

VALIDIFIED
STANDARD ESG RAPPORT

ImpactReport™

CADESIGN FORM A/S

CVR DK30579704



Message from the management

This is our first ESG report. This is where we embark on our data-driven journey towards a more sustainable business. We have wished to do things better for many years and have made previous efforts to reduce our impact on the planet – like switching to certified wind power.

But this is different. It has been an eye-opener for us to find and face the numbers. In some fields, we are doing well, and in others, we definitely need improvement – but we are undoubtedly aiming to do better wherever we can.

This report on our numbers from 2022 will be our stepping stone to a better 2023.

Per Lybæk - CEO

Cadesign form A/S





ESG strategy

As a first step in our work with sustainability, we have mapped a high-level picture of our value chain to identify areas of impact, risks, and opportunities relating to our operations and business relationships. Our assessment of topics was informed by dialogues with employees, and several customers and suppliers, which provided valuable insights into their expectations from us as an employer and business partner.

We have applied a double materiality assessment approach to prioritize relevant sustainability topics for our company. We considered the likelihood and severity of our (potential) impacts on one side and the financial risks and opportunities on the other. Based on the Future-Fit framework, a list of 23 topics has been scored throughout the assessment, and the following areas proved to have the highest priority for us to focus on now.

They are:

- **Energy**
- **Pollution**
- **Procurement, waste, and product communication**
- **People**



Environment and Climate

We are committed to lessening our impact on the planet. We deliver digital products, and our direct effects mainly come from our energy consumption - from creating and using our products. Emissions from work-related travels and running our offices are also considered.

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

CO2e

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



CO2e Scope 1

4,03

ton

2022

CO2e Scope 2

25,0

ton

2022

Energy and resources

Our energy and water use is within what's expected for a company like ours, and we are above the average regarding renewable energy. It is, however, not satisfactory.

We are constantly looking at new ways to minimize energy consumption. Cloud computing, smart-lighting, and clever ventilation are among the initiatives we have been looking into. We are also looking into installing solar panels on our roof this year.

We are also confident that we will continue to find new ways to improve our consumption.



Energiforbrug

1.457.348

MJ

2022

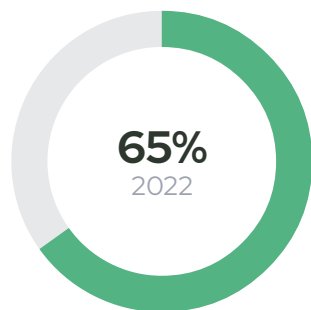
Vandforbrug

180

m³

2022

Forbrug af vedvarende energi



Social

We currently have 72 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 also concerns the number of men in the field. In 2022, 67 percent of employees in tech companies were male – 75 percent in technical roles [1], according to Deloitte.

We have been hiring based on specific skills needed for particular tasks, which has meant many men in some roles, including management and our board of directors. We know this is not ideal, and we are looking into initiating processes to not – consciously or unconsciously – favor men in the future. These are to be implemented in 2023.

We have a gender pay gap that favors our female employees. We will look into that too.

Regarding absence and sick leave, we are within the national average (9,3 days in 2021) [2], and considering Covid and the number of employees with children, we are okay with these numbers.

[1] Read the article from Deloitte here:

["Women in the tech industry: Gaining ground, but facing new headwinds"](#)

[2] Read the article from Danmarks Statistik here:

["Sygefraværet steg under fortsat corona i 2021"](#)



**Kvinder i øvre
ledelseslag**

5,00

%

2022

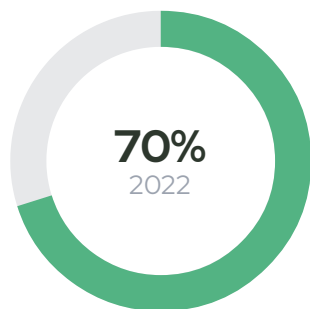
Sygefravær

10,0

Dage/FTE

2022

**Fastholdelsesgrad
af kunder**



Clients

Our clients come from a wide range of industries, and most deliver high-end products. We are able to retain 70 percent of our clients – a number we are satisfied with. We believe it perfectly illustrates the trusting relationship between our clients and us.

