

eltwin

SUSTAINABILITY REPORT

2023

“Eltwin Group remains resolute in our mission to drive positive change. While challenges persist, our unwavering commitment to sustainability, customer satisfaction, and employee well-being propels us forward on our journey towards a greener, more sustainable future.”

- Jens Ebbesen, CEO



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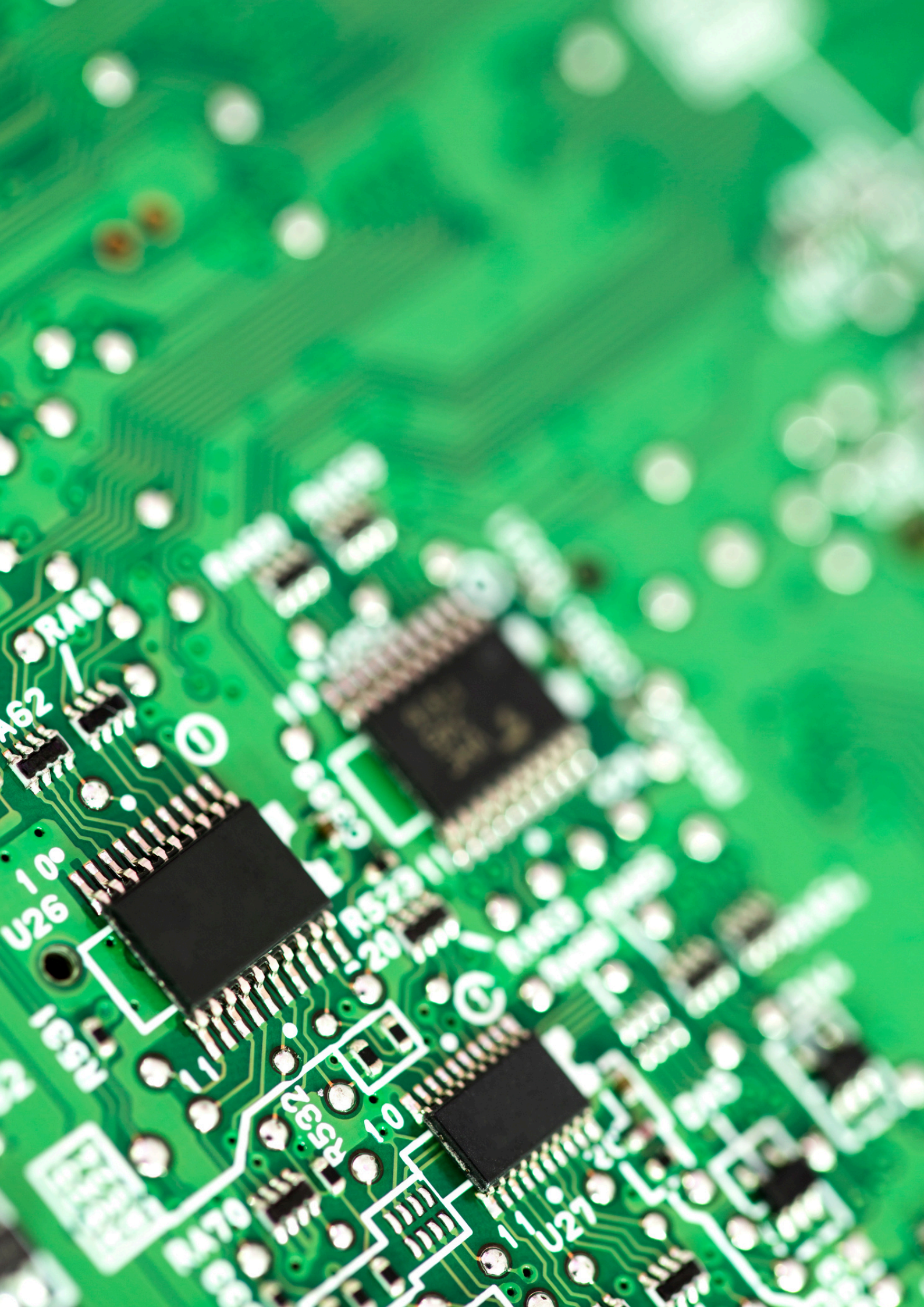
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Introduction

In a world where environmental and social challenges are becoming increasingly urgent, Eltwin Group remains committed to sustainable practices, accountability, and transparency. We have chosen to rename our report from “CSR Report” to “Sustainability Report”, aligning ourselves more closely with the NIBE Group. As part of this development, this year’s report is structured around Environmental, Social, and Governance (ESG) principles.

Throughout Eltwin Group’s history, we have been helping customers worldwide in optimizing their products with energy-efficient and cost-effective solutions. Eltwin’s dedication to smart solutions that drive business growth, while positively impacting our planet, is in the DNA of all Eltwinners. With over 45 years of expertise in power electronics, our mission has always been to push technology forward and create sustainable products that promote energy efficiency.

With strong partnerships, collaboration, and innovation, we can continue to make a difference. We want to secure a better future for both our company and the global community as well. Together with our stakeholders, we will continue to push the boundaries of what is possible, striving to create a more prosperous, equitable, and environmentally conscious world for generations to come.

We extend our gratitude to employees, customers, suppliers, investors and communities for their ongoing support and collaboration. Together, we have the power to drive positive change.

The 2023 Sustainability Report reflects data gathered from the entire Eltwin Group and serves as an overview of our efforts, achievements, and ongoing commitment to sustainability across our operations. You will find our environmental initiatives, social impact, and governance practices. From addressing our carbon footprint and initiating a Life Cycle Assessment project to empowering students with enhanced competencies for the labor market and prioritizing employee well-being, we are dedicated to integrating sustainability into every aspect of our business.

We understand that sustainability is a journey, and we acknowledge the importance of continuous improvement.

Enjoy your reading.



