

# ESG REPORT 2025



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# About the report

At VTI, we integrate sustainability into our strategy, decision-making, and daily operations. Our focus is on the three pillars of sustainability—environmental, social, and business ethics—and this report consolidates the current status, achievements, and objectives across all three areas.

The report covers the financial year from 1 May 2024 to 30 April 2025 and was prepared in the summer of 2025.

This report is based on the VSME standard (Voluntary Sustainability Reporting Standard for Small and Medium Enterprises), which we are gradually implementing as the framework for our ESG work. VSME is a tool that assists us in systematising our efforts and enhancing transparency in our reporting.

The CO<sub>2</sub> calculations in this report are based on the Green House Gas Protocol.

Most key figures and ESG data in the report relate to VTI's production in Vinderup. Figures for Latvia have been excluded from certain categories due to the current quality of the data available. We are committed to improving transparency and comparability across locations in future reports.

Our ambition is to create transparency and continuity in our ESG work—both to strengthen ourselves as a company and to actively contribute to sustainable development together with our partners.

E

The environmental  
bottom line

S

The social  
bottom line

G

The business  
bottom line

# 2025: Quality, responsibility, and direction

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Responsibility is no longer something we simply have to deal with—it is something we as a company must take the lead on. At VTI, we believe that quality and responsibility go hand in hand—and that no modern production company can exist without also taking responsibility for climate, resources and people.

We have worked with ESG for many years—but we continue to evolve. This report offers insight into our development during the financial year from 1 May 2024 to 30 April 2025. It has been a year marked by both progress and change.

We have expanded our business by acquiring the Swedish ESS-ENN Timber—and we are proud to have been recognised as a Green Gazelle by Børsen for our ability to combine growth with reductions in CO<sub>2</sub> emissions.

At the same time, we understand that transparency and data quality are crucial if ESG work is to be taken seriously—both internally and by our clients. Therefore, we continue to strengthen our data and documentation, with particular focus on our activities in Latvia, where we are committed to achieving the same reporting standards as in Denmark.

Our ESG work is grounded in the Sustainable Development Goals—specifically goals 3, 11, 12, and 15:

- **Health and well-being**, because it starts with our employees and their everyday lives
- **Sustainable cities and communities**, because we are part of the communities in which we operate
- **Responsible consumption and production**, because our raw materials are part of nature's cycle
- **Life on land**, because forestry and biodiversity are essential to our business

As management, we see VTI's strong foundation as the result of over 40 years of experience, deep expertise, and a culture that integrates production, quality, and responsibility. Building on this foundation, we are ready to raise the bar further—in our operations, in our partnerships, and in the way we document and measure our efforts.

This report represents both a status update and an ambition. It is a way to communicate where we currently stand and where we intend to go.

We encourage dialogue, transparency, and shared responsibility.

Thank you for reading.

**Carsten Dalgaard Krogh**  
CFO, VTI A/S

**Jakob Køser Bressendorf**  
CEO, VTI A/S

**Anna Kathrine Ahler Karkov**  
CCO & CBDO, VTI A/S





STRONGER  
TOGETHER

# VTI in figures

VTI is a leading manufacturer of high-quality glulam components with production facilities in Vinderup, Denmark, and Rezekne, Latvia.

We specialise in customised solutions for the furniture and window industries, as well as staircase manufacturers—focusing on strength, precision, and aesthetics.

## Vinderup DENMARK

Size  
**22,500**  
m<sup>2</sup>

HF press capacity  
**6,500,000**  
m

Furniture/DIY capacity  
**3,200,000**  
m<sup>2</sup>

Finger jointing capacity  
**2,500,000**  
m

Employees  
**91**



## Rezēkne LATVIA

Size  
**8,200**  
m<sup>2</sup>

Furniture/DIY capacity  
**1,550,000**  
m<sup>2</sup>

Briquette press, capacity  
**3,840,000**  
kg

Employees  
**36**



## Follow-up on 2025 goals

1

### First aid and fire-fighting courses

Partially achieved.

Our goal has been for all employees at VTI to complete a full course within a period of three years—starting in 2025. Currently, 50 per cent have completed the course.

2

### Sick leave

Achieved.

We aimed to achieve a 20 per cent reduction in sick leave at the factory in Vinderup. This target was met, with a 32 per cent reduction in sick leave.

3

### Skills and training

Achieved.

Our goal has been to build more skills and provide internal and external training for our production employees. The aim was that at least 15 per cent of our employees should have completed further training, either internally or externally, during the period—this has been achieved.

4

### CO<sub>2</sub> reduction in scope 3

Partially achieved.

We have worked purposefully to reduce CO<sub>2</sub> emissions within scope 3, and we observe signs of positive development. The target has only been partially achieved, but we can confirm that both changes in activity levels and initiatives within the value chain have contributed to a decrease in emissions. This indicates we are moving in the right direction and that there are lessons we can build upon in the years ahead.

5

### Energy consumption

Not achieved.

VTI aimed to carry out a thorough mapping of resource measurements on relevant machines in production at Vinderup, with a view to implementing initiatives to reduce energy consumption. However, the measurement method has since been reassessed.

6

### Data collection in Rezekne

Partially achieved.

The same data points are to be measured in Rezekne and Vinderup. This goal has been partially achieved, but we have yet to fully meet it.

7

### Employees in flex jobs and work placement interns

Achieved.

It has been a goal that at least five per cent of the workforce in Vinderup should consist of employees on flex jobs or interns. This goal has been achieved.

## New targets for 2026

1

### Enhanced employee focus

GOAL: The past year has been marked by restructuring and management changes.

