

ANNUAL CSR REPORT

2024 - 2025



June 2024

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Foreword

Welcome to Anker Andersen A/S's annual CSR report. Thank you for your interest in our ongoing efforts to integrate sustainability and social responsibility into the core of our business.

At Anker Andersen A/S, we are driven by the conviction that the key to sustainable growth lies in our ability to collect, analyze, and apply data in a way that not only improves our business results but also our environmental and social footprint. This is our foundation for making informed and responsible decisions that benefit the climate, our employees, and the surrounding community.

During 2024 and 2025, data-driven decision-making will play an increasingly significant role in our strategic plans. This will create a solid foundation for our efforts and help us target our resources where they can have the greatest positive impact.

The well-being of our employees is the cornerstone of our operations. Happy and satisfied employees are crucial for maintaining a sustainable and productive business. Therefore, we continue to invest in their well-being through regular satisfaction surveys and ongoing skill development across the organization.

In addition to maintaining our focus on employee well-being and professional development, we are also actively working towards achieving certifications that align with international standards, including relevant ISO standards.

With the publication of this report, we further commit to working systematically with our social, economic, and environmental responsibilities. We are transitioning from CSR reporting to ESG reporting (Environmental, Social, Governance), which will enhance our openness and transparency towards all our stakeholders.

Thank you for your support and trust. We look forward to continuing this journey together towards a more sustainable future.

Anker Andersen A/S

Anders Topp Daugaard
CEO





UN'S 17 Sustainable Development Goals

The UN's 17 Sustainable Development Goals are well known by many and commit the 193 member countries to eradicate poverty and hunger, reduce inequalities, guarantee quality education, promote good health for all, create decent jobs, and support sustainable economic growth.

This new agenda acknowledges the interconnectedness between social, economic, and environmental development, as well as peace, security, and international cooperation, emphasizing the need for a coordinated effort to achieve sustainable development. It is therefore essential that everyone contributes and actively engages in this endeavor.

Global collaboration among governments, businesses, civil society, and individuals is necessary to advance these goals. All stakeholders must integrate the goals into their daily practices and policies. For businesses, this entails implementing sustainability into their strategies and operations, while for individuals, it means making more sustainable choices in everyday life.

Effective engagement in the Sustainable Development Goals can lead to significant positive change, not only improving current conditions but also ensuring a sustainable future for generations to come.





8. Decent jobs and economic growth



Target 8.2

Achieve higher levels of productivity of economies through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.

8.2 Economic growth

Anker Andersen A/S is innovatively leveraging technology to enhance our customers' capabilities, thereby improving their market position and promoting economic growth through the automation of previously manual and less productive processes.

Internally, we prioritize maintaining production jobs in Denmark by creating value for our customers. Additionally, through our "Code of Care" program and job clarification process, we integrate employees into the labor market, contributing to improved working and economic conditions.



Target 8.8

Protect labour rights, and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

8.8 Decent jobs

We strive for a safe work environment through an active occupational health and safety organization (OH&S), focusing on preventing work-related injuries and promoting well-being among all employees. We ensure that all employees have appropriate working conditions and contractual terms, including annual employee development discussions to support personal growth. Additionally, we offer all employees an attractive health insurance, providing them with prompt assistance in all respects.

We aspire to be an inclusive workplace where diversity is embraced. Our goal is to create a work environment where everyone - regardless of differences - is treated with respect and fairness, enabling them to realize their potential and contribute to the company's progress and growth.

In our efforts towards a sustainable future, we emphasize both attracting new employees and retaining existing ones. Therefore, comprehensive onboarding programs are developed and implemented for all new positions.

We offer employment to "Code of Care" employees and individuals in need of job clarification processes, which is a local initiative for people on the edge of the labor market, where the connection to the labor market is highly rewarding for both parties.




We have an active staff association that fosters unity and team building through social and professional events.