My First Year As CEO

In 2023, Eltwin Group experienced unprecedented success, yet it was also a year marked by environmental challenges worldwide. This stark reality emphasizes the need for immediate action. Despite our achievements in Eltwin Group, we faced a setback as the deployment of heat pumps dropped by 5%. This setback was primarily attributed to political uncertainties surrounding EU regulations on phasing out gas and oil boilers, alongside factors like government incentives and electricity-gas price ratios.

"Nevertheless, Eltwin Group remains steadfast in our commitment to reducing our CO2 footprint and advancing sustainable solutions."

Nevertheless, Eltwin Group remains steadfast in our commitment to reducing our CO2 footprint and advancing sustainable solutions. With over a million electronic devices delivered, 82% of which are LCE classified products, we're proud of our contribution towards energy savings and decarbonizing heating.

Our journey towards CO2 neutrality by 2050 necessitates an acceleration in the green transition, particularly in eliminating fossil fuel usage for heating and cooling, which accounts for a significant amount of global CO2 emissions.

The technology is already there. Eltwin Group's contribution lies in accelerating the deployment of smart power electronics. We have nearly doubled our overall capacity to deal with the increased demand both in production and development. I am pleased that we have been able to support new and old customers with energy efficient solutions that help in the journey towards decarbonizing domestic heating.

Furthermore, in 2023 we have refined our products and will initiate a new range of even more energy efficient products, helping our customers enhance their products and be in compliance with the EU's new F-gas Regulation.



As part of the NIBE Group, Eltwin Group contributes to the sustainability goal of reducing CO2 emissions by 65% in 2030 (scope 1 & scope 2). Our focus lies on eliminating the use of fossil fuels for heating our sites, using only renewable energy, and electrifying our transportation. Moreover, we have initiated the mapping of scope 3 emissions in 2023, focusing on reducing the carbon footprint of transportation and our supply chain. For example, at our Polish site we have changed the location of the external warehouse, thereby shortening the transportation distance from approx. 40 km to 20 km. Similarly, we have changed our waste company in Poland, shortening the route between the waste company and our Polish site by ten times.

Eltwin Group is committed to preferential use of sea freight instead of air freight for both international inbound and outbound goods. After resumption of stable freight services post-COVID pandemic, in 2023 Eltwin Hyper (our site in Australia) undertook astute production planning of maximizing use of sea freight for movement of all goods internationally. Compared to 2022, this led to a reduction in CO2 emissions of 73% for outbound goods and 68% for inbound goods in 2023. This allowed savings of nearly 15,000 tons of CO2 emissions in 2023.

"With a focus on employee satisfaction... we have achieved positive results, evidenced by record-high employee satisfaction ratings and feedback."

In addition to our environmental endeavors, I am pleased to see that our customer satisfaction in 2023 are on a high and especially that our delivery time is back on an acceptable level. This marks a significant improvement after facing 2-3 years of supply constraints due to the COVID pandemic and the Ukraine-Russia conflict. We appreciate the patience and the collaboration with our customers and suppliers.

For Eltwin Group, 2023 was a turbulent year with many new employees supporting the growth, primarily at our sites in Denmark and Poland. Our processes were tested to a limit which proved that the Eltwin culture and mentality is scalable. With a focus on employee satisfaction, and by prioritizing leadership, teamwork and empowerment, we have achieved positive results, evidenced by record-high employee satisfaction ratings and feedback.

Looking ahead, Eltwin Group recognizes the imperative of collective action to reignite the green transition. Eltwin stands ready to leverage our expertise and resources to support this endeavor, notwithstanding the prevailing political uncertainties.

Eltwin Group remains resolute in our mission to drive positive change. While challenges persist, our unwavering commitment to sustainability, customer satisfaction, and employee well-being propels us forward on our journey towards a greener, more sustainable future.


Jens Ebbesen
CEO, Eltwin Group



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To Propane

(E)NVIROnMENTAL

Our Earth is the prerequisite for a shared prosperous future — now and in the generations to come. We aim to improve our positive environmental handprint by creating products for climate protection. And also, by reducing our negative environmental impact — our footprint.

GOALS

- A minimum of 60% of used materials must be recycled
- A maximum of 10% of total waste must be small combustible waste
- A maximum of 2% of total waste must be landfill

RESULTS

- 64% of used materials were recycled
- 17% of total waste was small combustible waste
- 0.8% of total waste was landfill

How will we win in the future?

With an action plan, awareness campaigns, and clarification of waste sorting, we expect to see the numbers of small combustible waste to drop in 2024.



GHG Carbon Footprint 2020 - 2023

Below is an overview of the Eltwin Group greenhouse gas (GHG) emissions of scope 1 and scope 2. We use the online platform CEMAsys to calculate our carbon footprint. The carbon footprint is calculated on the basis of the Greenhouse Gas Protocol, which is the world's most widely used greenhouse gas accounting standard for companies.

Eltwin Group is a part of the NIBE Group, and it is our ambition to contribute to their sustainability targets for responsible business conduct. NIBE has set a long-term goal to be carbon neutral by 2050. On short-term, the goal is to reduce CO₂ emissions by 65% between 2019 and 2030. This goal is based on reducing direct (scope 1) and indirect (scope 2) emissions.

The total CO₂e emissions should be considered in the context of Eltwin Group's business growth each year, which naturally leads to an increase in CO₂e emissions. Looking forward, we aim to make the emissions more comparable by additionally calculating the carbon footprint per unit produced and per million DKK turnover. However, this has not been possible with the carbon footprint 2023 because we do not have all data for scope 3 yet. Therefore, these calculations would not be accurate without the CO₂e emissions from scope 3.