We want to ensure that VTI's culture is positive, and importantly, that both new and existing employees possess the necessary knowledge of safety to achieve a targeted reduction in industrial injuries. At the same time, we will structure our employee surveys to create greater continuity and provide insight into employee satisfaction and development potential.

2

### Preparation for the Science Based Targets initiative (SBTi)

GOAL: To begin work on registering with the Science Based Targets initiative (SBTi) and to map the requirements it entails. Following this, we will also explore options for electrifying our vehicle fleet, either as a standalone initiative or integrated into our CO<sub>2</sub> reduction plans.

3

### Transparency of resource use and waste

GOAL: To implement better reporting practices for our actual waste rate and to create greater transparency in how residual materials are utilised—for example, for fuel pellets and for our sister company NORTO.

4

### Increased data quality and transparency

GOAL: We are committed to improving the quality of ESG data so that it meets the standards required by VSME. We will also ensure that data from both production sites are comparable and can be consolidated into a unified ESG report.

# Risks and actions

VTI operates in an industry where raw material availability, climate footprint, and employee safety are key risk factors. We consider it our responsibility to identify, monitor, and manage these risks—not only to protect our business, but also to create value and security for customers, employees, and partners.

Our approach combines prevention with development. This means that we work proactively to reduce the likelihood of risks arising, while ensuring robustness that enables us to handle unforeseen incidents. It is important for us to create transparency and to be aware of our risks, so that we can act responsibly to address our challenges.

## SAFETY

### Risks

Although we maintain a strong focus on safety and clear guidelines in production, industrial injuries unfortunately still occur. This year, the number has increased from 3 to 7. This is primarily due to the influx of many new employees. Fortunately, most incidents have not resulted in long-term sick leave.

### Action

The increase highlights the need for a strengthened effort. Consequently, we are implementing an action plan with greater emphasis on onboarding and systematic safety training. The aim is to prevent accidents more effectively and to foster an even stronger safety culture throughout the company.

## THE WORKFORCE

### Risks

The addition of around 20 new employees at Vinderup has posed challenges relating to onboarding and training. Several of the new colleagues have a different linguistic background, which makes integration and communication more complex. It is a challenge to integrate so many employees in a short time while maintaining a high level of safety and quality.

### Action

To address these challenges, we continuously offer language courses to employees who require them. We are updating our safety instructions, manuals, and onboarding procedures to make them more accessible and user-friendly. Furthermore, we focus on upskilling, with five employees currently participating in a structured development programme.

## SCOPE 3

### Risks

Reducing CO<sub>2</sub>e emissions in scope 3 is complex, because a significant share of the emissions lie beyond our direct control. We therefore depend on our suppliers and partners to also prioritise reducing their footprint and providing reliable data.

### Action

To meet this challenge, we rely on strong partnerships throughout the value chain. We continuously seek joint projects where we can reduce emissions in collaboration with other stakeholders—for instance, by selecting carriers that gradually electrify their fleets, and by developing new solutions in partnership with our suppliers.

## DIGITALISATION

### Risks

Digitalisation is a key driver of efficiency and development, but it also involves risks. Increasing demands for data security and cyber threats, as well as increasing dependence on complex systems, can affect both operational reliability and business continuity.

### Action

Following last year's efforts, we have upgraded our IT safety and are now continuing to develop a comprehensive IT strategy. This strategy aims to ensure both data protection and a clear direction for the development of digital solutions. Additionally, we invest in technologies such as machine learning, AI, OEE, and Visio for production—to optimise processes, better utilise resources, and strengthen the decision-making foundation.





# ORGANISATION



# Stronger Together

Throughout its nearly 50-year history, VTI has been an internationally oriented company with a sustained commitment to sustainability in all our activities based on the triple bottom line.

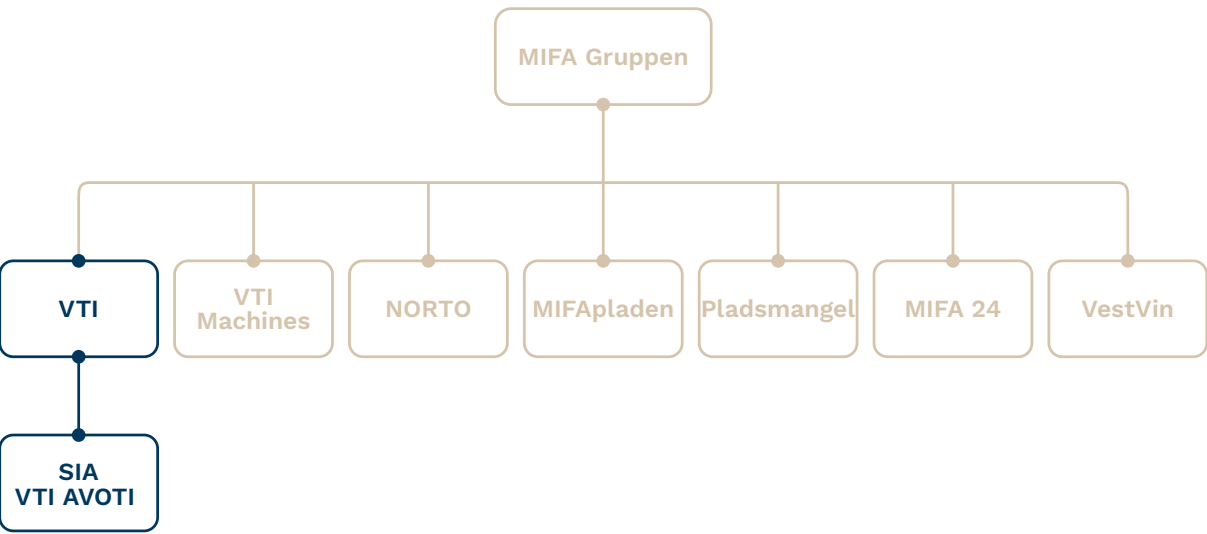
Our core competence lies in the production of glulam for furniture, windows, doors, stairs, and DIY projects. It is our dedication to glulam that has made us one of Europe’s leading producers in this field.

