

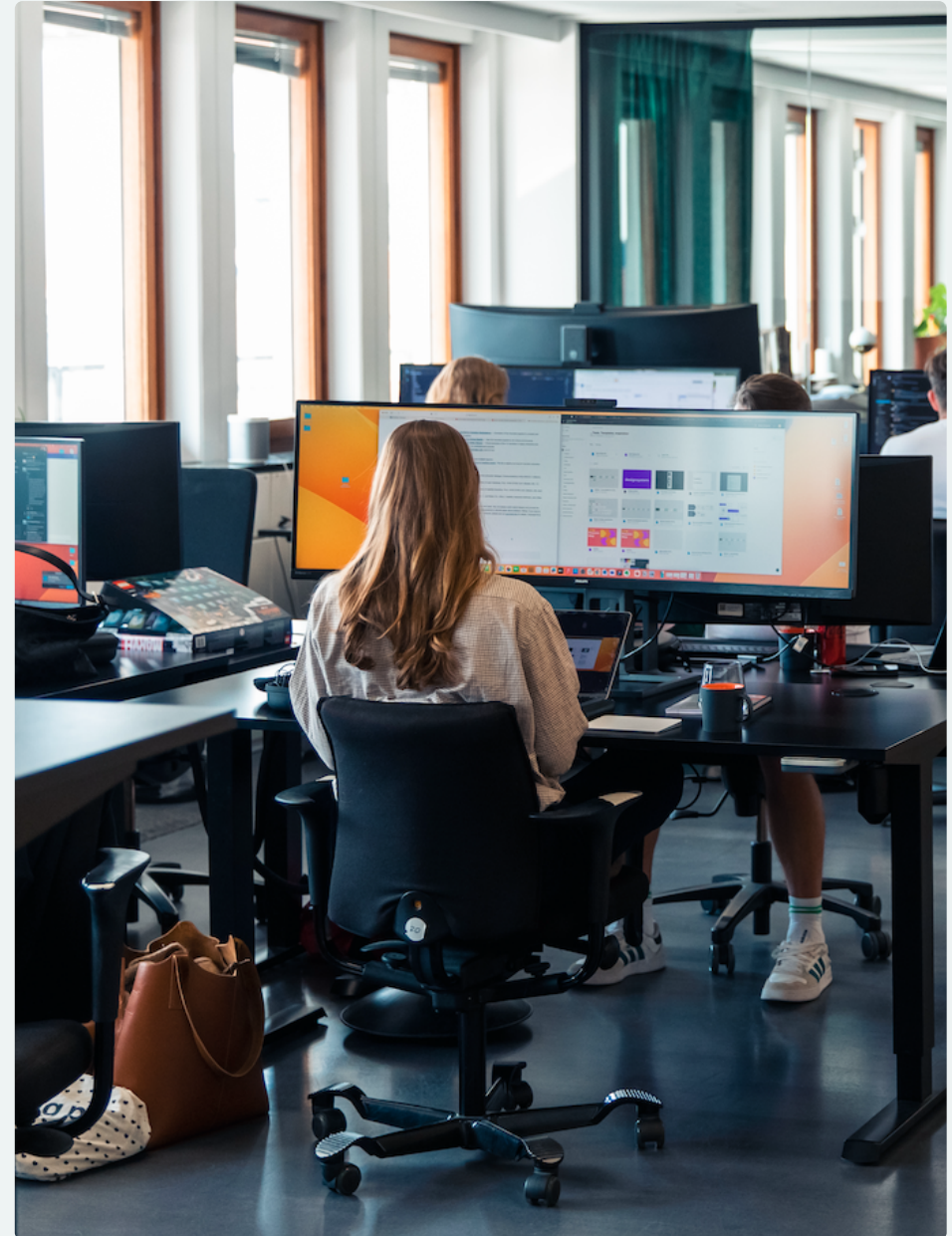


Basic sustainability report

Based on FSR's ESG Key Metrics and the UN Sustainable Development Goals

This report is prepared in accordance with the ESG key metrics framework recommended by the Danish Finance Society/CFA Society Denmark, FSR – Danish Auditors, and Nasdaq Copenhagen. The objective is to promote harmonization and standardization of sustainability reporting.

The report outlines our progress in sustainability, with a particular focus on selected UN Sustainable Development Goals (SDGs). These global goals serve as a roadmap for achieving sustainable development for both people and the planet by 2030.





Message from Management

With this ESG report, we take the next step in Kruso A/S's journey toward more sustainable business practices. Since our first report, we have delved deeper into ESG and strengthened our efforts. We have become even more aware of what ESG means to us as a company and where we can make a tangible difference.