Carbon Footprint	Unit	2020	2021	2022	2023
<i>Total scope 1</i>	<i>tCO₂e</i>	44.3	31.8	40.1	59.7
- Petrol	tCO ₂ e	0.1	2.2	3.3	12.9
- Diesel	tCO ₂ e	44.2	29.6	36.8	46.8
<i>Total scope 2 (location based)</i>	<i>tCO₂e</i>	462.9	476.8	481.7	604.8
- District heating	tCO ₂ e	64.6	94.3	92.7	146.8
- Electricity	tCO ₂ e	398.3	382.5	389.0	458.0
<i>Total scope 2 (market based)</i>	<i>tCO₂e</i>	77.0	111.5	97.4	146.8
Total scope 1 & 2 (location based)	tCO₂e	507.2	508.7	521.8	664.6
Total scope 1 & 2 (market based)	tCO₂e	121.3	143.4	137.5	206.6
Total scope 1	liters	17658	12724	16065	24794
Total scope 2	MWh	1169.0	1318.6	1304.1	1488.1
Total renewable energy (location based)	MWh	-	407.5	428.8	699.8
Total renewable energy share (location based)	%	-	28.1%	29.1%	40.5%
Total renewable energy (market based)	MWh	724.5	912.3	971.8	1310.6
Total renewable energy share (market based)	%	53.5%	62.8%	66%	75.9%

Scope 1

Includes the direct emissions from sources owned or controlled by Eltwin Group.

Our scope 1 consists mainly of transportation in Eltwin Group's cars in Denmark and Poland. This data varies over the years 2020-2023, partly due to the pandemic. Another reason for the variation is our data sources. In relation to purchased fuels, we have previously used credit cards as payment instead of fuel cards. This has prevented us from gaining full insight into our purchased fuels. We have changed our internal procedure to ensure an improved data collection and expect more precise data going forward.

Scope 2

Includes the indirect emissions from purchased energy; electricity and district heating where we have operational control.

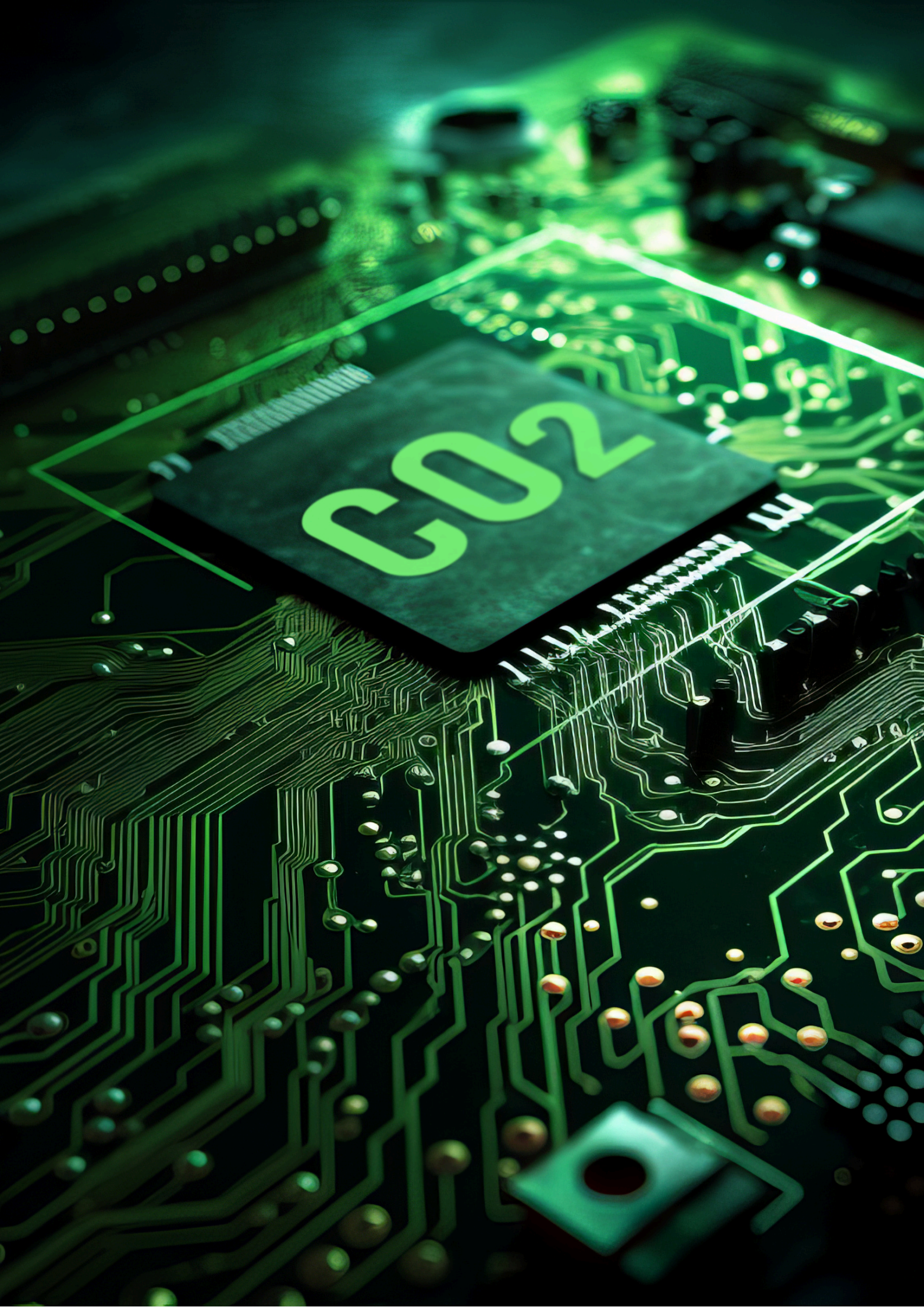
Scope 2 location-based emissions are calculated by summing up the emissions from district heating and location-based electricity. District heating emissions are based on the kWh consumption and are calculated using emission factors from local production mixes or average IEA (International Energy Agency) statistics. Location-based electricity emissions are calculated by applying the appropriate electricity production mixes from IEA statistics.

Scope 2 market-based emissions are calculated differently. District heating emissions are the same as for the location-based method. With electricity, the whole Eltwin Group have renewable energy certificates. With these certificates, we can guarantee the origin of our electricity and reduce our market-based CO₂e emissions. With the certificates it is certified that the electricity is produced exclusively by renewable sources with an emission factor of 0 gram CO₂e per kWh. If there is any electricity not covered by the certificates, the emission factor is based on the remaining residual mix from IEA.