As part of the MIFA Group, VTI operates within a group of companies, most of which have wood-related activities as their core focus.

VTI was founded by Flemming Nielsen, who, together with his wife Inga, also established the MIFA Foundation as part of the future generational transition.

The expression **‘Stronger Together’** encapsulates the essence of VTI.

Laminated timber products have far superior strength properties compared to solid pine due to the gluing and wood fibres. Similarly, VTI’s affiliation with the MIFA Group helps us stand strong—together.







## Vision

*With pride and expertise, VTI will enable partners to create strong and fundamental products with respect for nature for people all over the world.*

## Mission

*Dedication and expertise must ensure the right quality, on time, every single time, so that VTI builds long, solid, and valuable partnerships.*

## Values

-  **WE ACT PROFESSIONALLY**
-  **WE CREATE VALUABLE RELATIONSHIPS**
-  **WE TAKE PRIDE**
-  **WE CULTIVATE DIVERSITY**
-  **WE ARE AGILE**



# A knowledge hub

At VTI, we are more than just a production company. We are a knowledge hub where more than 40 years of experience is combined with specialised expertise and curiosity to find new solutions. Our strength lies in the interplay between our employees' expertise, close partnerships, and a culture where knowledge is shared and we develop together. – Stronger Together.

## 2

### Requirements for suppliers

We set requirements for our suppliers. Everyone signs VTI's Code of Conduct, so that together we can ensure responsibility and sustainability.

## 3

### Processing of the raw timber

When the timber arrives at the factory, it is scanned and optimised with regard to knots and lengths. It is then profiled, glued, and sanded into panels or profiles before being sent to customers.

## 5

### Products worldwide

With pride and expertise, we have enabled people around the world to access strong and durable products.

## 1

### Certified quality

The raw timber we use mainly comes from forests in northern Sweden and Finland and is between 80 and 100 years old. Everything stems from FSC-C037273 certified forest, PEFC certified forests and other controlled sources.



### Upcycling of residual wood

At VTI, residual wood never goes to waste. NORTO takes a large proportion of the wood that is sorted out due to knots. The smaller pieces are assembled at our finger-jointing facility and transformed into a new raw material for upcycled solutions.

## 4

### Production at our customers

The finished products are manufactured at our customers' premises, so it is crucial that we always deliver the correct quality—and on time.



# CLIMATE & ENVIRONMENTAL

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# We reduce our climate footprint

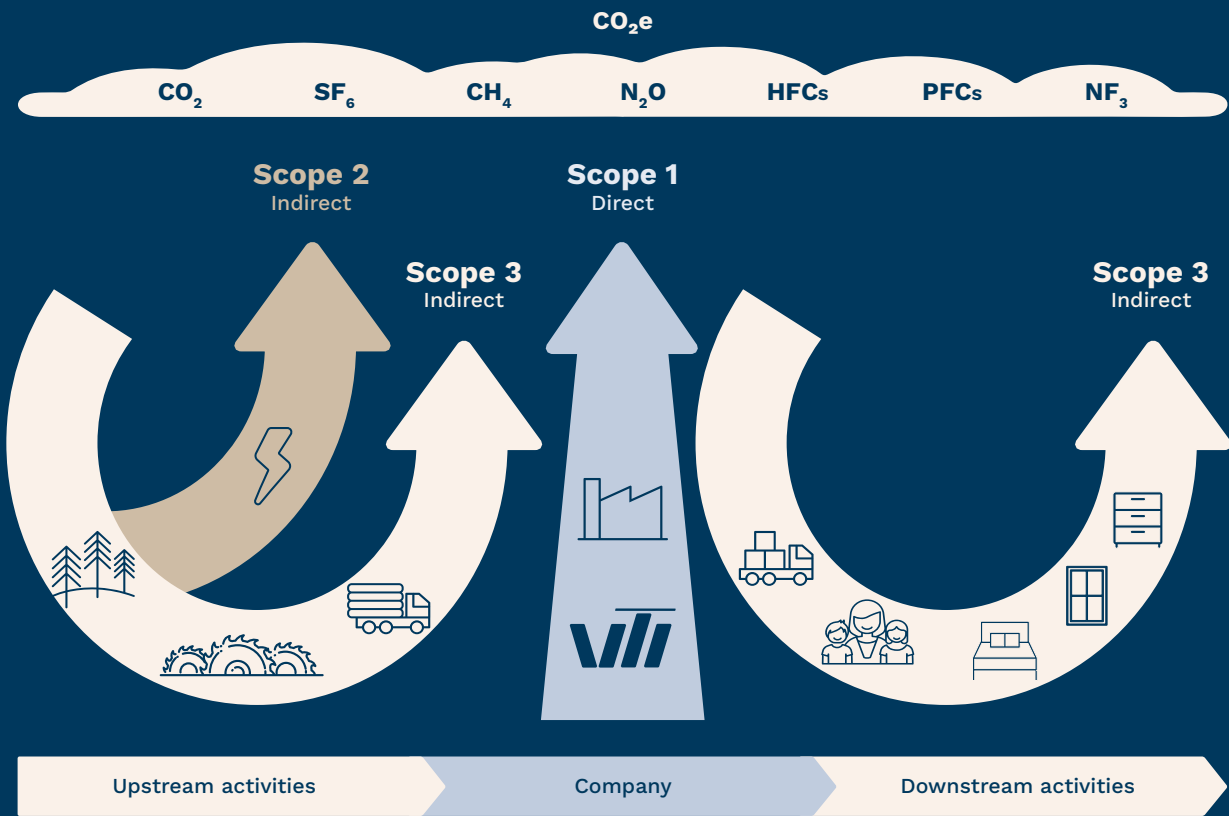
At VTI, we are conscious of our responsibility to minimise environmental and climate impact in our production. We therefore prioritise methods that reduce our environmental impact as much as possible, contributing to a more sustainable future for us all.

