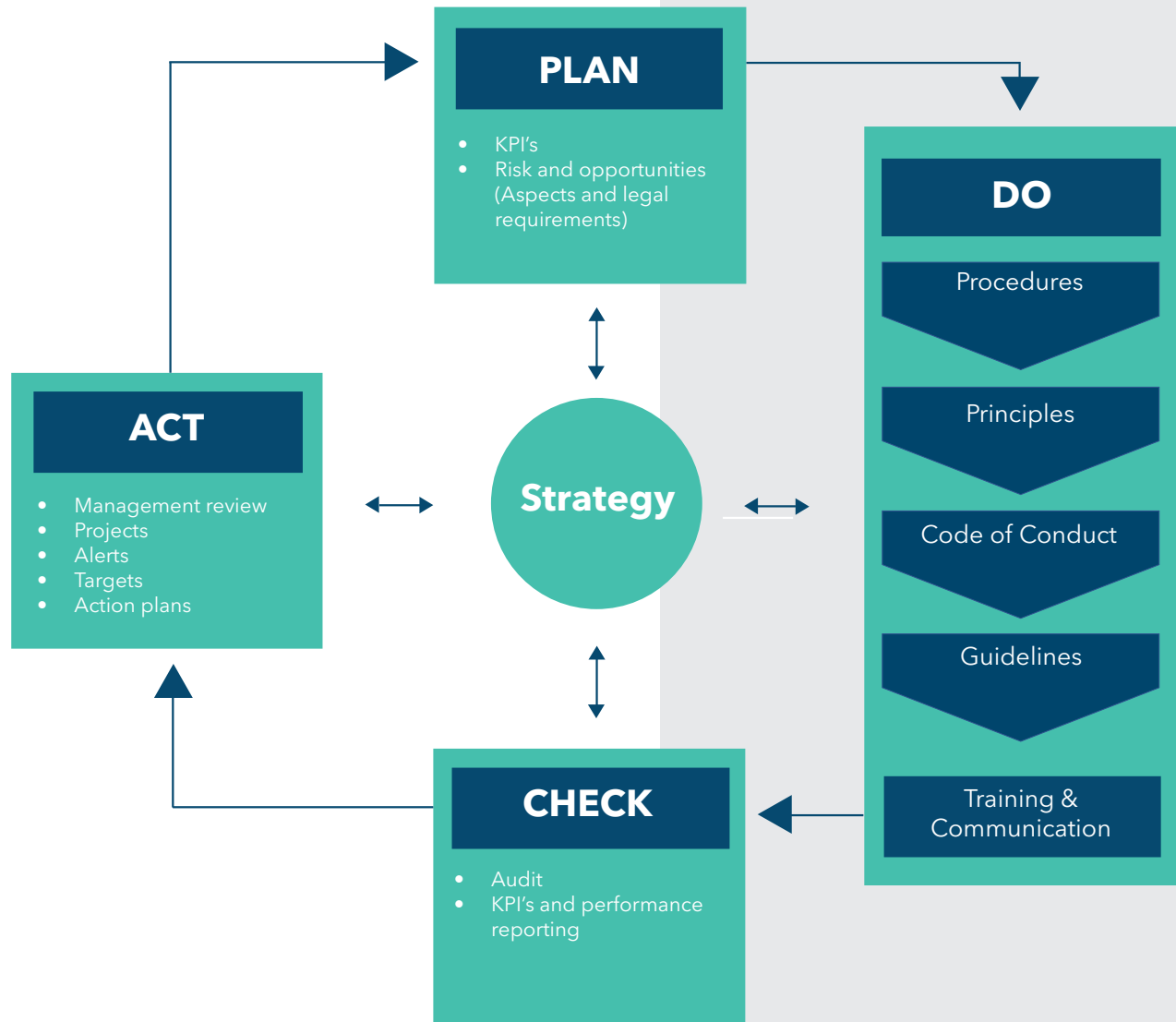
Risk assessment process

Sustainability in DAFA Group is structured around a risk and opportunity-based plan-do-check-act management system.

Our Group policies set the fundamental principles that govern the way we operate and describe the roles and responsibilities of relevant stakeholders.

These policies are supported by group manuals providing working instructions and details on how to comply with the fundamental principles set out in the policy.

Guidelines, handbooks, and manuals provide detailed instructions and are specific to functional areas.



Leadership & commitment

In 2016, the environmental system ISO 14001 was implemented and once a year Management reviews the targets, actions and results.

Environmental and climate change mitigation is handled as a part of the risk assessment of ISO 14001 environmental management system.

DAFA aims to live in harmony with our surroundings, neighbors as well as the environment.

While maintaining and strengthening the company's competitiveness, we actively work to reduce the environmental impact of our processes and products. In its decision making, management will consider environmental and energy factors, via risk and opportunity management, so that no significant decisions are made before these factors have been assessed.

We aim to refine our existing energy management in order to continuously achieve better utilization. Changes in energy consumption are observed and monitored through records and measurements. Efforts are made to reduce energy consumption every time a plant or equipment is replaced, modernized or adapted.

Wherever possible, xenobiotic substances are replaced with environmentally neutral alternatives.

We expand collaboration with our suppliers to include environmental issues in relation to processes and products.

Employees are moved towards a higher level of environmental awareness.

We undertake to comply with all statutory environmental requirements, including pollution prevention.

We are committed to contributing to sustainable development that meets the present needs without compromising the ability of future generations to meet their own. In practice, sustainability means that we respect and balance environmental, economic, and social aspects, thereby continuously improving DAFA's local environment, business, and organization.

DAFA is a member of UN Global Compact and thus observes the 10 principles in the areas of human rights, labor, climate action, and anti-corruption. The 10 principles of the UN Global Compact have been incorporated in strategies, policies, and procedures establishing a culture of integrity upholding not only our basic responsibilities to people and planet, but also setting the platform for long-term sustainable business operations. This is realized in a set of guidelines to ensure that DAFA's employees, in cooperation with customers,

suppliers, authorities, and other stakeholders, create a responsible development of DAFA's business and surroundings.