Scope 3

Includes the indirect emissions resulting from value chain activities.

The scope 3 emissions are a result of the company's upstream and downstream activities, which are not controlled by the company. We are currently working on gathering data for scope 3 and this includes involvement of our value chain. We have started to contact some of our suppliers with a request for specific emissions on our purchased goods and services. We update this on an ongoing basis as we gain access to more supplier specific data. Data on upstream and downstream transportation is provided by the freight companies and data on waste from our waste distributor. Moreover, we have conducted a survey among our employees about employee commuting. The scope 3 carbon footprint is on our agenda for 2024.



Driving Change Through LCA

In a reality where sustainability and environmental awareness are becoming increasingly urgent, Eltwin Group strives to be a part of the development. Therefore, we decided to start the project with a Life Cycle Assessment (LCA) on one of our products. We teamed up with EnergySolution A/S who carried out the LCA study for us. LCA is a decision-supporting tool that can assess and quantify the environmental impact of a product or service lifecycle throughout its lifetime.

The year 2023 was the start of our LCA journey. With heightened attention to the environmental impact of our products, we want to be prepared for future requirements. Our first LCA on our PURE Drive serves as our baseline and aims to provide transparency and contribute to learning about sustainability optimization. With the LCA on our PURE Drive, we look more closely into material usage, component selection, supplier choices and CO2e emissions. Moreover, we get the opportunity to raise awareness on the emissions of our products and how we can incorporate this in the future development of the products.

Decided in a partnership with NIBE Group, our drives are designed to have an expected lifespan of 18 years.

This meaning that we set high standards for quality of our drives, ensuring that our products are not only aiming to be environmentally friendly but also reliable and durable. For Eltwin Group, sustainability and quality are not opposites but closely connected. We take this into account in our work with LCA on our products.

Our start of the LCA project is more than a study. It's a story of commitment and a vision of a more sustainable future. And while the journey may not always be easy, we are determined to continue our work and improve ourselves, thereby contributing to a better tomorrow.







**Customers rank the importance
of sustainability**



The Sustainable Switch to Propane

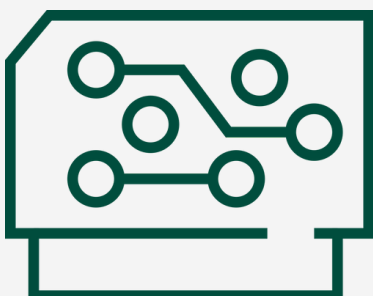
The heat pump technology is far from new. A simple explanation of how a heat pump works is by comparing it to a refrigerator. If you were to build an open refrigerator into the wall with the backside pointing into the building, it would attempt to cool the front (outside) and provide heat to the backside (inside the house). However, refrigerators can leak refrigerant gas, which can harm the ozone layer.



This is why the Montreal Protocol of 1987 and the later Kyoto Protocol of 1997 enforced a phase-out of old refrigerants. The EU has now signed a directive that will come into force in 2027, compelling the heat pump industry to implement changes. The new refrigerants in focus are CO₂ and Propane (R290). The refrigerants previously used were worse than CO₂ by a factor of several thousands. CO₂, on the other hand, is a natural component of our atmosphere, although we aim to limit its amount as it is a greenhouse gas. Propane is a refined product from oil and gas production and is three times worse than CO₂ as a greenhouse gas. Compared to the old refrigerants which were several thousands times worse than CO₂, the switch to Propane (R290) as a refrigerant therefore results in a significant improvement concerning greenhouse gases.

"Many have experienced that the compressor in the freezer or refrigerator run all the time and doesn't cool as expected. Look for "R290" (propane) when buying a new refrigerator, freezer, or heat pump."

- Michael Sørensen, Product Manager, Drives



But there are other problems to consider, such as the fire hazard posed by propane leaking into the open air. Therefore, it must be ensured that any electronic component in proximity to propane cannot ignite it. Eltwin Group's PURE drives have been designed in a way that they are not ignition sources, even in the event of a failure within the drive. This has been verified by an international independent laboratory.

But why use a drive?

The motors in the old compressor types are inefficient when viewed through today's standards. While new motor technologies are more efficient, they require a drive. Even when considering the losses in the drive, the combination of a drive and a new compressor is more efficient than an old compressor without the drive. Furthermore, the compressor speed can now be adjusted to match the actual heating demand, providing even better efficiency.

The switch from fossil fuels to heat pumps is expected to reduce CO2 emissions by more than 500 Mt (Megatons) over the next decade. This represents 39% of the reduction in global CO2 emissions from space and water heating, according to the International Energy Agency (IEA). Most of this reduction is attributed to switches in North America and Europe.

Every time Eltwin Group sells a drive, a gas- or oil burner is replaced, contributing to the above figures. And we're proud of being at the forefront of this transition where we get to make a big impact.





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Professionals

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A Meaningful Internship

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Partnership With
Engineers Without
Borders

(S)OCIAL

We prioritize fair treatment, diversity, and respect for all employees and partners, rejecting harassment, discrimination, and labor violations. We support local communities and institutions, promote our products responsibly, and avoid political involvement.

Our Workplace and Wellbeing Policy fosters trust, pride, and unity, ensuring a positive and supportive work environment.