- Every day, we work to:
- Reduce our CO<sub>2</sub> footprint
  - Reduce waste
  - Increase our energy efficiency

We believe that a sustainable approach not only benefits the environmental sphere but also helps build long-lasting and valuable relationships with both suppliers and customers.

Together with our partners in the value chain, we have committed to taking active steps to advance the green transition. This means, among other things, that our suppliers must comply with our Code of Conduct, and that we seek partners among our customers and suppliers who have also committed to specific climate and environmental actions.

For our part, we have mapped a number of parameters relating to emissions across the three scopes of the climate accounts. Scope 1 covers our direct emissions; scope 2 refers to indirect emissions such as electricity we purchase; and scope 3 includes emissions across the value chain.



The illustration is inspired by the GHG Protocol model.

# VTI and EUDR

The EU's new Deforestation Regulation (EUDR) comes into force on 1 January 2026. The regulation requires companies importing or using raw materials such as wood, coffee, cocoa, and soy to demonstrate that these do not originate from deforestation. The aim is to protect the world's forests and promote more responsible supply chains.

For us, EUDR is more than just a compliance issue. It is about being a leader in the industry in terms of sustainability and responsibility. Traceability is key: Knowing exactly where our wood comes from allows us to both optimise raw material quality and create greater transparency throughout production. By having control over the wood coming in, we also gain better control over the wood going out.

We view EUDR as an opportunity to raise industry standards and strengthen trust in our products. For us, being ahead is a prerequisite for operating a responsible and competitive business—now and in the future.







## Green Gazelle for VTI

At VTI, we aim to lead by example. Therefore, we are proud to be among the first companies to receive Børsen's 'Green Gazelle' Award. For many years, the newspaper has awarded Gazelles to companies distinguished by high growth, but this is the first time the Green Gazelle version of the award has been presented.

To qualify for the Green Gazelle, a company must already be a Gazelle company in the current year. We can tick that off, and it is remarkable in itself that an old, well-established company like VTI can achieve this, as the requirement is to double growth over a four-year period.

At the same time, the company must operate within a climate-intensive sector, meaning an industry that significantly contributes to environmental and climate impacts.

Finally, it is a requirement to have submitted two climate accounts and, over a two-year period, to document a reduction in CO<sub>2</sub> emissions of at least 5.25 per cent in scope 1 and 2.

We have achieved this at VTI.

At VTI, we reduced our CO<sub>2</sub> emissions by 23 per cent from 2022 to 2023.

To achieve significant global emission reductions, it is especially crucial that heavy industries take on their substantial share of the responsibility.

As a participant in an industry that by definition leaves a larger footprint, we have a particular responsibility. We are responsible for our own business and value chains, but we also have a duty to lead the way for others.

Our climate accounts and the Green Gazelle are evidence that it is possible to significantly reduce impacts.

We do not pursue the ESG agenda to win awards, but the Green Gazelle is a recognition that we are fulfilling our part of the task. At the same time, we see the award as an important reminder to both large and small companies that we must continually strive to do a little better for our shared planet and climate, and we will do our part to ensure that we can once again display a Green Gazelle on our shelf next year.



## Swedish acquisition secures cradle-to-cradle certification and strengthens our market position

The tangible proof of VTI's focused efforts to enhance sustainability and reduce our climate and environmental impact is the certifications we continually attain.

Our most recent certification is the cradle-to-cradle certification, which we obtained through the acquisition of the Swedish glulam manufacturer ESS-ENN. This acquisition includes their cradle-to-cradle-certified Fixboard® brand, which comprises glulam panels for builders' merchants.

Following the acquisition, we are undergoing recertification as production relocates from Sweden to Vinderup and Latvia. Suppliers and production must therefore be re-approved.

In addition to the cradle-to-cradle certification the acquisition has brought, it is also part of our strategy to be the market leader in glulam, both in terms of volume and expertise. In addition, by increasing production in Vinderup and Latvia, we will be able to create more local jobs.

VTI already holds several certifications. The best known are probably the FSC and PEFC certifications, which reflect our efforts to ensure that sustainable forestry is practised in our supply chain, under responsible production conditions and with a focus on preserving and increasing biodiversity.

We continuously strive to obtain certifications wherever it is sensible to do so. For our customers, these certifications provide visible proof that we fulfil our responsibilities as a company committed to the climate and the environment, while also helping our customers meet their own obligations.

## Industry Focus Areas

The wood and glulam industry is undergoing a transition in which sustainability, responsibility, and documentation are playing an increasingly significant role. Customers and partners increasingly expect companies to provide transparent solutions that consider climate footprint, natural resources, and social conditions. For VTI, this means that we not only produce high-quality components, but are also actively involved in developing the entire value chain.