The Code of Conduct has been added to the supplier quality agreement, which must be signed by the strategic suppliers. The suppliers are expected to commit to an action plan with any improvements under the Code of Conduct. If no progress is made DAFA reserves the right to terminate the cooperation.

DAFA conducts regular audits and assessments with external partners to ensure that the Code of Conduct is complied with. None of these audits or assessments have given rise to the cessation of cooperation in the financial year 2022.



[Read our Code of Conduct here](#)



We always answer and process all inquiries, and if our employees are in doubt about whether their observations should be reported or not, we always encourage them to do so.

**- Line Holt Wilgaard,
Head of People & Culture**

Process to raise concerns

If a need for raising concern occurs in DAFA, employees are encouraged to talk to their immediate manager or a member of management in these situations, but it is also possible to raise a concern through our whistleblower scheme.

In the whistleblower scheme, employees can make anonymous or non-anonymous reports of suspected potential breaches of the law, including circumstances that could cause DAFA a financial loss or damage DAFA's reputation.

We always answer and process all inquiries, and if our employees are in doubt about whether their observations should be reported or not, we always encourage them to do so.

Anti-corruption

DAFA is working against corruption in all its forms, including extortion and bribery because we believe that corruption is a considerable obstacle to economic and social development around the world. It has negative impacts on sustainable development and particularly affects poor communities.

Corruption impedes business growth, escalates costs, and poses serious legal and reputational risks. It also raises transaction costs, undermines fair competition, impedes long-term foreign and domestic investment, and distorts development priorities.

DAFA addresses anti-corruption through its risk assessment, which is structured through the DAFA Management system and consolidated by DAFA's Code of Conduct for employees, supply chain, and partners.

Sustainability documentation

We ensure relevant knowledge and documentation of sustainable alternatives to become the preferred partner for sustainable construction. We provide our customers with effective product documentation and support our customers' needs for improved environmental information on product impacts throughout the life cycle.

DAFA aims to empower customers to make informed decisions. We provide our customers with necessary product documentation and support customers' needs for improved environmental information about product impacts throughout the entire life cycle.

Select products with the following eco-labels for the most sustainable alternatives. Additionally, DAFA has many products approved for Nordic Swan Ecolabeling constructions.





Data assurance & data ethics

We comply with the principles for ESG reporting set out by CFA Society Denmark, FSR, and NASDAQ for “ESG key figures in the annual report” and guidelines for the UN Global Compact Annual Communication of Progress.

The data quality is assured through the operating procedure maintained by the ISO14001 environmental management system with respect to the dimensions of completeness, accuracy, consistency, validity, uniqueness, and integrity.

DAFA’s data ethics is based on privacy for customers and employees as a fundamental value. It strives for a positive culture of error among employees where openness about mistakes and problems leads to improvements. Employees who access data have undergone e-learning on how to process data.

Our data ethics principles support ethical decision-making when using data across the value chain. We further strengthened the integration of data protection and human rights risks in management processes.

Status of 2022 Achievements

- To support and document DAFA's progress with the principles of ESG, the key figures recommended by the UN Global Compact have been adopted. The key figures for the entire DAFA Group are included in this year's report, and the key figures for the year 2022 have been added - see page 7.
- DAFA's strategic suppliers adhere to DAFA's Code of Conduct and are a part of the annual supplier evaluation. DAFA's Code of Conduct is based on the 10 Principles of the Global Compact,
- In 2022, managers addressed anti-corruption at team meetings. This was made to create awareness and acknowledge our responsibility that corruption and bribery will never be acceptable when doing business with DAFA.



Key figures recommended by the UN Global Compact have been adopted



Strategic suppliers adhere to DAFA's Code of Conduct



We believe that conducting a sustainable, responsible, and innovative business is the key to long-term success. Therefore, we have committed ourselves to the 10 Principles of the UN Global Compact.

**- Jan Møller Thuesen,
Quality and Environment
Manager**





**We set out
initiatives to
guarantee best
practices at all
DAFA's sites**

Future initiatives

We set out initiatives to guarantee best practices at all DAFA's sites. Our goal is to continually conduct business ethically and become even more transparent in everything we do.

- Continue working on awareness of DAFA's commitment to the Ten Principles of the UN Global Compact among our suppliers and employees.
- Merge the Management system and Quality management system certificates into one DAFA Group certificate to ensure that best practices of business management and governance will be rolled out at all our sites.
- Align the sustainability data calculation and reporting across subsidiaries. All required data will be standardized within the DAFA Group.
- Achieving an EcoVadis gold certification. To achieve this, we will focus further on our anti-corruption policy and objectives, along with anti-competitive practices and information security.

Environment

We recognize our responsibility towards the environment. DAFA has developed a sustainability strategy named **DAFA Go Green**, this to adapt to the Danish Climate law goal of 70% reduction of greenhouse gas emissions by 2030.

Climate change mitigation

We aim to limit emissions by, among others, increasing our use of renewable energy, optimizing our packaging methods, so goods take up less space during transportation, and enhancing our use of locally sourced raw materials.

Furthermore, our global presence with 8 subsidiaries means that we are close to our customers and suppliers, enabling us to limit emissions related to the transportation of our solutions.

For over a decade, we have used self-produced solar energy to cover some of the power used at our

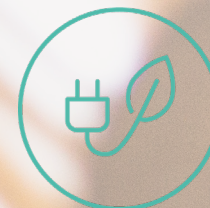
production facilities at our headquarters in Denmark. We acknowledge that this is just the beginning, and we wish to incorporate renewable energy into the entire DAFA Group.

As we are not able to fully cover DAFA Group's energy consumption with self-produced green energy alone, our goal is to run on 100% renewable energy by 2030 extracted from either self-produced plants or bought from external sources.

