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ESG Strategy – Sustainability is the very foundation of our business

# From Kimbrer Computer to Renewtech

It is with great excitement that I present to you the 2023 Sustainability Report for Renewtech. This past year has been transformative for our company, marked by significant changes in our business structure and brand. One of the most notable events of 2023 was our strategic acquisition of the Dutch circular IT company Renewtech, a leader in network solutions and lifecycle extending services. This acquisition has not only expanded our capabilities in ITAD (IT asset disposition), maintenance, and repair services but has also led us to adopt the Renewtech name. This new identity reflects our commitment to becoming Europe's premier one-stop-shop for sustainable IT solutions.

#### **Extending our services**

At Renewtech, our business model is centered around three core focus areas: Sales of refurbished IT equipment, our ITAD services, and extending the lifespan of IT products. These focus areas drive our mission to offer cost-effective and more sustainable IT solutions while also supporting the circular economy. Specifically,

regarding lifecycle-extension extension, the acquisition of the Dutch Renewtech company has been a great milestone with its unique expertise in this area. We look forward to continuing to optimize our solutions and efforts to keep extending the lifecycle and sustainability of IT hardware, to help our customers reduce the negative environmental impact of their digital infrastructure.

#### **Our Journey Continues**

Though our rebranding to Renewtech symbolizes a new era, our core values remain unchanged. We are committed to maintaining the same high level of quality, service, and dedication to sustainability that our customers have come to expect. In 2022, we developed a comprehensive sustainability strategy aimed at setting the course towards our goal of being "as sustainable as IT gets." With the acquisition of Renewtech in the Netherlands, we have taken a huge step closer to this goal.

Looking ahead, we are excited about the opportunities that lie before us. Our mission is to lead the market in sustainable IT solutions, reducing the carbon footprint of the IT industry and supporting our customers in their sustainability journeys. We are dedicated to continuous improvement and innovation, ensuring that we remain at the forefront of sustainable IT practices.

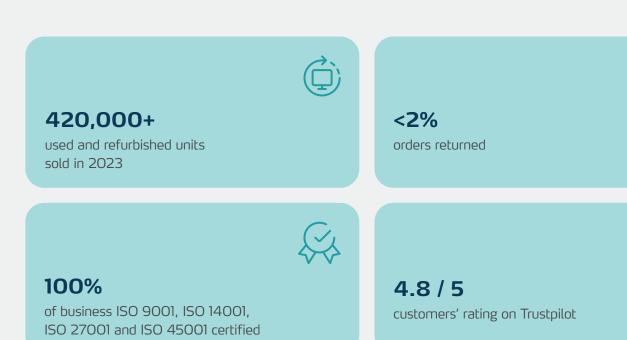
Thank you for your continued support and trust in Renewtech. Together, we can build a more sustainable future.

Best regards,

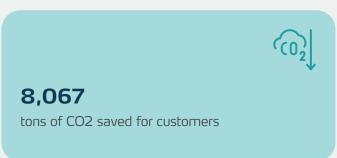
Bjarne Aarup CEO. Renewtech



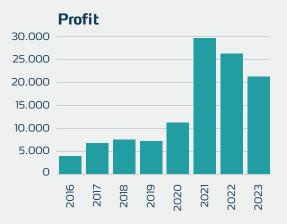
# Highlights from 2023

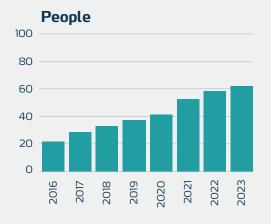














# Costumers, products, and markets

We serve customers worldwide, and we do it with a dual purpose in mind: to enhance our customers' business and to do so in the most sustainable manner.



Renewtech is a global supplier of refurbished IT. We offer a wide range of refurbished servers, storage systems, and network products from a large selection of leading brands - at our warehouse in Denmark, we have more than 250.000 products in stock and can deliver anywhere in Europe within 48 hours!

Besides our wide range of refurbished IT, we also provide IT asset disposition process (ITAD), maintenance of IT, and one-of-a-kind repair service.

From December 2023, we can add our new Renewtech division in Amsterdam as a part of our business. Here, we specialize in network equipment and also provide the ITAD process (IT Asset Disposition), repair, and maintenance services.

#### Renewtech's market focus is:

- End users: Large and small companies all over the world
- Service providers: Companies helping end users run their IT operations
- Resellers: Companies that deliver infrastructure solutions to end users and companies that sell IT components and hardware to other companies
- Hosting: Private cloud providers

Across the four segments, Renewtech serves more than 18,000 customers and is active in more than 100 countries. The core markets are Denmark, Germany, the Netherlands, France, Italy, Spain, Switzerland, and Poland. In all core markets, Renewtech has Area Sales Managers assigned, as well as local webshops.