One of the industry's key focus areas is the use of certified wood. At VTI, we are committed to working exclusively with FSC® and PEFC certified wood. FSC (Forest Stewardship Council) is an international certification scheme that imposes strict requirements for responsible forestry: No more forest may be felled than can be restored, biodiversity and wildlife must be protected, and local communities and workers' rights must be respected. To us, FSC is more than just a label—it guarantees that our raw materials come from a supply chain that safeguards both people and nature.

At the same time, FSC certification is an essential tool for our customers. Choosing VTI enables them to demonstrate that their products are sourced from a sustainable supply chain. We find that certifications are becoming increasingly decisive in markets where transparency and documentation are key competitive factors.

In addition to certification, the industry—and VTI—are working on several other focus areas:

- **Transport and logistics**, where dedicated efforts aim to reduce CO<sub>2</sub> emissions through new collaborations, electrification and improved utilisation of transport capacity.
- **Utilisation of residual materials**, ensuring that wood chips, surplus and by-products are not wasted but repurposed, for example, as fuel pellets or in the sister company NORTO.
- **Partnerships and innovation**, where we closely collaborate with suppliers and customers to develop solutions that reduce environmental impact and create market value.

At VTI, we see it as our task to help drive this development forward. By taking responsibility for our raw materials, optimising our production, and collaborating across the value chain, we aim to lead an industry where sustainability becomes increasingly vital—both for our business, for our customers, and for society as a whole.



## STRONGER TOGETHER

## VTI remains steadfast in changing times

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The world is facing a period of uncertainty concerning sustainability. Several initiatives and legal requirements once touted as cornerstones of the EU's Green Deal have been adjusted, delayed, or paused.

The Green Claims Regulation has been withdrawn, the rollout of the EU Deforestation Regulation (EUDR) delayed, and many reporting requirements temporarily relaxed.

These changes may give the impression that demands on companies are easing. However, at VTI, we have chosen a different path.

We maintain and even strengthen our efforts. We believe that demands for transparency, data, and accountability will inevitably become part of future competitive conditions. Therefore, we choose to act now.

In practical terms, this means investing heavily to raise the bar for our ESG efforts:

We are working towards Cradle to Cradle certification, which imposes very high demands on circularity and material life cycles.

We are upgrading our factory in Latvia to ensure data transparency and reporting meet the standards of Vinderup.

Almost everything we do in the ESG area is voluntary. We are not legally obliged to do so. Yet, we choose to invest significant resources in certifications, systems, and processes.

This effort impacts our bottom line, but we are convinced it will strengthen our position in the long run.

For us, sustainability is not about reacting to external pressure, but about being proactive. We want to take responsibility now—because we believe it will make us a stronger, more resilient, and more competitive company in the future.





# PEOPLE AND COMMUNITIES



## Upskilling of employees

Being a responsible company largely means taking responsibility for its employees. For VTI, this includes taking responsibility for the professional and personal development of our employees, thereby fostering job satisfaction and creating new opportunities for them.

Upskilling is an important means of meeting employees' desires for improved qualifications and greater responsibility. Over the past year, we have trained two of our unskilled employees to become industrial operators. As a result, they now have even better capabilities to operate and maintain our machinery, ensuring higher quality and greater efficiency in production.

At the same time, the new qualifications also give the individual employee more responsibility, just as the goal is to contribute to job satisfaction, when employees are given the opportunity to develop themselves and aim towards new tasks and areas of responsibility.

We have also offered Danish language courses to our foreign employees. Good collaboration and collegiality strengthen the company, and by removing language barriers, we have brought our colleagues closer together. This creates a greater sense of community when communication happens in a shared language, and we also find that cooperation in production improves as a result.

Finally, through the language courses, we aim to improve our foreign employees' ability to integrate well within the local community by mastering the language.



## Sick leave is decreasing

Good employees are happy and healthy employees. At VTI, our people are our greatest and most important resource.

Therefore, it is crucial to us that our employees are in good health and do not become ill as a result of working at VTI.

We are aware that, in a production company like ours, there is a physical aspect for the majority of our employees, and we must therefore make a special effort to ensure that this does not negatively affect the employees' health.

Through targeted initiatives, we have reduced sick leave at the Vinderup factory from 7.4 percent in the previous period to 5 percent in the current period.

We maintain a continuous focus on improving ergonomics and the work environment, aiming to reduce the physical strains that such work can cause. Furthermore, we have strengthened our efforts to create awareness about the health insurance policies that employees can use and which can provide help with, among other things, physiotherapy and chiropractic care, so that any minor ailments do not grow into larger and more serious health problems.

Finally, we have strengthened the frequency of discussions with employees so that, through close dialogue, we can both prevent and also in a good and appropriate way possibly guide any employees on sick leave back into work.

Efforts to reduce sick leave and improve the work environment are ongoing, and we recognise that there is always more we can do. While we cannot do much as a company to prevent common seasonal illnesses and similar conditions, we can foster a work environment that prevents physical and mental overload.



## Focus on industrial injuries

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Safety in the workplace is a fundamental prerequisite for operating responsible production. At VTI, we place strong emphasis on preventing accidents through clear safety rules and continuous training. Unfortunately, we occasionally experience employees being injured during working hours.

In the most recent financial year, we recorded an increase in the number of industrial injuries—from 3 to 7. The increase can primarily be attributed to the fact that we have welcomed many new employees into our production facilities and that several of them are still undergoing training. Fortunately, most incidents have been minor and have not led to long-term sick leave.

However, this development underscores the importance of sustaining and enhancing our efforts in this area. Accordingly, we have implemented an action plan that includes more structured onboarding of new employees, systematic safety training, and increased focus on embedding a culture of safety in day-to-day operations. Our aim is to create an even safer workplace where everyone can feel confident and secure in their work.



