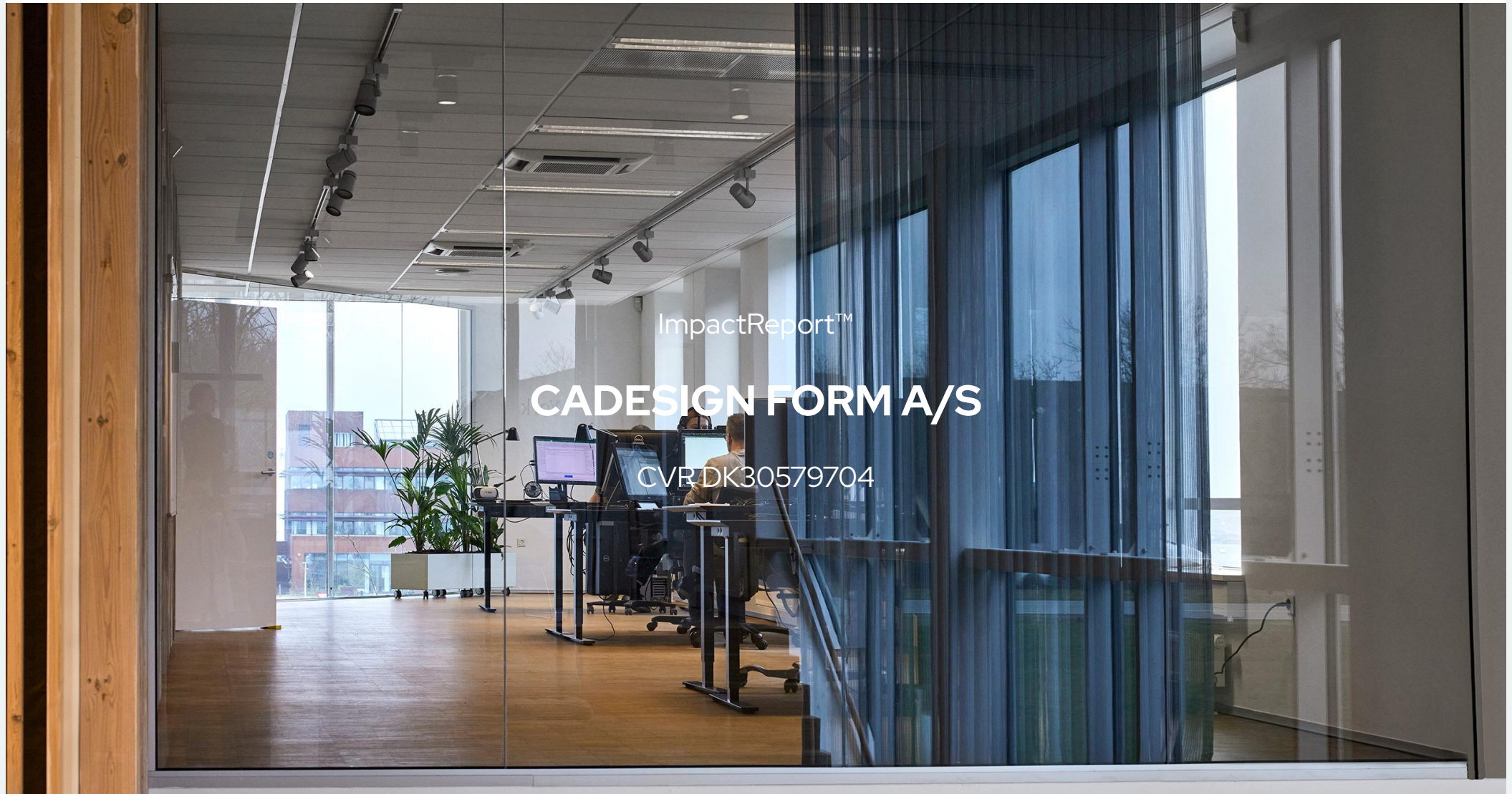


cadesign**form**<sup>a</sup>





## Message from the management

2024 was our third year of ESG reporting, and the mindset of doing better has become a more integrated part of our modus operandi.

We have a clearer picture of our challenges, and we are still looking into new areas to lessen our environmental impact. We are also still committed to being a more positive element in the lives of our employees as well as society around us.

In the current world situation, it could seem that the regulatory demands may be lessened in the future – but we will still try and find places where we can do better.

Our reporting makes this goal more tangible – and our course based on facts and insights.

**Michael Dahl**

CEO, Cadesign form A/S

## ESG strategy

Two years ago, we edged out a strategy based on a detailed mapping of a high-level picture of our value chain, where we identified areas of impacts, risks, and opportunities in relation to our operations and business relationships.