Our journey toward sustainability focuses on reducing our carbon footprint, enhancing employee well-being, and supporting the communities we are part of. The tech industry today accounts for [2–4 % of global CO2 emissions](#), and this share is expected to grow. As an IT company, we feel a shared responsibility to reverse this trend and ensure that digital transformation becomes a driver for, rather than a hindrance to, the green transition.

As the CEO of Kruso A/S, it is my priority to ensure that we not only create value in our industry but also contribute to a greener and more socially sustainable future. I see the green transition as an imperative challenge but also as a creative opportunity that can pave the way for innovation and growth.

With this report, we aim to build on the foundation laid in our first report while establishing even stronger frameworks to measure, evaluate, and improve our efforts in the years to come. I hope you find this report inspiring and gain insight into how we continue working to make a difference.

Happy reading!

Lars Ørum Andersen



The UN Sustainable Development Goals

In our second year, we remain committed to these goals:

At Kruso A/S, we have chosen to focus on UN Sustainable Development Goals (SDGs) 3, 4, 5, 12, and 13.

These five goals reflect the areas where we believe Kruso A/S can make the most meaningful contribution and drive lasting, sustainable impact.

- **SDG 3** focuses on good health and well-being, which is crucial for our employees, customers, and the general welfare of society.
- **SDG 4** addresses quality education, which is vital for developing skills and opportunities for a better future.
- **SDG 5** emphasizes gender equality and the empowerment of women and girls, a fundamental value for creating a fair and inclusive world.
- **SDG 12** highlights responsible consumption and production, which is critical to minimizing our environmental footprint and promoting sustainable business practices.
- **SDG 13** centers on climate action, which is essential for combating climate change and preserving our planet for future generations.

By addressing these goals in our ESG report, we commit to creating a positive impact on health, education, gender equality, environmental sustainability, and climate action. These goals form the foundation of our ESG strategy and our contribution to building a fairer, more sustainable, and inclusive world.



Health and Wellbeing

We must ensure a healthy life for everyone and promote well-being for all age groups



Quality education

We must ensure everyone has equal access to quality education and promote everyone's opportunities for lifelong learning



Gender Equality

We must achieve gender equality and strengthen the rights and opportunities of women and girls



Responsible Consumption and Production

We need to ensure sustainable consumption and production

UN Sustainable Development Goal 3

- Good Health and Well-Being

At Kruso A/S, we view prioritizing **well-being and health** as the foundation for **sustainable business** operations and a **sustainable work life**. For us, this prioritization stems from a long-term perspective and the belief in the value of being a workplace where employees want to stay for many years. It is also a matter of ethics, as we believe we have a moral obligation to support the UN Sustainable Development Goals and contribute to a better and healthier world.

When our employees thrive, they are better equipped to create innovative solutions and deliver high-quality work on our projects. Additionally, we see **work-life balance** as a crucial aspect of well-being. It contributes to **lower stress levels** and **improved mental health**, which in turn leads to greater job satisfaction and motivation.

At Kruso A/S, we also actively support our employees' physical health through initiatives such as fitness programs, mental health resources, and a healthy canteen offering.

In the following sections, you can read about the specific initiatives we have prioritized in the areas of health and well-being.

Health Insurance

Our health insurance through Tryg ensures that our employees have access to necessary medical care and treatment when they need it. This type of insurance not only provides financial coverage for medical expenses but also supports our employees' overall well-being and quality of life.

Through health insurance, we offer our employees quick access to specialists and treatments. We view our health insurance as a way to care for our employees' welfare and well-being. With the health insurance, our employees can feel secure knowing that they and their families are covered in case of medical emergencies or unforeseen health issues.

We also believe that health insurance can be a decisive competitive advantage in recruitment processes, helping us attract and retain talented employees in a competitive job market. Therefore, opting for health insurance is a natural choice that benefits both the business and its employees.

Pension

The average age at Kruso A/S is 37.8 years, meaning many employees are in life stages where major events—such as having children, getting married, or buying a home—frequently occur. These changes often lead to shifting financial responsibilities and priorities, requiring a timely review of pension and insurance coverage.

To support our employees through these transitions, Kruso A/S offers annual pension reviews in collaboration with Velliv. In 2023, we hosted 54 individual pension meetings, a notably high number due to our transition from Danica to Velliv as our pension provider. In 2024, this number normalized to 25 meetings, representing nearly half of our staff—an engagement level we consider highly satisfactory. According to Velliv, 90% of Kruso A/S employees have pension and insurance coverage that aligns with recommended levels.