## LEADERSHIP AND RESPONSIBILITY

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# Responsibility throughout the organisation

How VTI works with due diligence across the value chain

At VTI, we consider it a given that our responsibility does not end at the factory gates in Vinderup or Rezekne. We are part of a global value chain where raw materials, suppliers, and partners influence the climate, people, and society. That is why we practise due diligence to ensure responsibility throughout the entire value chain.

**What does due diligence mean to us?**

Due diligence means systematically identifying, assessing, and managing the risks that may arise in our business. For VTI, this involves, among other things:

**Raw materials:** We only use certified wood, primarily FSC, to ensure responsible forestry.

**Suppliers:** We require partners to meet environmental and working-condition standards and actively seek documentation.

**Employees:** We have clear procedures for safety, onboarding, and well-being at our factories.

**Ethics and transparency:** We have a Code of Conduct, a whistleblower scheme, and a set of values that commit the entire organisation to these principles.

**An investment in the future**

For us, due diligence is not just about compliance—it is an integral part of our competitiveness. By ensuring accountability throughout, we can provide our customers with confidence that the products they purchase from VTI meet the highest standards for both quality and sustainability.

# Code of Conduct

At VTI, we aim to conduct business responsibly and transparently. That is why we hold our suppliers to the same standards. All suppliers must sign our Code of Conduct, which is founded on the UN Global Compact's ten principles, the ILO conventions, and Ethical Trade guidelines.

We regard the Code of Conduct as a commitment to work together on responsibility across the entire value chain—from climate and environmental issues to social conditions and good governance. By setting requirements for one another, we strengthen cooperation and can jointly drive positive change.

We expect our suppliers to comply with the established requirements. If deficiencies are detected, we will engage in dialogue and support improvements. Should these efforts fail, we reserve the right to terminate the partnership.

**Key points of our CoC**

**Climate & Environment**

- Biodiversity and clean water

**Social responsibility**

- Discrimination
- Workers' rights
- Child labour

**Management responsibility**

- Corruption and bribery
- Financial crime

Read our CoC at:  
[www.vti.dk](http://www.vti.dk)









## Working with data in Latvia

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Our factory in Latvia is an important part of VTI's total production and has recently celebrated its 5th anniversary. As a relatively new factory, we continue to develop and strengthen our processes—particularly regarding the collection and quality of ESG data.

Currently, we find that some data are not fully reliable or recorded with the same level of detail as in Denmark. This includes waste data, waste tonnage, industrial injuries, and energy data. To improve in both social conditions and sustainability, it is essential that we have trustworthy data.

Therefore, we are focused on improving data quality in Latvia to match that of our Danish factory. We are establishing new methods for data collection, increasing the level of detail, and ensuring that all significant key figures are recorded consistently across the entire company.

Our goal is that, by the end of the next financial year, data from Latvia will meet the voluntary VSME standard. This effort is about transparency and ensuring no part of VTI maintains lower standards. We hold ourselves to high standards, regardless of where production takes place.



# DATA

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# ESG key figures

## Vinderup, Denmark

### ENVIRONMENTAL KPIS

|  | Unit                        | 2025                     | 2024                 | 2023   | 2022   |
|--|-----------------------------|--------------------------|----------------------|--------|--------|
| CO <sub>2</sub> e emissions under scope 1  | Tonnes of CO <sub>2</sub> e | 120 (169) <sup>(2)</sup> | 162                  | 188    | 282    |
| CO <sub>2</sub> e emissions under scope 2  | Tonnes of CO <sub>2</sub> e | 273                      | 301                  | 363    | 434    |
| Index for CO <sub>2</sub> e emissions within scope 1 and 2 per produced m <sup>3</sup> * |                             | 58 (65) <sup>(2)</sup>   | 85                   | 89     | 100    |
| CO <sub>2</sub> e emissions under scope 3**  | Tonnes of CO <sub>2</sub> e | 5,925                    | 6.332 <sup>(1)</sup> | 52,243 | -      |
| Total CO <sub>2</sub> e emissions (scope 1, 2, and 3)                                    | Tonnes of CO <sub>2</sub> e | 6,318                    | 6.795 <sup>(1)</sup> | 52,794 | -      |
| Waste % (everything other than the main product—boards)                                  |                             | 33.52                    | 30.5                 | 31.5   | 34.0   |
| Total energy consumption   | GJ                          | 14,487                   | 12,377               | 14,052 | 18,198 |
| Index for energy consumption per produced m <sup>3</sup>                                 |                             | 84                       | 89                   | 89     | 100    |
| Share of renewable energy***   | Pct. (%)                    | 79.0                     | 72.7                 | 0      | 0      |
| Water consumption  | m <sup>3</sup>              | 3542                     | 2,678                | 3,171  | 3,785  |

\* Vinderup 2021/2022 is index 100      \*\* See reporting practices on page 42      \*\*\* In addition to the share in Danish electricity production

### SOCIAL KPIS

|  | Unit         | 2025 | 2024 | 2023 | 2022 |
|--|--------------|------|------|------|------|
| Employee satisfaction                    | Scale of 0–5 | -    | 4.2  | 4.2  | 4.1  |
| Sick leave                               | %            | 5    | 7.4  | 4.4  | 7.8  |
| No. industrial injuries                  |              | 7    | 3    | 3    | 6    |
| Proportion of female full-time staff     | %            | 47   | 50   | 29   | 32   |
| Proportion of women in senior management | %            | 29   | 43   | 33   | 33   |
| No. nationalities employed               |              | 9    | 7    | 7    | -    |
| Gender pay gap                           |              | 1.01 | 1.00 | 1.03 | 1.03 |
| Flex-job, work aptitude testing, etc.    |              | 9    | 10   | 4    | -    |

### CORPORATE MANAGEMENT

|   | 2025 | 2024 | 2023 | 2022 |
|---|------|------|------|------|
| No. women on the company Board of Directors | 1    | 0    | 0    | 0    |
| No. men on the company Board of Directors   | 4    | 4    | 4    | 4    |
| Attendance at board meetings                | 100  | 100  | 100  | 100  |

**Difference in scope 3 <sup>(1)</sup>**  
In scope 3 for 2024, the level of detail and validation of data have increased. At the same time, inadequacies, incomplete input options, and outright errors were identified in scope 3, 2023.

