

## Aasted ApS GRI Index 2024

Statement of use	Aasted has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No sector-specific GRI Standards apply to Aasted's operations
Use of other reporting disclosures	Aasted ApS prepared its statutory statement on corporate social responsibility in accordance with the EU

GRI Standard	Disclosure	Location Reference	Notes	Omission			
				Require-ments omitted	Reason	Explanation	
General disclosures							
GRI 2: General disclosures 2021	2-1	Organizational details	Annual report 2024, p. 7, 19, 23 Sustainability report 2024, p. 2,6				
	2-2	Entities included in the sustainability reporting	Sustainability report 2024 p. 2,5				
	2-3	Reporting period, frequency and contact point	Sustainability report 2024, p. 2	Both sustainability and financial reporting are annual and follow the calendar year from 1 January 2024 to 31 December 2024. Publication date: 21 of March Contact point for questions about the report or reported information: sustainability@aasted.eu			
	2-4	Restatements of information	Sustainability report 2024 p. 2				
	2-5	External assurance	Sustainability report 2024 p. 2, 81	PwC has audited the financial accounts and reviewed the GHG emissions in scope 1, 2, and 3. See the Independent Auditor's Report statement on page 81 in the Sustainability report 2024			
	2-6	Activities, value chain and other business relationships	Sustainability report 2024 p. 6-8, 12-16, 25-26, 29				

	2-7	Employees	Sustainability report 2024 p. 60-61, 66		2-7b	Information incomplete	As less than 10% of our workforce is located outside Denmark, we have reported headcount on employees by region, but not for every employment category.
	2-8	Workers who are not employees	Sustainability report 2024 p. 54, 66				
	2-9	Governance structure	Sustainability report 2024 p. 20		2-9-c-vi	Not applicable	We do not have under-represented social groups.
	2-10	Nomination and selection of the board	This information is described in the company statutes.				
	2-11	Chair of the board	Sustainability report 2024 p. 20				
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability report 2024 p. 23-24				
	2-13	Delegation of responsibility for managing impacts	Sustainability report 2024 p. 23-24				
	2-14	Role of the highest governance body in sustainability reporting	Sustainability report 2024 p. 23,31				
	2-15	Conflicts of interest	To ensure continuous transparency the members of the board of directors declare any conflict of interests by filling out a disclosure questionnaire annually.				
	2-16	Communication of critical concerns	Sustainability report 2024 p. 23				
	2-17	Collective knowledge of board on sustainable development	Sustainability report 2024 p. 23				

	2-18	Evaluation of the performance of the board			2-18-a, -b, and -c	Confidentiality constraints	Evaluation of the performance of the board of directors are conducted by the chairman of the board annually and includes the management of the organisations impacts on the economy, environment, and people. Process is not publicly available.
	2-19	Remuneration policies for the board and the senior executives	Sustainability report 2024 p. 21 Annual report 2024 p. 15		2-19-a	Confidentiality constraints	Remuneration for the board and the senior executives are presented in the financial report but details on remuneration policies are considered confidential.
	2-20	Process to determine remuneration	Sustainability report 2024 p. 21				
	2-21	Annual total compensation ratio	Sustainability report 2024 p. 64, 66.		2-21-b	Information unavailable	We do not report this metric. We will look into reporting on this in our 2025 report.
	2-22	Statement of sustainable development strategy	Sustainability report 2024 p. 5	Management letter			
	2-23	Policy commitments	Sustainability report 2024 p. 71, 53 Link to find out policies incl. our Code of Conduct: <a href="https://aasted.eu/aasted-policies/">https://aasted.eu/aasted-policies/</a>	All policies are approved at the most senior level.			
	2-24	Embedding policy commitments	Sustainability report 2024 p. 23-24, 71, 73 Code of Conduct: <a href="https://aasted.eu/aasted-policies/">https://aasted.eu/aasted-policies/</a>				
	2-25	Processes to remediate negative impacts	Sustainability report 2024 p. 71-72		2-25-e	Confidentiality constraints	Stakeholders are welcome to provide input to grievance mechanisms. As we have few cases where remediation is needed we do not report on effectiveness evaluation.