GOALS

- 95 % employee attendance
- 2 % of employees should be apprentices and interns

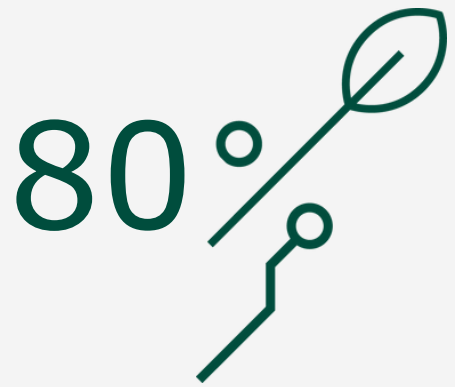
RESULTS

- 87.2 % employee attendance
- 4.7 % of employees are apprentices and interns





Employees evaluate their workplace's focus on their health to 76/100



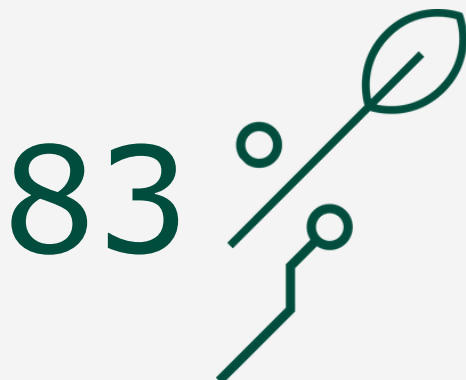
Employees value how pleasant the communication tone is in the workplace to 80/100



Of employees say they do not encounter bullying at work



Of employees say they have not been discriminated against



Employees rank their motivation and commitment in their work to 83/100



Employees rank their satisfaction with their work-life balance to 79/100

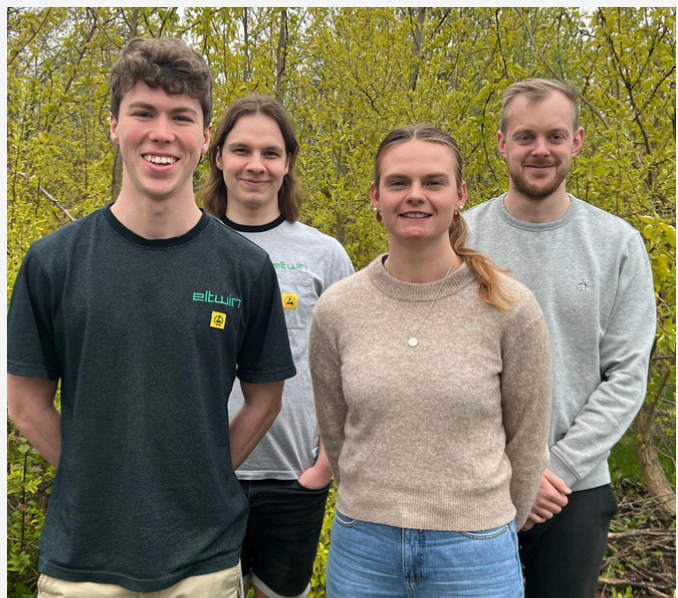
Empowering Future Professionals

At Eltwin Group, we recognize the significance of providing students with practical experiences to develop into qualified professionals. Collaborating with students not only allows us to witness their eagerness to learn and contribute, but also provides us with valuable insights as a company. In addition to imparting skills, we learn a great deal from the perspectives of these young minds.

"At Eltwin, you are assigned tasks with responsibility even though you are 'just an intern or student assistant', which removes the feeling of being 'just an intern/student assistant', and it's really nice to be included in that way."

- Emilia Holmgren Madsen, former intern, now Student Worker

In 2023, we engaged in 14 collaborations, at our Danish site, with students across various settings such as student employment, apprenticeships, internships, in-company projects, and academic collaborations such as master's theses and bachelor projects. Similarly, at our Polish site we had 12 collaborations with students from Electronics Engineering. All collaborations have greatly enriched Eltwin Group, offering diverse perspectives and valuable insights from both our team members and external students.



We are particularly pleased to see some of our interns continuing to work with us as student workers, while others have transitioned into full-time positions upon completing their studies. This demonstrates the success of our investment in nurturing talent and fostering a supportive environment for growth.

Ultimately, our commitment to collaborating with students extends beyond immediate benefits; it's a strategic investment in the future of our company, the communities we serve, and society as a whole.

Women employed



61



Men employed



39



Women in managerial positions



19



Men in managerial positions



81



A Meaningful Internship

Many were challenged during the COVID-19 pandemic. This was also the case for Tobias. After a period of mental challenges, which resulted in him discontinuing his studies, he was granted a program at the school Gimle through the municipality.

It was through Gimle we got in touch with Tobias, who had an interest in our field and wanted to learn more about working as an Electronic Technician. An internship was established within a week, and Tobias ended up in capable hands with Jørn Trans, who is an Electronic Technician and apprenticeship supervisor with more than 25 years of experience in our claim handling department. Tobias shares how happy he was to start at Eltwin Group:

“Everyone was really welcoming, and I was introduced gradually to ensure that starting a new place wouldn't be too overwhelming.”

The two weekly workdays added structure and after two extensions of the internship period at Eltwin Group, another company now has the pleasure of Tobias full-time. Tobias elaborates: "It has been an invaluable help in the process I have been through. If I had not been at Eltwin first, I would not be able to handle being somewhere on a full-time basis."

Now Tobias is figuring out if he wants to resume his studies at the University, where he almost finished a Bachelor's Degree in Economics. Luckily, the internship did not diminish his interest in our field, and he is also considering the possibility of studying to become an Electronic Technician. If so, we will make every effort to offer him an apprenticeship position at Eltwin Group.

Either way, Tobias has our full support, and we are so happy to be a part of his journey.





75 %



Employees evaluate their sense of community, togetherness, and cohesion to 75/100 with their colleagues

82 %

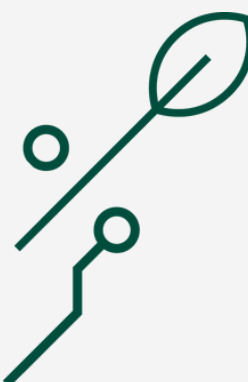


Employees rank their overall job satisfaction to 82/100

Production employees



76 %



Administrative employees



24 %



Partnership With Engineers Without Borders

In 2023 Eltwin Group was looking for a partnership with a non-profit NGO within our own industry. At Eltwin Group we have always appreciated having the opportunity to help others. Our main driver to engage in this project is our passion to help local communities and support an initiative that creates a positive impact on society.