**We strive to
actively reduce our
environmental
impact**



**50% reduction of
CO2 by 2025 by
production hour**



**100% renewable energy
consumption by 2030**

“

Though we are proud to have used self-produced solar energy for more than 10 years, we are even more proud of dedicating ourselves to having the goal of 100% renewable energy consumption by 2030.

- Johannes Ritz,
Chief Innovation Officer

Status of 2022

Achievements

Our current initiatives within ‘**climate change mitigation**’ have resulted in an already visible improvement in our figures. Below are our goals accompanied by the current status:



50% reduction of CO2 by 2025
by production hour

Status: **24%** (market based) reduction
Result for CO2e, scope 1+2



100% renewable energy
consumption by 2030

Status: **22%** consumption

Status of 2022

Achievements

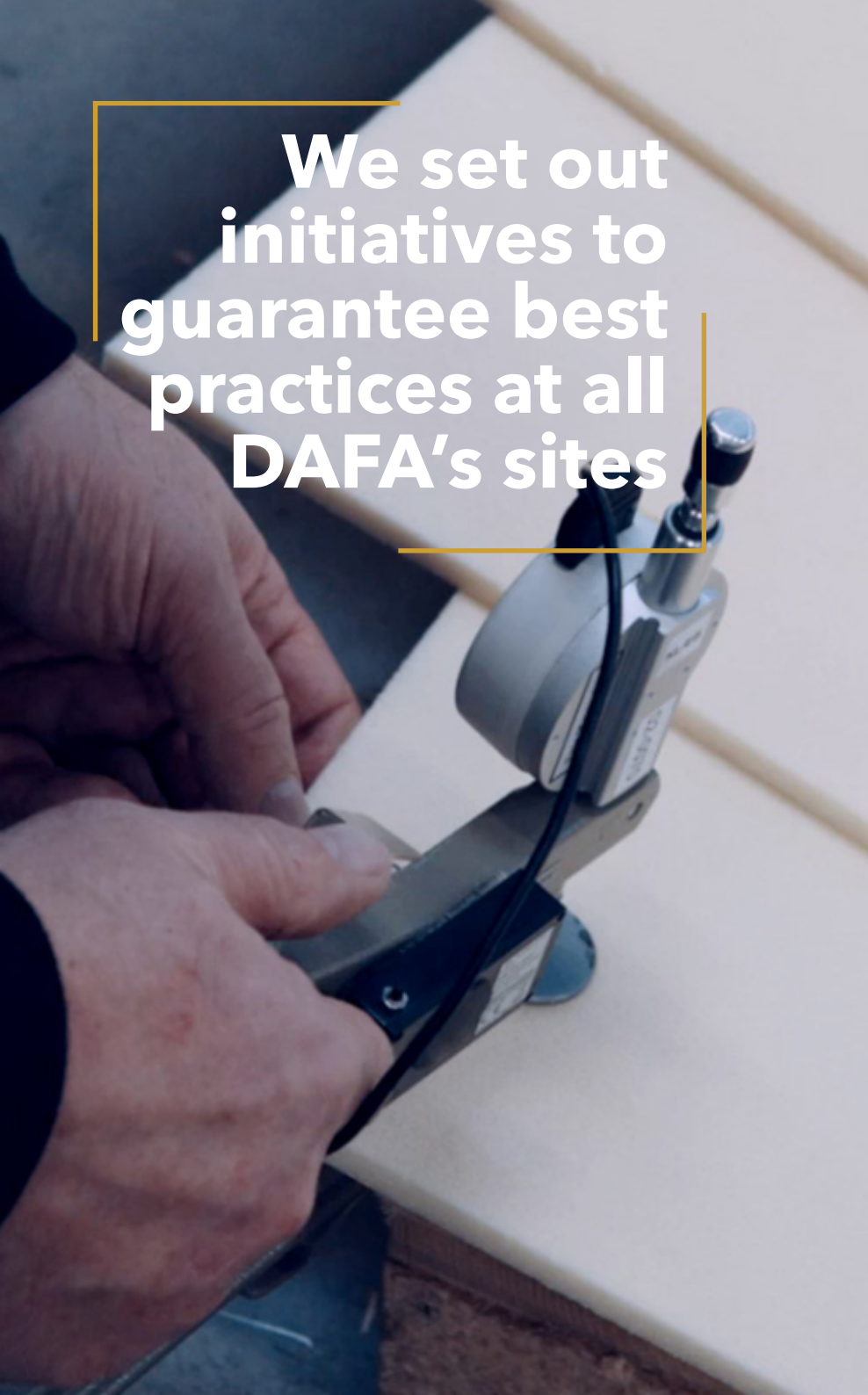
- Purchased 100% electricity in 2022 from certified renewable sources to cover our energy consumption for business units in Denmark.
- Increased own electricity production by installing more solar panels at our headquarters, so that the capacity now covers 33% of our energy consumption in Denmark compared to 8% earlier.
- Employees participated in the UN Global Compact Climate Ambition Accelerator program, covering the Science Based Targets initiative and the three scopes of the Greenhouse Gas Protocol. This was done to become a frontrunner on the journey to green transition, define our sustainability strategy, and use transparent and quality-assured accounting methods.
- Engaging with Aarhus Municipality's project "Green Academy," we mapped Scope 3 for the most significant effects on DAFA Green House Gas carbon footprint. This clarified that more than 95% of DAFA's carbon footprint origins in Scope 3. Hotspots were identified, and action plans for emission reductions were developed.
- Implemented DAFA's Code of Conduct for all strategic suppliers as a contractual obligation for doing business with DAFA. DAFA Code of Conduct is based on Global Compact's 10 principles of sustainable business. Suppliers must support preventive measures related to environmental challenges and work actively to reduce environmental impact.
- Participated in DI's (Danish Industry) project "Climate-Fit Manufacturing Company", where we calculated the CO2 footprint for our production sites and supply chain. This was done to get an overview of where we get the most significant reduction effect from new initiatives and become able to set targets for our climate ambitions.