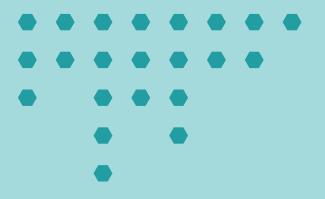
#### Renewtech is active in more than 100 countries



## **Business model**

We strive to be the best supplier of sustainable IT solutions in Europe, giving our customers the chance to enjoy the benefits of the sustainable choice.





Our core business involves buying, selling, repairing, and refurbishing IT hardware. Products are acquired, disassembled, and collected from businesses and professional sellers. Upon arrival at one of Renewtech's warehouses, all data is securely erased from the devices, tests are conducted, and individual parts are prepared for reuse, recycling, or refurbishment.

Sustainability has always been a part of our DNA, and we recognize our significant role in the circular economy. We promote a more responsible approach to technology consumption by using refurbished IT equipment, thereby helping our clients reduce their environmental impact. We are increasingly focusing on ITAD, repair, and maintenance

services to extend the lifecycle of IT equipment and further reduce environmental impact.



#### **Value Proposition**

We offer customers the best quality hardware, the largest selection of parts, and the fastest response and shipping on the market. We aim to create long-lasting customer relationships by providing unparalleled product knowledge, maintaining humility, and always keeping our promises. As a one-stop shop, we

cover the entire lifecycle of IT hardware, from initial acquisition to eventual disposal.

#### **Strategic Ambition**

Our strategic ambition is to become Europe's leading provider of sustainable IT solutions, measured by quality, customer satisfaction, employee satisfaction, and both financial and non-financial performance. Since used and refurbished hardware is a more sustainable solution than buying new hardware, Renewtech's products and offerings can help customers significantly reduce the negative climate impact of their digital infrastructure.

To realize this ambition, our business strategy focuses on three main areas:

IT Asset Disposition (ITAD), sales of refurbished IT equipment, and lifecycle extension. In 2023, we made significant strides in extending the lifecycle of IT products by introducing maintenance services that help prolong the life of IT equipment for our clients.

Our efforts were further strengthened at the end of 2023 through our acquisition of Renewtech in Holland. This acquisition, driven by our strategic goals, has enhanced our capabilities and expertise, allowing us to offer even more innovative solutions. Over the past year, this strategic move has helped us solidify our position as a true one-stop shop for refurbished IT.





# Strategic Framework





#### OUR FOCUS

Responsible products

#### OUR FOCUS

Responsible operations

#### OUR FOCUS

Responsible relations

#### OUR FOCUS

Responsible workplace

#### OUR AMBITIONS

We are committed to maintain best-in-class product quality as we ensure uncompromising data safety and take extended responsibility on products' life cycle.

We will continue to innovate our services in a sustainable direction and use our leverage to prolong the life of used and refurbished IT-hardware.

#### OUR AMBITIONS

We are committed to playing a role in the fight against climate change by reducing our GHG emissions and strengthening responsible waste management.

We will strengthen our responsibility in our value chain by using our leverage to set new standards for responsible business conduct.

#### OUR AMBITIONS

We are committed to promoting responsible business relations across our value chain

We take extended responsibility in developing the sustainable IT business through transparency and benefits for our partners and customers.

#### OUR AMBITIONS

We are committed to being a great place to work for all groups of staff without any discrimination.

We are committed to an uncompromising focus on both workplace health and safety, and on employee wellbeing.

#### OUR FOUNDATION

ESG policies and standards
ESG data, reporting and communications



## **ESG** Policies

Our policies on corporate responsibility provide a frame of reference that guides us in all business decision making at all levels, informing us on how we must always approach opportunities and risks. Our Policy Framework ensures a solid and appropriate foundation and obligations that drive our future work. The commitments set forth in our policies apply to all Renewtech operations, staff, business relations and activities.

We expand the Policy Framework with additional relevant policy commitments when appropriate for our business conduct.

Part of the work of corporate responsibility also entails a responsibility in our customer and value chain. In 2023, we purchased access to Dow Jones Risk & Compliance Solution to adhere to new requirements regarding geopolitical risks in the market. This means that starting in 2024, we will be able to screen all new and existing clients from a database of profiles, which include information on a comprehensive set of risks within categories of finance, geopolitics, sanctions control and ownership.

Policy framework	
Core policies	Human Rights
	Anti-bribery and corruption policy
Theme policies	Diversity, Equality and Inclusion policy
Responsible Business Relations	Code of conduct

Key messages in our policy commitments					
Anti-bribery and corruption policy	We are committed to always remain on the right side of business practices, conforming to all relevant international legislation, seeking always avoid any form of corruption or bribery.				
Diversity, Equality and Inclusion policy	Renewtech is committed to ensuring a diverse and inclusive company culture facilitating equal rights and opportunities for all its employees.				
Human rights commitments policy	Renewtech is committed to upholding and furthering its duty to respect human rights for all people as outlined by the United Nations Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Global Compact, the UN Guiding Principles on Business and Human Rights and other relevant governing laws and regulations.				