In the search for a partnership, we teamed up with the Danish part of the international organization, Engineers Without Borders (EWB). It is a technical-humanitarian organization dedicated to improving the living conditions for distressed and vulnerable people in poor countries. They believe that there is a great potential in raising the technological level in some of the least developed countries and thereby supporting the development of these countries moving forward. One of the focus areas for EWB is providing clean water and better sanitation which is the project Eltwin Group has been contributing to.



The importance of monitoring water towers

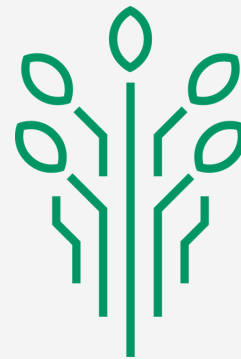
Access to safe drinking water is a fundamental human right, yet millions of people still lack access to this necessity. Insufficient infrastructure and maintenance are two contributing factors to the challenges in obtaining safe drinking water. Water towers play a vital role in storing and distributing safe drinking water to communities. Regular monitoring is essential to identify potential issues in the drinking water supply early on, ensuring timely maintenance and thereby a steady supply of clean water.

Eltwin Group's contribution to a new generation of the EWB Monitor

Since 2018 Engineers Without Borders has used the EWB Monitor for monitoring the functionality and water consumption of community water towers. The monitors provide safe drinking water in both rural and urban areas of Sierra Leone.

A new generation of the monitor was developed in a collaboration between Eltwin Group, EWB Denmark, University of Southern Denmark (SDU) and DIS – CREADIS Engineering Solutions & Consulting. And with the local partners SEND SIERRA LEONE and World Hope International. During the summer 2023, we produced prototypes of the new generation EWB Monitor and a series of 50 pieces of an EWB Monitor. Furthermore, Eltwin Group's PCB suppliers have contributed to the project by providing the PCB's free of charge.

We are very pleased to be a part of this partnership and project. We hope for even more positive impact in the future!





403



Employees in the group

9,384



Training and education hours





31

Supporting NIBE
Sustainability Goals

35

Case story:
Self-logging Curing
Process For Wind
Turbine Blade Repair

(G)OVERNANCE

Our business is built on compliance with laws and strong ethics, emphasizing honesty, transparency, and trust while prohibiting bribery and conflicts of interest. Various policies, including Sustainability principles, Workplace and Wellbeing Policy, and Whistleblowing Policy, guide our operations.

We strive to exceed customer expectations to foster long-term partnerships and sustainable profitability.

Effective leadership entails vision, creativity, and the ability to inspire others to propel the organization forward.

GOALS

- All direct suppliers must sign a Business Code of Conduct
- 20% business growth
- 8.5/10 average score customer satisfaction

RESULTS

- 1/3 of all direct suppliers signed a Business Code of Conduct
- 39% business growth
- 7.7/10 average score customer satisfaction

How will we win in the future?

In 2023 a new structured approach to collect signed Code of Conducts were initiated and will fully be implemented in 2024.

The whole approval process of suppliers will be gathered in one platform and therefore all suppliers will need to sign again. Going forward, this will also set higher standards and make the goal reachable.

Supporting NIBE Sustainability Goals

NIBE has developed five sustainability goals for responsible business conduct, which we at Eltwin Group adhere to as part of the NIBE Group. Moreover, in 2014 NIBE made a commitment to adhere to the UN Global Compact, thereby supporting the ten principles with respect to human rights, labour, environment, and anti-corruption.

Having made a commitment to the UN Global Compact also means working closely with the Sustainable Development Goals (SDGs). NIBE has chosen to work mainly with 7 of the 17 global goals which are incorporated in the sustainability targets.



In our view, it entails a responsibility that Eltwin Group is a part of the NIBE Group. Therefore, we have an ambition to contribute to the sustainability goals. Below you can read more about our contribution to the sustainability goals.

1 Ensuring systematic quality and environmental initiatives

NIBE aims for 100% of the production units to have certified management systems for ISO 9001 and ISO 14001. In Eltwin Group we fully contribute to this goal as we are certified in both ISO standards. Furthermore, we follow the Electronic Industry IPC standards for development and production to secure our products' quality and function.

2 Increased benefit in our product portfolio

NIBE aims for 70% of sales to consist of LCE classified products by the end of 2026.

At Eltwin Group we are developing products within a business area that contributes to the green transition as renewable energy sources. This means that with our products, we contribute to a transition away from fossil fuels going towards renewable energy sources such as heat pumps that operates on electricity. 82 % of our sales consist of LCE classified products in 2023.



3 Reduce CO2 emissions between 2019 and 2030

NIBE has a long-term goal to be carbon neutral by 2050. The goal contributing to this is to reduce direct (scope 1) and indirect (scope 2) CO2 emissions by 65% in 2030 compared to the baseline year 2019.

Eltwin Group contributes to this goal in the following ways

- We focus on collecting and mapping data. We have a system that collects all data, allowing us to monitor the development year by year.
- Scope 1 emissions are relatively low already as our production units mainly run on electricity. Furthermore, we have acquired more electric and hybrid vehicles, shifting some of our emissions from scope 1 to scope 2.
- We also have a company policy to use flights as little as possible and to always drive to our site in Poland instead of flying.
- Additionally, we are working on collecting scope 3 data and collaborating more with our suppliers to collect the correct data. This is on our agenda in 2024.

Better choice of freight options

In 2023 Eltwin Hyper have committed to prioritize the use of sea freight instead of air freight for both international inbound and outbound goods. Following the resumption of stable freight services post-COVID pandemic, Eltwin Hyper implemented strategic production planning to maximize the use of sea freight for movement of all goods internationally.

Compared to 2022, this led to a reduction in CO2 emissions of 73% for outbound goods and 68% for inbound goods in 2023, allowing for savings of nearly 15,000 tons of CO2 emissions in 2023. Eltwin Hyper will continue its commitment of lowering carbon footprint through better choice of freight options.

At our Polish site we are also working to reduce our scope 3 emissions by changing the location of our external warehouse and thereby shortening the distance from 40 km to 20 km. Moreover, with a switch in waste distributor, this route has become ten times shorter.