33%
of our energy
consumption in
Denmark comes
from solar panels

100%
purchased
electricity in Denmark
from certified
renewable sources

Scope 3
hotspot mapping



A close-up photograph showing a person's hands using a handheld electronic device, possibly a barcode scanner or a data collector, to scan a metal component. The device is silver and black, with a small screen and a button. The hands are positioned over a workbench, and the background is slightly blurred, showing a workshop environment.

**We set out
initiatives to
guarantee best
practices at all
DAFA's sites**

Future initiatives

- Develop environmental product declarations, EPD, and life cycle assessments on selected products within our different segments. This will help us meet the increased demand for transparent documentation of product climate impact.
- Create an action plan for DAFA Group to ensure meeting the objectives for 100% renewable energy consumption by 2030.
- Extend the findings from the Scope 3 hotspot mapping in Denmark to all sites and offices in the DAFA Group. This will be done in order to focus the efforts of the overall climate footprint on a group level.
- Further focus on implementing a sustainable procurement policy in collaboration with our suppliers.

Energy and resource use

At DAFA, we are conscious of our suppliers and the origin of the raw materials used to produce our solutions. We only collaborate with strategic suppliers that are certified as sustainable.

By locally sourcing our raw materials, we can collaborate closely with our partners, support the local community in which the given subsidiary operates, and substantially decrease the level of emissions associated with transportation across borders and overseas.

We aim to enhance our use of recycled materials. Therefore, when we develop new solutions and improve existing ones, we consider how to incorporate recycled materials instead of traditional ones without compromising in terms of product quality and durability.

Furthermore, we strive to obtain proper certifications, such as EPD certification on all relevant building products in our product range.

We aim to enhance our use of recycled materials



90% local sourcing of raw materials by 2025



40% of DAFA's products contain recycled materials by 2025

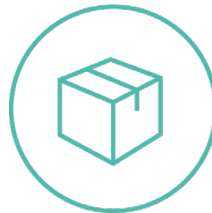
“

By using local sourcing the vast majority of the time, DAFA is able to limit emissions caused by transportation.

- **Mikael Rauff,**
Head of Purchasing

Status of 2022 Achievements

Our current initiatives within '**energy and resource use**' have resulted in an already visible improvement in our figures. Below are our goals accompanied by the current status:



90% local sourcing of raw materials by 2025

Status: **91%** local sourcing - achievement of goal



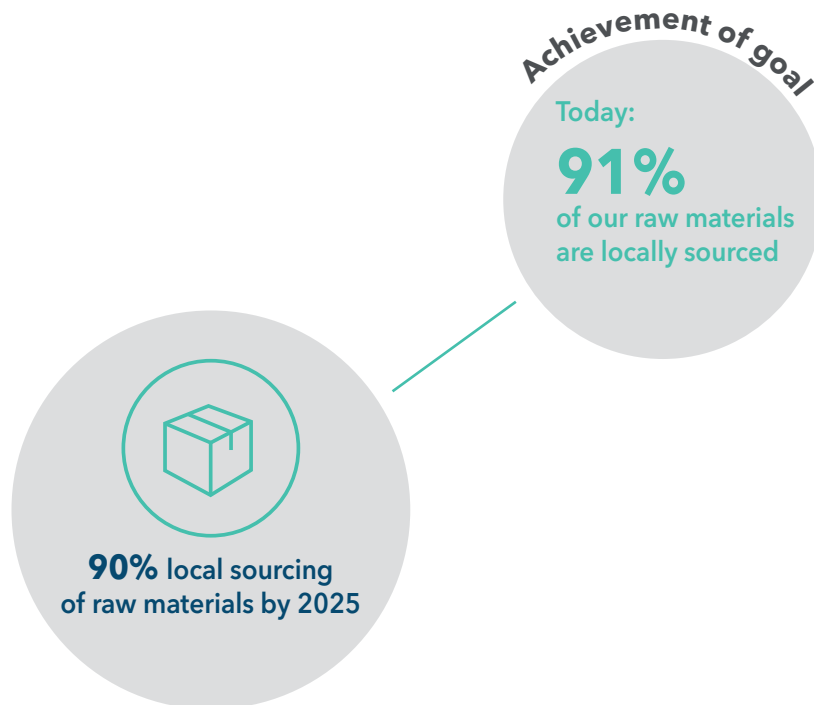
40% of DAFA's products contain recycled materials by 2025