## Measuring progress

In the process of living up to our commitments and fulfilling our strategic ambitions, we are working on systematically collecting valid data to be able to measure our efforts and progress towards our goals.

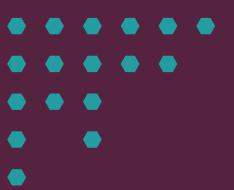
This data is disclosed at the end of this report through our climate accounting on CO2 emissions, our survey on health and job satisfaction, and our ISO certifications covering environment, quality, data security, and working conditions.

We are continuously working on implementing systems and processes for a robust data structure that informs and supports our progress in sustainable development.

In 2022, Renewtech was acquired by Trill Impact, who only acquires companies actively working with the 17 UN Sustainable Development Goals. This leaves us in a position of renewed strength, backed by an investor who shares our aspirations. Additionally, we have been onboarded into Trill Impact's reporting process through their ESG reporting platform. This helps us streamline our ESG key figures and strengthen our data collection process.







### Report focus

In the following chapters, we will delve into the three focus areas of our business: IT Asset Disposition (ITAD), Renewtech's impact and role in the circular economy, and Lifecycle-extending services. We will explain how each area contributes to our goal of making IT "as sustainable as IT gets," highlighting our actions from 2023 and outlining our expectations for the future.

We have structured the report with our focus areas first, and a section at the end with our **ESG key figures** supported by **Data definitions and comments** in the Appendix.

# ITAD: IT Asset Disposition

In our ITAD process, data security is paramount. Underscoring this commitment, Renewtech adheres to the ISO 27001 standard for data security. We ensure that all sensitive information is thoroughly erased following the NIST 800-88r1 standard – and continuously screen the market for new standards to follow.

Drawing on over 25 years of experience, we specialize in IT Asset Disposition (ITAD) services, which involve the responsible management of used IT equipment through refurbishment, repair, and secure disposal of hardware. Our expertise in this field enables us to transition upstream business waste, such as outdated or unused IT equipment, into downstream resources by offering high-quality refurbished IT hardware.

By selling us their used IT hardware, our clients actively reduce electronic waste and promote a sustainable approach to technology usage.

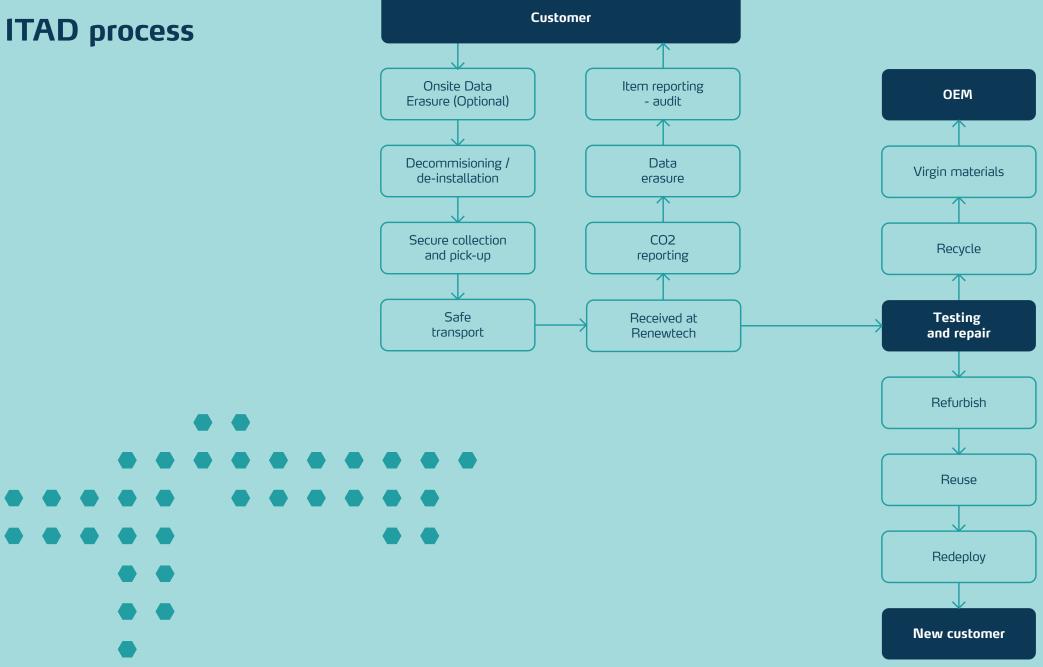
While our products and services have great inherent sustainable traits, we continually enhance our processes and innovate new methods to improve the quality and usability of refurbished IT hardware. As an overarching aspiration, we seek to achieve the absolute minimum degree of waste while maximizing the degree of reuse.

