



Message from the management - 2023

This is our second year of ESG reporting, and we have come a long way since last year. Especially when it comes to understanding - and reporting on - the different topics of ESG.

A large part of our focus this year has been on proper documentation, reporting, and complying with the rules and standards of ESG. This has given us a deeper understanding of our impacts and efforts, and it is a stepping stone for our further endeavors. Our other areas of focus have been employee health and fitness - and finding more ways to reduce emissions in our energy consumption.

We are confident we will find new ways to improve our company in the future - and we know that these ways will be paved with factual insights.



ESG strategy & Goals

Last year, we 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 a business partner.

To prioritize relevant sustainability topics for our company, we applied a double materiality assessment approach, in which 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 was scored throughout the assessment, and the following areas have had the highest priority for us.

They were:

- Energy
- People
- Procurement, Waste management
- Product communication

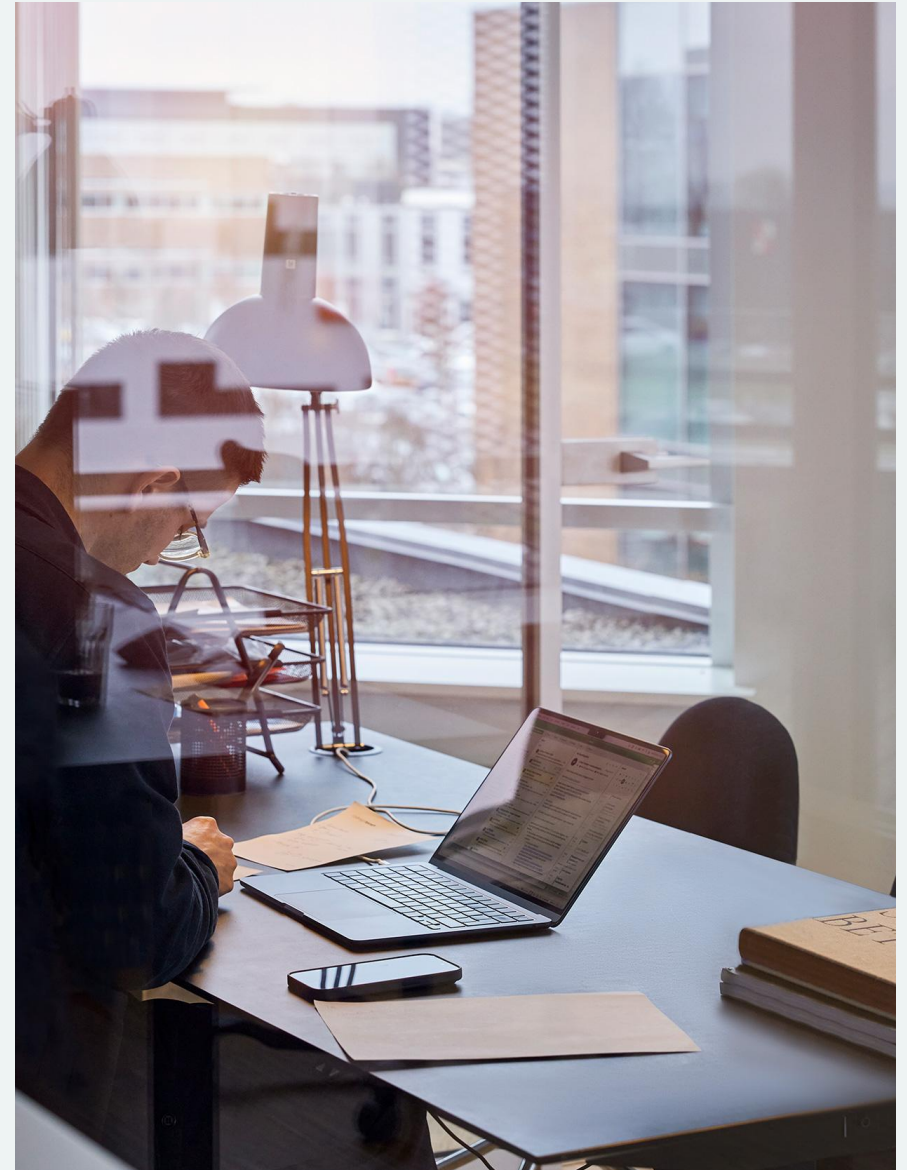


Our efforts to ensure both focus and compliance

This is still very much the foundation of our ESG strategy, and we have made efforts to ensure both focus and compliance in our ESG work by introducing a new dedicated HR function. A function that gathers information reports accordingly, and drives our strategy forward.

This role is vital to making our data available to our customers so they can make informed decisions concerning us and our collaboration. Starting from last year, we have been scoring our efforts through EcoVadis, and we have been rewarded with a bronze sustainability rating.