4 **Continuously declining energy use**

NIBE's goal to reduce energy use aims for a 40% reduction by 2030 compared to the baseline year 2019. We contribute to this goal by being less energy-intensive in our processes since our production mainly operates on electricity. Additionally, we have renewable energy certificates for the whole Eltwin Group.

Improving manufacturing processes

In 2023 we made a step towards reducing energy use by improving manufacturing processes at Eltwin Hyper in Australia. This included new equipment purchases including a modernized wave soldering machine and a solder recovery furnace.

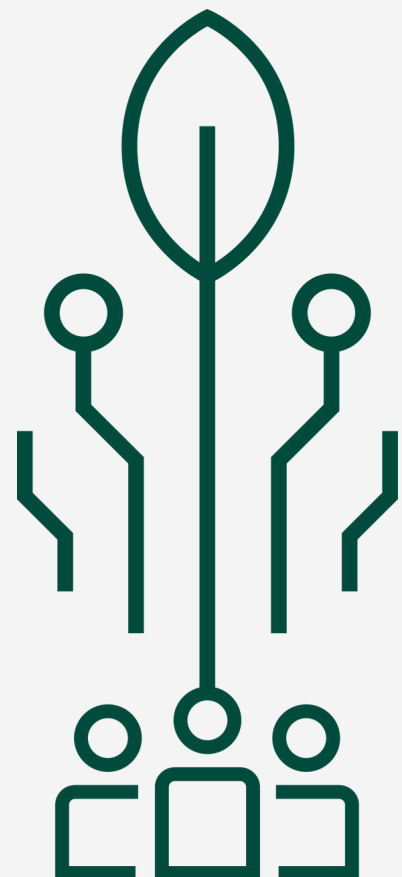
The new solder recovery furnace allows Eltwin Hyper to re-purpose over 100 kg of used tin solder every year. This is a double win with better safety in our production processes and a win for the environment when reusing.

5 **A safe workplace with no accidents**

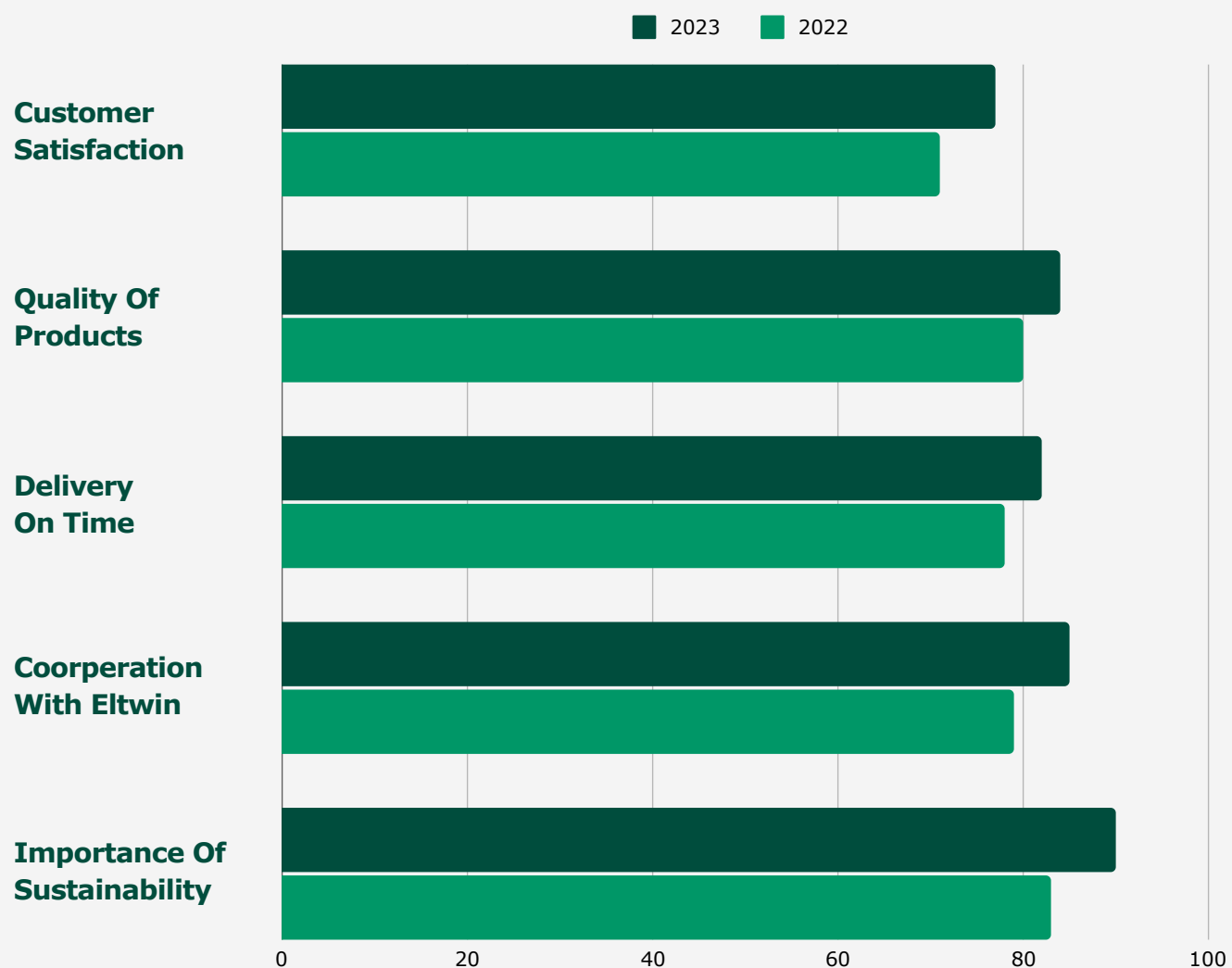
The final sustainability target that NIBE has is a long-term goal to achieve zero workplace accidents. This can be challenging to achieve with so many employees in the NIBE Group and therefore, a short-term goal is to have an accident frequency rate of fewer than six accidents per million hours worked.