We collaborate with Stena Recycling, who manages and recycles hardware that cannot be reintroduced to the circular economy of refurbished IT. Through this partnership, we ensure that the scarce resources found in IT equipment are efficiently utilized,

converting them into reusable raw materials. To secure the data quality we have conducted an audit at Stena Recycling as part of our ISO 14001 certification in 2023.

With increasing reporting requirements for corporations, we are quantifying and documenting our ITAD service by offering to weigh the IT hardware we purchase or retrieve from businesses. This allows us to provide clients with accurate data on the amount of waste material restored, and the amount sent to landfill. Currently this system operates manually. However, Renewtech aims to automate this process by 2024.

We can offer clients to use our LCA models to report the total CO2 emissions or virgin materials of the hardware we sell after refurbishment, for them to use in their own reporting. We hereby seek to support our business associates in meeting their sustainability reporting requirements and contributing to their compliance with the CSRD (Corporate Sustainability Reporting Directive), particularly concerning resource use and circular economy principles (ESRS E5).



# Renewtech's impact and role in the circular economy

Partnering with Aalborg University in Denmark, we're broadening our LCA models to encompass up to 15 new product categories, a project initiated and targeted for completion by 2024.

At Renewtech, our core service of refurbishing and restoring hardware for clients to reuse represents the essence of sustainability in the IT sector. By buying refurbished IT hardware, clients decrease electronic waste and foster a more environmentally considerate approach to technology usage by reducing CO2 emissions and waste materials compared to acquiring new IT hardware.

Given the increasing climate reporting requirements for corporate compliance, we are actively working to make this aspiration more tangible. To underscore the environmental impact of our

refurbishment practices, we conducted life cycle assessments (LCAs) in 2022 comparing our refurbished units to those from Original Equipment Manufacturers (OEMs). These assessments consistently revealed significantly lower CO2 emissions compared to newly manufactured counterparts.

#### CO2 calculator

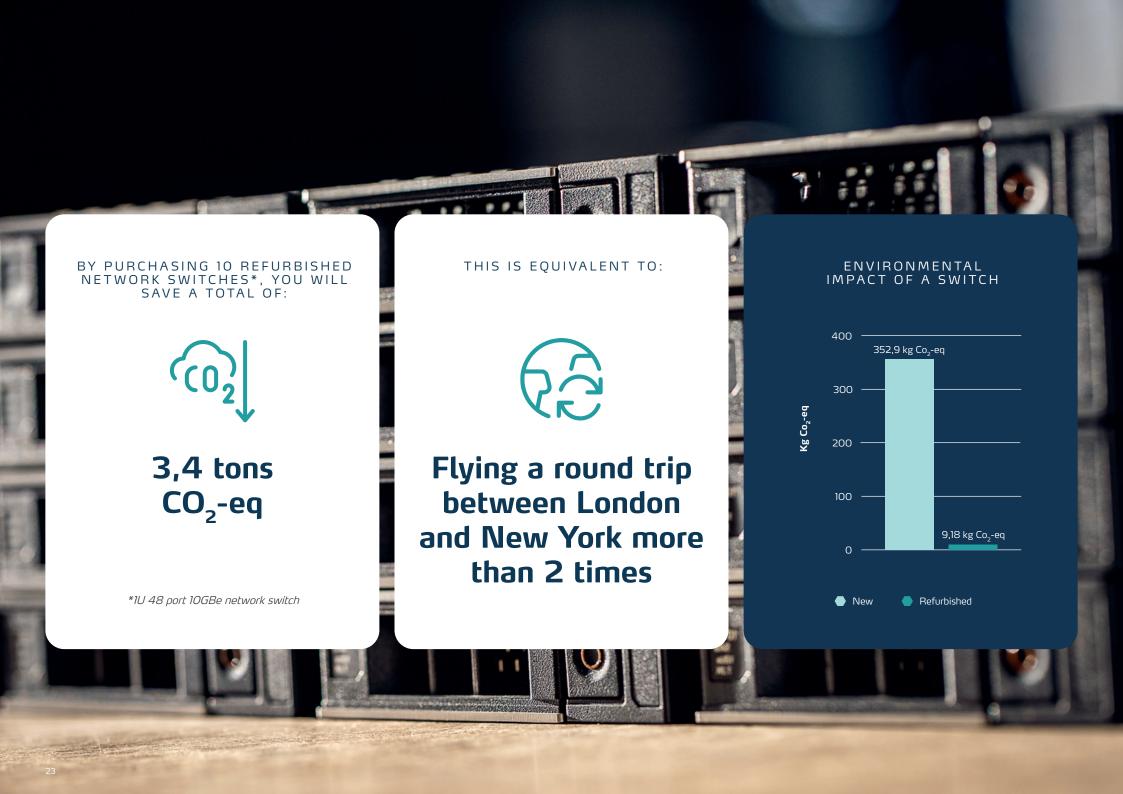
To inform our customers of the environmental benefits of buying refurbished hardware solutions compared to newly manufactured ones, we have developed a CO2 calculator. This tool

helps them see how much they are reducing their carbon footprint by purchasing a Renewtech product.

