



ImpactReport™

# apto plus ApS

CVR DK25862732

# Selected Data from VSME

Based on EFRAG's VSME ESRS standard from December 2024

This report is based on selected data from the basic module of the EU's voluntary reporting standards for SMEs (EFRAG's Voluntary ESRS for small- and medium-sized enterprises – VSME ESRS).

## Who is apto plus ApS

apto plus ApS is a Danish design company based in Silkeborg that develops and produces modular and functional furniture solutions for modern work and office environments. The company was founded in 1997 as PJ Production and rebranded as apto plus in 2025. The name 'apto' means adaptation – a central element in our design philosophy. We deliver shelving solutions & concepts, accessories, and custom-designed solutions to customers in 11 countries. We work with circular economy principles, recyclable materials, and green interior design to promote sustainability and a healthy indoor climate.



## Purpose of the Impact Report

This Impact Report is published as part of our commitment to responsibility and sustainability. The report follows the voluntary standard from EFRAG and aims to document our environmental, social, and governance efforts in 2024. With this report, we aim to create transparency, strengthen our dialogue with customers and partners, and actively contribute to the green transition.

**Jesper Røge Blaabjerg**  
apto plus ApS



## CO2 and Climate

The majority of our CO<sub>2</sub> emissions within apto plus come from activities that release greenhouse gases directly into the atmosphere from our operations, such as gas-heated boilers and company cars running on fuel. In 2024, we converted all company cars to electric.



The CO<sub>2</sub> calculations made on the platform are based on the Danish Business Authority's Climate Calculator and thus comply with the internationally recognized Greenhouse Gas Protocol (GHG Protocol).

### We are reducing our climate footprint:

At apto plus, we work purposefully to create a more sustainable future. In 2024, we achieved significant reductions in our CO<sub>2</sub>e emissions:

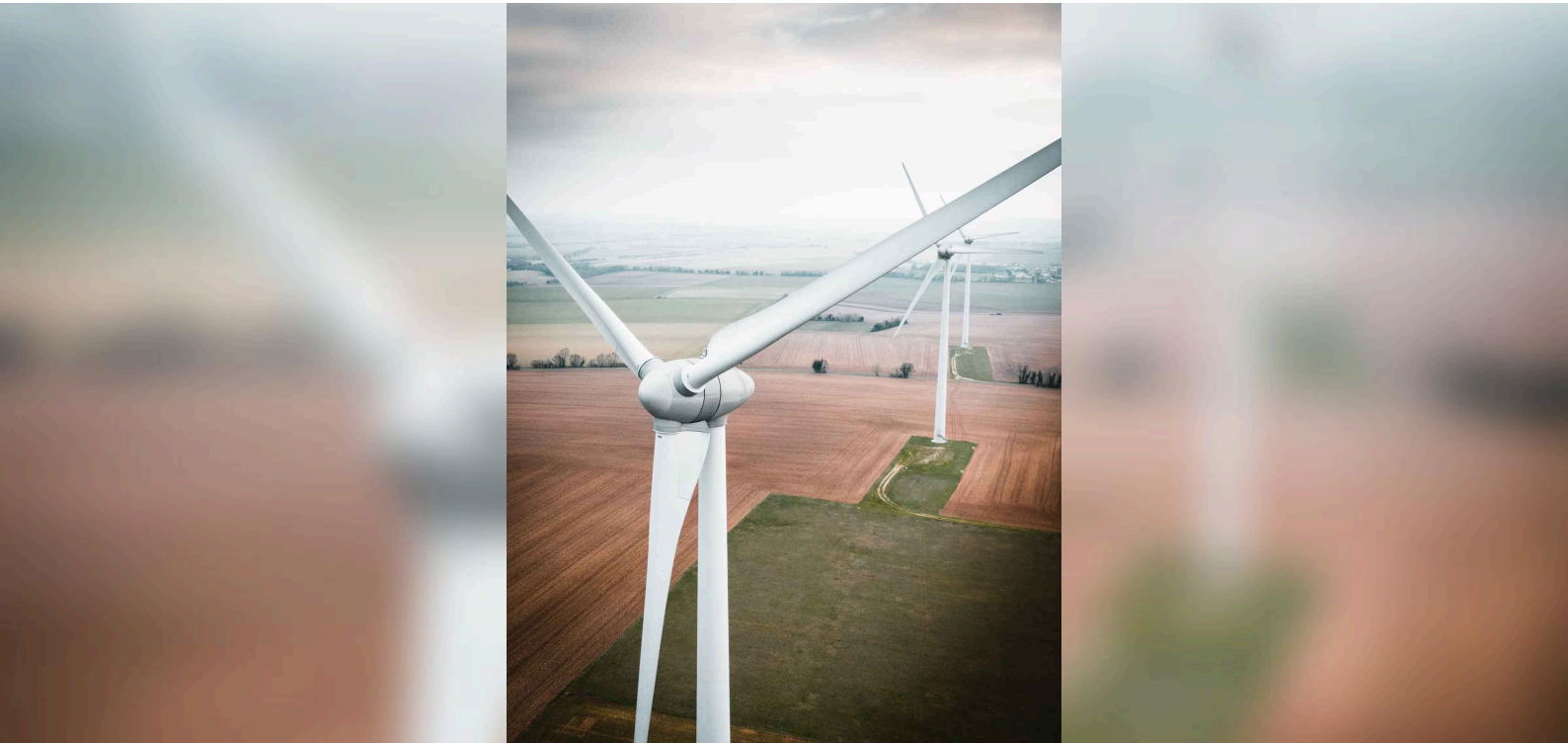
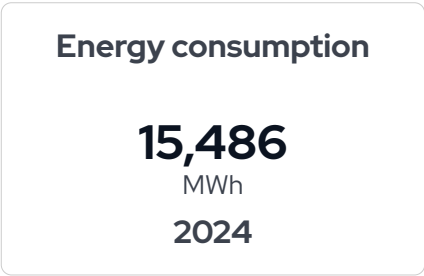
- **Scope 1:** From 48 tons in 2023 to **38.4 tons** in 2024 – a reduction of approx. 20%.
- **Scope 3:** From 1,981 tons in 2023 to **1,864 tons** in 2024 – a reduction of 6%.

