



Content

Letter from the management – Every component counts	4
Machining of components for the wind turbines of the future	8
What we do – our business model	10
Sustainability highlights 2023	12
Double Materiality Assessment	14
Environmental	16
Climate Accounting	18
Greenhouse Gas Protocol	19
Absolute emissions	20
Intensity indicators	24
Social	26
Health & Safety	29
System Management	30
Our Value Set for the Future	32
The 5 C's of Nordmark – our 5 core values	34
Employee satisfaction	37
Diversity	38
Governance	40
Business Code of Conduct	43
Corporate Culture	43
Diversity in Board of Directors	44
Data Ethics Policy	44
Human rights	44
Anti-corruption and bribery	44
Whistleblower-scheme	44
ISO Certification	47
Employees	47
ESG going forward	48
Roadmap	50
Sustainability Indicators	52

Letter from the management – Every component counts

We are delighted to introduce Nordmark's first Sustainability Report, marking a significant milestone in our journey toward environmental and corporate sustainability and responsibility. This report encapsulates our collective efforts and commitment to work for a sustainable future for generations to come.

In 2023, Nordmark embarked on a profound journey embracing sustainability as one of the core principles of our operations. Throughout the year, we dedicated ourselves to lay the groundwork for our green transition, establishing a comprehensive baseline for the company's Scope 1, 2, and 3 emissions. This foundational step enables us to understand our environmental footprint and serves as a roadmap for targeted reductions and improvement.

Furthermore, we started working on becoming compliant with the new EU legislation, the Corporate Sustainability Reporting Directive (CSRD) by conducting a thorough Double Materiality Analysis (DMA), recognizing the importance of aligning our sustainability strategy with internal

priorities and external stakeholder expectations. By identifying our most material impacts, both negative and positive, we are better equipped to prioritize initiatives that create tangible value for our business and the communities we serve.

Our commitment to Environmental, Social and Governance (ESG) principles extend to every facet of our organization. We have initiated a holistic approach to integrating sustainability into our day-to-day operations. By embedding sustainability into our corporate culture, we strive to minimize our negative impacts, mitigate and seize opportunities for innovation and growth.

As we reflect on our achievements in 2023, we remain dedicated to continuous improvement and accountability. Our Sustainability Report is a testament to our progress and a catalyst for future endeavors.

Henrik Overbye
CEO



Every
component
counts

Machining of components for the wind turbines of the future

At Nordmark, we machine the components for the wind turbines of the future. This makes us an important part of the green transformation. On our journey to become a future-proof company, we work closely with our stakeholders to promote transparency and sustainability across our value chain. By forging strong relationships and sharing know-how, we aim to create a collective impact that extends beyond our operations.

Right from the beginning, our core focus was precision machining of large components for the global wind energy market. With decades of experience, we have evolved into a leading global entity, collaborating with customers during the design phase and providing invaluable insights on how to achieve the most cost-effective solutions for the entire process.

We understand that cost-effectiveness is paramount in the wind energy sector. That is why we are dedicated to help our customers find the most economically advantageous solutions. Our years of experience have equipped us with the knowledge and the tools needed to streamline the manufacturing process, minimize waste, and maximize the value of every streamline of every component.

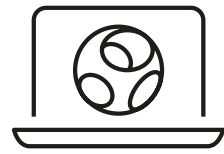
We have an ambitious ESG strategy and are committed to both create a safe working environment and reduce our carbon footprint through improving and streamlining workflows. We are mapping waste to reduce and reuse materials and strive to minimize transportation wherever possible.

At Nordmark, we will help accelerate the green transition by acting as a strong and industry-leading partner delivering CNC solutions for the wind turbines of the future.

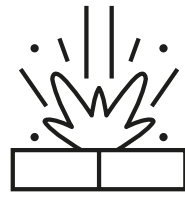
“We have played a vital role in the Danish wind industry as it truly began to accelerate. Nordmark was founded in 2002 in Sæby, Denmark.”



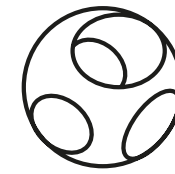
What we do - our business model



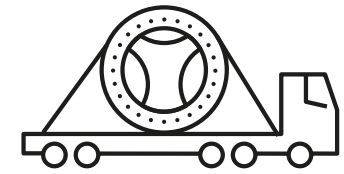
Design and development



CNC machining



Surface Treatment



Transportation and logistics

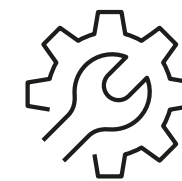


Nordmark is part of a value chain that delivers renewable energy through wind power, and our business model is centered around the machining of large steel components for wind turbines.

This makes us an important player in the field of green transformation. But we know that all other parts of the value chain – our customers, co-suppliers, and competitors play an equally important role. We believe in close and honest collaboration based on dialogue, transparency, and respect. Together with our partners and stakeholders, we aim to drive positive change towards a more sustainable and resilient future for future generations.

We operate with a business model centered around providing high-precision machining solutions and know-how, tailored for the worldwide on- and offshore wind energy and maritime sector.

Positioned as a leading global service provider, we collaborate closely with our clients, end-users, and foundries to deliver comprehensive solutions. These solutions encompass collaborative design consultation, expert machining services, rigorous quality assurance processes, specialized coating applications, and efficient logistics and transportation services.



Refurbishment



Quality Check

Sustainability highlights 2023



In 2023 Nordmark accelerated our sustainability journey by initiating several initiatives that will make us a compatible partner and front runner in our industry. We completed our first Double Materiality Assessment. The Double Materiality Assessment, on top of being a compliance tool, gave us the insights we needed into our business risks and opportunities within ESG and we were able to get a strategic overview, prioritize accordingly, and make a roadmap for the further ESG journey. We will deep-dive into this in the DMA chapter.

Environmental Sustainability – CO₂e emissions and waste reduction

From our DMA it was evident that our impact on climate change is critical and vice versa climate change also has

a critical impact on us. Our business model depends on wind turbines and the demand for these, which is affected by the world's general plan to reduce emissions. Our first action after the DMA was to establish and calculate our baseline emissions for scopes 1, 2 and 3, intending to be able to manage our emissions and reduce the negative impacts we have on this sustainability matter.

During 2023 Nordmark switched from gas to district heating and with the baselines for all three scopes, we are now starting to investigate other ways to reduce our carbon footprints. At our coating facilities, zinc dust is now being recycled and we are changing the types of plastic wrapping in collaboration with end customers to increase the recycling percentage.

We are mapping waste at Nordmark, all of our metal shavings are recycled. This reflects our commitment to responsible waste management and environmental sustainability.