Our analyses show that for a typical refurbished unit, such as a network switch, customers can save 344 kilograms of CO2 emissions compared to buying a similar new product. Combined, this means that Renewtech helps customers save more than 8,067 tons of CO2 emissions per year.

To continually document the emission savings from Renewtech products, we are currently collaborating with Aalborg

University in Denmark to expand our LCA models ranging over 15 product categories. This data can be utilized for informed decision-making on emission and waste data regarding clients' digital infrastructure, including in the context of Scope 3 climate accounting.



# Lifecycle-extending services

Third Party Maintenance helps mitigate e-waste by preventing IT equipment from being discarded after reaching the OEM's end-of-support date. This contributes to sustainability efforts and reduces environmental impact.

At Renewtech, we maintain a strong focus on the circular economy by extending the lifecycle of used servers, storage devices, and networking equipment in preventing premature electronic waste. We do this by offering services of repair and services of regularly maintaining refurbished products. This is both environmentally beneficial and cost-effective, while ensuring high-quality products for our clients' business.

As a central part of our efforts, the 2023 acquisition of the Dutch Renewtech has further enhanced our efforts in the circularity of our refurbished IT hardware providing maintenance and repair services for Renewtech's refurbished products from our new location in Amsterdam.

In 2023 we rebranded our maintenance services to "Renewcare". The Renewcare service also entails a warranty to customers who choose the repair system, allowing them to extend support beyond the expiration of the Original Equipment Manufacturer (OEM) support at a fraction of the cost.

The integration of Renewcare into our business model offers an end-to-end IT-hardware solution that prioritizes sustainability by aiming to reduce emissions, minimize the use of scarce resources, and cut down on waste. We hereby seek to support our business associates in meeting their sustainability reporting requirements and contributing to their compliance with the CSRD (Corporate Sustainability Reporting Directive), particularly concerning resource use and circular economy principles (ESRS E5).



# **ESG** key figures

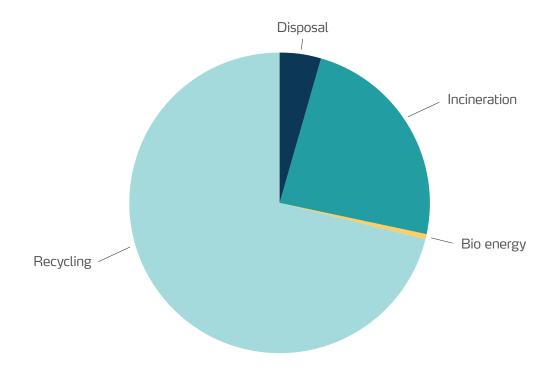
DATA SOURCE AND CATEGORY	2021	2022	2023	UNII	DATA COMMENT (SEE MORE IN APPENDIX)
BUSINESS DATA					
Sold units	400000	410000	420000	Number	Number of used and refurbished units sold.
Customers served	11000	15000	18000	Number	Number of Renewtech customers.
ENVIRONMENTAL DATA					
Key figures GHG emissions					
Emission source					
Scope 2					
Electricity (Location-based)	38,98	42,91	48,21	tCO <sub>2</sub> e	
Heating	3,86	5,47	1,48	tCO <sub>2</sub> e	
Total Scope 2 emissions	42,84	48,38	49,69	tCO <sub>2</sub> e	
Electricity (Market-based)	148,34	0,00	0,00	tCO <sub>2</sub> e	
Scope 2 Total (Market-based)	152,20	5,47	1,48	tCO <sub>2</sub> e	