Our employees also show a strong commitment to sustainability through their pension investments: in 2024, 64% of all invested pension funds were allocated to sustainable assets.

Kruso A/S provides an employer pension contribution of 8% of each employee's pensionable salary, complemented by a mandatory employee contribution of at least 4%. In 2024, the total average pension contribution reached 14.2%, of which 2.2% came from voluntary employee contributions—demonstrating a proactive attitude toward long-term financial wellbeing.

Work-Life-Balance

Work-Life Balance

At Kruso A/S, we prioritize work-life balance. We offer our employees **flexibility**, including the option to work from home and flexible working hours. We encourage our employees to work from the office at least three days a week, preferably between 9:00 AM and 3:00 PM. While remote work has its advantages, we value the physical presence of our employees at one of our offices, as it fosters a **strong team spirit** and promotes **knowledge sharing**—both of which are essential to our workplace.

- We find that remote work allows employees to create a more **flexible work life**, achieving a better balance between their professional and personal lives. This ultimately results in happier and more satisfied employees.
- Certain tasks are often better accomplished at home, where distractions and interruptions commonly found in an office setting can be minimized. This can **boost productivity** by enabling employees to work in an environment that suits their work style and preferences, giving them greater autonomy over their work life.
- Recently, we partnered with Flexbuy to make it possible for employees to purchase ergonomic chairs, desks, and other relevant items for their home office. These purchases are made through a gross salary deduction, ensuring that employees can enjoy **optimal working conditions** even when working from home.



Sick leave and employee turnover

At Kruso A/S, we strive to create a work environment where our employees thrive and grow. We are actively working to reduce sick leave by implementing initiatives that support **a healthy work life with flexibility and a strong work-life balance.**

Sick leave

12.1

7.5h-Days/FTE
2024

Employee turnover

10.9ⁱ

%
2024

KOM MED PÅ CYKELHOLDET!

1.- 31. MAJ 2025

VI CYKLER TIL ARBEJDE

TILMELD DIT HOLD PÅ VCTA.DK

I samarbejde med **DSB** **GAZELLE**

CYKLISTFORBUNDET
PÅKRAFT – SIDEN 1905

We always ensure that the **immediate manager follows up with the individual** employee in connection with illness. However, the approach in practice can vary significantly depending on the nature of the illness. **Every employee is different**, and there is a big difference between being affected by a throat infection versus stress or depression. Therefore, we take an individualized approach to handling each case of illness.

The **average number of sick leave days** per employee at Kruso A/S decreased from 13 days in 2023 to 12.1 days in 2024. According to our own calculations, sick leave cost Kruso A/S approximately DKK 2 million in 2024, corresponding to DKK 39,811 per employee.

According to Statistics Denmark, the average number of sick leave days across all sectors in 2024 was 10.2 days per full-time employee, equivalent to a 4.34% absence rate. While this shows that we have made progress, there are still initiatives we should pursue to reduce sick leave further. We also recognize that sick leave tends to be higher among employees in sedentary roles, which is a relevant factor in our industry.

When it comes to **prevention**, we make a significant effort to design our workflows in a way that **never incentivizes overtime** or puts employees in competition with one another. In doing so, we aim to ensure a **mentally healthy** work environment. For example, we offer a **solid base salary** and do not use bonuses, as we believe this best supports a **team-oriented** mindset rather than an individualistic one. We also use time tracking as a tool to support employee well-being and to **prevent excessive overtime**. This means we can quickly identify and address situations where someone is working unreasonably long hours.

We recognize that development work can present a number of challenges, such as uncertainty about how long tasks will take, managing **client expectations**, and handling ongoing support for sudden issues that may divert focus from core development tasks. We address these challenges by maintaining a **clear division of responsibilities** between project managers, developers, and IT support. This ensures that all communication with clients goes through either a project manager—who handles the majority of client contact—or IT support, which takes care of simpler tasks. This structure allows our developers to focus on their **core responsibilities** and only be interrupted when necessary.

Instead of traditional annual performance reviews, developers have **monthly 1:1 meetings** with their manager. We believe that in this type of role, it's simply not realistic to plan a whole year ahead, and regular check-ins provide a more relevant and supportive framework.

In addition, we have launched what we call the **Caretaker Initiative**—a program in which a group of senior developers, who are confident in voicing concerns, meet with management twice a month. Their goal is to identify and clarify potential process issues as early as possible, helping us continuously improve the way we work. For the past four years, we have offered our employees **free influenza vaccinations** through the ApoVac pharmacies. We always emphasize that participation is entirely voluntary. Typically, around 20% of our employees choose to take advantage of this offer.