	2-26	Mechanisms for seeking advice and raising concerns	Sustainability report 2024 p. 68, 71-72 Code of Conduct. Whistle blower hotline and policy.				
	2-27	Compliance with laws and regulations	Sustainability report 2024 p. 74				
	2-28	Membership associations	Sustainability report 2024 p. 26-27				
	2-29	Approach to stakeholder engagement	Sustainability report 2024 p. 34, 53, 55, 59, 68				
	2-30	Collective bargaining agreements	Sustainability report 2024 p. 53, 62				
<b>Material Topics</b>							
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability report 2024 p. 30-34				
	3-2	List of material topics	Sustainability report 2024 p. 30				
<b>Energy and climate</b>							
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2024 p. 28-34, 35-44				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Sustainability report 2024 p. 44-45		302-1-c and d	Not applicable	We do not have heating, cooling, or steam consumption. We do not sell energy.
	302-2	Energy consumption outside of the organization				Information unavailable	We only report on energy consumed from processes owned or controlled by Aasted (Scope 1 and 2), applying the same perimeter applied for reporting GHG emissions. We do report on Scope 3 GHG emissions.
	302-3	Energy intensity	Sustainability report 2024 p. 44-45				
	302-4	Reduction of energy consumption	Sustainability report 2024 p. 38, 40-42, 44-45				
	302-5	Reduction in energy requirements of products and services			302-5	Not applicable	No reductions in the energy requirements of products or services in reporting period.

GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Sustainability report 2024 p. 38, 43-45		305-1-c	Not applicable	We do not have any biogenic CO2 emissions in our Scope 1.
	305-2	Energy indirect (Scope 2) GHG emissions	Sustainability report 2024 p. 38, 43, 45				
	305-3	Other indirect (Scope 3) GHG emissions	Sustainability report 2024 p. 40-43, 45		305-3-c	Not applicable	We do not have any biogenic CO2 emissions in our Scope 3.
	305-4	GHG emissions intensity	Sustainability report 2024 p. 43, 45				
	305-5	Reduction of GHG emissions	Sustainability report 2024 p. 38, 40-42, 44-45				
	305-6	Emissions of ozone-depleting substances (ODS)			305-6	Not applicable	Our production is not related to emissions of ozone-depleting substances. The most material issues related to emissions are energy use.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other air emissions			305-7	Not applicable	Same as above.
<b>Resources &amp; circularity</b>							
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2024 p. 28-34, 47-50				
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Sustainability report 2024 p. 47-49				
	306-2	Management of significant waste-related impacts	Sustainability report 2024 p. 47-50	Our waste is managed by a third-party, with whom we have a fixed contract for them responsible handling our waste and recycling. They are covered by local Danish regulations ensuring proper management of the waste.			
	306-3	Waste generated	Sustainability report 2024 p. 50				
	306-4	Waste diverted from disposal	Sustainability report 2024 p. 50	306-4d: We sort our waste onsite, and all waste is managed off-site.			

	306-5	Waste directed to disposal	Sustainability report 2024 p. 50	306-5d: We sort our waste onsite, and all waste is managed off-site.			
GRI 301: Materials 2016	301-1	Materials used by weight or volume			301-1	Information unavailable	We are working towards mapping our materials used, but are not able to report on this yet.
	301-2	Recycled input materials used			301-2	Information unavailable	We are working towards mapping our materials used, but are not able to report on this yet.
	301-3	Reclaimed products and their packaging materials			301-3	Not applicable	We do not reclaim products or packaging.
<b>Health &amp; safety</b>							
GRI 3: Material Topics 2021	3-3	Management of material topic	Sustainability report 2024 p. 28-34, 73				
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Sustainability report 2024 p. 52, 55, 62	Our HSE management system is required by the Danish Working Environment Act. For a full overview of requirements the act is freely available here: <a href="https://at.dk/en/regulations/working-environment-act/">https://at.dk/en/regulations/working-environment-act/</a>			
	403-2	Hazard identification, risk assessment, and incident investigation	Sustainability report 2024 p. 55-56, 59, 62				
	403-3	Occupational health services	Sustainability report 2024 p. 54, 55-56				
	403-4	Worker participation, consultation, and communication on occupational health safety	Sustainability report 2024 p. 55-56				
	403-5	Worker training on occupational health and safety	Sustainability report 2024 p. 55-56				
	403-6	Promotion of worker health	Sustainability report 2024 p. 56	Only covers direct employees.			