DATA SOURCE AND CATEGORY	2021	2022	2023	UNIT	DATA COMMENT (SEE MORE IN APPENDIX)
ENVIRONMENTAL DATA					
Scope 3					
Canteen	45,24	55,59	70,36	tCO <sub>2</sub> e	
Food (off location)	4,50	6,43	12,74	tCO <sub>2</sub> e	
Staff (social events ect.)	8,65	20,38	5,28	tCO <sub>2</sub> e	
Work clothes	0,08	0,13	7,94	tCO <sub>2</sub> e	Updated database, consumption is unchanged. See Appendix for more information.
Small supplies	19,73	12,67	7,42	tCO <sub>2</sub> e	
Office Supplies	1,14	0,71	1,06	tCO <sub>2</sub> e	
Internet	0,79	0,97	0,54	tCO <sub>2</sub> e	
Internal IT (IT equipment)	8,17	5,90	83,08	tCO <sub>2</sub> e	
Phone	4,19	3,71	4,49	tCO <sub>2</sub> e	
Insurance	2,45	2,93	4,89	tCO <sub>2</sub> e	The increase is due to higher usage/cost for insurance and investment in new software systems.
Advertisement (WEB)	23,57	22,67	36,56	tCO <sub>2</sub> e	
Advertisement	1,75	4,15	1,62	tCO <sub>2</sub> e	
Consultancy fee	13,95	19,68	31,03	tCO <sub>2</sub> e	Accountant included in data from 2023.
Consultancy in DK	0,44	0,08	1,02	tCO <sub>2</sub> e	
Inventory	1,54	0,00	0,00	tCO <sub>2</sub> e	
Tools	1,45	0,72	0,60	tCO <sub>2</sub> e	
Cleaning	1,21	1,40	1,07	tCO <sub>2</sub> e	
Maintenance	1,81	4,23	1,27	tCO <sub>2</sub> e	
Licencing fees	1,14	1,82	1,43	tCO <sub>2</sub> e	
Licencing fee (CBE/ASCDI)	1,05	1,97	3,03	tCO <sub>2</sub> e	
Multi Data Cost	0,24	0,24	0,15	tCO <sub>2</sub> e	
Lawyer	0,62	1,43	2,03	tCO <sub>2</sub> e	
Courses	0,76	0,30	2,25	tCO <sub>2</sub> e	
Newspapers	0,01	0,05	0,03	tCO <sub>2</sub> e	
Wine	0,54	1,22	0,83	tCO <sub>2</sub> e	
Gifts	0,90	0,52	0,34	tCO <sub>2</sub> e	
Flowers	0,11	0,07	0,14	tCO <sub>2</sub> e	
Travel	11,29	30,69	0,00	tCO <sub>2</sub> e	From 2023 moved and included in Business travel, category 6.

DATA SOURCE AND CATEGORY	2021	2022	2023	UNIT	DATA COMMENT (SEE MORE IN APPENDIX)
ENVIRONMENTAL DATA					
Scope 3					
Hotel	0,29	2,90	0,00	tCO <sub>2</sub> e	From 2023 moved and included in Business travels, category 6.
Waste generated in production	0,00	0,00	0,00	tCO <sub>2</sub> e	Replaced and included in Waste, category 5 below.
Packaging (paper, cardboard, plastic, wood)	45,27	22,79	28,08	tCO <sub>2</sub> e	
Water	0,01	0,01	0,02	tCO <sub>2</sub> e	
Heating, electricity (Location-based), category 3	13,98	16,74	17,73	tCO <sub>2</sub> e	
Heating, electricity (Market-based), category 3	19,16	22,51	23,70	tCO <sub>2</sub> e	
Upstream transport, Long Air, category 4	0,00	0,00	789,08	tCO <sub>2</sub> e	New category and data included from 2023.
Upstream transport, Road, category 4	0,00	0,00	68,38	tCO <sub>2</sub> e	New category and data included from 2023.
Upstream transport, Short Air, category 4	0,00	0,00	1886,96	tCO <sub>2</sub> e	New category and data included from 2023.
Waste, category 5	3,44	2,57	2,41	tCO₂e	
Business Travels, category 6	0,00	0,00	69,58	tCO <sub>2</sub> e	New category and data included from 2023.
Employee commuting, category 7	0,00	0,00	95,29	tCO₂e	New category and data included from 2023.
Total scope 3 (Location-based)	220,33	245,69	3238,75	tCO <sub>2</sub> e	
Total scope 3 (Market-based)	225,51	251,46	3244,70	tCO <sub>2</sub> e	
Comparable total scope 3 result (without new categories)				tCO <sub>2</sub> e	
Total scope 3 (Location-based)			329,44	tCO <sub>2</sub> e	The increase is due to investments in IT consultation cost.
Total scope 3 (Market-based)			335,41	tCO <sub>2</sub> e	The increase is due to investments in IT consultation cost.