Using a Future-Fit framework, we scored and prioritized the relevant sustainability topics for Cadesign form A/S, and these were the areas of highest priority for us:

- **Energy**
- **Pollution**
- **Procurement, waste management**
- **Product communication**

This is still at the core of our ESG strategy, and we ensure focus, compliance, and progress in our ESG work with a systematic approach.

In the past two years we have obtained bronze sustainability ratings through the EcoVadis Sustainability Assessment platform. From 2023 to 2024, we went from being in the top half of rated companies to being in top 18 percent – and our progress is far from done.





# Environment and climate

We are still committed to lessening our impact on the planet. We deliver digital products, and our direct impacts mainly come from our energy consumption – from both creating and using our products. Emissions from work related travels and running our offices are also taken into account.

Our indirect impacts come from the products and services we use – and of course the products we help market.

CO2e scope 1

0,00

ton

2024

CO2e scope 2  
lokationsbaseret

24,4<sup>①</sup>

ton

2024

We have, since last year, seen a slight decrease in overall emissions. We have also seen significant reductions in energy consumption and water use. This is partially due to a minor decrease in production.

## CO2e

Our calculations are based on Erhvervsstyrelsens Klimaberegner (The Danish Business Authority), and they are in accordance with the internationally approved standards of the GHG protocol.

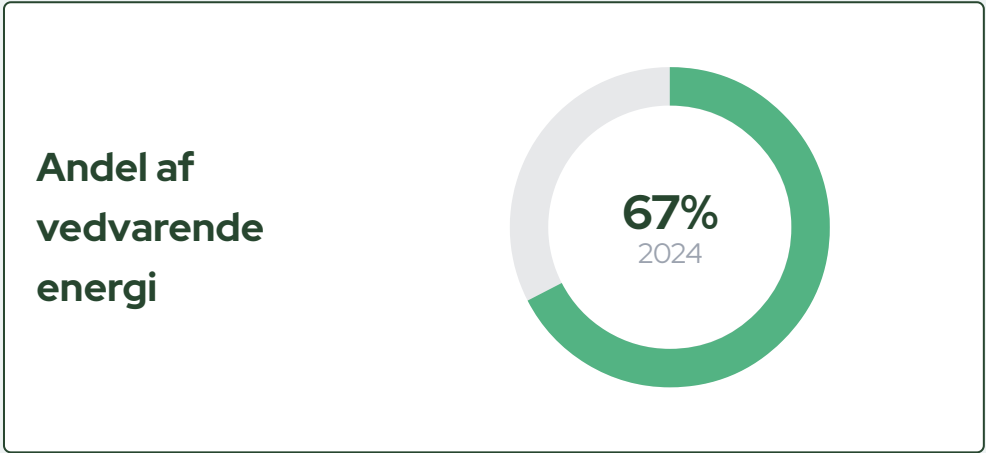
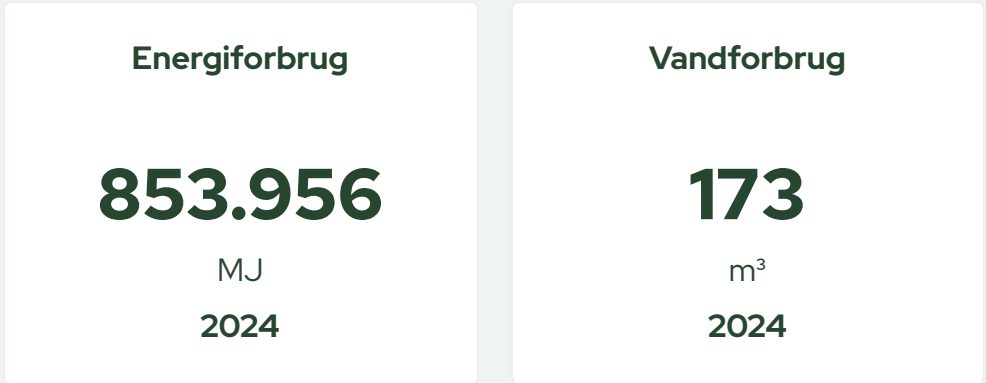




# Energy and resources

We are, in many ways, on par with comparable companies when it comes to sustainable use of resources – and in some ways, we are at the forefront of our field. We have a bronze EcoVadis rating to prove it.

We have seen a significant drop in energy and water use, and this can partially be



## Social and clients

We currently have 64 full-time employees working for us. We are situated in Denmark, Germany, and the UK, and we have a wide range of skills represented on our payroll. Some departments are male-dominated, which of course also has to do with the number of men in the field. In 2022, 67 percent of employees in tech companies were male – 75 percent in the technical roles, [according to Deloitte](#). This is pretty much on par with our numbers – which have seen a slight increase in the percentage of female employees compared to last year.