	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability report 2024 p. 67-69				
	403-8	Workers covered by an occupational health and safety management system	Sustainability report 2024 p. 62		403-8-a-ii and -a-iii	Not applicable	We are not audited under a specific HSE standard, but we are working to develop our management system to build on the ISO45001 standards.
	403-9	Work-related injuries	Sustainability report 2024 p. 55, 62, 66		403-9-a-iv and high-consequence injury.	Information not available	We do not report the specific types of injuries recorded. "High-consequence" risk, as all hazards are mitigated through safety procedures until they are deemed to no longer being a "high consequence" hazard.
	403-10	Work-related ill health	Sustainability report 2024 p. 62,66	No fatalities and no recorded cases for workers who are not employees, but whose work is controlled by Aasted (non-employees).	403-10-a-iii and -c	Information incomplete	We do not report the types of ill-health. As this is only the second year we record this, we have not yet determined which hazards specifically leads to ill-health.
<b>Training and development</b>							
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2024 p. 28-34, 58				
GRI 404: Training and education	404-1	Average hours of training per year per employee	Sustainability report 2024 p. 58, 64,66	Reported in average work days of 7.4 hours/day.			

2016	404-2	Programs for upgrading skills and transition assistance programs	Sustainability report 2024 p. 58, 64.	We support the development of our employees in various ways. This includes internal and external training, as well as offering subsidizing certain educational program, when relevant for both the employee and Aasted. This happens in agreement with management.			
	404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability report 2024 p. 64		404-3	Information incomplete.	We do not report per "employee category". We plan to report per employee category in 2025.
<b>Diversity, equality &amp; inclusion</b>							
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2024 p. 28-34, 57-58, 71-72				
GRI 405: Diversity and Equal opportunity 2016	405-1	Diversity of governance bodies and employees	Sustainability report 2024 p. 20, 63		405-1-a-ii and -b	Information incomplete	We do not report age of our board of directors. We do not report age diversity by employee category.
	405-2	Ratio of basic salary and remuneration of women to men	Sustainability report 2024 p. 64		405-2	Information unavailable	We only report the pay gap ratio between the average salary for men and women in Aasted, not broken down by category.
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Sustainability report 2024 p. 58, 65, 71-72				
<b>Working conditions</b>							
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2024 p. 28-34, 53, 67-69, 73-74.				



GRI 407: Freedom of association and collective bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability report 2024 p. 68-69, 73				
GRI 408: Child labor 2016	408-1	Operations and suppliers at significant risk of child labor	Sustainability report 2024 p. 33, 69	We have no child labor in our own operations, and have not identified any significant risk with our direct suppliers.			
GRI 409: Forced or compulsory labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability report 2024 p. 33, 68-69	We have no child labor in our own operations, and have not identified any significant risk with our direct suppliers.			
<b>Business conduct</b>							
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability report 2024 p. 28-34,71-73				
GRI 205: Anti-corruption 2016	205-1	No. of operations assessed for risks for corruption	Sustainability report 2024 p. 32, 72	The entire organisation was included in the assessment.			
	205-2	Training on anti-corruption	Sustainability report 2024 p. 71-73		205-2d	Not applicable	No training of board of directors on anti-corruption
	205-3	Confirmed incidents of corruption and actions taken	Sustainability report 2024 p. 74				
GRI 206: Anti-competitive behavior 2016	206-1	Number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and outcomes	Sustainability report 2024 p. 74				
GRI 415: Public policy 2016	415-1	Political contributions	Sustainability report 2024 p. 72, 74				
<b>Management of relationships with suppliers</b>							
GRI 3: Material Topics 2021	3-3	Management of material topic	Sustainability report 2024 p. 28-34, 40,48, 73				

GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Sustainability report 2024 p. 73				
GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria	Sustainability report 2024 p. 73-74		308-1	Information incomplete	We do not report the percentage, but all relevant suppliers are screened incl. new suppliers.
	308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability report 2024 p. 40,48, 73-74	Our most material negative impact identified is the large energy consumption of our machines.	308-2-d and e	Not applicable	We have not identified direct suppliers with significant negative environmental impacts.
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	Sustainability report 2024 p. 73-74		414-1	Information incomplete	We do not report the percentage, but all relevant suppliers are screened incl. new suppliers.
	414-2	Negative social impacts in the supply chain and action taken	Sustainability report 2024 p. 67-69, 73-74	Our most material negative impact identified is the large energy consumption of our machines.	308-2-d and e	Not applicable	We have not identified direct suppliers with significant negative environmental impacts.