Social Sustainability: Every employee counts

We are deeply dependent on our employees which is reflected in our DMA. Health and safety and working conditions are critical from an impact perspective and highly material from a financial perspective. Work-life balance is also a highly material topic from an impact perspective. Therefore, we focus on how we can work with our employees to ensure they have the best working conditions, that safety and health are prioritized, and that our

employees have a feeling of work-life balance. In 2023 we established the 5 C's which encompasses the culture we have always had and which we strive to continue having.

Double Materiality Assessment

In 2023 Nordmark carried out a Double Materiality Assessment (DMA), to help identify the sustainability matters that are most critical for the company and essential for our stakeholders. Carrying out a DMA is the first step towards achieving CSRD compliance, as it enables us to identify which disclosure requirements listed in the European Sustainability Reporting Standards (ESRS) are material to Nordmark.

A DMA is an analysis of the business from an inside-out perspective, focusing on the impacts, looking at the financial risks and opportunities the world has on the business concerning environmental, social and governance aspects. In short, looking at Impacts (I), Risks (R) and Opportunities (O) – IROs.

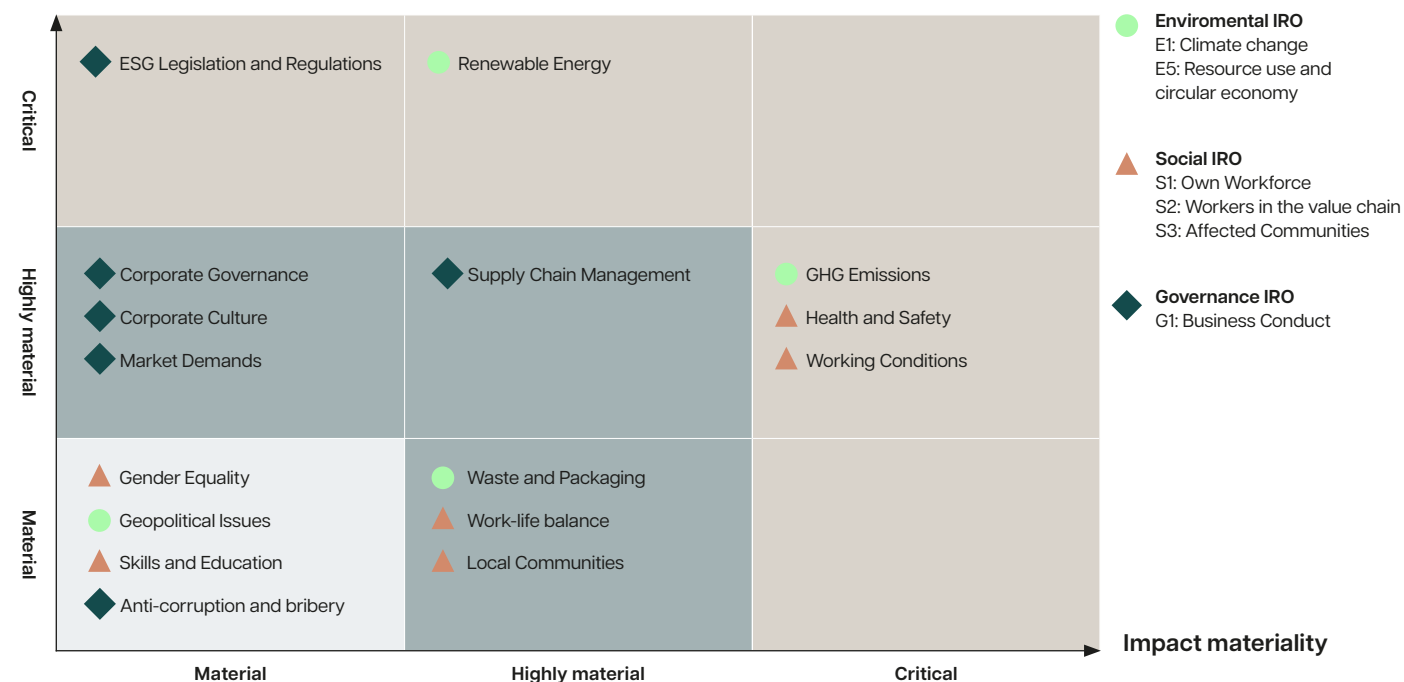
Our DMA process is comprised of several distinct phases. Initially, we formed a project group to conduct the DMA. The group included representatives from Sales, HR, Finance, Sustainability & Communication, QHSE, and upper management, who played an important role in this activity.

In preparation for the DMA, a comprehensive orientation into CSRD, ESRS, and the DMA methodology was conducted for all project group participants. The first phase involved a meticulous mapping of Nordmark's business model, strategy, and value chain to identify potential IROs (impacts, risks, and opportunities).

Simultaneously, we sought to identify any potential knowledge gaps that required addressing before progressing further. To achieve this, a workshop session was conducted with the project group to collaboratively map the business model, strategy, and value chain.

The second phase consisted of a series of three workshops. The primary objectives were to identify all impacts, risks, and opportunities associated with Nordmark and subsequently assess their materiality through a severity rating process. This resulted in Nordmark having 48 IROs and after a walk through 44 material IROs.

Financial materiality



Conclusions on the Double Materiality Assessment

The double materiality assessment was an important process for Nordmark and turned out to be not only a compliance tool, but a very valuable strategic tool to set a strategic direction and as a first step to obtain CSRD compliant reporting. The next step in the CSRD process is to start a gap analysis which will show us what data points we need to report on and also help us further establish a strategy, prioritization and a roadmap for how we can reach our goal of finishing our first CSRD-compliant report by the end of 2026.