Status: **2%** of our products contain recycled materials*

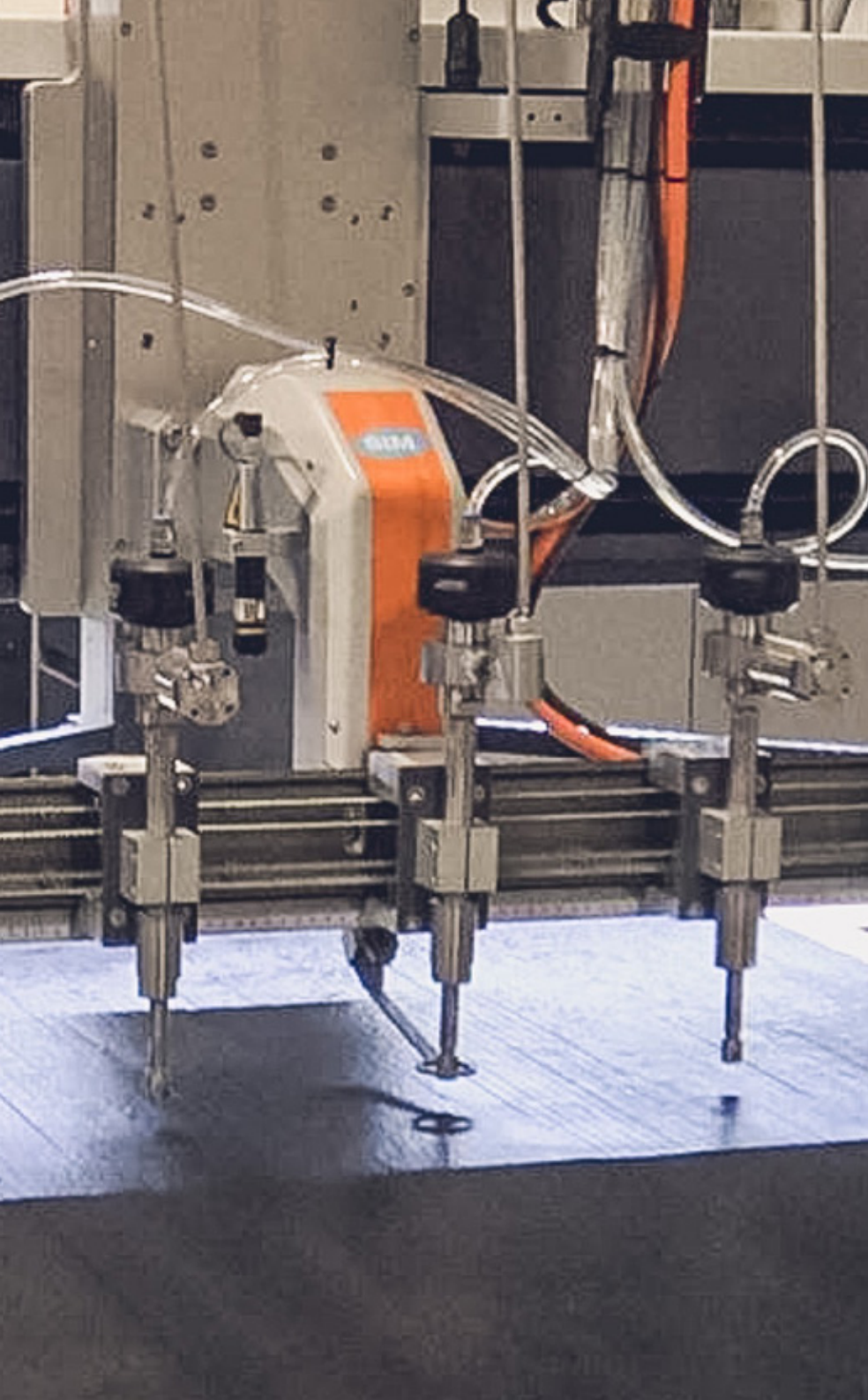
**The calculation has changed from being based on weight to product sales, reflecting the low progress.*

Status of 2022 Achievements

- Supplier training to obtain knowledge of current and future raw material portfolios based on reused and recycled components.
- Issue of DGNB manufacturers' declaration of product developed to transparently document the social, environmental, and technological performance of the products.
- Achievement of our local sourcing of raw materials goal. 91% of the raw materials used for our products and solutions are locally sourced. This meets our goal of 90% local sourcing of raw materials by 2025.



**Local sourcing of
raw materials
reduces our CO2
emission**



Future initiatives

- Perform an energy audit of the production site in Poland in order to create an action plan for optimization and prioritization of resources and efficiencies.
- Installation of LED lamps in the Danish production site to be completed.
- Establish a filtration system for wastewater from waterjet cutting machines in the production. This will reduce water consumption and recover suspended solids to dry waste.
- Evaluated if our DAFA Go Green goal for products containing recycled materials has to be adjusted due to the new calculation method.



Energy audit at our
production site in Poland



Reduce water consumption
and recover suspended
solids to dry waste

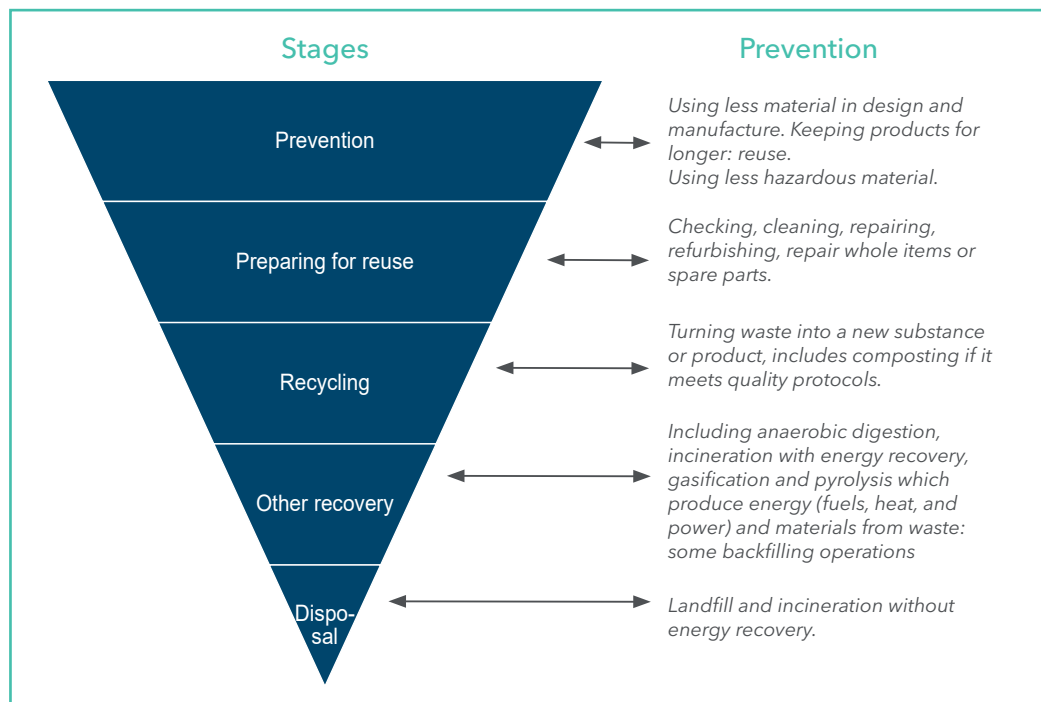
Waste management

At DAFA, we are both considerate about optimizing our processes and solutions to minimize waste and about disposing of waste responsibly.