Most notably, the purchased raw wood in the 2023 report was recorded as 'Other/Wood (new)' because it was the only available option at the time. In the 2024 inventory, purchased roundwood is recorded under the newly added material group 'Building materials/Construction timber. This change alone has resulted in a reduction in scope 3 emissions of approximately 23,000 tonnes CO<sub>2</sub>e.

Comparing scope 3 emissions for 2023 and 2024 therefore makes little sense. On the other hand, the work on scope 3 forms the basis for genuine focus and the resulting reductions.

**Fall in scope 1 <sup>(2)</sup>**  
The share of natural gas in consumption has been included for the financial year. This change has resulted in a material decrease in scope 1 emissions. However, natural gas has also previously been used in production, so the decrease is essentially the result of improvements in data quality. To compensate for this difference, results excluding natural gas have been provided.

# ESG key figures

## Rezekne, Latvia

### ENVIRONMENTAL KPIS

|   | Unit                        | 2025  | 2024  |
|---|-----------------------------|-------|-------|
| CO <sub>2</sub> e emissions within scope 1  | Tonnes of CO <sub>2</sub> e | 13    | 9     |
| CO <sub>2</sub> e emissions under scope 2   | Tonnes of CO <sub>2</sub> e | 109   | 144   |
| Index for CO <sub>2</sub> e emissions within scope 1 + 2 per m <sup>3</sup> produced* |                             | 60    | -     |
| CO <sub>2</sub> e emissions within scope 3  | Tonnes of CO <sub>2</sub> e | 1,850 | 1,895 |
| Total CO <sub>2</sub> e emissions (scope 1, 2, and 3)                                 | Tonnes of CO <sub>2</sub> e | 2,154 | 2,048 |
| Waste % (everything other than the main product—boards)                               |                             | -     | -     |
| Total energy consumption  | GJ                          | 5,999 | 5,027 |
| Index for energy consumption per produced m <sup>3</sup>                              |                             | 90    | 100   |
| Proportion of renewable energy**  | Pct. (%)                    | 24    | 0     |
| Water consumption   | m <sup>3</sup>              | 715   | 693   |

\* Vinderup 2021/2022 is index 100      \*\* In addition to the share in Latvian electricity production

### SOCIAL KPIS

|  | Unit         | 2025 | 2024 |
|--|--------------|------|------|
| Employee satisfaction                    | Scale of 0–5 | 4.4  | -    |
| Sick leave                               | %            | 6    | 4.5  |
| No. industrial injuries                  |              | 0    | 0    |
| Proportion of female full-time staff     | %            | 40   | 31   |
| Proportion of women in senior management | %            | 0    | 0    |
| No. nationalities employed               |              | 2    | 3    |
| Gender pay gap                           |              | 1.13 | 1.13 |
| Flex-job, work aptitude testing, etc.    |              | 0    | 0    |

### CORPORATE MANAGEMENT

|   | 2025 | 2024 |
|---|------|------|
| No. women on the company Board of Directors | 0    | 0    |
| No. men on the company Board of Directors   | 2    | 2    |
| Attendance at board meetings                | 100  | 100  |

**Accounting practices**  
Key figures for Rezekne are calculated using Klimakompasset.dk/Latvia.

Data collection on environmental and social matters has been conducted in essentially the same manner as for Vinderup, but it has not been possible to obtain the same volume, level of detail, and control over the data for Rezekne as for Vinderup.

Therefore, the uncertainty of the Rezekne figures is assessed as higher than that of Vinderup, although it is still at a level considered to provide an overall reliable picture.



# Calculation methodology

### Environmental key figures

The environmental key figures are calculated using Klimakompasset.dk and the associated emission factors.

Scope 1 is calculated based on our own data and includes:

- Gas consumption
- Wood chip fuel
- Diesel for generator
- Transport in owned and leased vehicles

Scope 2 includes:

- Electricity consumption (reported by utility companies and internal data)

Scope 3 is calculated based on collected data and limited to the following categories:

### Upstream:

- Procurement of goods and services
- Fixed assets
- Upstream transport and distribution
- Waste
- Business travel
- Employee commuting

### Downstream:

- 9. Downstream transport and distribution
- 12. Treatment of sold products at end of life

The scope has been defined because these categories are considered the most significant contributors to the total emissions.

### Social KPIs

The social metrics are based on data reported through our own IT systems as well as targeted data collection in selected areas:

- Sick leave is recorded as hours of absence.
- Industrial injuries are recorded as reported incidents resulting in absence.
- The gender pay gap is calculated as the average hourly wage (excluding allowances) for hourly-paid employees.