DATA SOURCE AND CATEGORY	2021	2022	2023	UNIT	DATA COMMENT (SEE MORE IN APPENDIX)
SOCIAL DATA					
Workforce – General characteristics					
Full time employees (FTE)	N/A		59	FTE	The full time employment based on the actual work hours divided with the sum of one years work. All employees salaried by Renewtech are included.
Number of employees (HC)	N/A		61	НС	The total number of employees defindes as the number of headcounts salaried by Renewtech. Each employees (full and parttime) count as 1 headcount.
Salaried employees	N/A		48	HC	Number of salaried employees is defined as the number of headcounts employed under the Salaried Employees Act (including managers and excluding apprentices, students, interns and student assistants). Each employee count as 1.
Hourly worker	N/A		11	HC	Number of hourly employees is defined as the number of headcounts who are not employed under the Salaried Employees Act (incl. managers and ex. apprentices, students, interns and student assistants). Each employee count as 1.
Interns, student workers, apprenticees	N/A		2	HC	Head count. Each employee count as 1.
Gender diversity	N/A		80,7 / 19,3	Percentage	Percentage of all employees M/F.
Employee turn over	N/A		14	Percentage	
Workforce - Health and Safety					
Work accidents	0	0	0	Number	A sudden incident in connection with the work that leads to a person being physically or mentally injured, or as a reported injury that occurs after a work impact within a period of 5 days.
Absence due to sickness	N/A	N/A	1,6	Percentage	Absence is a calculated percentage from total work hours of 100%, average of all employees.
Discrimination	0	0	0	Number	Incidents of discimination.
Harrasment	0	0	0	Number	Incidents of harrasments.
Annual health screening					All numbers are presented on a scale 1-100. The number in each category are the average of all employees score within the five areas (Working Conditions, Wellbeing and self-reported health, Mental health, Diseases and pain, and Lifestyle). See more in Appendix
Well-being and self-reported health	77	77	76	Number	
Diseases and pain	89	87	93	Number	
Working conditions	69	68	71	Number	
Mental health	83	81	85	Number	
Lifestyle	63	64	64	Number	
Reponse rate	N/A	60	64	Percentage	Percentage of the total employees that has answered the screening.

DATA SOURCE AND CATEGORY	2021	2022	2023	UNIT	DATA COMMENT (SEE MORE IN APPENDIX)
SOCIAL DATA					
Workforce – Remuneration, collective bargaining, and trainin	g				
Remunaration	0	0	0	Percentage	Difference in wages between men and women.
Education/training	0	0	4	Hours	Average hour of training pr. employee.
GOVERNANCE DATA					
Corruption and bribery					
Incidents of corruption or bribery	0	0	0	Number	Convictions and fines for corruption and bribery
Data safety and quality					
Data safety - run time	N/A	99	99,8	Percentage	We aim to achieve $99\%$ run time on all our systems with a maximum down time of one hour pr. year
Data breaches	N/A	0	0	Number	
Handling and managing bought equipment	3	9	48	Number	Bought equipment not handled within 3 weeks. Date for data collection: 2021, 1.4.22, 2022, 7.3.32, 2023: 2.4.24
Delivery safety and planning	96,2	97	97	Percentage	Delivery as planned following delivery dates
Delivery quality	4,1	2,39	2,5	Percentage	Sold units with RMA (target max 2%). 2023 new base for calculation gives us a more correct result.
Management systems					
ISO certifications				Number	
9001 Quality management systems	Yes	Yes	Yes	Approved Yes/No	ISO certifications approved
14001 Environmental systems	No	No	Yes	Approved Yes/No	ISO certifications approved
27001 Information security systems	No	Yes	Yes	Approved Yes/No	ISO certifications approved
45001 Occupational health and safety management systems	No	Yes	Yes	Approved Yes/No	ISO certifications approved



RECYCLE RATE	KG	PERCENT
Disposal	5 986,84 kg	4,66 %
Incineration	30 410,19 kg	23,68 %
Bio energy	976,60 kg	0,76 %
Recycling	91 059,15 kg	70,9 %
Other	0	0%