At Eltwin Group, we are pleased to say that we had an accident frequency rate of 0 in 2023. We ensure to maintain this through the implementation of safety processes. Additionally, we have internal systems for registration and follow-up in case any incidents occur.

At Eltwin Hyper, the new solder recovery furnace led to a complete elimination of more than 250 liters of alcohol based toxic cleaning solvents on a yearly basis. In addition, Eltwin Hyper committed the use of new water-based solder fluxes in 2023. This replaced an additional 150 liters of flammable solvents every year used in the production.



Customer Satisfaction



Case Story

Self-logging Curing Process For Wind Turbine Blade Repair

Eltwin Group believes that when there is a demand in the market, you should act on it. Lund & Sørensen A/S recognized the need for a safer and more efficient working environment for technicians dealing with wind turbine blade repairs. These crucial operations required constant monitoring and manual logging of data at intervals of every half hour, spanning the 4-8 hours it took to complete the repair. This meant that the technician had to remain on the blade throughout the entire process. The task at hand wasn't just about generating accurate data; it was also about enhancing safety and the overall working conditions for the technicians.



The solution was quite simple, yet the product was nowhere to be found in the market. Lund & Sørensen A/S believed that Eltwin Group could be the suitable partner in developing this product.

A controller with a data logger function was the answer to the demand. With the data logger, all the necessary measurements were taken while the technician could safely leave the repair spot. The data were both valid and reliable, and the technician no longer had to spend his day hanging on the blade. If the technician needed guidance, he would simply scan the QR code on the controller and be guided directly to the user manual. It was a win-win solution, according to Peter G. Johannessen from Lund & Sørensen A/S.

"We think it's really strong that we haven't come up with a box the size of a 20-foot container, but a small box that doesn't weigh much. A detail of significant importance."

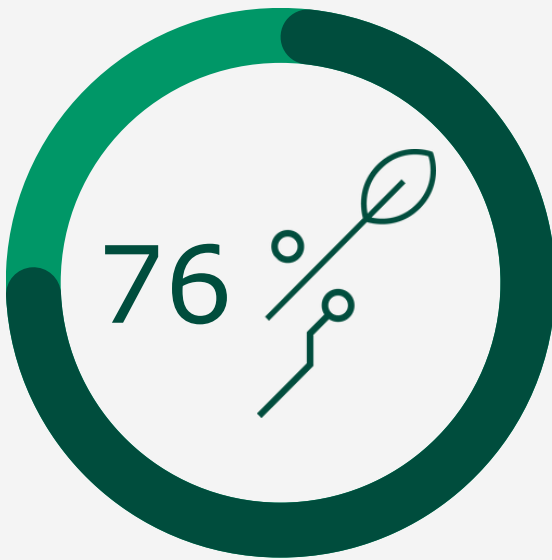
- Peter G. Johannessen, Lund & Sørensen A/S

The heat blanket controller has already showed great test results and created significant interest, particularly in the US market. Thanks to a talented team of engineers at Eltwin Group, the product has been thoroughly tested and can meet the criteria for trouble-free operation even in harsh weather conditions. Moreover, the controller was designed to match the compact size of other products on the market, which lacked the data logging functionality and thereby not using additional material or resources. As Peter G. Johannessen says: "We think it's really strong that we haven't come up with a box the size of a 20-foot container, but a small box that doesn't weigh much. A detail of significant importance."





0 incidents of corruption



**Employees rank their managers
priority of well-being in the
workplace**



**Employees rank their options to
develop their skills and learn
something new**

let's win

ESG Key Figures

This year's Sustainability Report is structured around the principles of Environmental, Social, and Governance (ESG). At Eltwin Group we are committed to the constant development within sustainability, meaning that our sustainability practice will follow the currents in this area. Our focus on ESG is a part of this development.

We are happy to present our ESG Key Figures which can also be found throughout the report. The key figures represent our progress, challenges, and aspirations, guiding stakeholders through our journey towards more responsible and resilient practices. Moreover, we present the key figures as indicators of transparency and accountability embodying our dedication to sustainability.

Please note that Eltwin Group's ESG practices are evolving in line with developments within the area, and therefore, there may be ongoing changes to our ESG key figures.

ESG Key Figures					
(E)nvironmental	Unit	2020	2021	2022	2023
Total scope 1	tCO ₂ e	44.3	31.8	40.1	59.7
Total scope 2 (location based)	tCO ₂ e	462.9	476.8	481.7	604.8
Total scope 2 (market based)	tCO ₂ e	77.0	111.5	97.4	146.8
Total scope 1 & 2 (location based)	tCO₂e	507.2	508.7	521.8	664.6
Total scope 1 & 2 (market based)	tCO₂e	121.3	143.4	137.5	206.6
Energy consumption	MWh	1355.4	1452.4	1472.5	1727.5
Total renewable energy share (location based)	%	-	28.1%	29.1%	40.5%
Total renewable energy share (market based)	%	53.5%	62.8%	66%	75.9%
Water consumption	m ³	1744	2043	2018	2326
(S)ocial	Unit	2020	2021	2022	2023
Employees in the group	quantity	250	276	299	403
Production employees	%	76%	77%	76%	76%
Administrative employees	%	24%	23%	24%	24%
Apprentices and interns	%	3.3%	2.8%	6.7%	4.7%
Gender diversity (% women)	%	60%	60%	61%	61%
Gender diversity in management team (% women)	%	28%	24%	17%	19%
Sick leave	hours	-	6173	7064	6681
Work related injuries with absence	quantity	0	0	1	0
Training and education hours	hours	1267	1244	3661	9384
(G)overnance	Unit	2020	2021	2022	2023
Incidents of corruption	quantity	0	0	0	0
Whistleblowing and Anticorruption Policy	Yes/No	-	-	Yes	Yes
Human Rights Policy	Yes/No	-	-	Yes	Yes

eltwin

powering your impact

Eltwin Group

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