Our ambition is to obtain a silver rating this year.



Energy, resources, and CO₂

We are committed to lessening our impact on the planet. We deliver digital products, and our direct impacts mainly come from our energy consumption - from 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.

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.

Our energy- and water use is within what's expected for a company like ours, and we are still quite a bit above the average when it comes to our share of renewable energy. We have actually managed to increase our share a bit, but we are still searching for ways to do more.



CO₂e Scope 1

3,90

ton

2023

CO₂e Scope 2

20,1

ton

2023

Ways to minimize emissions

We are constantly looking at new ways to minimize emissions from our energy consumption. Last year, we looked into various options – such as solar panels and clever ventilation – to improve our efforts. So far, we have installed intelligent ventilation while we are still investigating solar panels with the addition of battery packs. This is a complex solution, and we know that much thought and patience are needed in these processes.

We will, however, continue to find new ways to lessen our consumption and impact.

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Energy consumption

1.311.458

MJ

2023

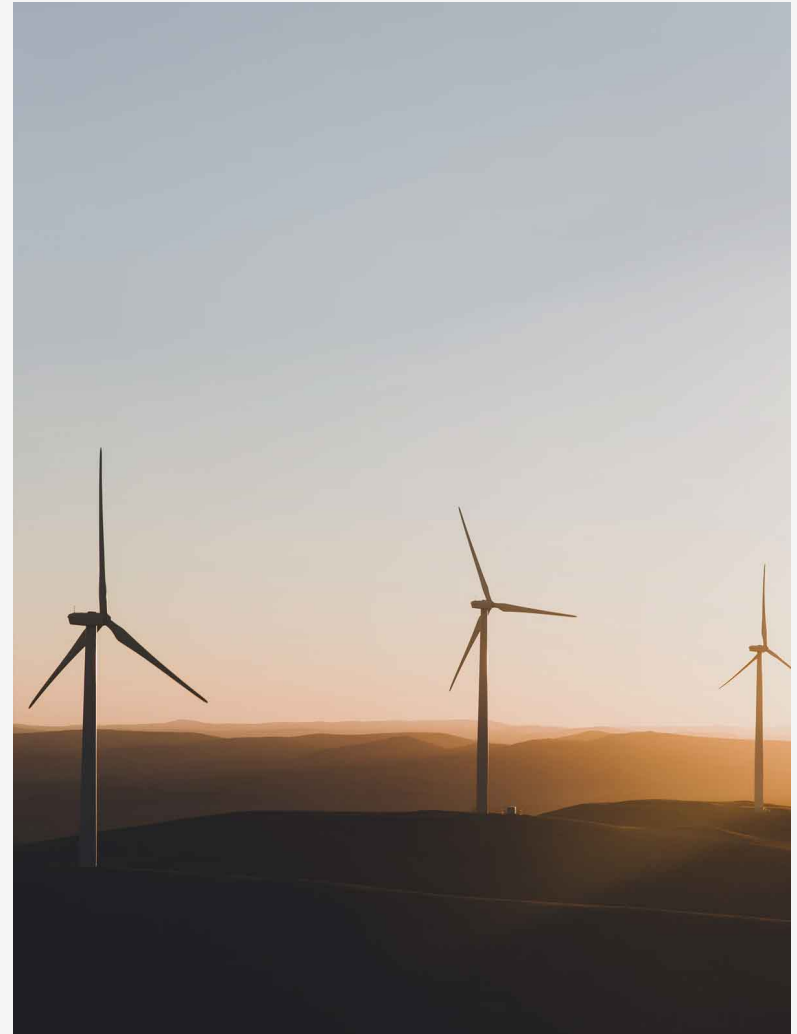
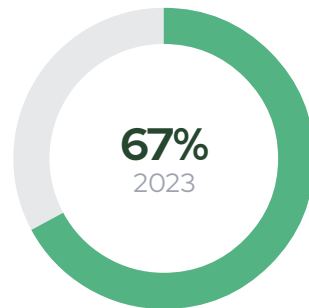
Water consumption

292

m³

2023

Consumption of renewable energy



Social

We currently have 68 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 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 technical roles, according to Deloitte (1). This is pretty much on par with our numbers.

We still have a gender pay gap that favors our female employees. This is primarily due to their roles and seniority.

Regarding absence and sick leave, we reported numbers below the national average last year (10 days for us, 11 days for the national average in 2022 (2)), and our number of sick days has further declined in 2023.