These results are a direct outcome of our targeted efforts to optimize energy use, transport, and collaboration with suppliers. We continue working to minimize our climate footprint and support the green transition.



# Energy Consumption

In 2024, apto plus ApS had a total energy consumption of 15,486 MWh, consisting of electricity and natural gas. This is a somewhat higher figure than in 2023, primarily due to the conversion of company vehicles to electric. We are aware of the environmental impact of our energy use and are actively working to reduce it in 2025 through energy efficiency measures and green initiatives.



# Water

Our water usage remained constant compared to 2023, when we used 41.2 m<sup>3</sup>. There was a slight decrease in 2024, though not significant. In 2025, we plan to implement various initiatives to reduce our consumption.



## Biodiversity

At apto plus ApS, we prioritize green areas as part of our sustainability efforts. We maintain **4,300 m<sup>2</sup> of flowers, grass, and trees**, which help promote biodiversity and provide habitats for insects and birds. These areas support our goal of integrating nature and environmental considerations into our operations.



## Social Engagement

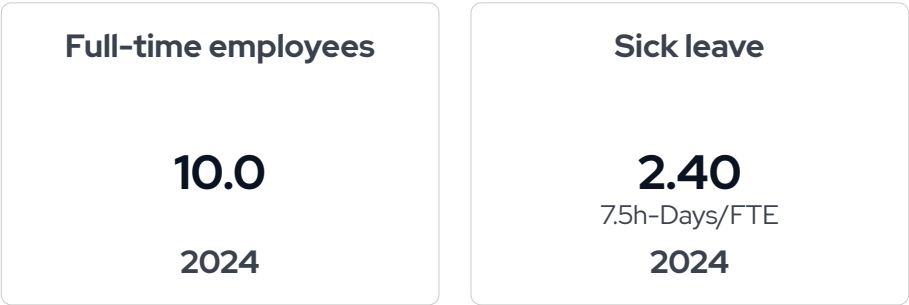
Social responsibility has always been a central focus at apto plus ApS. We believe that everyone has the potential to make a difference at work. We aim to promote diversity in the workplace, both within our own operations and among our suppliers. This is outlined in our 'Policy on Workers' Rights'. We emphasize equal opportunities for all in the workplace and during recruitment, regardless of gender, ethnicity, religion, or disability. We have a strong collaboration with Silkeborg Municipality/Job Center and are also part of the Cabi organization.