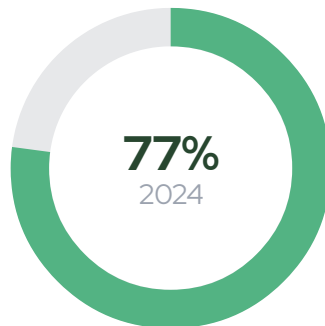
Kvinder i øvre  
ledelseslag

**14,3**<sup>i</sup>  
%  
2024

Sygefravær

**5,75**  
7.5t-Dage/FTE  
2024

Fastholdelsesgrad  
af kunder





## Code of Conduct 2024

We are in a position where we need to hire based on specific skills needed for specific tasks, and this has historically meant a lot of men in some roles - including management and our board of directors.

We know this is not ideal, and we have initiated processes to not - consciously or unconsciously - favor men in the future. We will however never discriminate against a candidate on the basis of sex, race, religion or the likes. Skills and merits must be the defining factors.

These have been made, defined, and introduced into our Code of Conduct in 2024.



## Employees and clients

Fuldtidsansatte (FTE)

**64,0**

2024

Kvindelige  
fuldtidsansatte

**34,4**<sup>i</sup>

%

2024

Lønforskel mellem køn

**0,90**

Mænd : Kvinder

2024

Medarbejderomsætning

**20,3**<sup>i</sup>

%

2024



## Governance

Proper governance is essential to us, and both transparency and approachability are cornerstones in how we run Cadesign form. We aim to be a trusted partner of both clients and coworkers alike, and we believe in an open dialogue - internally and externally.

# Governance, Board Diversity & Equality

## Governance

Proper governance is essential to us, and both transparency and approachability are cornerstones in how we run Cadesign form. We aim to be a trusted partner of both clients and coworkers alike, and we believe in an open dialogue - internally and externally.

## Board diversity

### Kvinder i bestyrelsen

0  
2024

### Lønforskel CEO

2,72  
CEO : Ansatte  
2024

### Tilstedeværelse på bestyrelsesmøder





## Equality

Technology is – still – a male dominated field. Our share of female employees is on the industry average, but approximately half of our female coworkers have other roles than the ones in tech and production – such as sales, project management, finance, and HR. This might also explain why our gender pay gap favors our female employees.

We do not have, nor have we had, issues with hiring women for any positions. We have taken steps to make sure we do not have any unconscious biases when hiring, and we have implemented these steps in our code of conduct.

We hope to still attract the biggest talents in our industry – regardless of gender – in the years to come.

# Appendiks

[Her kan I kort kommentere på hvad der ligger til grund for jeres tal,hvor tit de opgøres mv.]

## Eksempel

Vi laver denne bæredygtigheds-rapport i forbindelse med årsrapporten udarbejdes. Data er opjort ultimo 4. kvartal eller for året 2020. Kilder til data er vores udgifts-system, HR-system, løn-system samt referater fra bestyrelsesmøder.

Environment (Miljø)	Opgørelse	Enhed	Periode
Total CO2e emission i scope 1	4,12	ton	2023
Total CO2e emission i scope 2 lokationsbaseret	13,6	ton	2023
Total CO2e emission i scope 2 markedsbaseret	83,7	ton	2023
Energiforbrug	1.311.458	MJ	2023
Andel af energiforbrug fra vedvarende energikilder	67,0	%	2023
Vandforbrug	292	m³	2023



Social (Medarbejdere)	Opgørelse	Enhed	Periode
Gennemsnitligt antal fuldtidsansatte	68,0		2023
Andel kvinder af fuldtidsansatte	32,0	%	2023
Andel af kvinder i de øvre ledelseslag	5,00	%	2023
Lønforskel mellem kønnene (kvinder i forhold til mænd)	0,90	Mænd ifht. kvinder	2023
Medarbejderomsætning	12,0	%	2023
Sygefravær ifølge seneste opgørelse	8,75	7.5t-Dage/FTE	2023
Fastholdelsesgrad af kunder	91,0	%	2023
Governance (Ledelse)	Opgørelse	Enhed	Periode
Antal kvinder i virksomhedens bestyrelse	0		2023
Antal mænd i virksomhedens bestyrelse	7		2023
Tilstedeværelse på bestyrelsesmøder	100	%	2023
Lønforskel mellem CEO og medarbejdere	3,00	CEO ifht. ansatte	2023

## Bemærkninger til rapporten

Rapporten verificeres ikke af en uafhængig tredjepart. Selvom vi har bestræbt os på at sikre, at indholdet af rapporten er retvisende, garanteres der ikke for nøjagtigheden og/eller fuldstændigheden heraf, og vi fraskriver os derfor ansvar for enhver skade eller tab, som måtte opstå som følge af dispositioner foretaget på baggrund af rapporten.

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