Environmental

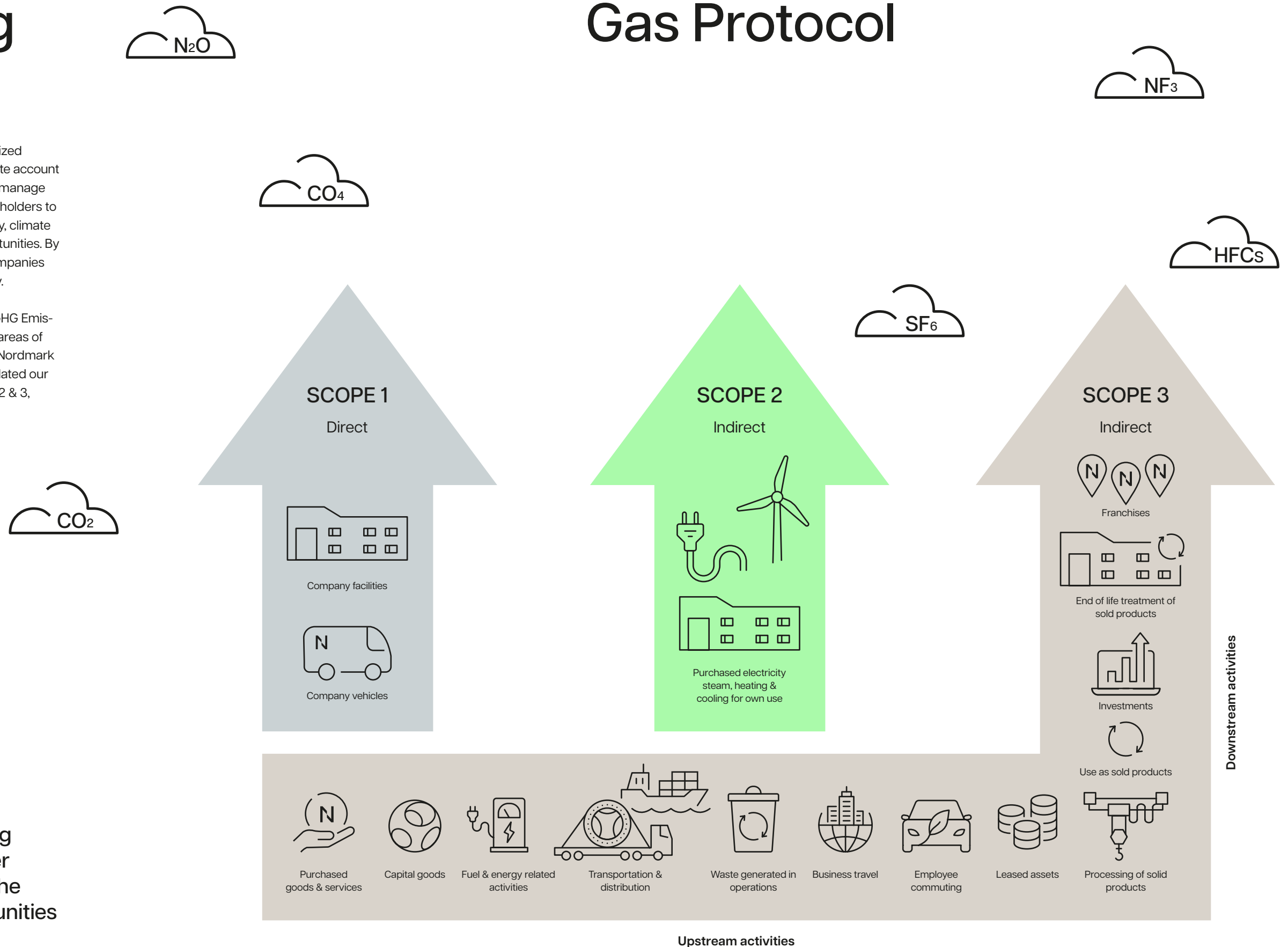
Climate Accounting

At Nordmark, we use the internationally recognized standard "Greenhouse Gas Protocol". The climate account can help Nordmark and our clients' companies manage risks as we face increasing pressure from stakeholders to address their environmental impact. Additionally, climate accounting can help identify cost-saving opportunities. By reducing energy consumption, for example, companies can increase efficiency and improve profitability.

As identified in the DMA, being aware of one's GHG Emissions is an important step to focus on the right areas of potential reductions in the future. Hence, we at Nordmark took the first step during 2023, where we calculated our baseline emissions for 2022 related to Scope 1, 2 & 3, and calculated our 2023 emissions.

“By measuring and reporting our emissions, we can better understand our impact on the climate and identify opportunities to reduce our footprint.”