Target description

	<u>23/24 target</u>	<u>23/24 realized</u>	<u>24/25 forecast</u>
Occupational injuries	0	3	0
Working conditions	100%	100%	100%
CoC employees	4	4	5
Employee turnover	6%	7%	5%
Staff association (attendance rate)	70%	77%	80%
Satisfaction factor		84%*	90%

* The job satisfaction survey was last conducted in 2021. In 2nd quarter of 2024, a satisfaction survey will be conducted for the entire company.

Workforce and gender diversity at Anker Andersen A/S

			
	Men	Women	In total
2024*	64%	36%	70 employees
Forecast 2025	60%	40%	75 employees

* As of 1st May 2024

Responsibility and deadline

The management at Anker Andersen A/S

May 2025



9. Industry, innovation and infrastructure

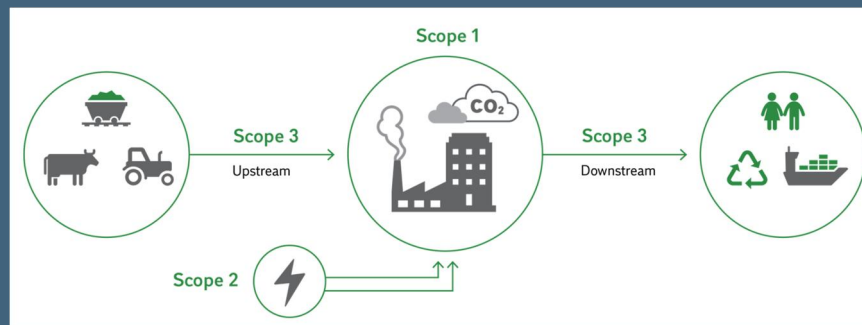


Target 9.4

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally friendly technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

9.4 Analysis of environmental impacts

For the first time, Anker Andersen A/S has prepared an internal CO₂ accounting report, which, however, is largely based on proxy data. We have used the Confederation of Danish Industry's model "Climate-Ready Manufacturing Company".



Source: Confederation of Danish Industry

Scope 1 refers to the direct emissions from activities controlled by the company itself, such as emissions from its own vehicles and its own facilities for heat and energy production (e.g., gas and oil for processes or heating).

Scope 2 consists of the indirect emissions from the energy the company purchases, such as electricity or heat. Here, the emissions occur elsewhere, for example, at the local combined heat and power plant or district heating plant.

Scope 3 encompasses all other indirect emissions from the company's value chain, both upstream (including emissions related to suppliers) and downstream (including emissions from the use and disposal of your products). These are emissions from sources that the company does not own or control. Examples include purchases, services, and transportation.

A CO₂ account, seen as part of a carbon footprint, is a way to quantify and assess the amount of carbon dioxide (CO₂) and other greenhouse gases emitted as a result of our activities. There are several reasons to create a CO₂ account:

Environmental reasons:

CO₂ is one of the most important greenhouse gases contributing to climate change and global warming. By measuring and monitoring our CO₂ emissions, we can identify areas where we can reduce our environmental impact and help mitigate climate change.

Economic reasons:

Reducing CO₂ emissions can lead to savings on energy consumption and other resources. CO₂ accounts can help identify areas where economic savings can be achieved through more efficient resource utilization and adoption of sustainable practices.

Management and accountability:

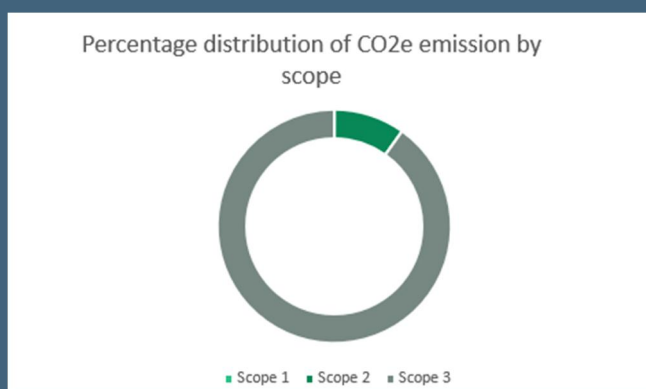
CO₂ accounts provide a tool to evaluate and monitor our efforts to reduce CO₂ emissions over time. It fosters accountability and enables our company to report our climate impact to stakeholders such as investors, customers, and the community at large.