# Employees

## Employee Well-being and Sick Leave

At apto plus ApS, we prioritize employee well-being, which is reflected in our sick leave statistics. In 2024, we had an average sick leave of



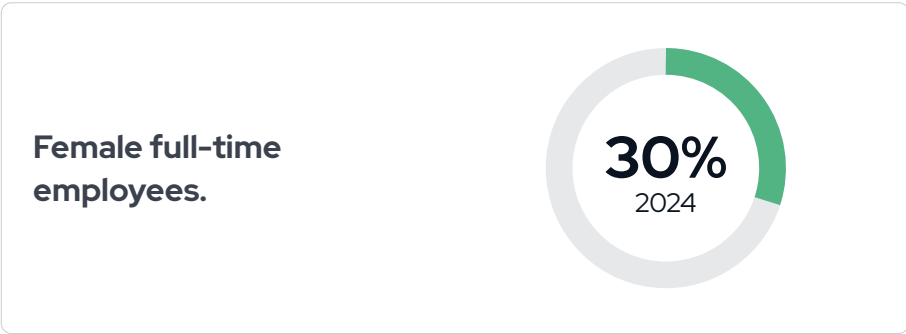
**2.4 days per employee**, an improvement from **3.3 days in 2023**. In comparison, the national average in 2024 was **8.6 days**.

This positive development is due to our focus on a healthy work environment, preventive measures, and ongoing dialogue with employees. Our goal is to further reduce sick leave in the coming years.



# Employees – Continued

We keep our employees happy by always supporting them through health services, flexible work arrangements, and investing in their skills. This has also resulted in high employee satisfaction.