Our goal is measured by the waste generated in the production sites of Denmark, Poland, and China.

The accounting of the waste fractions is based on the EU waste hierarchy.

We prevent and minimize waste in the design and construction phase by applying the waste hierarchy tool and evaluation based on life cycle assessment. Product designs are changed to minimize the life cycle impacts of our product to the extent feasible.



50% of our waste is recycled by 2030

...For many years, DAFA has been conscious of turning waste into valuable resources, such as transforming our surplus foam to suit new purposes.

Status of 2022

Achievements

Our current initiatives within '**waste management**' have resulted in an already visible improvement in our figures. Below are our goal accompanied by the current status:



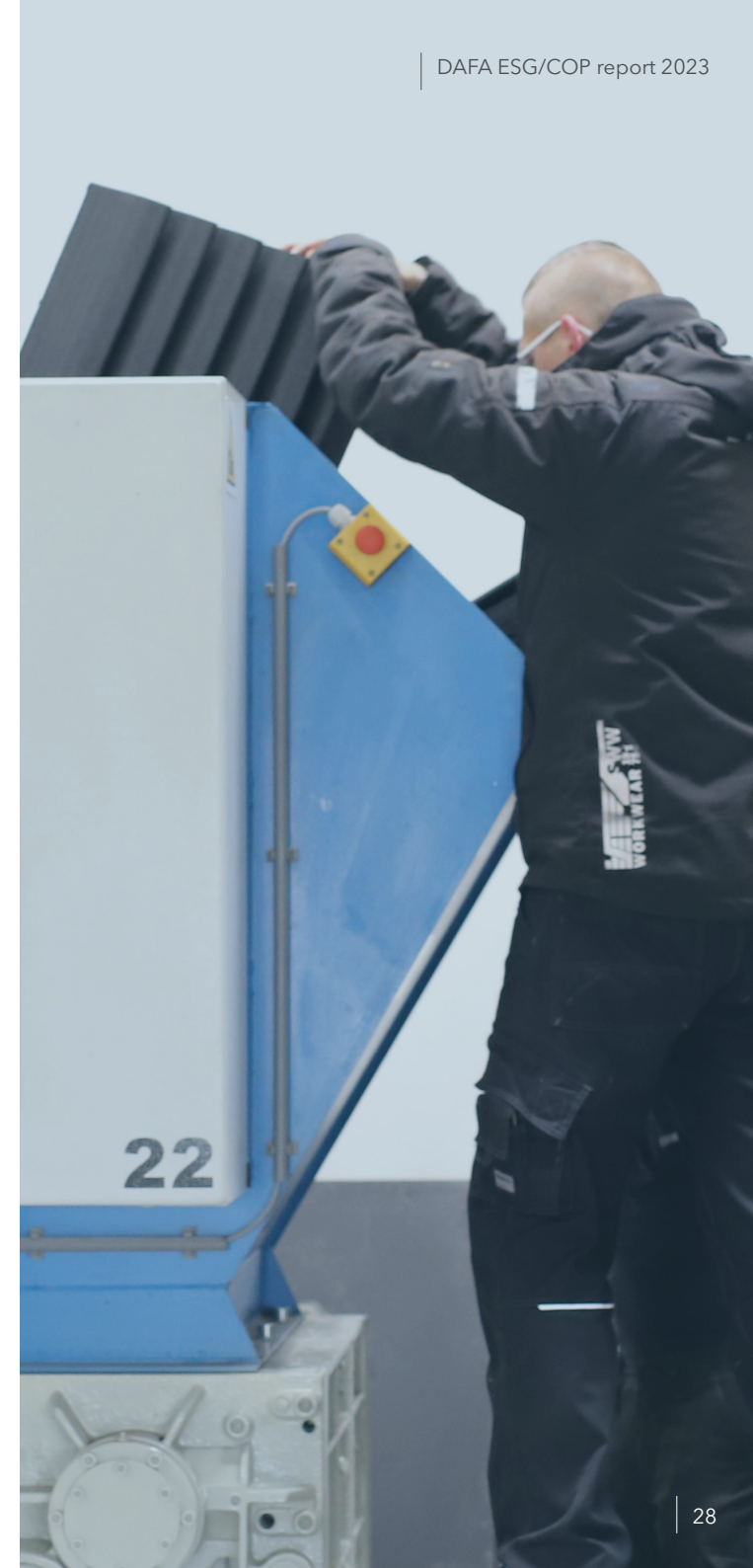
50% of our waste is recycled by 2030

Status: **30%** recycled waste

Status of 2022 Achievements

- Improved awareness of waste sorting internally in our factories, warehouses, and offices to ensure that the waste fractions are suitable for recycling.
- Installation of further capacity in waste compaction to reduce waste fragment volume. This was done to improve the climate footprint when transporting waste material to recycling facilities.
- Cooperation agreements for the recycling of polyurethane foam waste fractions were made.
- Implementation of an action plan for awareness training and prevention of waste contamination in external areas.
- Partnerships were created with selected customers to support the goals of Zero Waste products and circularity.
- Installation of a machine for granulating excess foam so it takes up less space during transportation to the recycling site.