Greenhouse Gas Protocol



Absolute emissions

2022

2023

Scope 1 + 2 *

1.887 tCO₂e

Scope 1 + 2 *

1.552 tCO₂e

Scope 3

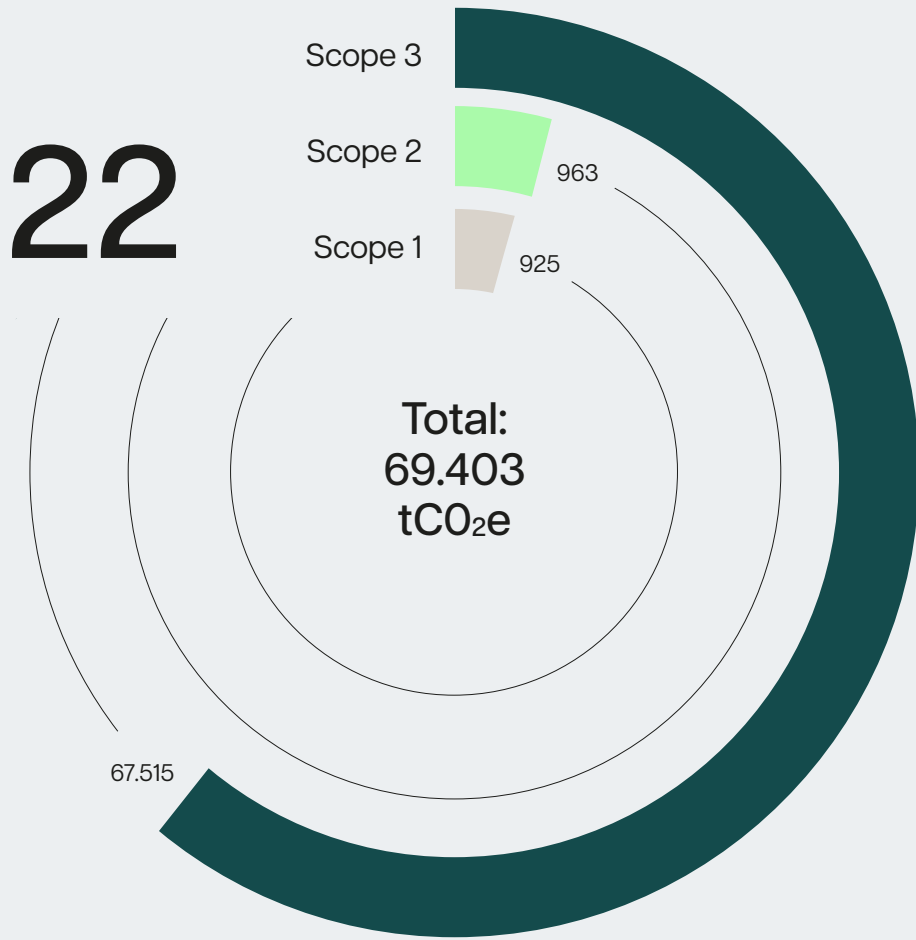
67.515 tCO₂e

Scope 3

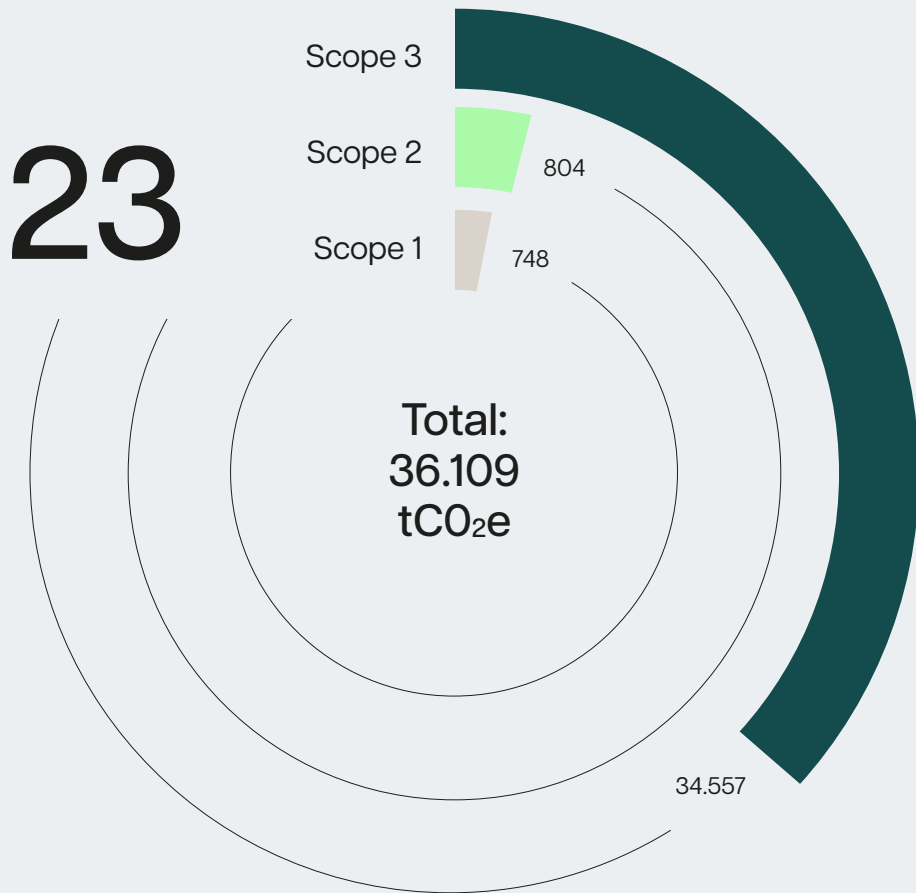
34.557 tCO₂e

* Location based

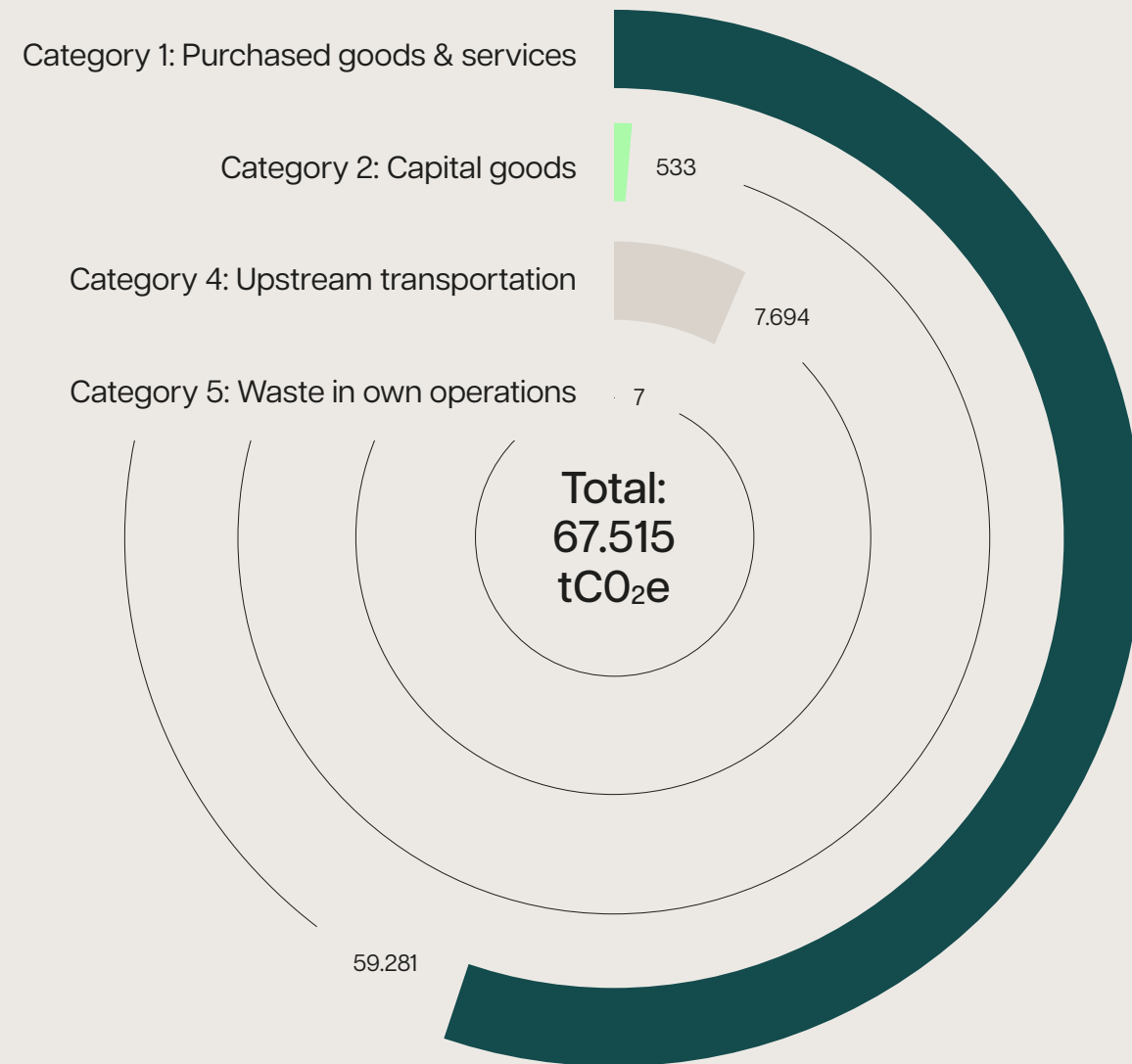
2022



2023



Scope 3 –2022

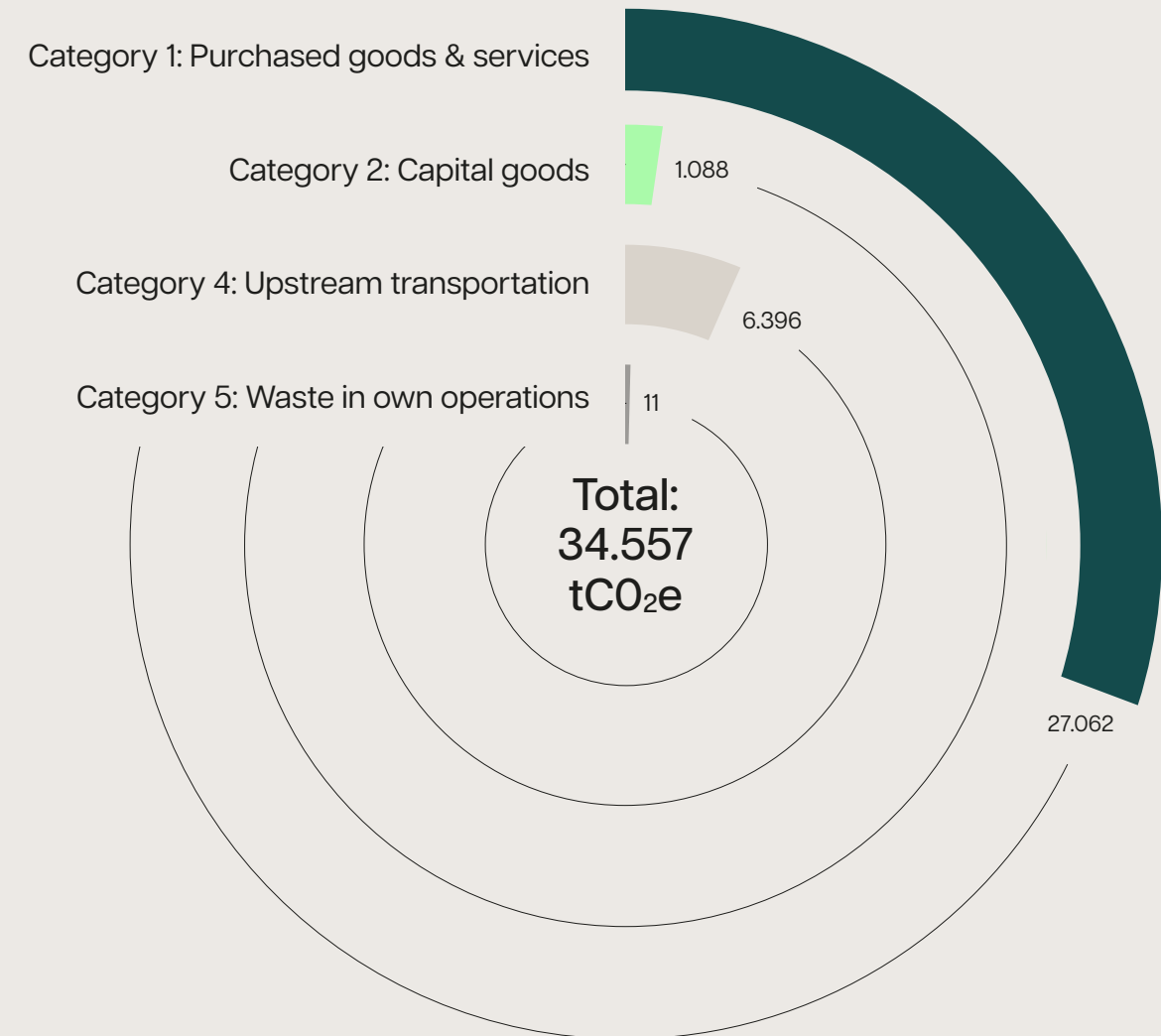


In 2023, Nordmark underwent a scope 3 screening on the emissions in our value chain, followed by a scope 3 spend based calculation of our base year. The purpose of conducting a scope 3 screening is to obtain an initial overview of which of the 15 categories in scope 3 are most important to include when creating a base year calculation.

Screening results

Nordmark's screening results indicate that subcategories 1, 2, and 4 should be included in the full scope 3 calculation. The emission factors we have used, are primarily based on spend based emission factors from Exiobase, for category 1 **purchased goods and services**, category 2 **Capital Goods** and to some extent category 4 **Upstream transport and distribution**. Subcategory 5 is also chosen because of interest for stakeholders.

Scope 3 –2023



2022 & 2023 results:

In 2022 and 2023 our main drivers related to CO₂ emissions were purchased goods & services. However, we have seen a significant decrease between the years. This is primarily driven by the fact that we had a large Tier1 contract in 2022, which resulted in more emissions in the category.