Equality

Technology is – still – a male-dominated field. Our share of female employees is on the industry average. Still, 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. However, we will take steps to ensure we do not have any unconscious biases when hiring. We hope to identify and implement the exact measures in 2023.

We hope to still attract the most considerable talents in our industry – male, female, or other – in the future.

Employees and Customers

Fuldtidsansatte

72,0

2022

Kvindelige
fuldtidsansatte

30,0

%

2022

Lønforskel mellem
køn

0,88

Mænd : Kvinder

2022

Medarbejderomsætning

10,0

%

2022

Governance

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

Responsible Board diversity

Today, our board of directors consists of men only, which is unfortunate and unintentional.

- Board selection is based on merit (experience and fields of competence), but we will establish a formalized selection and hiring process to ensure transparency over this metric.
- We will consider this for our next hires.
- We are sure we can find suitable candidates with more diverse backgrounds in the future.



Kvinder i bestyrelsen

0

2022

Lønforskel CEO

2,60

CEO : Ansatte

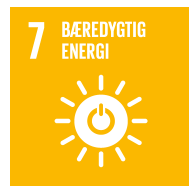
2022

**Tilstedeværelse på
bestyrelsesmøder**



Sustainable Development Goals

We have chosen to work with the following Sustainable Development Goals. These are in line with our values and our field of business.



Bæredygtig Energi

Vi skal sikre, at alle har adgang til pålidelig, bæredygtig og moderne energi til en overkommelig pris



Industri, Innovation og Infrastruktur

Vi skal bygge robust infrastruktur, fremme inklusiv og bæredygtig industrialisering og understøtte innovation



Ansvarligt Forbrug og Produktion

Vi skal sikre bæredygtigt forbrug og produktion



Klimaindsats

Vi skal handle hurtigt for at bekæmpe klimaforandringer og deres konsekvenser

Appendiks

We are preparing this sustainability report in connection with our annual report. The data is collected at the end of the fourth quarter of the year 2022. Data sources include our expense system, partners, HR system, payroll system, and minutes from board meetings.

This sustainability report aims to provide stakeholders with information on our company's sustainability practices and performance. By reporting on our sustainability initiatives, we aim to be transparent about our impact on the environment, society, and economy and show how we work to reduce negative impacts and create positive outcomes.

The data sources mentioned providing information on our operations, including energy use, waste generation, and employee-related metrics such as diversity, equity, and inclusion.

The minutes from board meetings may provide information on discussions related to sustainability initiatives, such as adopting a new sustainability policy or implementing a new sustainability program.

Overall, this sustainability report is essential for communicating our commitment to sustainability to our stakeholders, including investors, customers, employees, and communities.

Environment (Miljø)	Opgørelse	Enhed	Periode
Total CO2e emission i Scope 1	4,03	ton	2022
Total CO2e emission i Scope 2	25,0	ton	2022
Årligt energiforbrug	1.457.348	MJ	2022
Andel af energiforbrug fra vedvarende energikilder	65,0	%	2022
Årligt vandforbrug	180	m ³	2022

Social (Medarbejdere)	Opgørelse	Enhed	Periode
Gennemsnitligt antal fuldtidsansatte	72,0		2022
Andel kvinder af fuldtidsansatte	30,0	%	2022
Andel af kvinder i de øvrige ledelseslag	5,00	%	2022
Lønforskel mellem kønnene	0,88	Mænd ifht. kvinder	2022
Medarbejderomsætning	10,0	%	2022
Sygefravær ifølge seneste opgørelse	10,0	Dage/FTE	2022
Fastholdelsesgrad af kunder	70,0	%	2022
Governance (Ledelse)	Opgørelse	Enhed	Periode
Antal kvinder i virksomhedens bestyrelse	0		2022
Antal mænd i virksomhedens bestyrelse	7		2022
Tilstedeværelse på bestyrelsesmøder	100	%	2022
Lønforskel mellem CEO og medarbejdere	2,60	CEO ifht. ansatte	2022

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.