Commitment and legislation:

Some countries and regions have laws requiring certain companies and organizations to report their CO₂ emissions. By establishing a CO₂ account, compliance with these obligations can be ensured, helping to avoid fines or other consequences.

Overall, CO₂ accounts provide a structured approach to understanding, measuring, and reducing the climate impact, which is crucial for moving towards a more sustainable future.

Anker Andersen A/S has completed its first CO₂ account for the financial year 2022/2023. Significant portions of this CO₂ account are based on proxy data.



Source: Confederation of Danish Industry

Our next goal for the CO₂ account is not to rely on proxy values but solely on valid data.

Therefore, our aim and purpose must be to identify our largest single emission sources or the emissions with the greatest potential for reductions. This could involve, for example, transitioning our energy consumption from natural gas to district heating, replacing all bulbs with LED lights, and mapping our standby power consumption.

Responsibility and deadline

The management at Anker Andersen A/S

May 2025



12. Responsible consumption and production

ISO 9001

At Anker Andersen A/S, we are looking forward to obtaining an ISO 9001 certification. ISO 9001 is a certification of the quality management system, demonstrating our commitment to consistency, continuous improvement, and customer satisfaction. For many, certification is synonymous with quality and effective management combined with structured customer dialogue.

The standard is based on a set of quality management principles, which involve continuous focus on strong customer orientation, motivation, involvement of top management, process approach, and improvements.

With the certification, we are thus focused on achieving increased efficiency and reducing the number of product errors.



Target 12.5

By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.

12.5 Mapping of waste and spillage

Furthermore, we also look at the waste generated by our production. As a company, our primary focus is on sorting the waste for recycling. All recyclable materials should be sorted for recycling. This includes, for example:

- Recyclable PVC waste
- Recyclable paper
- Recyclable cardboard
- Recyclable plastic, metal, glass, wood
- Recyclable hazardous waste



Source: Hedensted Municipality

We sort into the 10 fractions designated by our municipality.

Responsibility and deadline

The management at Anker Andersen A/S

May 2025



Economic Sustainability

Here we introduce our approach to responsible operation and development within Anker Andersen A/S. We will elaborate on our activities and the key operations necessary to maintain stable and responsible operations. Our important key resources and central partners, crucial for carrying out these activities, will also be mentioned along with the cost structure we employ.

A comprehensive overview of our financial foundation can be seen in our accounts, budgets, and is incorporated into our overall strategic plan, which will guide us towards a secure future.

In 2023, we transitioned to the BC365 ERP system, which represents a step in the right, more digital direction for us. BC365 is an integrated software solution that manages and automates many of the company's core processes. It consolidates data from various departments such as finance, production, sales, procurement, and inventory management into a central database, enabling streamlined operations and improved flow of information.

We expect to achieve the following benefits:

- ⇒ Automation of routine tasks and reduction of manual processes will increase efficiency and decrease errors.
- ⇒ Centralizing data enables information accessibility across departments, enhancing communication and decision-making.
- ⇒ Utilizing of single source for data ensures consistent and accurate information throughout the entire organization.
- ⇒ BC365 assists in ensuring compliance with laws and regulations by offerings features for documentation and reporting.



Anker Andersen A/S' Financial Management

Anker Andersen A/S primarily engages in the development, production, installation, as well as service and maintenance of equipment for handling used beverage containers made of plastic, glass, and metal. Our products, which include systems for reception, identification, sorting, and settlement, are delivered to industrial customers, grocery chains, and companies within the returnable packaging sector, among others.

As a responsible company, we highly value transparency, which is reflected in our published financial statements. We engage in ongoing risk management to minimize financial risks, and all strategic as well as financial decisions are coordinated within our management.

We are committed to promoting genuine sustainability, where initiatives in environmental, resource, and social responsibility support economic growth.