Employee turnover at Kruso A/S decreased to **10.9% in 2024**, down from **13.3% in 2023**. Only **three employees voluntarily resigned** in 2024, compared to six in 2023.

In addition, at the end of 2023, Kruso A/S was forced to terminate **nine employees** due to a decline in available work. Two of these employees had contracts expiring in 2023, while the remaining four had contracts ending in early 2024. As a result, these departures are reflected in the 2024 turnover figures.

Sport 'n' Charity

Kruso A/S supports Sport 'n' Charity with an annual donation of DKK 5,000.

Each year, more than 600 children in Denmark undergo cancer treatment. Although survival rates are high, more than half of the survivors experience long-term effects and disabilities. By supporting Sport 'n' Charity, we help fund the development of an online training platform and a training kit that enables these children to exercise wherever they are—at home or in the hospital. This increases their chances of returning to life with fewer long-term complications and disabilities.

Through our support of Sport 'n' Charity, we are proud to contribute to creating a positive impact on society—promoting health, community, and togetherness through sport.

www.sportncharity.dk



DIPLOM

Tak fordi I gør noget!

Kruso A/S
Firmanavn

5.000 KR
Sponsorat, 2025

SCAN OG SE HVAD I GØR!

"Et bedre liv igennem sport"

Frederik Weisz
Martin Albeck-Stender
Frederik Weisz & Martin Albeck-Stender



UN Sustainable Development Goal 4

– Quality Education

At Kruso A/S, we view **education, training, and certification** as essential pillars of both individual growth and company success.

Continuous learning is a necessity in our field. Software development and the broader tech landscape evolve rapidly, and it's vital that our employees stay up to date with new trends, tools, technologies, security protocols, and testing methods. We believe that a strong learning culture not only fuels motivation and energy but also leads to greater productivity and higher-quality work.

We see it as a sound and **strategic investment** to dedicate both time and financial resources to upskilling. Our people are our most valuable asset, and their development is directly linked to our ability to deliver impactful digital solutions. By offering learning opportunities, we also attract talent seeking an environment that supports both personal and professional growth.

In 2024, several employees completed training in areas such as **Sitecore, Azure, Umbraco, dynamic web development, and Struct partner certification**. While the total number of training hours was lower than in 2023, this was largely due to an exceptionally busy year with increased client activity. Whenever time allows, we continue to encourage employees to engage in relevant training and self-study.

Despite the reduced capacity, we still achieved an average of **64.39 training hours per employee**—a level we consider both meaningful and satisfactory.

- Training hours per employee in 2024: 64,39 hours
- Training hours per employee in 2023: 103.24 hours
- Training hours per employee in 2022: 72.15 hours

Students, interns, and student assistants

At Kruso A/S, it has always been a priority to hire students, interns, and student assistants. By doing so, we contribute to the education and development of the next generations entering the workforce.

As a company, we benefit greatly from the **fresh perspectives** that interns, students, and trainees bring to the table. We also consider ourselves dependent on the continued education of new professionals within the IT industry. At the same time, we firmly believe that software development is very much a craft – and that internships are a valuable way to give aspiring developers **hands-on experience** in building complex digital solutions.

To ensure a positive internship experience, we make sure that each intern is assigned a **senior mentor** and, whenever possible, is placed on a real project from day one. This ensures that the intern is given meaningful tasks right from the start and always has a clear point of contact if they need help or guidance. Ideally, the intern and their mentor are seated close to each other physically, as we have found that this setup best supports knowledge sharing and learning.



Student Affiliation

In 2024, we had one student affiliated with our Copenhagen office. The student was enrolled in the Data and Communication – IT Technician program with a specialization in Programming.

He completed a two-year educational program at Kruso in January 2024.

Interns

During 2024, we hosted nine interns who were students within the fields of marketing, UX design, and software development.

Each internship lasted between three and five months.

Student Assistants

In 2024, we had four student assistants. Three of them were employed as office managers, and one as an ESG consultant.

Flex Job

In 2024, we employed one person in a flex job position within backend development. The role is for 7 hours per week.

Despite the limited number of hours, we have successfully structured the position in a way that creates value both for the employee and for Kruso A/S.

Master's Degree

In 2023, one of our employees commenced a Master's degree in IT Management at the IT University of Copenhagen.

The two-year program focuses on technological and organizational leadership, as well as transformation in a dynamic business environment.

The aim is to strengthen both the employee's professional capabilities as a digital strategist and their leadership perspective in their current role, while also supporting future development opportunities—both within and beyond Kruso A/S.

UN Sustainable Development Goal 5

– Gender Equality

At Kruso A/S, prioritizing gender equality is not only a matter of fairness – it is also a strategic advantage.