Spend based calculations

Spend based CO₂ accounting, estimates emissions by analyzing the financial expenditures of a company. This method assigns emissions factors to different categories of spending, such as procurement of goods and services, enabling a comprehensive view of the carbon footprint associated with an organization's economic activities.

Intensity indicators

Conducting Scope 3 is a useful tool to monitor the reductions of emissions through years of growth or decline. Nordmark has chosen 3 intensity indicators to monitor emissions going forward. The total emissions of scope 3 are related to internal parameters such as number of employees, hours worked in total and the revenue in DKK.

Throughout the following years, the emissions will be monitored concerning these parameters to ensure that the emissions are reduced even if the growth of the company continues to increase.

Total emissions	Unit	2023	2022
CO ₂ e scope 1	tCO ₂ e	748	963
CO ₂ e scope 2, location-based	tCO ₂ e	804	925
CO ₂ e scope 3	tCO ₂ e	34.557	67.515
Total emissions	tCO₂e	36.109	69.403

Intensity indicator (all scopes)	Unit	2023	2022
CO ₂ e per full time employee	tCO ₂ e	241	428
CO ₂ e per turnover mDKK	tCO ₂ e	164	251
CO ₂ e per machine hour	tCO ₂ e	0,47	0,80

Overall conclusions on our scope 1,2 and 3 emissions

Going forward, Nordmark's emphasis will be on establishing a clear ongoing implementation to ensure scopes 1 + 2 and 3 are being calculated and monitored.