# **Appendix**

DATA DEFINITIONS AND COMMENTS	
ENVIRONMENTAL DATA	
Data collection method	In 2022 we introduced spend based data, meaning we do not only have average data focused on consumption numbers, but hybrid data collection with both average data and spend based data. In cases where specific data (data in SI units) is available, it has been used. For Scope 3, if specific data has not been available, spend-based has been used.
Systems and databases	Normative; the system used for climate accounting primarily uses Exiobase.  The Exiobase database makes it possible to calculate emissions based on economic data. This means that Renewtech can calculate all emissions associated with their chart of accounts, based on the monetary values.
	The transition from the previous CEMAsys (Pre 2021) system to the current Normative has led to a recalculation of our baseline year, resulting in broader coverage of our Scope 3, Category 1 activities and the inclusion of Scope 3.
	The change in databases has played a crucial role in this outcome. While CEMAsys employed multiple databases with different emission factors, Normative primarily relies on the Exiobase database.
	Accounting for inflation is essential when utilizing spend-based data to calculate emissions. Exiobase, database was last updated in 2015, and inflation has increased since then. For instance, the purchasing power of 1000 kr. in 2015 does not equate to the same quantity of steel it would represent today.
	Moreover, the use of Exiobase enables us to quantify the CO2eq. impact based on a mix of spend-based data and specific activity data, such as kilograms. This approach provides more comprehensive coverage of our activities, albeit with a trade-off in detail. For example, the previous CEMAsys methodology had a greater variety of emission factors for materials like plastics, cardboard, or metals. In contrast, Exiobase offers less precision in these aspects but compensates by providing broader activity coverage.
Recalculation 2021 baseline	A recalculation of the 2021 baseline has been undertaken in 2022. In this recalculation, the spend-based data from 2021 has been included, which was not the case in the original baseline from 2021. The original baseline was only based on average data, i.e. data that was counted in amounts. The new baseline is thereby improved since it contains more of Renewtech's activities than the old one did. In addition, Scope 3 Category 6 (Business Travel) has been included based on spend-based data, thus further expanding Scope 3 in relation to what is covered.
Scope 1	Renewtech has no scope 1 emissions.
Scope 2	Data are calculated from both Location-based and Market-based method as stated in the GHG protocol.
	In 2022 Renewtech buys GO-certificates ensuring that green power equivalent to our consumption is produced on the grid and tCO2e is set to 0,00 in Market-based calculation.
Scope 3	In 2022, Renewtech has covered Scope 3, Category 6 through financial data. Renewtech has covered Scope 3, Category 5 with more accurate data.
Scope 3, Works clothes	The applied databases are continually updated to be more reflective of reality; this is evident in our reporting for work clothes this year, where our consumption in 2023 has been comparable to 2022 but has resulted in an increased emission.

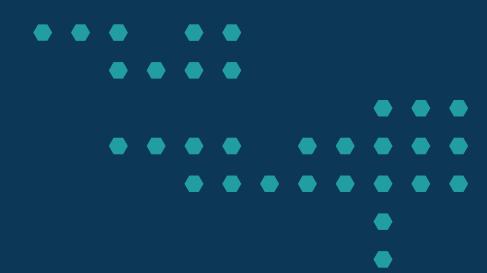
DATA DEFINITIONS AND COMMENTS	
Scope 3, Packaging	The source covers several different materials: Paper, craft paper, cardboard, plastic (LDPE, PET, HDPE), and wood material.
Scope 3, Waste generated in production	Waste generated in production covers several types of waste: Paper, cardboard, plastic, electronic, metal, iron, lead, wood, hazardous, batteries, electronic, industrial, general, and organic. CO2 emissions data are disclosed across waste types. Consumption data are disclosed per type in kilogram in the report.
	Some emission categories reported in 2021, and 2022 have been added 2023, as the quality of waste sorting on the site in Aars have been increased, e.g., leading to less waste being considered hazardous.
Scope 3, category 3 heating, electricity	Data are calculated from both Location-based and Market-based method as stated in the GHG protocol. Category 3 covers electricity and heating.
Scope 3, category 4 upstream transport	In 2023, Upstream transport have been included based on spend-based data. The spend based data differentiates domestic flights, international flights, trucks, containership, etc. This category is new to be reported on and is the primary reason as to why the results in 2023 in scope 3, looks the way it does.
Scope 3, category 6 business travels	In 2023, the business travels have been specified in its own category based on monetary input. The spend based data utilized, use different emission factors depending on whether domestic flights, or international flights, hotels, restaurants etc.
Scope 3, category 7 employee commuting	In 2023, the first survey of employee commuting was done on all of Renewtechs employees in Aars (based on 51 employees). Both distance, transport method, fuel used, and days in office was taken into consideration.

CONSUMPTION DATA	
Wood Packaging material	Data N/A due to supplier unable to deliver data in unit of kg.
SOCIAL DATA	
Health & Safety - Annual health screening	All numbers are presented on a scale 1-100. The number in each category are the average of all employees score within the five areas (Working Conditions, Wellbeing and self-reported health, Mental health, Diseases and pain, and Lifestyle).
Well-being and self-reported health	Self-reported health addresses the employee's own assessment of his/her health, while well-being concerns the balance between expectations and resources for the individual employee
Diseases and pain	Diseases address parameters such as medicine consumption, diagnosis, and absence from work, while pain is assessed in terms of parameters such as frequency and duration.
Working conditions	Work conditions are the physical, psychological, and social factors that influence employees in relation to their work.
Mental health	Mental health is a broad concept which covers stress, anxiety, and depression both in a work-related and private context.
Lifestyle	Lifestyle consists of factors such as nutrition, smoking, alcohol consumption, exercise, and sleep.









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