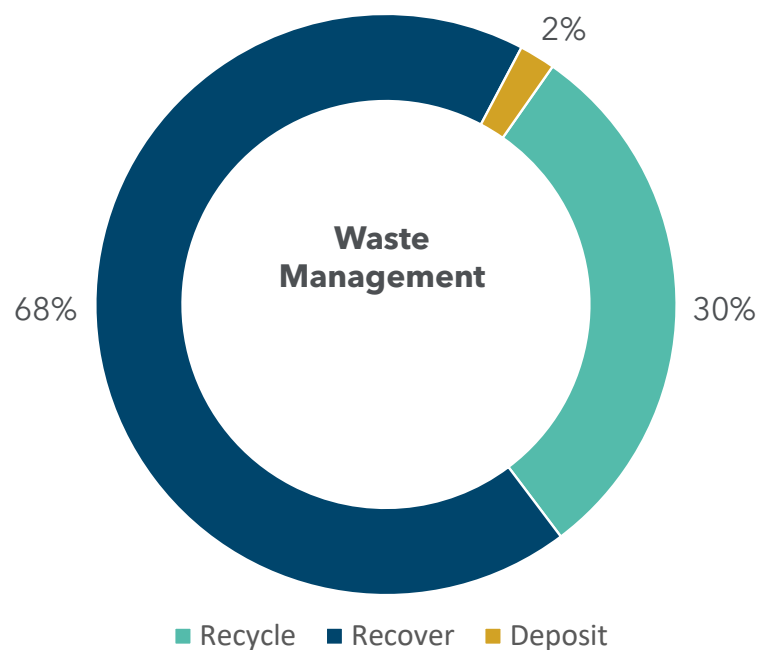
**To give our surplus
materials a new
purpose, we have
made various
collaborations**



...We are both considerate about optimizing our processes and solutions to minimize waste and about disposing of waste responsibly.

Future initiatives

- Review our design guide for products and assess new possibilities for recycling projects. This was done to improve the quality of residual fractions in waste that is recovered through combustion through mapping by the Danish Technological Institute.
- Participate in UN Global Compact Sustainable Development Goal Ambition Catalyst with a focus on Zero Waste. This will support UN sustainable development Goal 12: Responsible consumption and production.
- Create an action plan with further collaboration initiatives to improve the current 30% amount of recycled waste.



Social

We believe that it all begins with our passionate people, from engineers, and operators to quality controllers, and we work hard every day to make sure they are masters of their craft.



30 eNPS score in
DAFA's yearly employee
engagement survey

It all begins with our people

At DAFA, we want a best-in-class organization built on strong engagement, trust, and clear direction. We want to ensure that both current and future colleagues are treated in a fair non-discriminating manner.

This counts for the full employee lifecycle: from applying for a job, to working, growing, and learning with DAFA to retirement and the off-boarding process. For this, we have clear and transparent processes described, easily accessible for all employees, not just managers.

We believe that it all begins with our passionate people, from engineers, and operators to quality controllers, and we work hard every day to make sure they are masters of their craft.

Status of 2022

Achievements

Human rights and freedom of expression

- Implementation of whistleblower scheme on the DAFA Intranet. This is done to create transparency and ensure it feels safe to give feedback. The introduction to our whistleblower scheme is a part of our systematic onboarding of new employees. It's made simpler for all employees across the DAFA group to find and report incidents. No reports were submitted by employees or other stakeholders in the financial year 2021/22.
- Introduction to the Ten Principles of Global Compact has been made by managers at team meetings. This was made to create awareness and to recognize our responsibility to respect human rights in the workplace and society.
- Conducting a 100 % anonymous global employee engagement survey that will help us capture the voice of all employees across the DAFA Group. This has been made to value the human rights of freedom of expression, as the survey gives the employees a voice across countries, and furthermore, we have encouraged all people managers to help their employees feel safe to make their voices heard.


100%
anonymous global
employee
engagement survey

0
incident
reports submitted



At DAFA, we value having an inclusive and diverse workplace for several reasons. One major reason is that we take responsibility for our colleagues and their well-being.

**- Line Holt Wilgaard,
Head of People & Culture**



...We believe it is important to provide the foundation for both personal and professional growth.

Status of 2022

Achievements

Learning and development

- Extended learning offerings within the DAFA Academy. This makes it possible to continuously learn and grow for all employees at all levels in the organization. We have offered all blue-collar workers in Denmark the possibility to attend learning activities, which resulted in approx. 90% of all blue-collar workers accepted the offer.
- 234 hours of training delivered by DAFA Academy to the DAFA Group.

90%
of all blue-collar
workers in Denmark have
attended learning activities

234 hours
of training delivered by
DAFA Academy

Status of 2022

Achievements

Gender diversity and strong inclusion

- Addressing diversity at management levels. The status of gender equality in the Global Management Team is that the underrepresented gender (females) was represented by 10 % in 2022.
- Since our new Board of Directors has been formed, DAFA no longer has an equal representation of both genders.

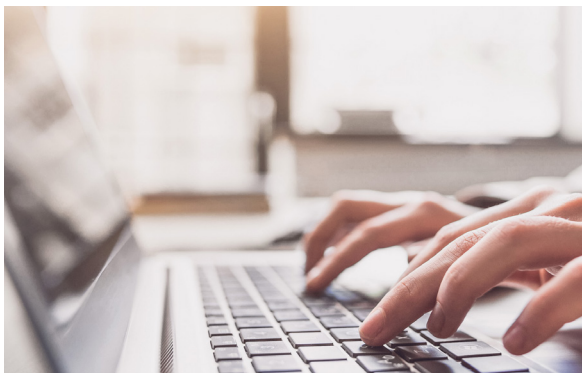
From 2006 to May 2022, we achieved our goal of gender diversity. As a result of Cata Cap's acquisition in 2022, a new board consisting of three members was elected. The recruitment of two more board members is initiated with the goal that 20% gender diversity in the Board of Directors must be realized by 2023.



Addressing diversity at
management levels



Future initiatives



Human rights and freedom of expression

- Giving the freedom to all colleagues to share news updates locally or across the group without limitation. This will make it easier for all colleagues to share their experiences as part of our new DAFA Intranet.
- Conduct surveys frequently throughout the year. This enables us to monitor the health and well-being of all employees and makes every opinion heard.
- Facilitating a Q & A page on our intranet as a part of rolling out our new strategy. This will allow all employees to ask questions directly to our Group CEO, giving them the freedom to express any concerns or questions.