Historically, Anker Andersen A/S has focused on creating a profitable business for our customers while also delivering solutions that enhance the environment.

Moving forward, our focus will expand to not only developing sustainable solutions for our customers but also exploring how we internally can identify new business opportunities through the application of life cycle analysis models.

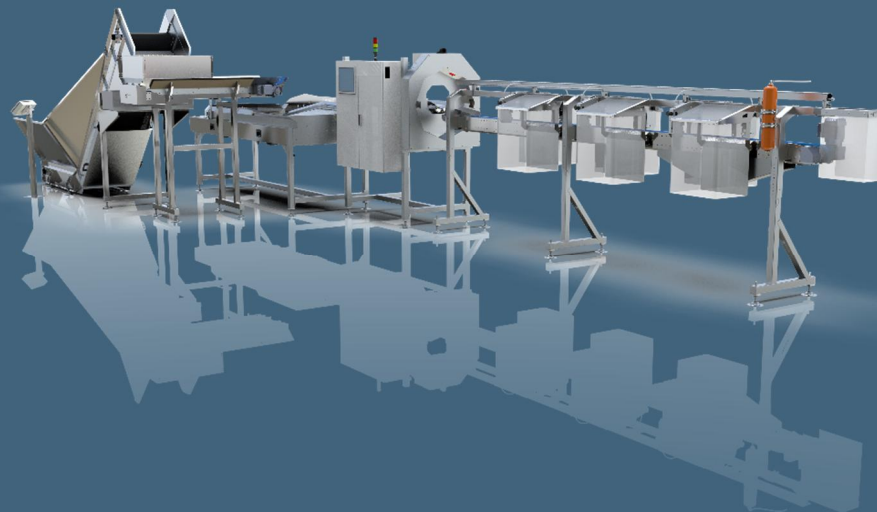
Target description

Anker Andersen A/S strives to identify business opportunities through reduction of resource consumption and recycling of materials, as well as the shared potential offered by BC365.

Responsibility and deadline

The management at Anker Andersen A/S

May 2025





Social Responsibility

Our work with social aspects is grounded in our core values and vision. We build upon the selected Sustainable Development Goals. The social benefits we create reflect our commitment to improving the world for both our customers and the broader society. Our social impact focuses on areas such as organization, employees, and the local community.

When working with a company's social bottom line, it needs to be calculated. Therefore, Grow™ has developed the Social Sustainability Calculator. It estimates the minimum value that companies contribute when hiring from the fringes of the labor market. Thus, the calculator is a useful tool for reporting the company's social bottom line to, among others, CSR reporting/ESG accounting.



Facts about the Social Sustainability Calculator:

The calculator has been validated by the auditing and consulting firm Deloitte and developed based on the National Board of Social Services' figures for the societal savings achieved when formerly convicted individuals, long-term unemployed, etc., enter employment.

The calculator estimates the short-term effects on the public economy by calculating reduced expenses for transfer payments and increased tax revenues, based on average considerations regarding wages, benefits, and taxes for a single individual with a simple economy, without tax deductions and capital income.

In addition, the calculator includes a range of derived effects on the public economy in the form of reduced societal expenses for crime, substance abuse treatment, and mental illness, based on average calculations for citizens in the target group.

The calculator is based on four fundamental elements:

The company's own figures for CSR employments

Public revenues from taxes

Saved public benefits

Saved expenses related to selected social challenges

The calculator retrieves data from the company, SKAT (the Danish Tax Agency), STAR (the Agency for the Labour Market and Recruitment), as well as from SØM (the National Board of Social Services' Economic Investment Model).