We need internal procedures to make sure we follow up on emissions and constantly have data of good quality. When this procedure is in place, we need to establish clear targets, implement reduction strategies, and carry out dialogue with our suppliers to ensure that our reduction initiatives are moved further down the value chain.





Social



Health & Safety

We operate in an industry where handling heavy items makes every operation potentially dangerous. Our goal is to achieve zero workplace accidents, and we believe the only way to achieve zero harm to our employees is to have a proactive approach.

Health and safety are assessed in our DMA to have a critical impact materiality and highly material on financial materiality.

In 2023, we recorded five incidents resulting in work absences. Fortunately, most were minor, with no serious or fatal injuries. Preventive measures were implemented, and we revised our safety rules and guidelines accordingly.

To foster a proactive culture and fully embrace the PDCA (Plan-Do-Check-Act) method within our integrated QHSE management system, we reorganized our digital platform in 2022. This reorganization ensures that our management system is structured for transparent and consistent reporting across all our sites.

We aim to address risks promptly and prevent accidents from occurring. Safety is a shared responsibility, and we expect every Nordmark employee to adopt an "if you see it, you own it" mentality - meaning everyone is responsible for challenging unsafe acts and taking immediate corrective actions when they encounter unsafe conditions or near misses.

As an extensive empowerment of the "if you see it, you own it" principle, 25 employees across our locations have completed a Falck Healthcare training program as first aiders.

To further enhance our Health and Safety performance, we have initiated monthly safety inspections, conducted by management and Health & Safety representatives. These inspections aim to actively identify potential improvements and risks. Consistent reporting is essential for identifying and mitigating risks and ensuring the future safety of our employees.

We want to support our employees' health. Every year our employees who are working nightshifts are offered an extensive health check, to make sure that we do everything possible to keep them healthy. Our employees are furthermore offered a monthly amount to pay for fitness.

System Management

Nordmark is currently certified in ISO 9001:2015 (Quality Management) under the same management system at our locations in Sæby, Skagen, and Cuxhaven. We are actively working towards obtaining certifications in both ISO 14001:2015 (Environmental Management) and ISO 45001:2018 (Occupational Health and Safety).

Achieving the ISO 14001 and ISO 45001 certifications will demonstrate a strong commitment to our environmental responsibilities and workplace safety. The continuous improvement involved in obtaining these certifications enhances our operational efficiency and sustainability practices and ensures a safer work environment for our employees and ultimately driving long-term change and sustainability for the company.

“Ensure that Nordmark complies with all relevant Environmental, Health, and Safety legislation and regulations. Maintain up-to-date records of legal requirements and integrate them effectively into the management system.”

The essential path towards a full embracement of the ISO 14001:2015 & ISO45001:2018 standards.



Environmental screening and energy evaluation of products, production and equipment

Environmental mapping of all Nordmark's locations, to highlight the overall environmental condition using relevant environmental legislation and associated requirements as a reference.

Ensure competency and awareness, for our operations that can cause significant environmental impacts, hereby handling chemical products.



Operations screening to identify workplace hazards and improvements

Develop and implement comprehensive risk assessments to evaluate their impact. Establish processes for risk control and management to effectively mitigate these risks.

Engage employees in health and safety practices by providing regular training and ensuring they understand their roles and responsibilities.



Our Value Set for the Future

As soon as you step inside Nordmark, you will see that every component is shaped by seamless teamwork. A teamwork built upon a truly special culture. A culture we are proud of. Every moment, every day, our culture is held up by every employee.

We do so by living our core values. We call them the 5 C's. A culture like that requires constant focus and willingness to give something of yourself to Nordmark and your colleagues.



The 5 C's of Nordmark – our 5 core values

At Nordmark we share a lot of experiences. We have a down to earth and familiar culture where every employee is seen as a valuable part of our team. We make a big effort to make sure that information is shared across locations and that we spend time together with all our colleagues.

Our overarching value work has resulted in these 5 key values:

Competence

We are competent. With many years of experience and specialized know-how in the use of technically advanced machines. And we are proud of that because it requires us to be constantly curious and open to new knowledge, new methods and new input. And that requires us to constantly improve our skills and become even better.

Credibility

We are honest. Towards each other, towards our customers and towards our suppliers. We believe that a word is a word – and a deal is a deal. And it has always been like this. We take responsibility for our own tasks, follow up and follow through and our customers can trust that we go above and beyond every millimeter and deliver at the same high level every time.

Collaboration

We believe in collaboration. Based on openness, friendliness and mutual respect. You can feel it when we delegate tasks to each other. But you also feel it as a customer. We cooperate with our customers, just as we cooperate with each other, because we believe that a good relationship also leads to the best results.

Climate

We aim to be climate-friendly. We are part of our customers' value chain, and part of a world for which we want to take responsibility. And that makes demands on us. About living up to the necessary standards needed to secure the future climate targets, which must secure both our customers, but also Nordmark and our common future. We are motivated to do that. And we understand that all actions count, if we are to create change.

Commitment

We are dedicated to our professionalism, to our customers, and to each other as a team. That is why we take responsibility and show action so that we can create the improvements and changes required to be competitive. Thanks to our dedicated approach, we are today some of the best in the world at creating the large scale components that will be used in the wind turbines of the future.



Employee satisfaction

In 2023 we did our employee satisfaction survey digitally. Every employee received a survey in their chosen language. The survey contained 30 different questions regarding work-life balance, stress, well-being and motivation. The overall score was 2.6/4 and 65% of our employees answered the survey. The survey will be part of our continuous improvement. When looking at our DMA, work-life balance is assessed to have a highly material impact and material impact on financial materiality. Working conditions have a critical impact and highly material financial materiality.

Code of Conduct for employees

At Nordmark every employee has signed off on our Code of Conduct. We want to work responsibly and sustainably and live up to the highest standards while running an ethical and professional business. Human rights and equality are at the top of our minds, and we have zero tolerance for harassment of any sort. All employees are presented with the Code of Conduct when they are hired and can always find it in our employee handbook in five different languages.

By combining the results with the lowest score from our employee satisfaction survey with our general health and safety KPI's, we have chosen 3 focus areas.

Focus areas

Reduce workplace accidents

- Training videos on IPW regarding security.
- Secure orderly and clean working space.
- Work descriptions in the most critical operations.

Improve well being

- More involvement of employees during the planning process.
- Yearly employee development review.
- Bi-yearly employee satisfaction survey and action plan on lowest score.

Reduce sickness

- Improved ventilation in production area.