Diversity of Thought:

Gender equality opens the door to a broader range of perspectives and ideas. This leads to more creative solutions and better decision-making, as diverse viewpoints challenge assumptions and drive innovation.

Talent Development:

By fostering an environment where all genders feel welcome and respected, Kruso A/S attracts and retains top talent across the gender spectrum. This strengthens our talent pool and enables us to fully leverage the potential of every employee.

Customer Perspective:

Understanding the end-user is critical in web design, and women often represent half of the consumer base. By ensuring that our teams include both men and women, we can create digital experiences that appeal to a wider audience. Female consumers bring unique perspectives that must be reflected in our design process—helping us deliver more relevant and engaging websites.

In summary, we believe that prioritizing gender equality results in a more inclusive, innovative, and successful organization—one that is better equipped to meet today's challenges and seize tomorrow's opportunities.

Gender Equality

At Kruso A/S, we had an average of 53 full-time employees in 2024, of whom 25.4% were women. We aim to increase this figure, though it reflects a broader challenge within the industry. According to Statistics Denmark, only 17% of women enrolled in higher education in 2024 were pursuing a STEM degree (Science, Technology, Engineering, Mathematics), compared to 41% of men. This highlights the ongoing gender imbalance in the IT and tech sectors ([dst.dk](#)).

Female full-time employees.

25.4ⁱ
%
2024

Gender pay gap

0.88
Men : Women
2024

Gender Equality and Recruitment at Kruso A/S

Like many in our industry, we face challenges in attracting qualified candidates. Therefore, our recruitment efforts focus on attracting the most suitable talent—regardless of gender. At Kruso A/S, we are continuously working to create a more balanced gender representation and have launched several initiatives to address this sector-wide challenge.

Parental Leave Policy

As part of our commitment to gender equality, Kruso A/S offers all employees full salary during parental leave for up to 24 weeks. We see this as an important initiative to promote equality, supporting modern family dynamics and enabling both parents to participate actively in caregiving.



Supporting Education Through UNICEF

At Kruso A/S, we proudly support UNICEF's education initiative for both girls and boys, driven by our belief that education is key to building a more just and sustainable world. By ensuring equal access to education, we help empower children to develop their skills, fulfill their potential, and contribute meaningfully to society.

Investing in girls' education is especially impactful. Educated girls are more likely to break the cycle of poverty, improve their health, and reduce child mortality. Furthermore, they tend to play a vital role in driving economic growth and promoting community stability.

By supporting UNICEF's school program, we're not only investing in the future of individuals – we're contributing to a more equitable and inclusive world, where everyone has the opportunity to thrive and make a difference.

www.unicef.dk




UNICEF Erhvervshjælper 2025

UNICEFs mål er, at alle børn skal overleve og trives, gå i skole og få en uddannelse, leve uden vold og overgreb og vokse op i en bæredygtig, ren og sikker verden.

UNICEFs Erhvervshjælpere bidrager til vores vigtige arbejde og er med til at sikre, at alle verdens børn får en fair chance i livet.