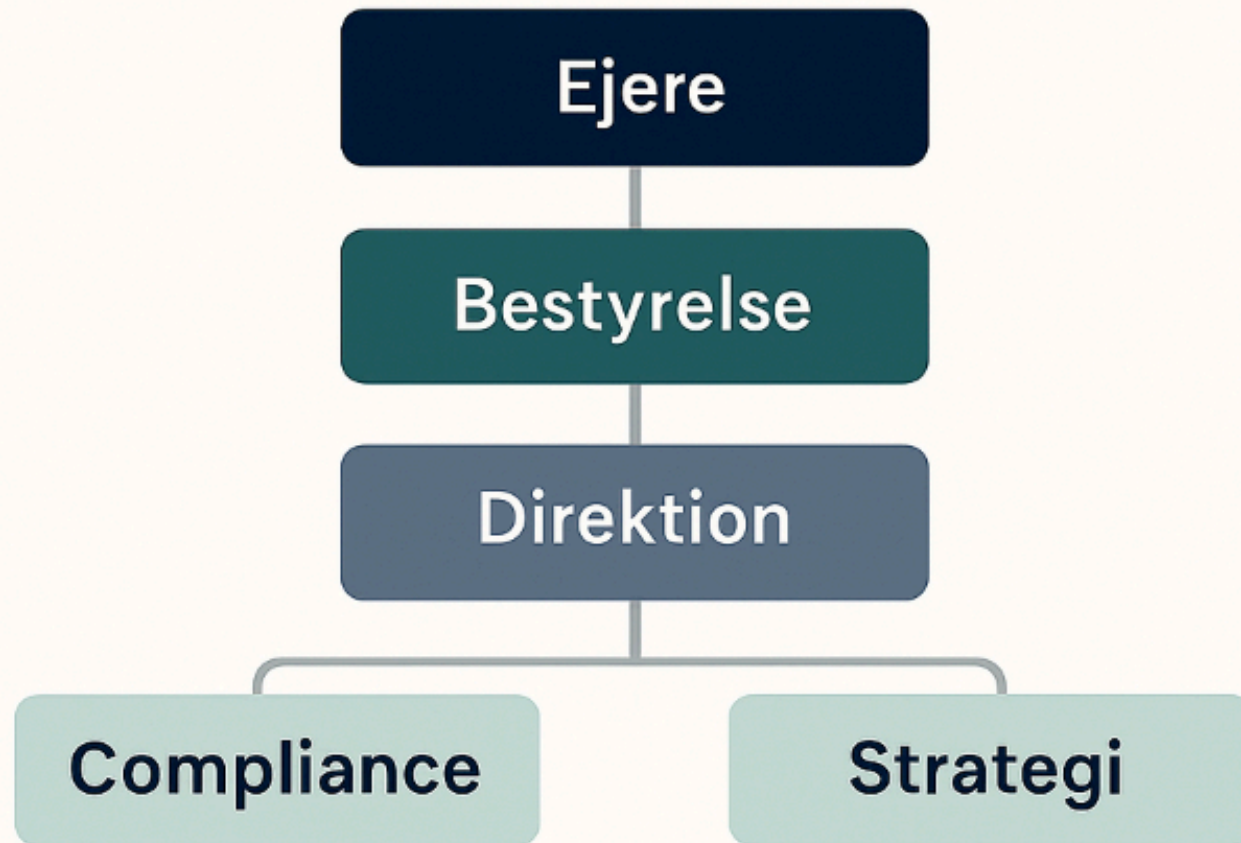


## **Governance**

Our governance framework ensures transparent decision-making, aligns with stakeholder expectations, and drives long-term success. We maintain zero tolerance for corruption and child labor, and all partners/suppliers have signed our Code of Conduct.

Through robust risk management, transparent reporting, and a commitment to diversity, we strive to maintain the trust of our investors, employees, and the society we are part of.

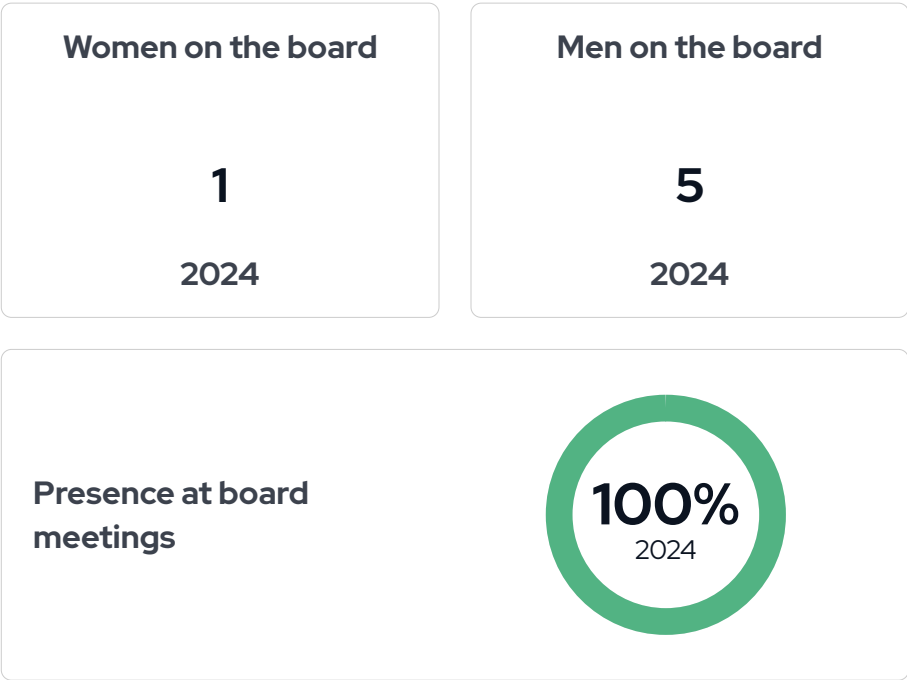
# GOVERNANCE



**apto plus**

# Responsible Leadership

Responsible leadership at apto plus ensures that we operate with integrity, address global challenges, and build a sustainable future. By promoting ethical leadership, prioritizing stakeholder well-being, and driving innovation, we are committed to making a positive impact on the world. One of the key factors in this is our board of directors. Our board consists of 50% independent external members, ensuring impartial oversight of strategic decisions.



## UN Goals

The UN's 17 Sustainable Development Goals and their sub-goals address all pressing global challenges. We believe we have the greatest opportunity to contribute to:

- **Goal #12 – Responsible Consumption and Production**
- **Goal #13 – Climate Initiative**

Among other things, we aim to influence and inspire customers and consumers to purchase sustainable products and take responsibility in the supply chain.