Diversity

Diversity has always been an implicit aspect of our culture at Nordmark to welcome individuals regardless of their religion, gender, cultural background, and more. Nordmark believes that employee diversity, including gender balance, contributes positively to the work environment and strengthens performance and competitiveness. Gender equality is assessed in our DMA as having a material impact and a material financial impact.

Nordmark is an inclusive workplace without discrimination. However, recognizing the need to formalize our processes and establish written policies in various areas, we have committed to documenting and implementing a diversity policy in 2025. The policy will not only focus on gender but will extend to encompass all dimensions of diversity, including race, ethnicity, sexual orientation, disability, and more.

In our industry, where female representation is limited, we acknowledge our responsibility to propel our sector towards a more diverse future. Recruitment of new employees is based solely on the best evaluation of candidates' competence and experience. Gender, belief, age, nationality, ethnicity, or sexual orientation are not relevant criteria when recruiting. We seek a balanced split between genders, as presented in our Code of Conduct.

We understand that true diversity goes beyond surface-level differences; it is about creating an environment where every individual feels valued, respected, and empowered to contribute their best.

Employees	Unit	2023	2022
Full time work force, end year	Number	148	154
Flexjob	Number	2	2
Adult trainees	Number	3	5

Diversity	Unit	2023	2022
Gender diversity, general	♀ %	9	7
Gender diversity, Executive Management	♀ %	0	0
Gender diversity, Key positions	♀ %	33	50

2023

148

Number of employees (FTEs) at the end of the reporting period

20%

Percentage of white collar

80%

Percentage of blue collar



Governance



This section provides an overview of our governance aspects and how ESG is managed at Nordmark.

Business Code of Conduct

Nordmark's Business Code of Conduct serves as a guiding framework for ethical behaviour and responsible business practices for our business partners, reflecting our commitment to sustainability, integrity, transparency, and respect for human rights.

Our Code of Conduct establishes clear expectations for employees, suppliers, and partners, emphasizing compliance with applicable laws, ethical standards, fair labour practices and sustainability principles.

We expect our business partners to measure and document emissions and comply with guidelines for responsible mineral sourcing. In the social aspect, we are committed to upholding human rights and equality, fair labour practices, equal opportunities, and the protection of employees' rights and dignity. We do not accept forced labour, child labour, or any form of discrimination.

Corporate Culture

To Nordmark, Corporate Culture is about the shared values, beliefs, behaviours and practices that shape the identity of our organization. It encompasses how we conduct business, treat our employees, engage with stakeholders and address ethical considerations. Corporate culture is a critical component of the cohesiveness of our company and plays a significant role in shaping our relationships with employees, customers, communities and other stakeholders.

As an employer, we must provide good conditions for maintaining a healthy work-life balance. Work-life balance means that employees have a healthy balance between the two and do not feel that their work impedes their ability to live outside of work.

Our policies and working conditions greatly affect our employees' work-life balance, and these also contribute to attracting and maintaining qualified and talented employees. It is crucial that we manage and govern the topic of work-life balance to ensure a healthy intake of talent and low employee turnover.

We conduct employee satisfaction surveys every year to gauge the well-being and satisfaction of our employees. Nordmark is impacted both directly and indirectly by several ESG regulations and legislation on a municipal, national and international level.

ESG reporting has become a priority in our business governance due to the adoption of the EU's CSRD. We also feel the impacts of ESG legislation on our customers who require increasingly more data on our ESG performance.

Diversity in Board of Directors

By 2025, we aim for 33% of Nordmark's Board of Directors elected at the annual general meeting to be women. In 2023, the representation of women on our Board of Directors are 17%. Nordmark operates in a male-dominated sector, which poses a challenge for Nordmark and other companies in this sector. However, we will continue to set ambitious targets in this area, working according to the new guidelines and requirements from the Danish Business Authority on equal gender distribution on Boards of Directors.

Data Ethics Policy

Nordmark is responsible for and processes the information that customers provide, or which is collected about the customers. Customer information is treated with respect for the confidentiality of the information and for customer privacy. There is a clear corporate policy on that personal information is used respectfully for customers' and other stakeholder's privacy, to ensure compliance with the Data Protection Act and the Data Protection Regulation. The policy is included in the management system and personnel handbook, and instructs the employees in safe behaviour on personal information in relation to the General Data Protection Regulation (GDPR). In addition to this, Nordmark informs all stakeholders on which personal information Nordmark records and processes and their right to gain insight into which data the company stores and exchange with third parties.

Human rights

Nordmark supports the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Employees are forbidden to take any action that violates the human rights principles, directly and indirectly, as presented in Nordmark Groups Code of Conduct. We uphold freedom of association and the effective recognition of the right to collective bargaining. To mitigate the risk of violating these rights, the group is upholding all national laws and regulations made between labour market parties including collective agreements.

Anti-corruption and bribery

Avoiding any incidents of corruption and bribery is central to any company's work with responsible business conduct and practices. Corruption and bribery have the potential to seriously damage our reputation and business relationships as well as impede our business' growth and escalate costs. To mitigate this risk and increase the likelihood of early detection of incidents of corruption and bribery, we have established a whistleblower system to be used by any stakeholders connected to Nordmark.

Anti-corruption and bribery are assessed to be material from a financial perspective as they pose a financial and reputational risk for our company; however we have set up procedures and controls through our whistleblower system to mitigate this risk, and we will keep on monitoring and controlling the topic of anti-corruption and bribery to avoid any future incidents, which is why we assess the topic to be non-material from an impact perspective.

Whistleblower-scheme

To ensure a fair, safe, and transparent working environment, Nordmark has a whistleblower scheme, where we encourage our employees to report any suspicions or incidents of misconduct, sexual harassment, policy and procedure violations, or illegal activities related to their work at Nordmark.





ISO Certification

Nordmark is currently certified in ISO 9001:2015 (Quality Management) under the same management system at our locations in Sæby, Skagen, and Cuxhaven. We are actively working towards obtaining certifications in both ISO 14001:2015 (Environmental Management) and ISO 45001:2018 (Occupational Health and Safety).

Achieving the ISO 14001 and ISO 45001 certifications will demonstrate a strong commitment to our environmental responsibilities and workplace safety. The continuous improvement involved in obtaining these certifications enhances our operational efficiency and sustainability practices and ensures a safer work environment for our employees.

Employees

Nordmark is to remain a workplace that creates attractive jobs and supports the personal and professional development of its employees. In addition, the company is dedicated to ensure a safe and healthy working environment of the highest standards, this is done by ensuring that all employees are familiar with our policy on Code of Conduct and on Health and Safety.