Learning and development

- On-going development of the HR Portal and the DAFA Academy. This will support our leaders and the functional skills within the DAFA group. The focus will, among others, be on developing and delivering new functional sales training.



Gender diversity and strong inclusion

- Focus on ensuring that women are, where possible, included in the list of candidates for new hires and internal promotions. The same focus will be applied to our Board of Directors.

This focus will acknowledge that women are currently underrepresented and strive for equal gender representation in the Management.

To increase the number of females in leadership positions, we will need to look into actions that make more women interested and able to fill People Manager positions in the coming period.



Addressing gender diversity at management levels



**We combine decades
of experience and
technical insight
with principles of
sustainability in
everything we do**

Methods of calculation

ESG key figure overview | Page 7

CO2 e, Scope 1:

Company Cars: Volume of diesel and gasoline used overall

Gas for technical installations in factory site: Volume of natural gas used

CO2 e, Scope 2 (location based):

District heating: MWh used based on data from providers

Electricity: MWh used based on data from providers

Own solar electricity production: MWh based on data from direct reading (app/el-meter)

CO2 e, Scope 2 (market based):

District heating: MWh used based on data from providers

Electricity: MWh used based on data from providers

Electricity from renewable sources purchased with certificates: MWh used based on data from providers

Own solar electricity production: MWh based on data from direct reading (app/el-meter)

Energy consumption:

Overall energy consumption in scope 1 and 2 in MWh converted to GJ.

Water consumption:

All water consumed based on data from direct reading

Renewable energy share:

Own solar energy production +
Purchased certified electricity from renewable sources

Overall energy consumption in Scope 1 and 2

Full time workforce, average total:

Full time equivalents +
temporary workforce

Employee turnover ratio:

Voluntary +
Involuntary leavers FTE

Total FTEs

Sickness absence:

Number of sick days for all own FTEs

Total FTEs

Customer retention rate:

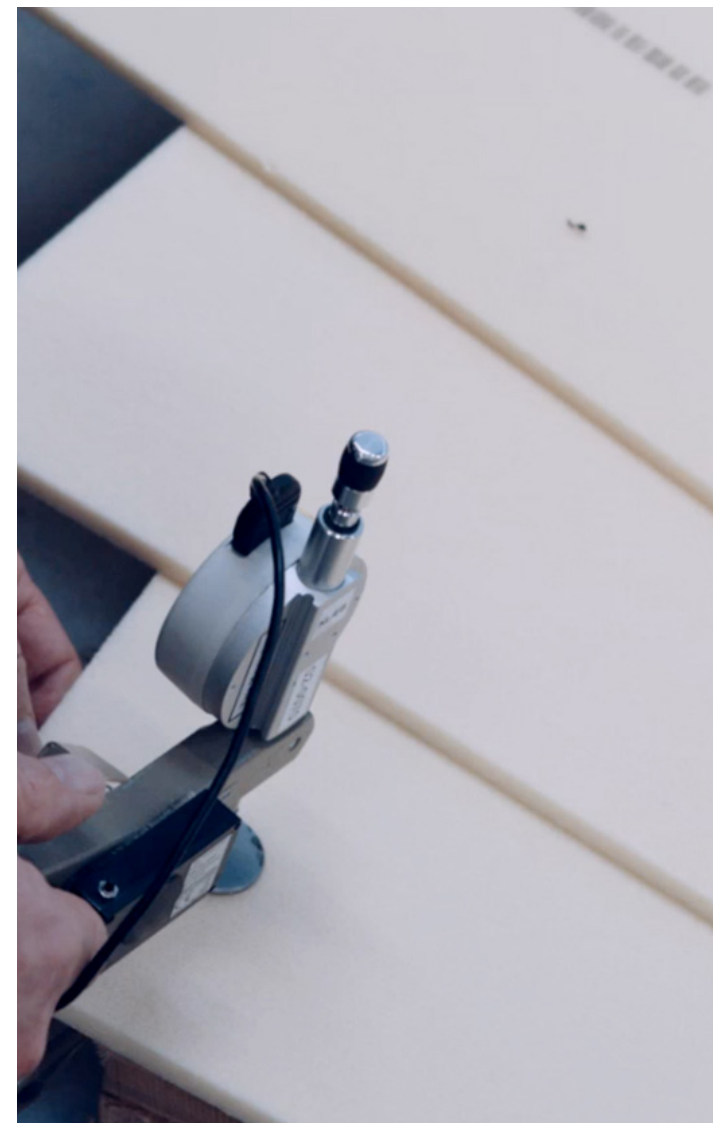
Number customers at the end of the period -
New customers who have joined in the period

Number of customers at the beginning of the period

Boarder gender diversity:

Female board members elected by the general meeting

All board members elected by the general meeting



Methods of calculation

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Reduction of CO₂ by production hour:

CO₂ e, Scope 1 +
CO₂ e, Scope 2 (market based)

Overall production machine hours

Renewable energy consumption:

Own solar energy production +
Purchased certified electricity from renewable sources

Overall Energy consumption in Scope 1 and 2

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Local sourcing* of raw materials:

Procured volume from site origin region

Overall site procured volume

**Local sourcing is categorized based on regions
e.g. Europe, Asia, Americas*

Products containing recycled materials:

Revenue of products containing raw materials that is partly or fully recycled

Overall revenues

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Recycled waste:

Amount of waste sorted for recycling

Total amount of waste





Responsibility happens in collaboration

DAFA constantly aims for improvements in the whole organization, and we believe that it is our responsibility to handle the impacts of our improvements correctly. We are very aware of our limited size seen from a global perspective, but we know we make a difference in our local business area.

To strengthen our work toward sustainability, we have initiated the recruitment of an ESG Manager.

By using UN Global Compact as our overall guideline, we will extend our sustainable business ethics while striving to become a more global company.

We look forward to communicating our progress in the years to come.