Af hjertet tak for jeres støtte på

DKK 5.000



UN Sustainable Development Goal 12

– Responsible Consumption and Production

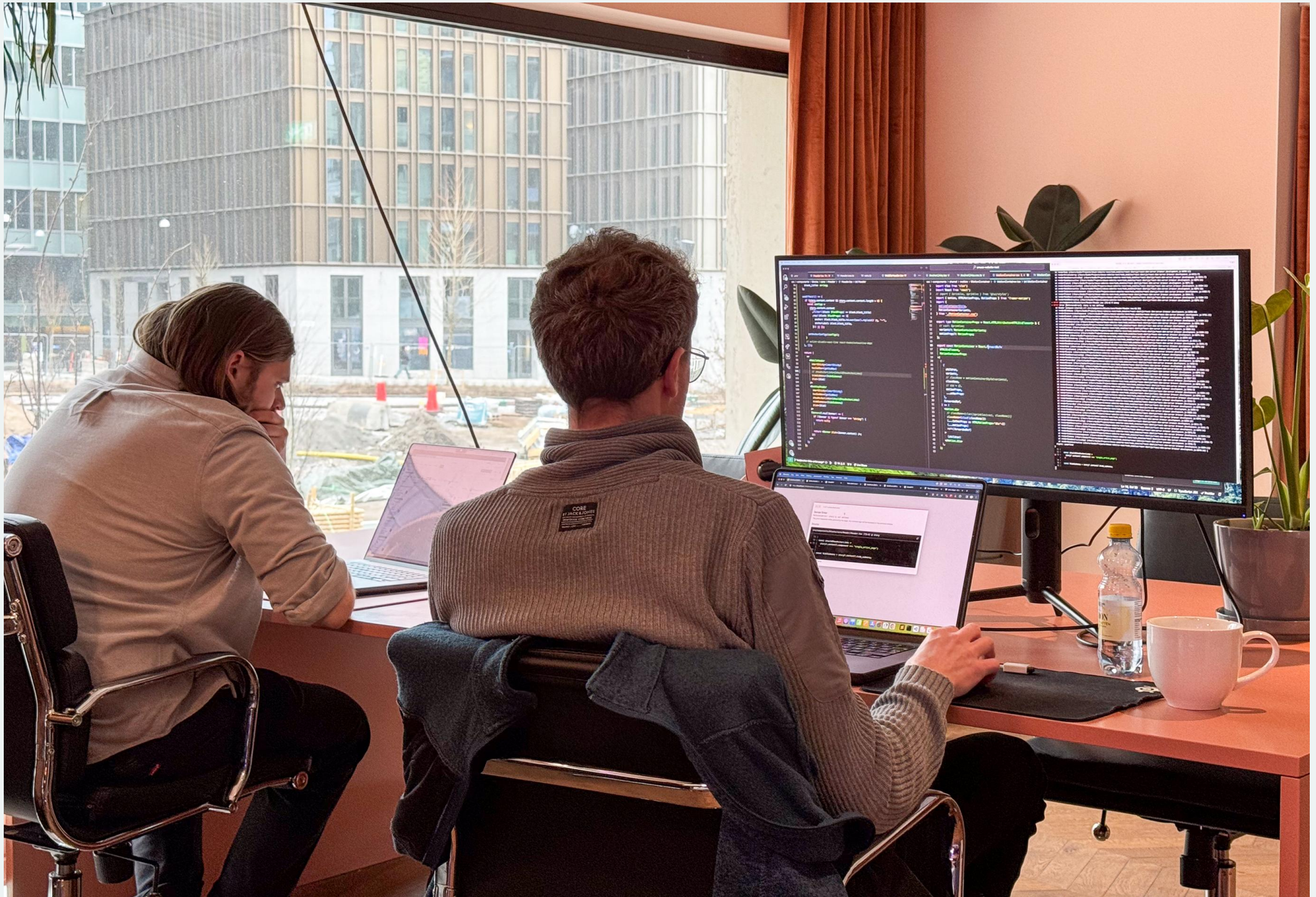
As a company, we are committed to minimizing our environmental footprint and promoting sustainable production practices. By aligning with UN Sustainable Development Goal 12, we aim to improve resource efficiency, reduce waste, and support the transition to a circular economy. This not only contributes to more sustainable business practices, but also plays a vital role in protecting our planet and securing a livable future for generations to come.

The Climate Impact of the Internet

The internet plays an important role in the green transition by enabling remote meetings, reducing the need for travel, and supporting the digitalization of books, media, music, and other content—resulting in significantly lower CO₂ emissions compared to their physical counterparts. However, the internet also has a climate footprint, primarily due to the energy required for data storage on servers.

Design as a Tool for Reducing Carbon Emissions—and Cutting Costs

Web design can be an effective lever for lowering the internet's climate impact. File sizes, color schemes, programming languages, and server infrastructure all consume electricity and contribute to CO₂ emissions. By making climate-conscious design choices, it is possible to significantly reduce a website's environmental footprint—while also generating cost savings.



Wanicare Foundation

In 2023, Kruso A/S developed an environmentally friendly website for Herning Municipality with a clear purpose: to offer visitors the option to activate a sustainability mode, helping to reduce CO₂ emissions.

The project earned Kruso the Umbraco Award for “Best Green Solution,” and our client was extremely pleased with the outcome.

<https://kruso.dk/en/insights/win-at-the-umbraco-awards-2023>

Although we haven't won any sustainability awards in 2024, that doesn't mean we've stepped away from our green approach – quite the opposite. It has only strengthened our motivation to keep pushing forward, and fortunately, we're seeing more and more clients request sustainable web solutions.

In 2024, The Wanicare Foundation and Kruso joined forces to create what may be the most sustainable website in the Netherlands. From web hosting and loading animations to color choices and even project management, every decision was made with the environment in mind.

The result was that the new wanicare.com emits **67% less CO₂ per page load** compared to the old website.

On the right side, you can read more about the specific steps we took to make Wanicare Foundation's new website one of the most sustainable in the country.