Some of our key risks identified related to employees are ensuring that Nordmark has the right working conditions and are focused on health and safety. We mitigate these risks by ensuring proper onboarding, a high degree of communication, townhall meetings, supporting unions and fostering an open culture, where everybody can speak their mind.

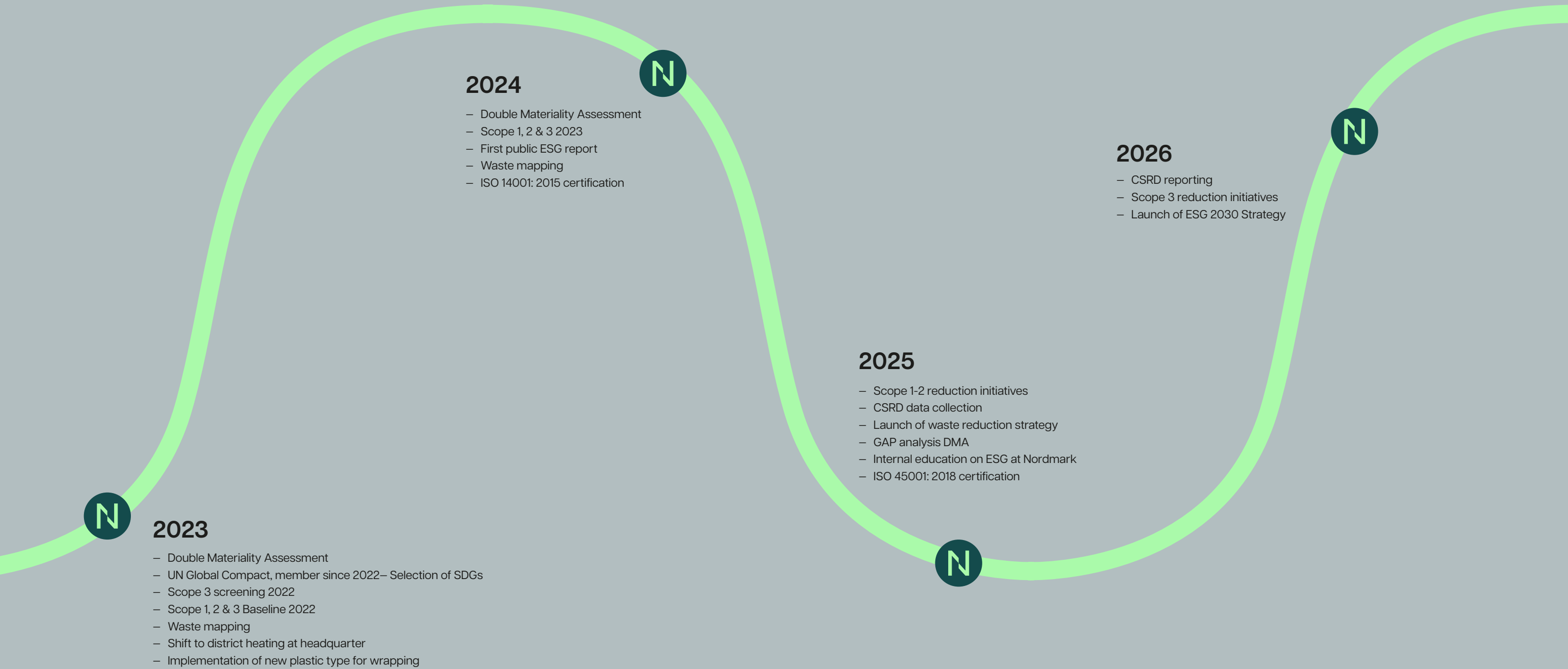
The company believes that employee diversity, including a gender balance, contributes positively to the work environment and strengthens the company's performance and competitiveness.

Nordmark strives to be an inclusive workplace without discrimination. Recruitment of new employees is based solely on the best evaluation of candidates' competence and experience. Gender, belief, age, nationality, ethnicity, or sexual orientation are not relevant criteria when recruiting. Nordmark seeks a balanced split between genders, as presented in the Code of Conduct.

ESG going forward



Roadmap



Sustainability Indicators

Measurepoint	Unit	2023	2022		
General	Total turnover	mDKK	220	277	
	Number of reporting locations	Number	4	4	
	Blue collar employees	Employees	118	122	
	White collar employees	Employees	30	32	
	Machine hours	Hours	76.655	86.760	
ENVIRONMENTAL					
Energy consumption					
Energy	Purchased electricity	KWh	4.067.180	4.507.202	
	Purchased district heating	KWh	489.000	-	
	Purchased district heating gas	m³	297.325	379.646	
	Purchased district heating diesel	L	10.300	19.923	
Water	Total consumption of water	m³	2.656	2.633	
Waste	Total waste generated	Kg	4.242.280	4.372.693	
	- percentage of which is collected for recycling	%	98	97	
Total emissions	CO ₂ e scope 1	tCO ₂ e	748	963	
	CO ₂ e scope 2, location-based	tCO ₂ e	804	925	
	CO ₂ e scope 3	tCO ₂ e	34.557	67.515	
	Total emissions	tCO ₂ e	36.109	69.403	
	Intensity indicator (all scopes)				
		CO ₂ e per full time employee	tCO ₂ e	244	451
		CO ₂ e per turnover mDKK	tCO ₂ e	164	251
	CO ₂ e per machine hour	tCO ₂ e	0,47	0,80	

Measurepoint	Unit	2023	2022		
SOCIAL					
Employees	Full time work force	End year	148	154	
	- percentage of white collar	%	20	21	
	- percentage of blue collar	%	80	79	
	Gender diversity, general	♀ %	9	7	
	Gender diversity for executive management	♀ %	0	0	
	Gender diversity for Key Positions	♀ %	33	50	
	Total number of recordable injuries	Number	5	6	
	- of which fatal		0	0	
	Lost time incident rate per 1.0 mio working hours (LTIR)	Number	26	29	
	Employee turnover rate	%	8	7	
	Employee seniority over 10 yrs	%	23	22	
	Sick leave	%	4.6	5.6	
	Employees distributed by age				
		20-29 years	%	5.4	8.4
		30-39 years	%	27.0	26.0
		40-49 years	%	32.4	33.1
		50-59 years	%	21.6	22.7
		60+ years	%	13.5	9.7
		Trainees/apprentices	Number	3	5
		Employee satisfaction surveys, score	Score	2.6/4	X
GOVERNANCE					
	Gender diversity, Board	♀ %	17	17	
	Whistleblower program, utilized	Number	0	0	
	ISO Certifications		2	2	

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