Grow™

REPORTED SOCIAL VALUE IN
THE SOCIAL SUSTAINABILITY CALCULATOR

ANKER ANDERSEN A/S

HAS WITH 4 SOCIAL EMPLOYMENTS IN 2023 CREATED THE FOLLOWING VALUE FOR SOCIETY:

SOCIAL BOTTOM LINE

IN TOTAL EACH YEAR

516.667 DKK

STATE

409,057 DKK

REGION

0 DKK

MUNICIPALITY

107,609 DKK



THE SOCIAL SUSTAINABILITY CALCULATOR ESTIMATES THE MINIMUM BENEFIT THAT THE COMPANY CONTRIBUTES TO SOCIETY WHEN HIRING INDIVIDUALS FROM THE FRINGES OF THE LABOR MARKET. THE CALCULATOR IS APPROVED BY THE AUDITING FIRM DELOITTE.

Social Value

Anker Andersen A/S contributes to job creation both locally and among our customers and suppliers. At the same time, we enhance working conditions by offering ergonomic and automated solutions. Our "Code of Conduct" ensures proper working conditions throughout the value chain and guarantees stable, secure jobs for our employees.

We support the Danish Society for Nature Conservation, which also contributes to the fulfillment of the UN's 17 Sustainable Development Goals. We actively engage in the local community by supporting sports and culture.

Our automated solutions lead to upskilling of personnel at our customers and increase the social recognition of their professional field. Additionally, we offer consumers a simple and effective method for returning deposit packaging, and we ensure a safe and healthy working environment for employees at bottle depots and counting centers.





By employing "Code of Care" employees and job clarification processes, we are working to improve the quality of life for individuals. As a locally rooted company, we also contribute to job creation by utilizing local partners and suppliers.

Anker Andersen A/S is dedicated to promoting well-being among employees, which we achieve through annual interviews focusing on personal development. We emphasize openness and a high level of information to ensure a secure everyday environment for everyone.

Furthermore, we have established a whistleblower scheme where employees can report violations of the law, harassment, or other issues either with their name or anonymously. The whistleblower scheme is intended to supplement direct and daily communication in cases of serious matters or violations.

Workforce and gender diversity at Anker Andersen A/S

Whistleblower cases

				
	Men	Women	Total	
2024*	64%	36%	70 employees	0
Target 2025	60%	40%	75 employees	0

*As of 1st May 2024

Target description

Anker Andersen A/S aims to strengthen interdisciplinary collaboration by educating a large portion of its employees in project management, implementing ISO 9001, and continually focusing on "Code of Care" employees.

Responsibility and deadline

The management at Anker Andersen A/S

May 2025



Environmental Sustainability

Our approach to environmental issues is based on the well-known 80/20 rule. This means that we focus on approximately 20% of our activities and value propositions, which are estimated to account for 80% of our CO₂ emissions.

In the first phase, we identify specific areas of focus and explore how we can enhance the environmental benefits of these. Similarly, we analyze the environmental impacts of our production, materials, and supply chains to gain a clear picture of our overall environmental footprint.

The purpose of this focus on the environmental sustainability is ultimately to create a 'net positive' outcome, where the environmental benefits clearly outweigh the negative environmental impacts.



Environmental Efforts at Anker Andersen A/S

To gain a clear overview of our overall current environmental impact, it is necessary to establish a basic "baseline" using a recognized method that follows the cradle-to-gate principle. This method will also encompass factors such as CO₂ emissions, consumption of limited resources, waste management, chemicals, and other relevant environmental aspects such as noise.

Therefore, we have prepared the company's first CO₂ account.

In connection with this initiative, we need to define functional units, which must account for varying physical sizes, and this is important because there is a clear connection between these units and their geographical installation.

Furthermore, we will investigate the environmental impact of our production, including factors such as in-house production, outsourcing to partners, and the location of suppliers.

We also plan to assess whether the environmental impact from our buildings, administration, transportation, etc., is significant. Additionally, the environmental impacts during the use phase and disposal of our machines will be mapped out.

Our CSR policy and initiatives are based on the "triple bottom line," meaning that a real improvement in our CSR efforts is seen when there are positive advancements in the three areas: Environment, People, and Profit.

Target description

Anker Andersen A/S aims to implement a method for mapping environmental impacts and monitoring significant improvements. The first step in this direction is the installation of charging stations for electric vehicles.

Responsibility and deadline

The management at Anker Andersen A/S

May 2025