Green energy: While many hosting providers use 100% green energy, we went a step further. Wanicare.com is hosted by Leafcloud, which repurposes server heat to warm nearby buildings.

Closer to users: Just like physical transport, the distance data travels impacts emissions. Leafcloud's servers are strategically located near Wanicare's main audience, minimizing data travel.

Modern image formats: We use AVIF and WEBP instead of PNG and JPEG. These formats are much smaller, reducing data transfer without sacrificing quality.

Smart compression: Our WEBP images are compressed at 95% quality – nearly indistinguishable to users but up to 6× smaller.

No video: Videos generate large amounts of data. We chose to use only images, cutting down load times and emissions while enhancing UX.

Digital climate sustainability

As part of our commitment to sustainability, Kruso also helps other organizations reducing their environmental impact online. In line with the EU's Corporate Sustainability Reporting Directive (CSRD), we support clients in measuring and minimizing the carbon footprint of their websites. **Our key offerings include:**

Climate Optimization Audits:

- Assessment of current CO₂ emissions from digital platforms
- Clear sustainability goals and tailored action plans
- Ongoing reporting to ensure CSRD compliance

Sustainable Optimization of Existing Websites:

- Green hosting and CDN usage
- Energy-efficient coding and reduced data usage
- Strategic content management

Low-Impact Web Design:

- UX and design choices aimed at reducing digital emissions
- Improved performance and faster load times
- Enhanced Core Web Vitals metrics

Client outcomes:

- Reduced website-related CO₂ emissions
- Measurable improvements in digital performance
- Better alignment with current environmental regulations

We also share knowledge through our **Digital Sustainability Whitepaper**, where we offer:

- Real-world examples of low-impact websites
- Practical takeaways for sustainable web editing
- Kruso's design and development principles for climate-conscious digital solutions

Leasing of IT equipment

Leasing of IT Equipment

At Kruso A/S, we lease our IT equipment through a selection of partners that prioritize environmentally responsible solutions, including Atea, Admire, and Flexbuy. All three suppliers are chosen due to their strong focus on sustainable IT lifecycle management, circular economy principles, and reduction of environmental impact.

- Flexbuy <https://www.flexbuy.dk/da/recycle/>
- Admire <https://www.admire.dk/miljobevidst-it/>
- ATEA https://www.atea.dk/return/?utm_source

Reduced E-Waste

All our leasing agreements include an end-of-life disposal plan, ensuring that hardware is either reused, refurbished, or responsibly recycled. This significantly reduces electronic waste and supports the circular use of IT equipment across all our partners.

Energy Savings

Leasing ensures access to newer, more energy-efficient hardware. By regularly updating our IT equipment through these partners, Kruso A/S reduces both energy consumption and the associated environmental footprint.

Materials and Resource Efficiency



Cloud – A Sustainable IT Solution

Cloud Solutions and Sustainable IT Infrastructure

At Kruso A/S, we have transitioned to storing the majority of our data externally through cloud-based solutions. By leveraging cloud services, we optimize our resource consumption, as server capacity can be scaled up or down depending on our actual needs.

Since our demand for server capacity fluctuates, it is a significant advantage to use a solution that prevents unnecessary energy consumption due to excess or idle capacity.

Cloud solutions also reduce the need to upgrade and maintain local IT infrastructure, thereby minimizing electronic waste.

Overall, cloud computing contributes to a more sustainable IT infrastructure by optimizing resource usage, lowering energy consumption, and promoting shared and efficient use of IT resources.

Cloud Providers and Energy Efficiency

Currently, we use the following external cloud providers: Azure, Curanet, Umbraco Cloud, and Netlify. These providers have been selected, among other criteria, for their commitment to energy-efficient and environmentally responsible technologies.

- **Azure** and **Umbraco Cloud** have set goals to power their data centers entirely with renewable energy by 2025.



Energy for People – Not Just Machines

While all our computers require energy, we believe the energy we serve to our people is just as important.

Frokostkonsulenter ApS

In both our Aarhus and Copenhagen offices, we partner with *Frokostkonsulenter ApS* for our daily lunch programs. All their suppliers are required to have, at minimum, a sustainability strategy, and Frokostkonsulenter also provides sustainability consulting to help them improve further.

Our lunch offerings always include a vegetarian option and a daily selection of salads.

Currently, our Aarhus office receives lunch from *Madkammeret*, which holds the Bronze Organic Label from Frokostkonsulenter—indicating that 30–60% of the food is organic. In Copenhagen, we work with *Madkonceptet ApS*, which is in the process of obtaining the same Bronze Organic Label, expected by early 2025.

Madkonceptet also offers a fixed weekly vegetarian day.