### **Responsible Consumption and Production**

We need to ensure sustainable consumption and production



### **Climate initiative**

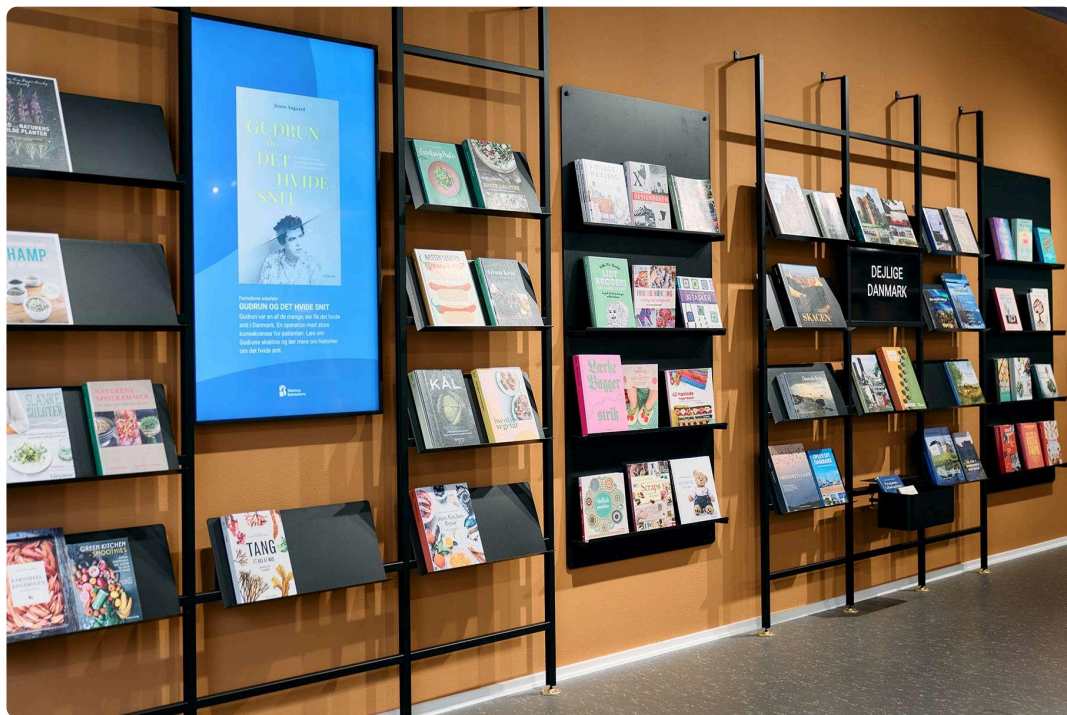
We must act quickly to combat climate change and its consequences

## Final Comments

At apto plus, we strive to make responsibility and sustainability an integrated part of our business model. We work purposefully to create value for customers, employees, and society through transparency, ethical leadership, and long-term solutions:

- **Environment:** We strive to reduce our climate footprint and promote green initiatives.
- **Social Responsibility:** We prioritize well-being, diversity, and an inclusive work environment.
- **Governance:** We ensure strong governance, compliance, and strategic development to maintain trust and integrity.

We see this as a continuous journey, where we constantly improve our processes and set ambitious goals for the future. Our commitment to sustainability is not just an obligation – we continuously strive to make it part of our identity.



## 2024 Baseline Overview

This impact report is prepared in connection with the annual report. Data is compiled for the calendar year 2024. In addition to Validated, data sources include our accounting system, payroll system, reporting statistics, and

minutes from board meetings.

2024

Sustainability is part of the vision, strategy, or values

**Sustainability is written into our vision, strategy, or values.**

2024

Full-time employees

10.0

Employees broken down by gender

Female full-time employees.

30.0 %

2024

Energy consumption

55,749,600 MJ

**2024**

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|   |                 |
|---|-----------------|
| The company wants to assess and calculate their CO2 | <b>Yes</b>      |
| CO2e scope 1  | <b>38.4 ton</b> |
| CO2e scope 2 location-based                         | <b>1.33 ton</b> |

**2024**

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|                   |                     |
|-------------------|---------------------|
| Water consumption | <b>40,773 liter</b> |
|-------------------|---------------------|

**2024**

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|                    |               |
|--------------------|---------------|
| Departed employees | <b>1.00</b>   |
| Employee turnover  | <b>10.0 %</b> |

## 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.