(1) [Women in the tech industry](#)

(2) [NYT: Højt sygefravær i 2022 - Danmarks Statistik \(dst.dk\)](#)



Women in senior management

5,00
%

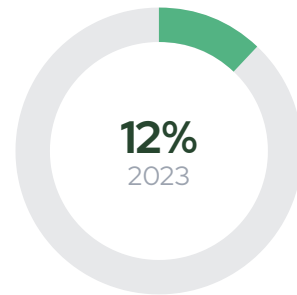
2023

Absenteeism

8,75
Days/FTE

2023

Employee turnover



Code of Conduct 2023

We are in a position where we need to hire based on specific skills required for particular 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.

These have been made, defined, and introduced into our Code of Conduct in 2023.



People like us work in a place like this.

Our employees are by far our greatest asset, which we also clearly saw in our double materiality report, and the well-being of our employees is a crucial part of our success – and our strategy moving forward. We are working with initiatives rooted in – and driven by – our employees.

For instance, employee health and fitness have been focal points of our organization, and we have started an activities committee to counter what is essentially still sitting labor. The initiative has been successful – with positive feedback and an impressive number of participants.

We do not tell ourselves that we are saving lives by sparking a bit of joy and enthusiasm in our shared workplace exercise – but it is a stepping stone towards a healthier work life.



Employers and clients

Full-time employees

68,0

2023

Female full-time employees

32,0
%

2023

Gender pay gap

0,90
Men : Women

2023

Customer retention rate

91,0
%

2023

Governance, Board Diversity & Equality

Governance

Proper governance is essential to us; 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

Our board of directors still consists of men only, which is unfortunate - and unintentional. Board selection is based on merit (experience and fields of competence). We have previously had women on the board and will not hesitate to do so again.

We have established a formalized selection and hiring process to ensure transparency over this metric.

Our CEO-to-worker pay gap has risen a bit since last year, and this is due to some high-paid senior roles departing and being replaced with more junior profiles

- and not C-level pay increases.



Women on the board

0

2023

CEO pay gab

3,00

CEO : Employees

2023

**Attendance at
board meetings**



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 roles other than those 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 ensure 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 most considerable talents in our industry – male, female, or other – in the years to come.

Clients

Our clients come from an extended range of industries, and most deliver high-end products. We have retained 91 percent of our clients, which we are very satisfied with. We believe it perfectly illustrates the trusting relationship between us and our clients perfectly well – and it seems that our customer experience efforts are paying off.





We're on the right track!

Based on the ImpactReport, we've been on a learning journey in 2023, diving deeper into ESG.

We've upped our game in understanding and reporting on these crucial areas, focusing on proper documentation and aligning with ESG standards – and we're still dedicated to boosting employee health and slashing emissions in our energy use.

When setting our ESG goals, we focused on areas where we could make meaningful changes.

We engaged in meaningful conversations with our team, customers, and suppliers to clearly understand what matters most. This helped us pinpoint critical areas like energy efficiency, people management, procurement, waste management, and how we communicate sustainability.

To ensure we stay on track, we've introduced a dedicated HR role focused on ESG, ensuring we're compliant and moving forward.

On the right course and motivated!

We scored a bronze sustainability rating through EcoVadis last year, and we are aiming for silver this year.

We're doing well regarding energy and CO2, but there's always room for improvement. We've been exploring several ways to further reduce emissions, like installing intelligent ventilation systems and considering solar panels with battery packs.

It's a complex challenge, but we're all in, ready to invest the time and thought needed to make a real difference.

The bottom line? We're committed to continuously finding new ways to reduce our consumption and environmental impact – and to following a thoughtful, strategic approach to ESG.

Christian Bennike
Head of Sustainability

Appendix

We continuously monitor the progress and implement initiatives for improvements.

Environment	Accounting	Unit	Time frame
Total CO₂e emission i Scope 1	4,03	ton	2022
Total CO₂e emission i Scope 2	25,0	ton	2022
Annual energy consumption	1.457.348	MJ	2022
Share of energy consumption from renewable energy sources	65,0	%	2022
Annual water consumption	180	m ³	2022

Social (employees)	Accounting	Unit	Time frame
Average number of full-time employees	72,0		2022
Share of women among full-time employees	30,0	%	2022
Share of women in senior management	5,00	%	2022
Gender pay gap	0,88	Men compared to women	2022
Employee turnover	10,0	%	2022
Sickness absence according to the latest report	10,0	Days/FTE	2022
Customer retention rate	70,0	%	2022
Governance (Management)	Accounting	Unit	Time frame
Number of women on the company's board	0		2022
Number of men on the company's board	7		2022
Attendance at board meetings	100	%	2022
CEO-to-employee pay gap	2,60	CEO compared to employees	2022

Comments on the report

The report is not verified by an independent third party. While we have endeavored to ensure that the contents of the report are accurate, no guarantee is provided regarding its accuracy and/or completeness, and therefore we disclaim liability for any damages or losses that may arise from actions taken based on the report.

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