Through Frokostkonsulenter, we can adjust the number of portions day-to-day based on how many employees are in the office. Additionally, we encourage our employees to take leftovers home to help minimize food waste.

Responsible Coffee Consumption at Kruso A/S

Kruso A/S sources most of our coffee from ØNSK ApS and Nice Coffee—two suppliers deeply committed to social and environmental sustainability.

ØNSK ApS

According to ØNSK's latest 2024 Impact Report, they've enhanced efforts in carbon tracking and launched a carbon insetting project with Nicaraguan farmers. They also introduced a women-only medium roast ("Señoras de Sisle") and established a circular-economy partnership to upcycle coffee grounds into cups and cosmetic products. This builds on their direct-trade model: in 2022, farmers received an average of 45.1 % above market price, with continued transparent pricing. They actively promote agroforestry and regenerative farming, significantly reducing CO₂ and protecting biodiversity.

Nice Coffee

Nice Coffee continues to offer organic, fair trade-certified, and climate-compensated coffee with full traceability. While no new figures are publicly available, they



UN Sustainable Development Goal 13

– Climate Action

At Kruso A/S, we are committed to taking responsibility for reducing our climate impact and contributing to a sustainable future. By aligning with **UN Sustainable Development Goal 13**, we pledge to reduce our carbon footprint, strengthen our climate resilience, and support global efforts to combat climate change.

Kruso A/S has developed a carbon accounting report that provides an overview of our greenhouse gas emissions, including emissions related to electricity, district heating, waste, and business travel (Scope 2 and Scope 3).

The report shows that our primary sources of emissions are commuting and business travel, while electricity, heating, and waste contribute to a lesser extent. We have no activities under Scope 1, as our emissions are all indirect and therefore calculated under Scope 2. Business-related travel and commuting fall under Scope 3. All calculations follow the international **GHG Protocol** standard.

We encourage all employees to use public transportation whenever possible for business travel. Through our corporate agreement with **DSB** (the Danish national railway operator), DSB has calculated our CO₂ footprint and the emissions we have avoided by choosing train travel over car travel.

According to DSB's calculations, in 2023 we **saved 2,704 kg of CO₂** by traveling by train instead of by car. Our total emissions from train travel amounted to **963 kg of CO₂** in the same year.

Danmarks Naturfredningsforening

At Kruso A/S, we are strong advocates for the preservation and protection of plant and animal life. We aim to support organizations that help ensure our natural heritage remains intact and continues to thrive.

We are dedicated to reducing our climate impact and contributing to global efforts to combat climate change. This includes supporting initiatives that promote sustainability, renewable energy, and the reduction of our environmental footprint.

We are committed to minimizing waste and pollution by supporting recycling, reuse, and waste reduction initiatives. We believe in actively taking part in preserving our environment for future generations.

Through our support and commitment, we hope to make a positive impact on our environment and society, and to work together toward a more sustainable and harmonious future for all.



**NATUR
DONOR** 2025 
Vi støtter Danmarks
Naturfredningsforening

TAK FOR HJÆLPEN

Virksomheden er med til at:

- Beskytte plante- og dyrelivet.
- Bevare unikke naturområder.
- Mindske klimapåvirkningerne.
- Beskytte drikkevandet.
- Mindske affald og forurening.
- Inspirere børn og voksne til at bruge naturen og passe på den.

Appendiks

Vi følger løbende op på udviklingen og gennemfører initiativer til forbedringer.

Environment (Environment)	Input	Unit	Period
CO2e emissions from scope 2 location-based	12,1	ton	2024
CO2e emissions from scope 2 market-based	40,8	ton	2024
Total CO2e emissions in Scope 3	361	ton	2024
Energy consumption	1.055.560	MJ	2024
Water consumption	182	m³	2024

Social (Employees)	Input	Unit	Period
Average number of full-time employees	55,1		2024
The proportion of women among full-time employees	25,4	%	2024
Gender pay gap	0,88	Men ifht. women	2024
Employee turnover	10,9	%	2024
Sick leave according to the latest assessment	12,1	7.5t-Dage/FTE	2024
Customer retention rate	84,3	%	2024
Governance (Governance)	Input	Unit	Period
Number of women on the company's board of directors	0		2024
Presence at board meetings	100	%	2024

Comments on the report

The report is not verified by an independent third party. Although we have made efforts to ensure that the content of the report is accurate, there is no guarantee regarding its accuracy and/or completeness, and we therefore disclaim any liability for any damage or loss that may arise from actions taken based on the report.

POWERED BY

VALIDIFIED

| Denne ImpactReport er lavet med Validified