### Corporate management

Key figures for corporate governance are based on reviews of board meeting minutes.

| VSME - Sustainability matters covered in [draft] topical ESRS |   |  | ASSESSMENT   | INTEGRATION AND REPORTING                         |
|---|---|--|--|---|
| TOPIC   | SUB-TOPIC   | SUB-SUB-TOPIC  |  |   |
| Climate change  | Climate change adaptation   |  | Less significant or not significant compared with the reference. VTI | -   |
|   | Climate change mitigation   |  | Significant in relation to VTI                                       | CO <sub>2</sub> accounting (GHG Protocol)         |
|   | Energy  |  | Significant in relation to VTI                                       |   |
| Pollution   | Pollution of air  |  | Less significant or not significant compared with the reference. VTI | -   |
|   | Pollution of water  |  |  |   |
|   | Pollution of soil   |  |  |   |
|   | Pollution of living organisms and food resources                        |  |  |   |
|   | Substances of concern   |  |  |   |
|   | Substances of very high concern   |  |  |   |
| Water and marine resources                                    | Water   | Water consumption<br>Water withdrawals<br>Water discharges<br>Water discharges in the oceans<br>Extraction and use of marine resources   | Less significant or not significant compared with the reference. VTI |   |
|   | Marine resources  | Water consumption<br>Water withdrawals<br>Water discharges<br>Water discharges in the oceans<br>Extraction and use of marine resources   | Less significant or not significant compared with the reference. VTI |   |
| Biodiversity and ecosystems                                   | Direct impact drivers of biodiversity loss                              | Climate Change<br>Land-use change, freshwater-use change and sea-use change<br>Direct exploitation<br>Invasive alien species<br>Pollution  | Significant in relation to VTI                                       | FSC and PEFC standards                            |
|   | Impacts on the state of species   | Examples:<br>Species population size<br>Species global extinction risk   | Significant in relation to VTI                                       | FSC and PEFC standards                            |
|   | Impacts on the extent and condition of ecosystems                       | Examples:<br>Land degradation<br>Desertification<br>Soil sealing   | Significant in relation to VTI                                       | FSC and PEFC standards                            |
|   | Impacts and dependencies on ecosystem services                          |  | Significant in relation to VTI                                       | FSC and PEFC standards                            |
| Circular economy  | Resource inflows, including resource use                                |  | Significant in relation to VTI                                       | KPI and ESG reporting                             |
|   | Resource outflows related to products and services                      |  | Significant in relation to VTI                                       | KPI and ESG reporting                             |
|   | Waste   |  | Significant in relation to VTI                                       | KPI and ESG reporting                             |
| Own workforce   | Working conditions  | Secure employment<br>Working time<br>Adequate wages<br>Social dialogue<br>Freedom of association, the existence of works councils and the information, consultation and participation rights of workers<br>Collective bargaining, including rate of workers covered by collective agreements<br>Work-life balance<br>Health and safety | Significant in relation to VTI                                       | Agreement and personnel policies                  |
|   | Equal treatment and opportunities for all                               | Gender equality and equal pay for work of equal value<br>Training and skills development<br>Employment and inclusion of persons with disabilities<br>Measures against violence and harassment in the workplace<br>Diversity  | Significant in relation to VTI                                       | Agreement and personnel policies                  |
|   | Other work-related rights   | Child labour<br>Forced labour<br>Adequate housing<br>Privacy   | Significant in relation to VTI                                       | Agreement, personnel policies, and certifications |
| Workers in the value chain                                    | Working conditions  | Secure employment<br>Working time<br>Adequate wages<br>Social dialogue<br>Freedom of association, including the existence of work councils<br>Collective bargaining<br>Work-life balance<br>Health and safety  | Significant in relation to VTI                                       | Code of Conduct (CoC)                             |
|   | Equal treatment and opportunities for all                               | Gender equality and equal pay for work of equal value<br>Training and skills development<br>The employment and inclusion of persons with disabilities<br>Measures against violence and harassment in the workplace<br>Diversity  | Significant in relation to VTI                                       | Code of Conduct (CoC)                             |
|   | Other work-related rights   | Child labour<br>Forced labour<br>Adequate housing<br>Water and sanitation<br>Privacy   | Less significant or not significant compared with the reference. VTI |   |
| Affected communities  | Communities' economic, social, and cultural rights                      | Adequate housing<br>Adequate food<br>Water and sanitation<br>Land-related impacts<br>Security-related impacts  | Less significant or not significant compared with the reference. VTI |   |
|   | Communities' civil and political rights                                 | Freedom of expression<br>Freedom of assembly<br>Impacts on human rights defenders  | Less significant or not significant compared with the reference. VTI |   |
|   | Rights of indigenous communities  | Free, prior, and informed consent<br>Self-determination<br>Cultural rights   | Less significant or not significant compared with the reference. VTI |   |
| Consumers and end users                                       | Information-related impacts for consumers and/or end users              | Privacy<br>Freedom of expression<br>Access to (quality) information  | Less significant or not significant compared with the reference. VTI |   |
|   | Personal safety of consumers and/or end users                           | Health and safety<br>Personal security<br>Protection of children   | Less significant or not significant compared with the reference. VTI |   |
|   | Social inclusion of consumers and/or end users                          | Non-discrimination<br>Access to products and services<br>Responsible marketing practices   | Less significant or not significant compared with the reference. VTI |   |
| Business conduct  | Corporate culture   |  | Significant in relation to VTI                                       | Work mantras<br>Policies                          |
|   | Protection of whistleblowers  |  | Significant in relation to VTI                                       | Whistleblower portal                              |
|   | Animal welfare  |  | Less significant or not significant compared with the reference. VTI |   |
|   | Political engagement  |  | Less significant or not significant compared with the reference. VTI |   |
|   | Management of relationships with suppliers, including payment practices |  | Significant in relation to VTI                                       |   |
|   | Corruption and bribery  | Prevention and detection, including training<br>Incidents  | Significant in relation to VTI                                       | Policies  |